



Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization AB Sciex LP	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number FG 0001
Organization's North American Industry Classification System (NAICS) Code N° 541710	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 359 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-njets/standards-norme/naics-ndan/2022/naics-scien22-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (Building number, street, suite, etc.) 71 Four Valley Drive	City Concord	Province Ontario	Postal Code L4K 4V8
	Telephone Number 905 660-9006	Fax Number 905- 660 2622	

EMPLOYMENT EQUITY CONTACT	
Name (print) Cathy Adams	Title Human Resources
Telephone Number 289-982-2441	E-mail Address cathy.adams@absciex.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/en06/labour/equity/faq/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Brenda Meloche	Title Senior Director, Human Resources
Telephone Number 289-982-2862	E-mail Address brenda.meloche@absciex.com
Signature 	Date Jan 17/14

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (514) 953-8758 or by e-mail at: ee-eme@hrdc-rhdcc.gc.ca



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2017-01-01 to 2020-01-07

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	432	6	0	438	Montréal	8	0	0	8
Québec	8	0	0	8	Toronto	432	6	0	438
British Columbia	2	0	0	2	Vancouver	2	0	0	2
Total Employees in Canada				448	Total Employees in Canada				448



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3								1	1	
	Total	3	3								1	1	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	87	65	22				1	1		27	20	7
	Total	87	65	22				1	1		27	20	7
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	265	188	77				1	1		96	56	40
	Total	265	188	77				1	1		96	56	40
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	51	38	13							20	14	6
	Total	51	38	13							20	14	6

AB Sciex LP (certificate # 10000425)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	8	12							9	3	6
	Total	20	8	12							9	3	6
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	5	7							2		2
	Total	12	5	7							2		2
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4								4	4	
	Total	4	4								4	4	
Total Number of Employees		442	311	131				2	2		159	98	61

AB Sciex LP (certificate # 10000425)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4										
	Total	4	4										
Total Number of Employees		6	4	2							1		1

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / National
 Reporting Period 2017-01-01 to 2020-01-07

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	442	311	131				2	2		159	98	61
Total Number of Employees	442	311	131				2	2		159	98	61

AB Sciex LP (certificate # 10000425)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / National
 Reporting Period 2017-01-01 to 2020-01-07

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	6	4	2							1		1
Total Number of Employees	6	4	2							1		1



AB Sciex LP (certificate # 10000425)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1								1	1	
Middle and Other Managers	19	15	4				1	1		12	8	4
Professionals	79	54	25							34	20	14
Semi-Professionals and Technicians	21	14	7							10	6	4
Administrative and Senior Clerical Personnel	3	1	2							2	1	1
Skilled Sales and Service Personnel	4	2	2									
Clerical Personnel	1	1								1	1	
Total Number of Employees Hired	128	88	40				1	1		60	37	23

AB Sciex LP (certificate # 10000425)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Semi-Professionals and Technicians	1	1										
Total Number of Employees Hired	2	2										



AB Sciex LP (certificate # 10000425)

Form 5 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Full-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	25	19	6				1	1		6	4	2
Professionals	48	29	19							18	10	8
Semi-Professionals and Technicians	9	6	3							3	3	
Administrative and Senior Clerical Personnel	5	1	4							2	1	1
Skilled Sales and Service Personnel	5	3	2									
Clerical Personnel	1	1								1	1	
Other Sales and Service Personnel	1		1									
Total Number of Employees Promoted	94	59	35				1	1		30	19	11
Total Number of Promotions	108	63	45				1	1		34	21	13

AB Sciex LP (certificate # 10000425)

Form 5 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
 Part-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1		1									
Professionals	1	1										
Semi-Professionals and Technicians	1	1										
Total Number of Employees Promoted	3	2	1									
Total Number of Promotions	3	2	1									

AB Sciex LP (certificate # 10000425)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National
Reporting Period 2017-01-01 to 2020-01-07

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	8	7	1				1	1		2	1	1
Professionals	37	28	9				1		1	9	7	2
Semi-Professionals and Technicians	10	5	5				1	1		1		1
Administrative and Senior Clerical Personnel	1	1										
Other Sales and Service Personnel	1		1									
Total Number of Employees Terminated	58	41	17				3	2	1	12	8	4



AB Sciex LP (certificate # 10000425)

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National

Reporting Period 2017-01-01 to 2020-01-07

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1	1										
Total Number of Employees Terminated	1	1										



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Detailed Report

Date: 2020-01-07

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	27.6 %	1	-1	National
02 : Middle and Other Managers	National	89	24	27.0 %	39.4 %	35	-11	National
03 : Professionals		269	77	28.6 %	22.2 %	60	17	
1111 : Financial auditors and accountants	National	1	0	0.0 %	56.0 %	1	-1	National
1114 : Other financial officers	National	1	1	100.0 %	45.6 %	0	1	National
1121 : Human resources professionals	National	2	1	50.0 %	73.2 %	1	0	National
1122 : Professional occupations in business management consulting	National	8	3	37.5 %	42.7 %	3	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	66.6 %	1	-1	National
2111 : Physicists and astronomers	National	26	4	15.4 %	18.2 %	5	-1	National
2112 : Chemists	National	26	12	46.2 %	41.9 %	11	1	National
2132 : Mechanical engineers	National	17	2	11.8 %	9.5 %	2	0	National
2133 : Electrical and electronics engineers	National	17	2	11.8 %	10.7 %	2	0	National
2141 : Industrial and manufacturing engineers	National	20	7	35.0 %	20.4 %	4	3	National
2148 : Other professional engineers, n.e.c.	National	10	2	20.0 %	19.9 %	2	0	National
2171 : Information systems analysts and consultants	National	22	9	40.9 %	27.7 %	6	3	National
2173 : Software engineers and designers	National	74	22	29.7 %	16.0 %	12	10	National
2174 : Computer programmers and interactive media developers	National	36	8	22.2 %	16.6 %	6	2	National
4021 : College and other vocational instructors	National	1	0	0.0 %	53.8 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	43.9 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	2	2	100.0 %	45.4 %	1	1	National
5121 : Authors and writers	National	3	2	66.7 %	56.1 %	2	0	National
04 : Semi-Professionals and Technicians		51	13	25.5 %	17.5 %	9	4	
2211 : Chemical technologists and technicians	Ontario	3	3	100.0 %	49.3 %	1	2	Ontario
2232 : Mechanical engineering technologists and technicians	Ontario	7	1	14.3 %	9.1 %	1	0	Ontario



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Detailed Report

Date: 2020-01-07

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	5	62.5 %	18.6 %	1	4	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	6	0	0.0 %	11.0 %	1	-1	Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	8	1	12.5 %	8.0 %	1	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	5	1	20.0 %	6.1 %	0	1	Québec
2262 : Engineering inspectors and regulatory officers	Ontario	6	1	16.7 %	23.5 %	1	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	1	0	0.0 %	42.6 %	0	0	Ontario
2282 : User support technicians	Ontario	6	0	0.0 %	23.9 %	1	-1	Ontario
2283 : Information systems testing technicians	Ontario	1	1	100.0 %	46.7 %	0	1	Ontario
07 : Administrative and Senior Clerical Personnel		20	12	60.0 %	79.1 %	16	-4	
Employment Equity Occupational Group	Toronto	20	12	60.0 %	79.1 %	16	-4	Toronto
08 : Skilled Sales and Service Personnel		12	7	58.3 %	28.4 %	3	4	
6221 : Technical sales specialists - wholesale trade	Ontario	9	5	55.6 %	27.9 %	3	2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	3	2	66.7 %	29.9 %	1	1	Québec
10 : Clerical Personnel		4	0	0.0 %	65.5 %	3	-3	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	65.5 %	3	-3	Toronto
Total		448	133	29.7 %	28.2 %	127	6	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Detailed Report

Date: 2020-01-07

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	89	0	0.0 %	2.7 %	2	-2	National
03 : Professionals		269	0	0.0 %	1.0 %	3	-3	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.4 %	0	0	National
1114 : Other financial officers	National	1	0	0.0 %	1.6 %	0	0	National
1121 : Human resources professionals	National	2	0	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	8	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	2.1 %	0	0	National
2111 : Physicists and astronomers	National	26	0	0.0 %	0.5 %	0	0	National
2112 : Chemists	National	26	0	0.0 %	0.7 %	0	0	National
2132 : Mechanical engineers	National	17	0	0.0 %	1.0 %	0	0	National
2133 : Electrical and electronics engineers	National	17	0	0.0 %	1.0 %	0	0	National
2141 : Industrial and manufacturing engineers	National	20	0	0.0 %	0.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	10	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	22	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	74	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	36	0	0.0 %	1.1 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	3.0 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.9 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	2	0	0.0 %	2.9 %	0	0	National
5121 : Authors and writers	National	3	0	0.0 %	2.3 %	0	0	National
04 : Semi-Professionals and Technicians		51	0	0.0 %	1.6 %	1	-1	
2211 : Chemical technologists and technicians	Ontario	3	0	0.0 %	1.1 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Ontario	7	0	0.0 %	1.7 %	0	0	Ontario



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Detailed Report

Date: 2020-01-07

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	0	0.0 %	1.4 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	6	0	0.0 %	1.7 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	8	0	0.0 %	1.9 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	5	0	0.0 %	1.4 %	0	0	Québec
2262 : Engineering inspectors and regulatory officers	Ontario	6	0	0.0 %	1.6 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	1	0	0.0 %	3.0 %	0	0	Ontario
2282 : User support technicians	Ontario	6	0	0.0 %	1.3 %	0	0	Ontario
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	1.0 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		20	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	20	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		12	0	0.0 %	1.2 %	0	0	
6221 : Technical sales specialists - wholesale trade	Ontario	9	0	0.0 %	1.2 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	3	0	0.0 %	1.1 %	0	0	Québec
10 : Clerical Personnel		4	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.8 %	0	0	Toronto
Total		448	0	0.0 %	1.4 %	6	-6	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Detailed Report

Date: 2020-01-07

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	3	1	33.3 %	11.5 %	0	1	National
02 : Middle and Other Managers	National	89	28	31.5 %	17.6 %	16	12	National
03 : Professionals		269	96	35.7 %	36.5 %	98	-2	
1111 : Financial auditors and accountants	National	1	1	100.0 %	32.3 %	0	1	National
1114 : Other financial officers	National	1	1	100.0 %	26.5 %	0	1	National
1121 : Human resources professionals	National	2	0	0.0 %	16.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	8	3	37.5 %	26.4 %	2	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	18.8 %	0	0	National
2111 : Physicists and astronomers	National	26	6	23.1 %	20.7 %	5	1	National
2112 : Chemists	National	26	12	46.2 %	44.1 %	11	1	National
2132 : Mechanical engineers	National	17	6	35.3 %	30.7 %	5	1	National
2133 : Electrical and electronics engineers	National	17	3	17.6 %	39.6 %	7	-4	National
2141 : Industrial and manufacturing engineers	National	20	8	40.0 %	33.9 %	7	1	National
2148 : Other professional engineers, n.e.c.	National	10	4	40.0 %	27.2 %	3	1	National
2171 : Information systems analysts and consultants	National	22	7	31.8 %	38.6 %	8	-1	National
2173 : Software engineers and designers	National	74	30	40.5 %	46.7 %	35	-5	National
2174 : Computer programmers and interactive media developers	National	36	12	33.3 %	34.2 %	12	0	National
4021 : College and other vocational instructors	National	1	1	100.0 %	14.9 %	0	1	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	14.2 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	2	2	100.0 %	15.0 %	0	2	National
5121 : Authors and writers	National	3	0	0.0 %	12.8 %	0	0	National
04 : Semi-Professionals and Technicians		51	20	39.2 %	29.9 %	15	5	
2211 : Chemical technologists and technicians	Ontario	3	1	33.3 %	38.8 %	1	0	Ontario
2232 : Mechanical engineering technologists and technicians	Ontario	7	5	71.4 %	26.2 %	2	3	Ontario



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Detailed Report

Date: 2020-01-07

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	4	50.0 %	37.0 %	3	1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	6	1	16.7 %	30.6 %	2	-1	Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	8	2	25.0 %	31.1 %	2	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	5	2	40.0 %	13.9 %	1	1	Québec
2262 : Engineering inspectors and regulatory officers	Ontario	6	2	33.3 %	21.3 %	1	1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	1	1	100.0 %	18.0 %	0	1	Ontario
2282 : User support technicians	Ontario	6	1	16.7 %	38.8 %	2	-1	Ontario
2283 : Information systems testing technicians	Ontario	1	1	100.0 %	50.3 %	1	0	Ontario
07 : Administrative and Senior Clerical Personnel		20	9	45.0 %	40.6 %	8	1	
Employment Equity Occupational Group	Toronto	20	9	45.0 %	40.6 %	8	1	Toronto
08 : Skilled Sales and Service Personnel		12	2	16.7 %	19.8 %	2	0	
6221 : Technical sales specialists - wholesale trade	Ontario	9	2	22.2 %	22.8 %	2	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	3	0	0.0 %	10.9 %	0	0	Québec
10 : Clerical Personnel		4	4	100.0 %	52.2 %	2	2	
Employment Equity Occupational Group	Toronto	4	4	100.0 %	52.2 %	2	2	Toronto
Total		448	160	35.7 %	31.7 %	141	19	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Detailed Report

Date: 2020-01-07

000171

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	92	1	1.1 %	5.0 %	5	-4	National
03 : Professionals	National	269	1	0.4 %	8.9 %	24	-23	National
04 : Semi-Professionals and Technicians	National	51	0	0.0 %	7.6 %	4	-4	National
07 : Administrative and Senior Clerical Personnel	National	20	0	0.0 %	10.0 %	2	-2	National
08 : Skilled Sales and Service Personnel	National	12	0	0.0 %	8.0 %	1	-1	National
10 : Clerical Personnel	National	4	0	0.0 %	9.3 %	0	0	National
Total		448	2	0.5 %	8.0 %	36	-34	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2020-01-07

000172

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2020-01-07

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Summary Report

Date: 2020-01-07

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	3	0	0.0 %	27.6 %	1	-1
02 : Middle and Other Managers	89	24	27.0 %	39.4 %	35	-11
03 : Professionals	269	77	28.6 %	22.2 %	60	17
04 : Semi-Professionals and Technicians	51	13	25.5 %	17.5 %	9	4
07 : Administrative and Senior Clerical Personnel	20	12	60.0 %	79.1 %	16	-4
08 : Skilled Sales and Service Personnel	12	7	58.3 %	28.4 %	3	4
10 : Clerical Personnel	4	0	0.0 %	65.5 %	3	-3
Total	448	133	29.7 %	28.2 %	127	6

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Summary Report

Date: 2020-01-07

000175

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	3	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	89	0	0.0 %	2.7 %	2	-2
03 : Professionals	269	0	0.0 %	1.0 %	3	-3
04 : Semi-Professionals and Technicians	51	0	0.0 %	1.6 %	1	-1
07 : Administrative and Senior Clerical Personnel	20	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	12	0	0.0 %	1.2 %	0	0
10 : Clerical Personnel	4	0	0.0 %	0.8 %	0	0
Total	448	0	0.0 %	1.4 %	6	-6

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Summary Report

Date: 2020-01-07

000176

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	3	1	33.3 %	11.5 %	0	1
02 : Middle and Other Managers	89	28	31.5 %	17.6 %	16	12
03 : Professionals	269	96	35.7 %	36.5 %	98	-2
04 : Semi-Professionals and Technicians	51	20	39.2 %	29.9 %	15	5
07 : Administrative and Senior Clerical Personnel	20	9	45.0 %	40.6 %	8	1
08 : Skilled Sales and Service Personnel	12	2	16.7 %	19.8 %	2	0
10 : Clerical Personnel	4	4	100.0 %	52.2 %	2	2
Total	448	160	35.7 %	31.7 %	141	19

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - AB Sciex LP

Workforce Analysis - Summary Report

Date: 2020-01-07

000177

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities			Gap #	
		Representation		Availability		
		#	%	%		
01/02 : Managers	92	1	1.1 %	5.0 %	5	-4
03 : Professionals	269	1	0.4 %	8.9 %	24	-23
04 : Semi-Professionals and Technicians	51	0	0.0 %	7.6 %	4	-4
07 : Administrative and Senior Clerical Personnel	20	0	0.0 %	10.0 %	2	-2
08 : Skilled Sales and Service Personnel	12	0	0.0 %	8.0 %	1	-1
10 : Clerical Personnel	4	0	0.0 %	9.3 %	0	0
Total	448	2	0.5 %	8.0 %	36	-34

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2020-01-07

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2020-01-07

000179

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

AB Sciex LP

[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2,017	01	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	07

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	3	0	27.40
02	Middle & Other Managers	77	23	38.90
03	Professionals	226	62	22.20
04	Semi-Professionals & Technicians	40	5	16.90
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	19	15	80.10
08	Skilled Sales & Service Personnel	5	3	28.80
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	3	1	65.20
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	1	0	55.50
14	Other Manual Workers	0	0	0.00
Total		374	109	28.6

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		3	0	27.60
		89	24	39.40
		269	77	22.20
		51	13	17.50
		0	0	0.00
		0	0	0.00
		20	12	79.10
		12	7	28.40
		0	0	0.00
		4	0	65.50
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		448	133	28.2

*** Source:**

2011 National Household Survey

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

AB Sciex LP

[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	01	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	07

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	3	0	2.90
02	Middle & Other Managers	77	0	2.20
03	Professionals	226	0	0.80
04	Semi-Professionals & Technicians	40	0	1.20
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	19	0	0.80
08	Skilled Sales & Service Personnel	5	0	1.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	3	0	0.70
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	1	0	0.80
14	Other Manual Workers	0	0	0.00
Total		374	0	1.1

* Source:

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		3	0	3.20
		89	0	2.70
		269	0	1.00
		51	0	1.60
		0	0	0.00
		0	0	0.00
		20	0	0.80
		12	0	1.20
		0	0	0.00
		4	0	0.80
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		448	0	1.4

* Source:

2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
AB Sciex LP
[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	01	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	07

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	3	0	10.10
02	Middle & Other Managers	77	17	15.00
03	Professionals	226	78	32.60
04	Semi-Professionals & Technicians	40	13	27.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	19	8	37.30
08	Skilled Sales & Service Personnel	5	1	18.30
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	3	2	48.10
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	1	0	52.70
14	Other Manual Workers	0	0	0.00
Total		374	119	28.4

		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
	3	1	11.50	
	89	28	17.60	
	269	96	36.50	
	51	20	29.90	
	0	0	0.00	
	0	0	0.00	
	20	9	40.60	
	12	2	19.80	
	0	0	0.00	
	4	4	52.20	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	0	0	0.00	
	448	160	31.7	

*** Source:**
2011 National Household Survey

*** Source:**
2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
AB Sciex LP
[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	01	19

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	01	07

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
01/02	Managers	80	0	4.30
03	Professionals	226	2	3.80
04	Semi-Professionals & Technicians	40	1	4.60
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	19	0	3.40
08	Skilled Sales & Service Personnel	5	0	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	3	0	7.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	1	0	6.30
14	Other Manual Workers	0	0	0.00
Total		374	3	4.0

*** Source:**
2012 Canadian Survey on Disability

Employment Equity Occupational Group (EEOG)		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
	Managers	92	1	5.00
	Professionals	269	1	8.90
	Semi-Professionals & Technicians	51	0	7.60
	Supervisors	0	0	0.00
	Supervisors: Crafts & Trades	0	0	0.00
	Administrative & Senior Clerical Personnel	20	0	10.00
	Skilled Sales & Service Personnel	12	0	8.00
	Skilled Crafts & Trades Workers	0	0	0.00
	Clerical Personnel	4	0	9.30
	Intermediate Sales & Service Personnel	0	0	0.00
	Semi-Skilled Manual Workers	0	0	0.00
	Other Sales & Service Personnel	0	0	0.00
	Other Manual Workers	0	0	0.00
	Total	448	2	8.0

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

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
AB Sciex LP
[Date: 2020-01-08]

Start Date of Flow Data			End Date of Flow Data		
YYYY	MM	DD	YYYY	MM	DD
2,017	01	19	2020	01	07

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	1	0	0	0	0	0	0	0	1	1	0	0
02 Middle & Other Managers	19	4	0	0	25	6	1	1	8	1	0	0
03 Professionals	79	25	1	0	48	19	1	0	37	9	0	0
04 Semi-Professionals & Technicians	21	7	1	0	9	3	1	0	10	5	1	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	2	0	0	5	4	0	0	1	0	0	0
08 Skilled Sales & Service Personnel	4	2	0	0	5	2	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	1	1	0	0	1	1	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	128	40	2	0	94	35	3	1	58	17	1	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
AB Sciex LP
[Date: 2020-01-08]

Start Date of Flow Data			End Date of Flow Data		
YYYY	MM	DD	YYYY	MM	DD
2017	01	19	2020	01	07

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples				
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National		
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
	#	#	#	#	#	#	#	#	#	#	#	#	
01 Senior Managers	1	0	0	0	0	0	0	0	0	1	0	0	0
02 Middle & Other Managers	19	0	0	0	25	0	1	0	8	0	0	0	0
03 Professionals	79	0	1	0	48	0	1	0	37	0	0	0	0
04 Semi-Professionals & Technicians	21	0	1	0	9	0	1	0	10	0	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0	5	0	0	0	1	0	0	0	0
08 Skilled Sales & Service Personnel	4	0	0	0	5	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	1	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	1	0	0	0	1	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	128	0	2	0	94	0	3	0	58	0	1	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
AB Sciex LP
[Date: 2020-01-08]

Start Date of Flow Data		
YYYY	MM	DD
2017	01	19

End Date of Flow Data		
YYYY	MM	DD
2020	01	07

Data from Form 4 - Employees Hired

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

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	19	1	0	0
03 Professionals	79	0	1	0
04 Semi-Professionals & Technicians	21	0	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	4	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	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	128	1	2	0

	Table 7: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#
	0	0	0	0
	25	1	1	0
	48	0	1	0
	9	0	1	0
	0	0	0	0
	0	0	0	0
	5	0	0	0
	5	0	0	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
Total	94	1	3	0

	Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#
	1	0	0	0
	8	1	0	0
	37	1	0	0
	10	1	1	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
Total	58	3	1	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
AB Sciex LP
[Date: 2020-01-08]

Start Date of Flow Data		
YYYY	MM	DD
2017	01	19

End Date of Flow Data		
YYYY	MM	DD
2020	01	07

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
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Data from Form 6 - Employees Terminated
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Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1	1	0	0
02 Middle & Other Managers	19	12	0	0
03 Professionals	79	34	1	0
04 Semi-Professionals & Technicians	21	10	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	2	0	0
08 Skilled Sales & Service Personnel	4	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	1	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	128	60	2	0

	Table 8: Members of Visible Minorities			
	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
	25	6	1	0
	48	18	1	0
	9	3	1	0
	0	0	0	0
	0	0	0	0
	5	2	0	0
	5	0	0	0
	0	0	0	0
	0	0	0	0
	1	1	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
Total	94	30	3	0

	Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
	1	0	0	0
	8	2	0	0
	37	9	0	0
	10	1	1	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	0	0	0
	0	0	0	0
Total	58	12	1	0

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000188

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Number	Actual		Projected		Actual	Projected		YYYY-MM-DD	From - To										
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected		2017-01-19	Annually	Over 3 Years			2017	2020					
		2017-01-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	%	%	#	%	%	%	#	#	%	%		
01	Senior Managers	3	0.0%		0	33.3%		0	0	0	0.0%	0	1	0	27.4%	-1	-1	0.0%	0.0%		
02	Middle & Other Managers	77	4.9%		0	9.6%		0	23	0.0%	0	7	0	38.9%	-7	-7	29.9%	29.9%			
03	Professionals	226	6.0%		0	14.9%		0	62	0.0%	0	-12	0	22.2%	12	12	27.4%	27.4%			
04	Semi-Professionals & Tech	40	8.4%		0	24.2%		0	5	0.0%	0	2	0	16.9%	-2	-2	12.5%	12.5%			
05	Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	19	1.7%		0	5.1%		0	15	0.0%	0	0	0	80.1%	0	0	78.9%	78.9%			
08	Skilled Sales & Service	5	33.9%		0	0.0%		0	3	0.0%	0	-2	0	28.8%	2	2	60.0%	60.0%			
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	3	10.1%		0	0.0%		0	1	0.0%	0	1	0	65.2%	-1	-1	33.3%	33.3%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	1	-100.0%		0	200.0%		0	0	0.0%	0	1	0	55.5%	-1	-1	0.0%	0.0%			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		374	6.2%		0	14.4%		0	109	0.0%	0	-2	0	28.6%	2	2	29.1%	29.1%			

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	1	0.0	1	0.0	
02	Middle & Other Managers	16	0.0	20	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	6	0.0	10	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	1	0.0	1	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	1	0.0	1	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		25		33		

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000189

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																				
		All Employees								Aboriginal Peoples												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	From - To	2017		2020						
		2017-01-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-01-19		Annually	Over 3 Years	YYYY - YYYY									
#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%					
01	Senior Managers	3	0.0%		0	33.3%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%		
02	Middle & Other Managers	77	4.9%		0	9.6%		0	0	0	0.0%	0	2	0	2.2%	-2	-2	0.0%	0.0%			
03	Professionals	226	6.0%		0	14.9%		0	0	0	0.0%	0	2	0	0.8%	-2	-2	0.0%	0.0%			
04	Semi-Professionals & Tech	40	8.4%		0	24.2%		0	0	0	0.0%	0	0	0	1.2%	0	0	0.0%	0.0%			
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	19	1.7%		0	5.1%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	5	33.9%		0	0.0%		0	0	0	0.0%	0	0	0	1.0%	0	0	0.0%	0.0%			
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	3	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	1	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		374	6.2%		0	14.4%		0	0	0	0.0%	0	4	0	1.1%	-4	-4	0.0%	0.0%			

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	1	0.0	
03	Professionals	1	0.0	1	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		2		2		

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000190

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)	First/Previous Short-term Goals																		
	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-01-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-01-19	Annually	Over 3 Years	2017	2020	%	%	%	%	%	%	
#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	80	2.5%		0	21.5%		0	0	0.0%	0	3	0	4.3%	-3	-3	0.0%	0.0%		
03 Professionals	226	6.0%		0	14.9%		0	2	0.0%	0	7	0	3.8%	-7	-7	0.9%	0.9%		
04 Semi-Professionals & Tech	40	8.4%		0	24.2%		0	1	0.0%	0	1	0	4.6%	-1	-1	2.5%	2.5%		
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	19	1.7%		0	5.1%		0	0	0.0%	0	1	0	3.4%	-1	-1	0.0%	0.0%		
08 Skilled Sales & Service	5	33.9%		0	0.0%		0	0	0.0%	0	0	0	3.5%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	3	10.1%		0	0.0%		0	0	0.0%	0	0	0	7.0%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	1	-100.0%		0	200.0%		0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	374	6.2%		0	14.4%		0	0	0.0%	0	12	0	4.0%	-12	-12	0.8%	0.8%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	1	0.0	1	0.0	
03 Professionals	4	0.0	4	0.0	
04 Semi-Professionals & Tech	1	0.0	2	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	6		8		

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000191

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities												
		First/Previous Short-term Goals										3 Year Goals												
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual		Projected	2017-01-19	Annually	Over 3 Years		2017	2020					
		2017-01-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	%	#	%	#	%	%	#	#	%	%			
01	Senior Managers	3	0.0%		0	33.3%		0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%				
02	Middle & Other Managers	77	4.9%		0	9.6%		0	0	17	0.0%	0	-5	0	15.0%	5	5	22.1%	22.1%					
03	Professionals	226	6.0%		0	14.9%		0	0	78	0.0%	0	-4	0	32.6%	4	4	34.5%	34.5%					
04	Semi-Professionals & Tech	40	8.4%		0	24.2%		0	0	13	0.0%	0	-2	0	27.0%	2	2	32.5%	32.5%					
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
07	Administrative & Sr Clerical	19	1.7%		0	5.1%		0	0	8	0.0%	0	-1	0	37.3%	1	1	42.1%	42.1%					
08	Skilled Sales & Service	5	33.9%		0	0.0%		0	0	1	0.0%	0	0	0	18.3%	0	0	20.0%	20.0%					
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
10	Clerical Personnel	3	10.1%		0	0.0%		0	0	2	0.0%	0	-1	0	48.1%	1	1	66.7%	66.7%					
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
13	Other Sales & Service	1	-100.0%		0	200.0%		0	0	0	0.0%	0	1	0	52.7%	-1	-1	0.0%	0.0%					
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
Total		374	6.2%		0	14.4%		0	0	119	0.0%	0	-13	0	28.4%	13	13	31.8%	31.8%					

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	1	0.0	2	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		1		2		

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000192

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		Subsequent/Current Short-term Goals																		
		All Employees								Women										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2020-01-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-01-07	Annually	Over 3 Years	2020	2023	%	%	%	#	#	%	%
#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%		
01	Senior Managers	3	0.0%	0.0%	0	33.3%	0.0%	0	0	0	0.0%	0	1	0	27.6%	27.6%	-1	-1	0.0%	0.0%
02	Middle & Other Managers	89	4.9%	2.0%	5	9.6%	2.0%	5	10	24	2.0%	1	14	4	39.4%	39.4%	-11	-10	27.0%	28.7%
03	Professionals	269	6.0%	2.0%	16	14.9%	2.5%	20	36	77	2.5%	6	-8	0	22.2%	22.2%	17	8	28.6%	24.9%
04	Semi-Professionals & Tech Supervisors	51	8.4%	3.0%	5	24.2%	1.0%	2	7	13	1.0%	0	-3	0	17.5%	17.5%	4	3	25.5%	23.2%
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	20	1.7%	1.0%	1	5.1%	0.0%	0	1	12	0.0%	0	5	0	0.0%	79.1%	-4	-5	60.0%	57.1%
08	Skilled Sales & Service	12	33.9%	2.0%	1	0.0%	0.0%	0	1	7	0.0%	0	-3	0	28.4%	28.4%	4	3	58.3%	53.8%
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	4	10.1%	0.0%	0	0.0%	25.0%	3	3	0	25.0%	0	3	2	50.0%	65.5%	-3	-1	0.0%	50.0%
11	Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		448	6.2%	0.0%	0	14.4%	0.0%	0	0	133	0.0%	0	-7	0	28.2%	28.2%	7	7	29.7%	29.7%

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	27.6	27.6	We have global Diversity and Inclusion initiatives including specific strategies for outreach programs including attending the WISE conference in January 2020
02	Middle & Other Managers	39.4	39.4	
03	Professionals	0.0		
04	Semi-Professionals & Tech Supervisors	0.0		
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0	0.0	Present representation is 60.0 %, therefore no goal required.
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	50.0	50.0	Goal is set at 50.0% in order to avoid segregation.
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000193

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees								Aboriginal Peoples												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2020-01-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-01-07	Annually	Over 3 Years	Annually	Over 3 Years	2020	2023							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	3	0.0%		0	33.3%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%		
02	Middle & Other Managers	89	4.9%	2.0%	5	9.6%	2.0%	5	10	0	2.0%	0	3	0	2.7%	-2	-3	0.0%	0.0%			
03	Professionals	269	6.0%	2.0%	16	14.9%	2.5%	20	36	0	2.5%	0	3	1	2.5%	1.0%	-3	-2	0.0%	0.4%		
04	Semi-Professionals & Tech	51	8.4%	2.0%	3	24.2%	1.0%	2	5	0	1.0%	0	1	0	1.6%	1.6%	-1	-1	0.0%	0.0%		
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	20	1.7%	1.0%	1	5.1%		0	1	0	0.0%	0	0	0	0.8%	0	0	0	0.0%	0.0%		
08	Skilled Sales & Service	12	33.9%	2.0%	1	0.0%		0	1	0	0.0%	0	0	0	1.2%	0	0	0	0.0%	0.0%		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	4	10.1%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!		
Total		448	6.2%		0	14.4%		0	0	0	0.0%	0	6	0	1.4%	-6	-6	0.0%	0.0%			

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	2.7	2.7	Our Recruitment strategy is aimed at ensuring all job postings are available to all designated groups.
03	Professionals	2.5	2.5	Our Recruitment strategy is aimed at ensuring all job postings are available to all designated groups.
04	Semi-Professionals & Tech	1.6	1.6	Our Recruitment strategy is aimed at ensuring all job postings are available to all designated groups.
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000194

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To						
	2020-01-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-01-07	Annually	Over 3 Years		2020	2023	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	92	2.5%	2.0%	6	21.5%	2.0%	6	12	1	2.0%	0	4	1	5.0%	5.0%	-4	-3	1.1%	2.0%	
03 Professionals	269	6.0%	2.0%	16	14.9%	2.5%	20	36	1	2.5%	0	24	3	9.0%	8.9%	-23	-21	0.4%	1.4%	
04 Semi-Professionals & Tech	51	8.4%	3.0%	5	24.2%	1.0%	2	7	0	1.0%	0	4	1	8.0%	7.6%	-4	-3	0.0%	1.8%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	20	1.7%	1.0%	1	5.1%		0	1	0	0.0%	0	2	0	10.0%	10.0%	-2	-2	0.0%	0.0%	
08 Skilled Sales & Service	12	33.9%	2.0%	1	0.0%		0	1	0	0.0%	0	1	0	8.0%	8.0%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	4	10.1%		0	0.0%		0	0	0	0.0%	0	0	0		9.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	-100.0%		0	200.0%		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	448	6.2%		0	14.4%		0	0	2	0.0%	0	34	0		8.0%	-34	-34	0.4%	0.4%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	Our global Diversity and Inclusion initiatives and our end-to-end recruitment process does not create any barriers.
03 Professionals		9.0		9.0	Our global Diversity and Inclusion initiatives and our end-to-end recruitment process does not create any barriers.
04 Semi-Professionals & Tech		8.0		8.0	Our global Diversity and Inclusion initiatives and our end-to-end recruitment process does not create any barriers.
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		10.0		10.0	Our global Diversity and Inclusion initiatives and our end-to-end recruitment process does not create any barriers.
08 Skilled Sales & Service		8.0		8.0	Our global Diversity and Inclusion initiatives and our end-to-end recruitment process does not create any barriers.
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

AB Sciex LP

[Date: 2020-01-08]

000195

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2020-01-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-01-07	Annually	Over 3 Years	Annually	Over 3 Years	2020	2023							
		#	%	%	#	%	%	#	#	%	#	#	%	#	%							
01	Senior Managers	3	0.0%		0	33.3%		0	0	1	0.0%	0	-1	0		11.5%	1	1	33.3%	33.3%		
02	Middle & Other Managers	89	4.9%	2.0%	5	9.6%	2.0%	5	10	28	2.0%	2	-9	0		17.6%	12	9	31.5%	27.7%		
03	Professionals	269	6.0%	2.0%	16	14.9%	2.5%	20	36	96	2.5%	7	15	15	42.0%	36.5%	-2	0	35.7%	36.5%		
04	Semi-Professionals & Tech	51	8.4%	3.0%	5	24.2%	1.0%	2	7	20	1.0%	1	-2	0		29.9%	5	2	39.2%	33.9%		
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	20	1.7%	1.0%	1	5.1%		0	1	9	0.0%	0	0	0		40.6%	1	0	45.0%	42.9%		
08	Skilled Sales & Service	12	33.9%	2.0%	1	0.0%		0	1	2	0.0%	0	1	0	19.8%	19.8%	0	-1	16.7%	15.4%		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	4	10.1%		0	0.0%		0	0	4	0.0%	0	-2	0		52.2%	2	2	100.0%	100.0%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	-100.0%		0	200.0%		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		448	6.2%		0	14.4%		0	0	160	0.0%	0	-18	0		31.7%	18	18	35.7%	35.7%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	0.0		
03	Professionals	42.0	42.0	We have implemented internal policies aimed at increasing representation at all levels in the organization.
04	Semi-Professionals & Tech	0.0		
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	19.8	19.8	We have global Diversity and Inclusion initiatives including specific strategies for outreach programs including attending the WISE conference in January 2020.
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap				All Employees	Women			All Employees	Women			All Employees	Women						
		#	#	%	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		
01 Senior Managers	2017	3	0	0.0	27.4	1	-1	0.0																	
	2020	3	0	0.0	27.6	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	1	1	100.0	0	1	
02 Middle & Other Managers	2017	77	23	29.9	38.9	30	-7	76.8																	
	2020	89	24	27.0	39.4	35	-11	68.4	19	4	21.1	7	-3	26	7	26.9	8	-1	8	1	12.5	2	-1		
03 Professionals	2017	226	62	27.4	22.2	50	12	123.6																	
	2020	269	77	28.6	22.2	60	17	128.9	80	25	31.3	18	7	49	19	38.8	13	6	37	9	24.3	10	-1		
04 Semi-Professionals & Technicians	2017	40	5	12.5	16.9	7	-2	74.0																	
	2020	51	13	25.5	17.5	9	4	145.7	22	7	31.8	4	3	10	3	30.0	1	2	11	5	45.5	1	4		
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2020	1	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2023	1	0	0.0			27.6	0.0			27.6	0.0		
02 Middle & Other Managers	2020	45	11	24.4	16	68.8	0.0	0.0	20	55.0	0.0	0.0		
	2023	45	11	24.4			39.4	62.0			39.4	62.0		
03 Professionals	2020	129	44	34.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	129	44	34.1			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2020	32	10	31.3	6	166.7	0.0	0.0	10	100.0	0.0	0.0		
	2023	32	10	31.3			0.0	0.0			0.0	0.0		
05 Supervisors	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap				All Employees	Women			All Employees	Women			All Employees	Women						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
07 Administrative & Senior Clerical	2017	19	15	78.9	80.1	15	0	98.6																	
	2020	20	12	60.0	79.1	16	-4	75.9	3	2	66.7	2	0	5	4	80.0	4	0	1	0	0.0	1	-1		
08 Skilled Sales & Service Personnel	2017	5	3	60.0	28.8	1	2	208.3																	
	2020	12	7	58.3	28.4	3	4	205.4	4	2	50.0	1	1	5	2	40.0	3	-1	0	0	0.0	0	0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
10 Clerical Personnel	2017	3	1	33.3	65.2	2	-1	51.1																	
	2020	4	0	0.0	65.5	3	-3	0.0	1	0	0.0	1	-1	1	0	0.0	0	0	0	0	0.0	0	0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2020	8	6	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	8	6	75.0										
08 Skilled Sales & Service Personnel	2020	9	4	44.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	9	4	44.4										
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
10 Clerical Personnel	2020	2	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2023	2	0	0.0			50.0	0.0			50.0	0.0		
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0										

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap				All Employees	Women			All Employees	Women			All Employees	Women						
		#	#	%	Availability	#	#	#	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference
13 Other Sales & Service Personnel	2017	1	0	0.0	55.5	1	-1	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	1	1	100.0	0	1	1	1	100.0	0	1	
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2017	374	109	29.1	28.6	107	2	101.9																	
	2020	448	133	29.7	28.2	126	7	105.3	130	40	30.8	37	3	97	36	37.1	28	8	59	17	28.8	17	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Women	Women		Women		Women		Women		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2020	1	100.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0	
	2023	1	100.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0.0			0.0	0.0			0.0	0.0	
Total	2020	227	33.5	25	304.0	0.0	0.0	33	230.3	0.0	0.0	
	2023	227	33.5			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

AB Sciex LP

[Date: 2020-01-08]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		#	Representation	Availability		Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%						
01 Senior Managers	2017	3	0	0.0	2.9	0	0	0.0																	
	2020	3	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	77	0	0.0	2.2	2	-2	0.0																	
	2020	89	0	0.0	2.7	2	-2	0.0	19	0	0.0	1	-1	26	0	0.0	0	0	0	0	0	0	0	0	0
03 Professionals	2017	226	0	0.0	0.8	2	-2	0.0																	
	2020	269	0	0.0	1.0	3	-3	0.0	80	0	0.0	1	-1	49	0	0.0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	40	0	0.0	1.2	0	0	0.0																	
	2020	51	0	0.0	1.6	1	-1	0.0	22	0	0.0	0	0	10	0	0.0	0	0	0	0	0	0	0	0	0
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2020	45	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2023	45	0	0.0			2.7	0.0			2.7	0.0		
03 Professionals	2020	129	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2023	129	0	0.0			2.5	0.0			2.5	0.0		
04 Semi-Professionals & Technicians	2020	32	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	32	0	0.0			1.6	0.0			1.6	0.0		
05 Supervisors	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference							
#	#	%	%	%	#	#	%	%	#	#	%	%	#	#	%	%	#								
07 Administrative & Senior Clerical	2017	19	0	0.0	0.8	0	0	0.0																	
	2020	20	0	0.0	0.8	0	0	0.0	3	0	0.0	0	0	5	0	0.0	0	0	1	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2017	5	0	0.0	1.0	0	0	0.0																	
	2020	12	0	0.0	1.2	0	0	0.0	4	0	0.0	0	0	5	0	0.0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
10 Clerical Personnel	2017	3	0	0.0	0.7	0	0	0.0																	
	2020	4	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0	0
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	%	%	%	%					
07 Administrative & Senior Clerical	2020	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	8	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2020	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	9	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

AB Sciex LP

[Date: 2020-01-08]

000201

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																		
		Workforce								Hires				Promotions				Terminations										
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples												
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference										
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
13 Other Sales & Service Personnel	2017	1	0	0.0	0.8	0	0	0.0																				
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0	0	1	0	0.0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																				
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0
Total	2017	374	0	0.0	1.1	4	-4	0.0																				
	2020	448	0	0.0	1.4	6	-6	0.0	130	0	0.0	2	-2	97	0	0.0	0	0	0	0	0	0	0	0	59	0	0.0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met		Goal	Percent of Goal Met
#	#	%	%	#	%	%	%	#	%	%	%	#	%	%	%	
13 Other Sales & Service Personnel	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	1	0	0.0												
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	0	0	0.0												
Total	2020	227	0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0
	2023	227	0	0.0												

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

AB Sciex LP

[Date: 2020-01-08]

000202

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities				Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
01 & 02 Managers	2017	80	0	0.0	4.3	3	-3	0.0																	
	2020	92	1	1.1	5.0	5	-4	21.7	20	1	5.0	1	0	26	1	3.8	0	1	9	1	11.1	0	1		
03 Professionals	2017	226	2	0.9	3.8	9	-7	23.3																	
	2020	269	1	0.4	8.9	24	-23	4.2	80	0	0.0	7	-7	49	0	0.0	0	0	37	1	2.7	0	1		
04 Semi-Professionals & Technicians	2017	40	1	2.5	4.6	2	-1	54.3																	
	2020	51	0	0.0	7.6	4	-4	0.0	22	0	0.0	2	-2	10	0	0.0	0	0	11	1	9.1	0	1		
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2020	46	2	4.3	1	200.0	0.0	0.0	1	200.0	0.00	0.0		
	2023	46	2	4.3			5.0	87.0			5.00	87.0		
03 Professionals	2020	129	0	0.0	4	0.0	0.0	0.0	4	0.0	0.00	0.0		
	2023	129	0	0.0			9.0	0.0			9.00	0.0		
04 Semi-Professionals & Technicians	2020	32	0	0.0	1	0.0	0.0	0.0	2	0.0	0.00	0.0		
	2023	32	0	0.0			8.0	0.0			8.00	0.0		
05 Supervisors	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2023	0	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

AB Sciex LP

[Date: 2020-01-08]

000203

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
07 Administrative & Senior Clerical	2017	19	0	0.0	3.4	1	-1	0.0																	
	2020	20	0	0.0	10.0	2	-2	0.0	3	0	0.0	0	0	0	5	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	5	0	0.0	3.5	0	0	0.0																	
	2020	12	0	0.0	8.0	1	-1	0.0	4	0	0.0	0	0	0	5	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2017	3	0	0.0	7.0	0	0	0.0																	
	2020	4	0	0.0	9.3	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2020	8	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2023	8	0	0.0			10.0	0.0			10.0	0.0	
08 Skilled Sales & Service Personnel	2020	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	9	0	0.0			8.0	0.0			8.0	0.0	
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	2	0	0.0			0.0	0.0			0.0	0.0	
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

AB Sciex LP

[Date: 2020-01-08]

000204

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities				EE Result				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	%	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
13 Other Sales & Service Personnel	2017	1	0	0.0	6.3	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2017	374	3	0.8	4.0	15	-12	20.1																	
	2020	448	2	0.4	8.0	36	-34	5.6	130	1	0.8	10	-9	97	1	1.0	1	0	59	3	5.1	0	3		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2020	227	2	0.9	6	33.3	0.0	0.0	8	25.0	0.0	0.0	
	2023	227	2	0.9			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

AB Sciex LP

[Date: 2020-01-08]

000205

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				EE Result				All Employees	Visible Minorities			Difference			All Employees	Visible Minorities			Difference		
		#	#	%	Availability	Gap	EE Result	#	%	#	%	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	
01 Senior Managers	2017	3	0	0.0	10.1	0	0	0.0																
	2020	3	1	33.3	11.5	0	1	289.9	1	1	100.0	0	1	0	0	0.0	0	0	1	0	0.0	0	0	
02 Middle & Other Managers	2017	77	17	22.1	15.0	12	5	147.2																
	2020	89	28	31.5	17.6	16	12	178.8	19	12	63.2	3	9	26	6	23.1	6	0	8	2	25.0	2	0	
03 Professionals	2017	226	78	34.5	32.6	74	4	105.9																
	2020	269	96	35.7	36.5	98	-2	97.8	80	34	42.5	29	5	49	18	36.7	17	1	37	9	24.3	13	-4	
04 Semi-Professionals & Technicians	2017	40	13	32.5	27.0	11	2	120.4																
	2020	51	20	39.2	29.9	15	5	131.2	22	10	45.5	7	3	10	3	30.0	3	0	11	1	9.1	4	-3	
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2020	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
02 Middle & Other Managers	2020	45	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	45	40.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
03 Professionals	2020	129	40.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	129	40.3	42.0	96.0	42.0	96.0	42.0	96.0	42.0	96.0	
04 Semi-Professionals & Technicians	2020	32	40.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	32	40.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
05 Supervisors	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

AB Sciex LP

[Date: 2020-01-08]

000206

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference							
#	#	%	%	%	#	#	%	#	#	%	%	#	#	%	%	#	%								
07 Administrative & Senior Clerical	2017	19	8	42.1	37.3	7	1	112.9																	
	2020	20	9	45.0	40.6	8	1	110.8	3	2	66.7	1	1	5	2	40.0	2	0	1	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2017	5	1	20.0	18.3	1	0	109.3																	
	2020	12	2	16.7	19.8	2	0	84.2	4	0	0.0	1	-1	5	0	0.0	1	-1	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
10 Clerical Personnel	2017	3	2	66.7	48.1	1	1	138.6																	
	2020	4	4	100.0	52.2	2	2	191.6	1	1	100.0	1	0	1	1	100.0	1	0	0	0	0.0	0	0	0	0
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	%	%					
07 Administrative & Senior Clerical	2020	8	4	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	8	4	50.0								
08 Skilled Sales & Service Personnel	2020	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	9	0	0.0								
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	0	0	0.0								
10 Clerical Personnel	2020	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	2	2	100.0								
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	0	0	0.0								
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	0	0	0.0								

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

AB Sciex LP

[Date: 2020-01-08]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability						Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	1	0	0.0	52.7	1	-1	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2017	374	119	31.8	28.4	106	13	112.0																	
	2020	448	160	35.7	31.7	142	18	112.7	130	60	46.2	41	19	97	30	30.9	31	-1	59	12	20.3	19	-7		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2020	1	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2023	1	0	0.0		0.0	0.0			0.0	0.0			
14 Other Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0		0.0	0.0			0.0	0.0			
Total	2020	227	90	39.6	1	9000.0	0.0	0.0	2	4500.0	0.0	0.0		
	2023	227	90	39.6			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
AB Sciex LP
[Date: 2020-01-08]

Efforts

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

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Corporate initiated a hiring freeze for the second half of 2019.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: AB Sciex LP

Primary Location: Ontario

Number of Employees: 448

Ontario	438
Québec	8
British Columbia	2

Organization Overview:

NAICS # 5417 (Scientific Research and Development Services)

SCIEX provides integrated, reliable analytical tools to advance scientific understanding and safeguard health. Their portfolio of scientific analytical tools includes innovative instrument systems, intuitive software, pre-packaged methods and chemistry reagents -- all of which are part of workflows that reduce complexity and accelerate results. These tools apply mass spectrometry technologies to enable scientists to conduct quantitative and qualitative analysis across a wide range of applications.

Key Dates – First Year Assessment

Initiated:	2017-01-19
Received:	2017-01-20
Closed:	2017-01-25
Workforce	
Analysis:	2017-01-19

Key Dates – Subsequent Assessment

Initiated:	2020-01-19
Received:	2020-01-14
Workforce	
Analysis:	2020/01/17

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

Comments:

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

Comments:

The period reported on the Achievement report is 2017-01-01 to 2020-01-07.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, goals were set in numbers format and that was acceptable at that time. Progress has been assessed as per the goals set.

Women

01	Senior Managers	Goal not met (achieved 0.0%).
02	Middle & Other Managers	Goal not met (achieved 68.8%).
04	Semi-Professionals & Technicians	Goal met (achieved 166.7%).
10	Clerical Personnel	Goal not met (achieved 0.0%)
13	Other Sales & Service Personnel	Goal met (achieved 100%)

Assessment/Observations

- EEOG 01 – There was one new entrant in this EEOG, and that was not from this designated group. The market availability is 27.4 %. The company had set a goal of hiring / promoting one while they hired/promoted none. Thus achieved 0.0 % of the goal set.
- EEOG 02 - Out of forty-five new entrants, eleven were from this designated group. The market availability is 38.9%. The company had set a goal of hiring / promoting sixteen while they hired/promoted eleven new entrants. Thus achieved 68.8 % of the goal set.
- EEOG 04 - Out of thirty-two new entrants, ten were from this designated group. The market availability is 16.9%. The company had set a goal of hiring / promoting six while they hired/promoted ten new entrants. Thus achieved 166.7 % of the goal set.
- EEOG 10 - Out of two new entrants, none were from this designated group. The market availability is 65.2%. The company had set a goal of hiring / promoting one while they hired/promoted none new entrant. Thus achieved 0.0 % of the goal set.
- EEOG 13 – There was one new entrant and that individual was from this designated group. The market availability is 55.5%. The company had set a goal of hiring / promoting one and they did hire/promote one new entrant. Thus achieved 100 % of the goal set.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 0.0%)

Assessment/Observations

- EEOG 02 – Out of forty-five new entrants in this EEOG, none were from this designated group. The market availability is 2.2 %. The company had set a goal of hiring / promoting one while they hired/promoted none. Thus achieved 0.0 % of the goal set.
- EEOG 03 - Out of one hundred and twenty-nine new entrants in this EEOG, none were from this designated group. The market availability is 0.8 %. The company had set a goal of hiring / promoting one while they hired/promoted none. Thus achieved 0.0 % of the goal set.

Persons with Disabilities

01/02	Managers	Goal met (achieved 200%)
03	Professionals	Goal not met (achieved 0.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)
07	Admin. & Senior Clerical Personnel	Goal not set

Assessment/Observations

- EEOG 01/02 - Out of forty-six new entrants in this EEOG, two were from this designated group. The market availability is 4.3 %. The company had set a goal of hiring / promoting one while they hired/promoted two. Thus achieved 200.0 % of the goal set.
- EEOG 03 - Out of one hundred and twenty-nine new entrants in this EEOG, none were from this designated group. The market availability is 3.8 %. The company had set a goal of hiring / promoting four while they hired/promoted none. Thus achieved 0.0 % of the goal set.
- EEOG 04 - Out of thirty-two new entrants in this EEOG, none were from this designated group. The market availability is 4.6 %. The company had set a goal of hiring / promoting one while they hired/promoted none. Thus achieved 0.0 % of the goal set.
- EEOG 07 - Out of eight new entrants in this EEOG, none were from this designated group. The market availability is 3.4 %. The company did not set a goal in the previous assessment and thus was not able to assess any progress.

Members of Visible Minorities

13	Other Sales & Service Personnel	Goal not met (achieved 0.0%)
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Assessment/Observations

- EEOG 13 - Out of one new entrant in this EEOG, none were from this designated group. The market availability is 52.7 %. The company did not set a goal in the previous assessment and thus was not able to assess any progress.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2016-05-31 to 2019-05-01. During their initial assessment, the organization had set eight short-term and long-term goals, and only one was met above the 80%.
 - The Company stated that they experienced the loss of a significant contract, and therefore needed to layoff and terminate 14 employees, as there was no other comparable roles available for them within the organization.
 - The organization have some difficulties with hiring people of aboriginal descent, as the population seems to be significantly lower where they are located. Our hiring practices are solely based on knowledge, skills, and work experience, with no pre-determined biases.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	27.6	27.6	0.0	27.6
02	Middle & Other Managers	-11	39.4	39.4	27.0	39.4
07	Admin. & Senior Clerical Personnel	-4	NR	NR	60.0	79.1
10	Clerical Personnel	-3	50.0	50.0	0.0	65.5

Observations:

- EEOG 07 - the organization is not required to set any short and long-term goals since the current representation of women is already at 60.0 %.

- EEOG 10 – short and long term goal is set at 50.0% even though the market availability is 65.5% in order to avoid segregation of gender.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
02	Middle & Other Managers	-2	2.7	2.7	0.0	2.7
03	Professionals	-3	2.5	2.5	0.0	1.0
04	Semi-Professionals & Technicians	-1	1.6	1.6	0.0	1.6

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01/ 02	Managers	-4	5.0	5.0	1.1	5.0
03	Professionals	-23	9.0	9.0	0.4	8.9
04	Semi-Professionals & Technicians	-4	8.0	8.0	0.0	7.6
07	Admin. & Senior Clerical Personnel	-2	10.0	10.0	0.0	10.0
08	Skilled Sales & Service Personnel	-1	8.0	8.0	0.0	8.0

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
03	Professionals	-2	42.0	42.0	35.7	36.5

Observations:

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- The AB Sciex LP has minor gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Name of Analyst: Neena Sharan

Date: January 20, 2020

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

Sent: March 23, 2020 10:42 AM

To: 'brenda.meloche@absciex.com' <brenda.meloche@absciex.com>; 'Hill, Heather' <Heather.Hill@sciex.com>

Subject: Government of Canada Agreement Number: 10000425 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Brenda Meloche:

I am writing to inform you that the subsequent compliance assessment initiated on January 19, 2020 has been completed. As a result of the assessment, AB Sciex LP has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of AB Sciex LP's employment equity program.

- The AB Sciex LP has minor gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on January 19, 2023. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any 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 over the three year period reasonable progress has not been made, AB Sciex LP will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

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



Un espace collaboratif pour les employeurs! Joignez-vous au Forum de l'équité, la diversité et

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyez-nous un courriel pour vous joindre!

A collaborative space for employers! Join the online Workplace Equity, Diversity and Inclusion

Forum (WEDIF). Send us an email to join!