s.24(1)

Employment and Employment Canada Oéveloppement social Canada

OFFICIAL DIE OILY Agreement P:

Labour Program Federal Contractors Program

Agreement to implement Employment Equity

	ORGA	MZATION					
Logal Name of Organization			Parent compa	ny is located outside	Carada		
AB Sciex LP				Z ***	O**		Į.
Operatory Name (# different from Legal Name of	Organización		Procurence	Daskyawa Kandaar			
					G 0001		
					* 35 <i>9</i>		
Organization's Month Assertion Endustry Classific 541710	etion Bysisen (IVAICS) Code	*	To feel your o	pricetors MICS	Con Nation (Inc.)		
Official was only (II beformation above to inco	783)					***************************************	
Procurement Business (Aumber	Total number of e	mployees in Care	da Ca	Organications	NAICS Code No	******	
	KEAL	OFFICE					
Address (stabling runnbar street, stable, etc.)		Cay Concord		Ontario	Pestal Code LAX 4V8	***	
71 Four Valley Orive		Total Control	(Facilities			
		905 660-90(06	905 660	2622		
	EMPLOYMENT		TAGT				
Name (print) Cathy Adams		ica Nasan Resou	irces				
Cacoy Addess		Can Atta	er zo. 40, 100 400 Angeles and Angeles and				
289-982-2442	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	cathy.adam:	(Babaciex.c				
	CERT	FICATION			,		
The above-named organization: • having a combined workforce of 100 or 12 weeks or more in Canada, AND • intending to bid on, or being in receipt o	more permanent N.S-Eme	, permanent par				9,00000000	
Supply Arrangement, valued at \$1,000.	300 or mare (including ep	pficable taxes).				***************************************	
Hereby certifies its correliment to impleme isstrument, in keeping with the Federal Cor please refer to: http://www.asdc.uc.cn/cond	Articles Program recults	ments. For more	ngoing basis, i Priomusion on	eyand the period Thow to implement	of the procurement I amployment equity	00000000000000000000000000000000000000	
important note: If an audit of the Agreeme the procurement instrument(s) with the Gov	nt to Implement Employm emment of Canada may I	ent Equity unco be terminated,	vers misreprese	mation on the par	l of the organization		
	Contraction of the Contraction o	MORY					
NOTE: The alghatory must be the Chief Ex contract on behalf of the organizati		fortund person	h en exective	position with larger			
Name (print)		Too	**				
Brenda Heloche Twatere Note:			ECOE, ALEM	n Resources	***************************************		
209-982-2862		brenda.melo	chelabscie	x.coa			
\$ (management)			1997 - 1997 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 - 1998 -				
		Jan 17/14					

Canada

AB Sciex LP (certificate # 10000425)

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				Cens	us 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	
Québec	8	0	0	8	Toronto	432	6	0	438
British Columbia	2	0	0	2	Vancouver	2	0	0	
Total Employees in (Canada 🕨	-		448	Total Employ	yees in Canada	•		44

AB Sciex LP (certificate # 10000425)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group			All Employee		Ab	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible I	Minorities
Salary Range Col. 1	QTR	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	4												
Top Range: Under \$5,000	3											,	
Bottom Range: Under \$5,000	2					•							
	1	3	3								1	1	
	Total	3	3								1	1	
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2				·								
	1	87	65	22				1	1		27	20	7
	Total	87	65	22				1	1		27	20	7
Professionals	4				-							•	
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	265	188	77				1	1		96	56	40
	Total	265	188	77				1	1		96	56	40
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3			_									
Bottom Range: Under \$5,000	2			_									
	1	51	38	13							20	14	6
	Total	51	38	13							20	14	6

Page 1 of 3

Canadä

Employment and Social Development Canada Emploi et Développemen

AB Sciex LP (certificate # 10000425)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Occupational Group			All Employee		At	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	/inorities
Salary Range Col. 1	QTR	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	4												A anai
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2											***************************************	
abed 1 g/41	1	20	8	12							9	3	
	Total	20	8	12							9	3	(
Skilled Sales and Service Personnel	4												-
Top Range: Under \$5,000	3												,
Bottom Range: Under \$5,000	2												
	1	12	5	7							2		2
	Total	12	5	7							2		2
Clerical Personnel	4												*
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	4			-			,		4	4	
	Total	4	4								4	4	
Total Number of Employees		442	311	131				2	2		159	98	61

Employment and Social Emploid

Development Canada 900id C

AB Sciex LP (certificate # 10000425)

Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Occupational Group			All Employee	s	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	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	4												1111
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2							1		1
	Total	2		2							1		1
Professionals	4												
Top Range: Under \$5,000	3				_								
Bottom Range: Under \$5,000	2												
	1	4	4										
	Total	4	4										
Total Number of Employees		6	4	2					-		1		1

and Social Emploi at Diveloppeme

AB Sciex LP (certificate # 10000425)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

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

		All Employees		А	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	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			<u> </u>	2	2		159	98	61
Total Number of Employees	442	311	131				2	2		159	98	61

Canadä

AB Sciex LP (certificate # 10000425)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

.		All Employees	3	A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	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		
Total Number of Employees	6	4	2							1		

AB Sciex LP (certificate # 10000425)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		Ail Employees		A	boriginal Peop	les	Perso	ns with Disab	ilities	Member	s of Visible Mi	norities
Occupational Group	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	
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	•
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	2:

Canadä

Form 4 A

Employment and Social Development Canada Emploi et Diveloppement

AB Sciex LP (certificate # 10000425)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

		All Employees	3		boriginal Peop	les	Pers	ons with Disat	oilities	Membe	rs of Visible M	inorities
Occupational Group	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										

Form 5 A

Employment and Social Emploi of Developp Development Canada social Canada

AB Sciex LP (certificate # 10000425)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

				chaima i ei	OG 2017-01-01	10 2020-01-07						
	Employe	es promoted (Employees pro	moted during	the year are to	be reported or	nly in the occupa	ational groups	in which or to	which they have	been last pro	moted.)
Occupational Group		All Employees			boriginal Peop			ons with Disab		ł	s of Visible Mi	
	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) <u> </u>			
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

Form 5 B

Employment and Bocial Emploi at Develope Development Canada social Canada

AB Sciex LP (certificate # 10000425)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / National

	Employ	ees promoted	(Employees pr	omoted during	the year are to	be reported or	ly in the occup	ational groups	s in which or to	which they hav	e been last ord	omoted)
Occupational Group		All Employees			boriginal Peop			ons with Disal	······································	T	rs of Visible M	
	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	d									
Total Number of Employees Promoted	3	2	1									
Total Number of Promotions	3	2	1									

Employment and Social Employ of Developpe
Development Canada social Canada

AB Sciex LP (certificate # 10000425)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

		All Employees		- A	boriginal Peop	les	Perso	ons with Disat	oilities	Member	rs of Visible Mi	norities
Occupational Group	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							<u> </u>		
Middle and Other Managers	8	7	1				1	1		2	1	
Professionals	37	28	9				1	***************************************	1	9	7	
Semi-Professionals and Technicians	10	5	5				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	я	

AB Sciex LP (certificate # 10000425)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

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

		All Employees	;	Aboriginal Peoples		Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	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										

Canadä

Workforce Analysis - Detailed Report

Date: 2020-01-07

Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avail %	lability #	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



Workforce Analysis - Detailed Report

Date: 2020-01-07

Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	ilability	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



Workforce Analysis - Detailed Report

Date: 2020-01-07

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availa	•	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
1021 : College and other vocational instructors	National	1	0	0.0 %	3.0 %	0	0	National
1112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.9 %	0	0	National
1161 : 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
14 : Semi-Professionals and Technicians		51	0	0.0 %	1.6 %	1	-1	
211 : 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



Workforce Analysis - Detailed Report

Date: 2020-01-07

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	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



Workforce Analysis - Detailed Report

Date: 2020-01-07

Members of Visible Minorities

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	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



Workforce Analysis - Detailed Report

Date: 2020-01-07

Members of Visible Minorities

		Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	Repre	sentation		ilability	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



Workforce Analysis - Detailed Report

Date: 2020-01-07

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	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

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



Workforce Analysis - Summary Report

Date: 2020-01-07

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	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



Workforce Analysis - Summary Report

Date: 2020-01-07

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	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	



Workforce Analysis - Summary Report

Date: 2020-01-07

Members of Visible Minorities

	Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	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



Workforce Analysis - Summary Report

Date: 2020-01-07

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
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	
Tatal	440		0.5.0/	0.0.0/	26		
Total	448	2	0.5 %	8.0 %	36	-34	



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

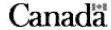


Workforce Analysis - Summary Report

Date: 2020-01-07

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



Part 1: Workforce Analysis

AB Sciex LP

[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

D / 6 E:	.75 . 337 1.6	
Data from Fil	st/Previous Workf	orce Analysis
YYYY	MM	DD
2,017	01	19

Data from S	Subsequent/Curr Analysis	ent Workforce
Ţ	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	01	07

Table 5: Women

		Table 1: Women First/Previous Workforce Analysis				
E I G GEOC		All Employees	Won	Women		
Empio	yment Equity Occupational Group (EEOG)		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		

Subsequent/Current Workforce Analysis				
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		
o	0	0.00		
4	0	65.50		
o	0	0.00		
o	0	0.00		
ol	ol	0.00		
o	o	0.00		
448	133	28.2		

* Source:			
2011 Natio	nal Household	Survey	

* Source:	
2016 Census	

Part 1: Workforce Analysis

AB Sciex LP

[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2017	01	19

Data from Su	ibsequent/Curro Analysis	ent Workforce
+	+	1

2020	01	07
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

Table 6: Aboriginal Peoples
Subsequent/Current Workforce Analysis

		Table	2: Aboriginal Po	eoples
		First/Pr	evious Workforce A	Analysis
Empl	ovment Equity Occupational Crown (FEOC)	All Employees	Aborigina	l Peoples
cmba	oyment Equity Occupational Group (EEOG)		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

	/Current Worklord	v
All Employees	Aborigina	-
	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	o	0.00
4	0	0.80
0	0	0.00
0	o	0.00
0	ol	0.00
0	ol	0.00
448	0	1.4

* Source:	
2016 Census	

Part 1: Workforce Analysis

AB Sciex LP

[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

2017	01	19
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from S	ubsequent/Curre Analysis	nt Workforce
Ţ	Ţ	Ţ

2020	01	07
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities
		First/Pr	evious Workforce 2	Analysis
Emple	arment Equity Occupational Crown (FEOC)	All Employees	Members of Vis	sible Minorities
Empio	yment Equity Occupational Group (EEOG)		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: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Vis	ible 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
448	160	31.7

201	l Nat	ion	al I	Ιω	ISP	hο	14	Sı	ırı	/ex	7					
ZU1.	i ivai	1011	аі г	101	150	по	Iu	SI	11 V	/cy						

* Source: 2016 Census

Part 1: Workforce Analysis

AB Sciex LP

[Date: 2020-01-08]

Data from First/Previous Workforce Analysis

↓ ↓

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2017	01	19

2020	01	07
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce A	Analysis
Emplo	rement Faults Occupational Crown (FFOC)	All Employees	Persons with	Disabilities
rmbio	yment Equity Occupational Group (EEOG)		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

Table 8: Persons with Disabilities												
Subsequent	/Current Workford	e Analysis										
All Employees	Persons with	Disabilities										
	Representation	Availability*										
#	#	%										
92	1	5.00										
269	1	8.90										
51	0	7.60										
0	0	0.00										
0	0	0.00										
20	0	10.00										
12	0	8.00										
0	0	0.00										
4	0	9.30										
0	0	0.00										
0	0	0.00										
0	0	0.00										
0	0	0.00										
448	2	8.0										

* Source:		
2012 Canadia	ı Survey on Disabili	ty

* Source: 2017 Canadian Survey on Disability

Part 2: Flow Data Analysis

AB Sciex LP

[Date: 2020-01-08]

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

2020	01	07
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Table 5: Women

Table 9: Women

		Table 1:	Women	
	Full-time /	National	Part-time /	National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	19	4	0	0
03 Professionals	79	25	1	0
04 Semi-Professionals & Technicians	21	7	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	2	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	40	2	0

Full-time /	National	Part-time	/ National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
25	6	1	1
48	19	1	0
9	3	1	0
0	0	0	0
0	0	0	0
5	4	0	0
5	2	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
1	1	0	0
0	0	0	0
94	35	3	1

Full-time	/ National	Part-time	/ National						
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated						
#	#	#	#						
1	1	0	0						
8	1	0	0						
37	9	0	0						
10	5	1	0						
0	0	0	0						
0	0	0	0						
1	0	0	0						
0	0	0	0						
0	o	0	0						
0	0	0	0						
0	o	0	0						
0	0	0	0						
1	1	0	0						
0	0	0	0						
58	17	1	0						

Part 2: Flow Data Analysis

AB Sciex LP

[Date: 2020-01-08]

Start	Date of Flow	v Data
YYYY	MM	DD
2017	01	19

2020	01	07
VVVV	MM	ממ
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		•	Ψ	•	•
		Table 2: Aboriginal Peoples			ples
		Full-time	me / National Part-time / Nationa		
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	19	0	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

Total

Full-time	National	Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
25	0	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
1	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
94	0	3	0

Tabl	le 10: Abor	riginal Peo	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
1	0	0	0
8	0	0	0
37	0	0	0
10	0	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
1	0	0	0
0	0	0	0
58	0	1	0

Part 2: Flow Data Analysis

AB Sciex LP

[Date: 2020-01-08]

Start Date of Flow Data			
YYYY	MM	DD	
2017	01	19	

End I	Date of Flow	Data
YYYY	MM	DD
2020	01	07

Data from Form 4 - Employees Hired

Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted

Table 7: Persons with Disabilities

	rable /: rersons with Disabilities					
	/ National	Part-time	Full-time / National			
7	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted		
	#	#	#	#		
\sqcap	0	0	0	0		
	0	1	1	25		
	0	1	0	48		
	0	1	0	9		
	0	0	0	0		
	0	0	0	0		
	0	0	0	5		
1	0	0	اه	5		

Data from Form 6 - Employees Terminated

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
1	0	0	0
0	0	0	0
58	3	1	0

	l Table	3: Persons	with Disa	bilities
	Full-time	National Part-time / Nationa		
Employment Equity Occupational Group (EEOG)	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

Part 2: Flow Data Analysis

AB Sciex LP

[Date: 2020-01-08]

Start	Date of Flov	/ Data
YYYY	MM	DD
2017	01	19

End I	Date of Flow	Data
YYYY	MM	DD
2020	01	07

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated Table 8: Members of Visible Minorities | Table 12: Members of Visible Minorities

		\downarrow	\downarrow	\downarrow	\downarrow
		Table 4:	Members o	of Visible N	Ainorities
		Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	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 13 Other Sales & Service Personnel 14 Other Manual Workers

Total

Full-time	/ National	Part-time / National		
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	
#	#	#	#	
0	0	0	0	
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	
1	1	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
94	30	3	0	

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	
1	0	0	0	
0	0	0	0	
58	12	1	0	

									Data	for First/I	Previous (Goals							
AB	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
1	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	1	↓	1	\	↓	Ţ	Ţ	↓	Ţ	Ţ	\	1	Ţ	↓	↓	Ţ	↓	↓ ·	V
<u> </u>		Table 1: Wo First/Previous Shor																	
	First/Previous Short-term Goals All Employees Women																		
<u> </u>	1	Tomore (Postocoment of Terminated												r Goals	omen	1		ı	
	Number	Grow	oth (New Posi	ions)		placement of Employees)	Terminated		Number	Turnover (R		Hires		r Goals n - To					
Employment Equity Occupational	YYY-MM-DD	Actual	Daniel	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1 1 1-31M-DD	Actual	110)		Actual	110)	Over 3	Years	1111-300-00		Over 3	Over 3 Years			Availability	Com Out	Gap	Representation	Years
2	2017-01-19	Annually	Annually	Over 3 Years	Annually	Annually	Years		2017-01-19	Annually	Years	icais	2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%		0	33.3%		0	0	C	0.0%	0	1	0		27.4%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	77	4.9%		0	9.6%		0	0	23		0	7	0		38.9%	-7	-7	29.9%	29.9%
03 Professionals	226	6.0%		0	14.9%		0	0	62	1 -1-7	0	-12	0		22.2%	12	12		27.4%
04 Semi-Professionals & Tech	40	8.4%		0	24.2%		0	0	5	0.0%	0	2	0		16.9%	-2	-2		12.5%
05 Supervisors	0	0.0%		0	0.0%		0	0	C	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	C	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	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	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	1 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%	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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0			0.0%	0	"	"		0.0%		"	#DIV/0!	#DIV/0!
13 Other Sales & Service 14 Other Manual Workers	1	-100.0% 0.0%			200.0% 0.0%]		0.0%		'			55.5% 0.0%] -1	-1	0.0% #DIV/0!	0.0% #DIV/0!
Total	374	6.2%		0	14.4%		0	1 0	109		0	_2	0		28.6%	2	7	#DIV/0! 29.1%	#DIV/0! 29.1%

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.

	workforce Analysis) = 2) x 10	v.				
						Table 2: Women
E	Forth Constitution		Wome	n		
	oyment Equity Occupational (EEOG)	Short-tei	rm Goals	Long-term	Goals	Comments
Grou	(EEOG)	#	%	#	%	
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	
	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	o	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	
	Other Sales & Service	1	0.0	1	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		25	5	33		

										Data	for First/I	Previous (Goals							
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data	sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
***************************************		Ţ	Ţ	1	\	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	↓	Ţ	J	Į.
											e 3: Abori									
										First	Previous Sl	hort-term G	oals							
					All En	nployees									Aborigi	nal Peoples				
		Number	Grov	wth (New Posi	tions)	Turnover (R	Replacement of	f Terminated		Number	T	eplacement of		3 Yea	r Goals					
Empl	oyment Equity Occupational		3.0				Employees)		Anticipated			cpiacement or I Employees)	Hires Required	Fron	n - To	Present		Projected	Present	Projected
	p (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
		2017-01-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-01-19	Annually	Over 3 Years	Years	2017	2020					Years
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	3	0.0%		(33.3%		(0	C	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02	Middle & Other Managers	77	4.9%		(9.6%	,	(0	C	0.0%	0	2	0		2.2%	-2	-2	0.0%	0.0%
03	Professionals	226	6.0%	•	(14.9%	5	(0	C	0.0%	0	2	0		0.8%	-2	-2	0.0%	0.0%
04	Semi-Professionals & Tech	40	8.4%		(24.2%	5	(0	C	0.0%	0	0	0		1.2%	6 0	C	0.0%	0.0%
	Supervisors	0	0.0%		(0.0%		(0	C	0.0%	0	0	0		0.0%	1	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%			0.0%			0	0	0.0%	0	0	0		0.0%	1	(#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	19	11170			5.1%			9 0	(0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
1	Skilled Sales & Service	5	33.9%			0.0%			0	0	0.0%	0	0	0		1.0%	0	C	0.0%	0.0%
1 09	Skilled Crafts & Trades	0	0.0%	o		0.0%	b		0 [0.0%	o 0	1 0) 0)	0.0%	5 0	1 0	#DIV/0!	#DIV/0!

0.0%

0.0%

0.0%

0.0%

14.4%

200.0%

10.1%

0.0%

0.0%

0.0%

6.2%

-100.0%

10

11

12

13

Total

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

Intermediate Sales & Service

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

0.0%

0.0%

0.0%

0.0%

0.0%

0.7%

0.0%

0.0%

0.8%

0.0%

1.1%

	workforce Analysis) = 2) x 10	v.				
						Table 4: Aboriginal Peoples
Emal	and the Control of th		Aboriginal I	Peoples		
	oyment Equity Occupational (EEOG)	Short-ter	rm Goals	Long-te	erm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	0	0	0
02	Middle & Other Managers	1	0.0	1	1 0	0
03	Professionals	- 1	0.0	1	(0	0
04	Semi-Professionals & Tech	0	0.0	0	0	0
	Supervisors	0	0.0	0	0	0
	Supervisors: Crafts & Trades	0	0.0	0	0	0
07	Administrative & Sr Clerical	0	0.0	0	0 0	0
08	Skilled Sales & Service	0	0.0	0	0	0
	Skilled Crafts & Trades	0	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
	Semi-Skilled Manual	0	0.0	0	0 0	0
	Other Sales & Service	0	0.0	0	0 0	0
14	Other Manual Workers	0	0.0	0	0	0
Total		2		2	2	

0.0%

0.0%

0.0%

#DIV/0!

#DIV/0!

#DIV/0!

0.0%

#DIV/0!

#DIV/0!

#DIV/0!

0.0%

0.0%

									Data	for First/I	⁹ revious (Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	: / //	K ÷ C	(K - M + O) ÷ (C + F)
	<u> </u>	<u> </u>	<u> </u>		<u> </u>	J	<u> </u>	V	<u> </u>	<u>, </u>	<u> </u>	<u> </u>	J	Ţ		.	V	<u> </u>	J
									Table 5	: Persons	with Disa	bilities							
									First	Previous Sl	nort-term G	oals							
				All Er	nployees									Persons wi	th Disabilitie	S			
		_			Turnover (R	eplacement o	f Terminated						3 Yea	r Goals					
	Number	Grov	oth (New Posi	tions)		Employees)		Anticipated	Number		eplacement of I Employees)	Hires	Fro	m - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD		i Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)	2017-01-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Vears	2017-01-19	Annually	Over 3 Years	Years	2017	2020	Avanaomiy		Сар	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	80	2.5%		(21.5%		0	0	C	0.0%	0	3	()	4.3%	-3	-3	0.0%	0.0%
03 Professionals	226	6.0%		(14.9%		0	0	2	0.0%	0	7	()	3.8%	-7	-7	0.9%	0.9%
04 Semi-Professionals & Tech	40	8.4%		(24.2%		0	0	1	0.0%	0	1	()	4.6%	-1	-1	2.5%	2.5%
05 Supervisors	0	0.0%		(0.0%		0	0	C	0.0%	0	0	()	0.0%	1	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	C	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	19	1.7%		(5.1%		0	0	C	0.0%	0	1	()	3.4%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service	5	33.9%		(0.0%		0	0	C	0.0%	0	0	()	3.5%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	C	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	()	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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	1	-100.0%] (200.0%		0	0	0	0.0%	. 0	0	()	6.3%	o	0	0.0%	0.0%

0.0%

14.4%

0.0%

6.2%

374

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.

0.0%

0.0%

0.0%

4.0%

14 Other Manual Workers

Total

	Workforce / marysis) · 2) x 10					
						Table 6: Persons with Disabilities
r		P	ersons with Di	sabilities		
	oyment Equity Occupational	Short-ter	m Goals	Long-term	Goals	Comments
Grou	(EEOG)	#	%	#	%	
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	
	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		6		8		

#DIV/0!

0.8%

#DIV/0!

0.8%

									Data	for First/I	Previous (Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	_ ↓	↓	1	\	↓	↓	Ţ	\	\	Ţ	\	Ţ	Ţ	Ţ	↓	1	Ţ	1	J
		Table 7: Members of Visible Minorities First/Previous Short-term Goals																	
		First/Previous Short-term Goals All Employees Members of Visible Minorities																	
				All Ell				<u> </u>		T		1		r Goals	isible willor	lues			
	Number	Grev	vth (New Posi	tions)	Turnover (R	eptacement of Employees)	Terminated		Number		eplacement of	Hires		n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Pro	jected	Actual	Proi	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)			,	Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2017-01-19	Annually	Annually	Years	Annually	Annually	Years		2017-01-19	Annually	Years		2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%		C	33.3%		0	0	O C	0.0%	0	0	(10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	77	4.9%		C	9.6%		0	0	17	0.0%	0	-5	(15.0%	5	5	22.1%	22.1%
03 Professionals	226	6.0%		0	14.9%		0	0	78	1	0	-4			32.6%	4	4	34.5%	34.5%
04 Semi-Professionals & Tech	40	8.4%			24.2%		0		13	0.0%	0	-2	(27.0%	2	2	32.5%	32.5%
05 Supervisors	0	0.0%			0.0%		0			0.0%	0				0.0%		0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	10	1.7%			0.0%		"			0.0%	1 0] '			0.0% 37.3%		'	#DIV/0! 42.1%	#DIV/0! 42.1%
08 Skilled Sales & Service	19	33.9%			0.0%				() :	0.0%	1 %	-1			18.3%		1	42.176 20.0%	20.0%
09 Skilled Crafts & Trades]	0.0%			0.0%		"			0.0%	1 0				0.0%		١	#DIV/0!	#DIV/0!
10 Clerical Personnel	3	10.1%		1 6	0.0%		"] "] 3	0.0%	1 6	-1			48.1%		ľ	#DI v/0:	66.7%
11 Intermediate Sales & Service	ا ا	0.0%		1 6	0.0%		1 0		م ا	0.0%	J 0	0	6		0.0%] 0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	ه ا	0.0%		0	0.0%		0			0.0%	ه ا	ه ا			0.0%	مُ مَ	ا ،	#DIV/0!	#DIV/0!
13 Other Sales & Service	ľ	-100.0%			200.0%		l 0	0		0.0%	Ö	ľ			52.7%	-1	-1	0.0%	0.0%
14 Other Manual Workers	Ô	0.0%			0.0%		0	ol o		0.0%	0	Ô	6		0.0%	. o	Ô	#DIV/0!	#DIV/0!
Total	374	6.2%		C	14.4%		0	0	119	0.0%	0	-13	(28.4%	13	13	31.8%	31.8%

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.

	workforce Analysis) = 2) x 10	v.				
						Table 8: Members of Visible Minorities
E	yment Equity Occupational	Men	nbers of Visib	le Minorit	ies	
	(EEOG)	Short-ter	rm Goals	Long-ter	m Goals	Comments
Grou	(EEOG)	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0,0	
04	Semi-Professionals & Tech	0	0,0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
	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	
	Other Sales & Service	1	0.0	2	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		1		2		

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	\	1	1	1	↓	1	1	<u></u>	1	1	\	1	1	1	↓	1	1	<u> </u>	<u>\</u>
										Table 9:									
									Subsequ	ent/Current	Short-tern	n Goals		***					
				All En	ployees					1		1			omen	1		ı	
	Number	Grow	vth (New Positi	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational								Anticipated Hires Over 3		Terminated		Required		n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Proj	ected	Years	YYYY-MM-DD		1	Over 3	1111	- YYYY	Availability	rresem Gap	Gap	Representation	Years
	2020-01-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-01-07	Annually	Over 3 Years	Years	2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%	0.0%	0	33.3%	0.0%	0	0	C	0.0%	0	1	(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	(22.2%	17	8	28.6%	24.9%
04 Semi-Professionals & Tech	51	8.4%	3.0%	5	24.2%	1.0%	2	7	13	1.0%	0	-3	(17.5%	4	3	25.5%	23.2%
05 Supervisors	0	0.0%		0	0.0%		0	0	C	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	C	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	12	0.0%	0	5		0.0%	79.1%	-4	-5	60.0%	57.1%
08 Skilled Sales & Service	12	33.9%	2.0%	1	0.0%		0	1	7	0.0%	0	-3	(28.4%	4	3	58.3%	53.8%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	C	0.0%	0	0			0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	4	10.1%		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	[C	0.0%	0	0	1		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	1 0	0.0%	0	0	1		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	200.0%		0	0		0.0%	0	0	1 9		0.0%	9 0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	1 0	0.0%	0	0	1 .		0.0%	0	1 0	#DIV/0!	#DIV/0!
Total	448	6.2%		0	14.4%		0	1 0	133	0.0%	1 0	-7	1 0	1	28.2%	1 7	1 7	29.7%	29.7%

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.

	workforce Analysis) = 2) x 10	0.			
					Table 10: Women
Email	ovment Equity Occupational		Wome	en	
	(EEOG)	Short-teri	m Goals	Long-term Goals	Comments
Grou	(EEOG)		%	%	
01	Senior Managers		27.6	27.6	We have global Diversity and Inclusion initatives including specific strategies for outreach programs including attending the WISE conference in January 2020
02	Middle & Other Managers		39.4	39.4	We have global Diversity and Inclusion initatives including specific strategies for outreach programs including attending the WISE conference in January 2020
03	Professionals		0.0		
04	Semi-Professionals & Tech		0.0		
	Supervisors		0.0		
	Supervisors: Crafts & Trades		0.0		
07	Administrative & Sr Clerical		0.0	0.0	Present representation is 60.0 %, therefore no goal required.
1	Skilled Sales & Service		0.0		
09	Skilled Crafts & Trades		0.0		
1	Clerical Personnel		50.0	50.0	Goal is set at 50.0% in order to avoid segregation.
11	Intermediate Sales & Service		0.0		
1	Semi-Skilled Manual		0.0		
	Other Sales & Service		0.0		
14	Other Manual Workers		0.0		
Total			0.0		

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	1	↓	↓		<u></u>	↓	↓	↓		↓	↓	<u> </u>
										11: Abor									
				AR C.					Subsequ	ent/Current	Short-tern	n Goals		A1	I. D I				
		1		All En	ployees			T		1				Aborigi r Goals	nal Peoples				
	Number	Grew	vth (New Positi	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals m - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje	antod	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-3111-00	Actual	110)	Over 3	Actual	110)	Over 3	Years	TTTT-MM-DD		Over 3	Over 3 Years		- 	Availability	Trescar Gap	Gap	Representation	Years
	2020-01-07	Annually	Annually	Vears	Annually	Annually	Years		2020-01-07	Annually	Years	i cais	2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%		0	33.3%		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	(2.0%	0	3	(2,7%	2.7%	-2	-3	0.0%	0.0%
03 Professionals	269	6.0%	2.0%	16	14.9%	2.5%	20	36	(2.5%	0	3	1	2.5%	1.0%	-3	-2	0.0%	0.4%
04 Semi-Professionals & Tech	51		2.0%	3			2	: 5	(1.0%	0	1	(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	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	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)	0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	12	1 22.5,0	2.0%	1	0.0%		0	1	(0.0%	0	0	()	1.2%	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	4	10.1%		0	0.0%		0	0		0.0%	0	0)	0.8%	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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	(0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	200.0%		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	#DIV/0!	#DIV/0!
Total	448	6.2%		0	14.4%		0	0		0.0%	0	6	[()	1.4%	-6	-6	0.0%	0.0%

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

Workforce Analysis + 2) x 100

* Workforce Analysis) ÷ 2) x 10	00.			
				Table 12: Aboriginal Peoples
F1		Aboriginal Peoples		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals Long-te	rm Goals	Comments
•		%	%	
01 Senior Managers		0.0		
02 Middle & Other Managers		2.7	2.7 0	ur Recruitment strategy is aimed at ensuring all job postings are available to all designated groups.
03 Professionals		2.5	2.5 0	ur 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	I	
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	Г	
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		

									Data for	Subseque	nt/Curre	nt Goals							
AB	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	Ţ	Ţ	.	\	Ţ	1	1	↓	↓	Ţ	<u> </u>	Ţ	Ţ	<u> </u>	Ţ	1	1	Ţ	1
										: Persons									
	All Er								Subsequ	ent/Current	Short-tern	n Goals							
			i										th Disabilities	S			ı		
				eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Yea								
Employment Equity Occupational			1					Anticipated Hires Over 3			Employees)	Required		n - To	Present	Present Gan	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Proje		Years	YYYY-MM-DD			Over 3	****	- YYYY	Availability	rresem Gap	Gap	Representation	Years
	2020-01-07	Annually	Annually		Annually	Annually	Over 3 Years		2020-01-07	Annually	Over 3 Years	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%	, l	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	0	#DIV/0!	#DIV/0!
Total	448	6.2%		0	14.4%		0	0	2	0.0%	1/2	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) ÷ ((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	Pe	rsons with I	Disabilities		
Group (EEOG)	Short-tern	n Goals	Long-term	Goals	Comments
-		%		%	
01/02 Managers		5.0			Our global Diversity and Inclusion initatives and our end-to-end recruitment process does not create any barriers.
03 Professionals		9.0		9.0	Our global Diversity and Inclusion initatives 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 initatives 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 initatives 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 initatives 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			

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	H	I	.I	K	L	M	N	0	P	0	R	S	T	U
5h					۸ ۲		*·····································			Å	}				· · · · · · · · · · · · · · · · · · ·	·			!i
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(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)
-	\	Ţ	1	Ţ	Ţ	\	Ţ	↓	Ţ	Ţ	↓	Ţ	Ţ	Ţ	Ţ	↓	Ţ	Ţ	J
								Ţ	able 15: N				S						
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees			ı							isible Minor	ities			,
	Number Growth (New Po		wth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Year						
Employment Equity Occupational			T =					Anticipated Hires Over 3			Employees)	Required		1 - To	Present	Present Gan	Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected T	Actual	Proj	ected	Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	rresent Gap	Gap	Representation	Representation in 3 Years
	2020-01-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-01-07	Annually	Over 3 Years	Years	2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%	Ď	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%	ó	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%	Ď	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	20			81	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%	Ď	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%	o l	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%	Ď	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%	D	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%	6	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%	Ď	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	448	6.2%	6	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: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Previous Workforce Analysis + Total number of employees from Current

* Workforce Analysis) ÷ 2) x 10	0.			
				Table 16: Members of Visible Minorities
Employment Equity Occupational	Mem	ibers of Visible Minori	ties	
Group (EEOG)	Short-teri	m Goals Long-te	rm Goals	Comments
01 Senior Managers		0.0	20	
02 Middle & Other Managers		0.0	1	We have implemended internal policies aimed at increasing representation at all levels in the organization.
03 Professionals		42.0	42.0	We have global Diversity and Inclusion initatives including specific strategies for outreach programs including attending the WISE conference in January 2020.
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 initatives 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		

										Fede	ral Contr					Report									_
											l		Sciex	- Wome	'n										—)196
													: 2020-												
20000000000												[,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,												
A	В		С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data s	ources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F ÷ 100	V - X
				J	↓	J.	V		↓	¥		V	— 1	1	↓	1	↓	V	<u> </u>	↓	J		Ţ	Ų.	Ţ
Emi	oloyment Equi	itv					orce An						112			T		Data An			T	T			
	upational Gro		Year			V	orkforce/ Wo	men					Hires W	omen				romotion: Wo					erminati v	Vomen	
(EE	OG)			All Employees	Represe	entation	Avail	ability	Gap	EE Result	All Employees	Act	ual	Expected	Difference	All Employee:	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	S	2017	3	0	0.0	27.4 27.6		-1	0.0		0	0.0	0	0	0 0	0	0.0	0	0) 1	1	100.0		1
02	Middle & Other		2017	77		29.9	38.9	30	-7	76.8															
02	Managers		2020	89		27.0	39.4			68.4		4	21.1	7	-3	26	7	26.9	8	-1	8	1	12.5	2	-1
03	Professionals		2017 2020	226 269	62 77	27.4 28.6	22.2 22.2		12 17	123.6 128.9	I	25	31.3	18	7	49	19	38.8	13	6	5 37	9	24.3	3 10	-1
04	Semi-Professiona	als &	2017	40					-2	74.0		20	0110	10					- 10		,		2		
04	Technicians		2020	51	13	25.5	17.5		4	145.7	22	7	31.8	4	3	10	3	30.0	1	2	2 11	5	45.5	1	4
05	Supervisors		2017 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
06	Supervisors: Cra	fts &	2017	0	0	0.0	0.0	-	0	0.0		· ·	***	·	·		Ť								
	Trades		2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0) C	0	0.0	0	0	0	0	0.0	0	0
Data s	ources:			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											
***************************************				Ţ	1	Ţ	<u> </u>	<u> </u>	<u> </u>	Ų	Ţ	<u> </u>	1	<u> </u>											
					Entrai						oals														
	oloyment Equi upational Gro		Year	F	low Data				rm Goals			Long-ter								Sommen	.45				
(EE		ab		All Employees			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					•	Junnen	us				
			#	#	Ħ	%	#	%	%	%	#	%	%	%											
01	Senior Managers	5	2020	1	0	0.0	1	0.0	0.0 27.6	0.0		0.0	0.0 27.6	0.0											
1 02 1	Middle & Other		2020	45	11	24.4	16	68.8	0.0	0.0	20	55.0	0.0	0.0											
1	Managers		2023	45		24.4		0.0	39.4	62.0		0.0	39.4	62.0											
03	Professionals		2020	129 129		34.1		0.0	0.0	0.0	· · · · · · · · · · · · · · · · · · ·	0.0	0.0	0.0											
	Semi-Professiona	als &	2020	32	10	31.3	6	166.7	0.0	0.0	10	100.0	0.0	0.0											
	Technicians		2023 2020	32	10	31.3		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											
	Supervisors: Cra	fts &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Ш	Trades		2023	0	0	0.0			0.0	0.0			0.0	0.0											

								Fede	ral Contr	actors l	Prograi	n Achie	vement	Report									
									I	Part 4: I	Results	- Wome	n										97
										Al	B Sciex	LP											
										[Date	: 2020-	01-08]											•
A B	С	D	Е	F	G	Н	Ī	J	K	L	M	N	О	P	0	R	S	Т	U	V	W	X	Y
		Part 1:	Part 1:		Part 1:					Part 2: Flow					Part 2: Flow					Part 2: Flow	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
Data sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Data	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
		Ţ	↓ ↓	↓	1	Ţ	.	1	.	1	1	V	.	Ţ.	Ţ	1	1	1	Į Į	Ţ	V	J J	Ŭ Į
			1	Workf	orce An	alysis									Flow	Data Ar	alysis						
Employment Equity	Year		ı	V	orkforce						Hires				F	romotion				Te	rminati		
Occupational Group (EEOG)		All Employees			Wor Avails			Inn n	All Employees		tual	omen	Live	All Employee	s .		omen	nie.	All Employees			omen .	T nier
(223)	#	#	Represer	w %	Avani	toury #	Gap #	EE Result	#	# 40	ruai %	Expected #	Difference #	#	#	tual %	Expected #	Difference #	#	Act	uai %	Expected	Difference #
Administrative &	2017	19	15	78.9	80.1	15	0	98.6				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			"					,			
07 Senior Clerical	2020	20		60.0	79.1	16	-4	75.9	3	2	66.7	2	0	5	5 4	80.0	4	0	1	0	0.0	1	-1
08 Skilled Sales &	2017	5	3	60.0	28.8	1	2	208.3															
Service Personnel	2020	12	7	58.3	28.4	3	4	205.4	4	2	50.0	1	1	. 5	5 2	40.0	3	-1	0	0	0.0	0	0
O9 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0		0	0.0		, 0	0.0		0		0	0.0	0		0	0	0.0		
	2017	3	1	33.3	65.2	2	-1	51.1			0.0			,	1 0	0.0		0		Ü	0.0	1	\vdash
10 Clerical Personnel	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 &	2017	0	0	0.0	0.0		0	0.0															
Service Personnel	2020	0	0	0.0	0.0		0	0.0		0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0		0	0.0			0.0	0	0		0 0	0.0	0	0	0	0	0.0	0	
	2020		<u> </u>		1 0.0			0.0	<u> </u>	1		<u> </u>	<u> </u>	1	<u> </u>	[0.0	<u> </u>	تـــــا
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
L		J	Allalysis [I.	l L	J	L J	<u></u> 	<u>.</u>	l L	J	J											
		· · · · · · · · · · · · · · · · · · ·	/ Entran	ıts			Ψ	•	loals	Ψ		Ψ											
Employment Equity			low Data			Short-te	rm Goals			Long-ter	m Goals												
Occupational Group	Year		Won	ien			men			Won							(Commen	ts				
(EEOG)		All Employees	Actu	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
07 Administrative &	2020	8	6	75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Senior Clerical	2023	8	6	75.0			0.0	0.0			0.0	0.0											
08 Skilled Sales & Service Personnel	2020	9	4	44.4 44.4	0	0.0	0.0	0.0		0.0	0.0	0.0											
Skilled Crofts &	2023	0	7	0.0	0	0.0	0.0	0.0		0.0	1	0.0											
09 Trades Workers	2023	0	0	0.0	www.		0.0	0.0	anno con construente de la construente della con		0.0	0.0											
10 Clerical Personnel	2020 2023	2	0	0.0		0.0	0.0 50.0	0.0		0.0	0.0 50.0	0.0											
Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0		0.0		0.0											
Semi-Skilled Manual	2023	0	0	0.0	0.0000000000000000000000000000000000000	0.0	0.0	0.0		0.0	0.0	0.0											
Workers	2023	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
													l										

								Feder	ral Contr			n Achie - Wome		Report									
											B Sciex												_ 6 -
										[Date	: 2020-	01-08]											
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis		E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H 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		P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
		, ,	1	Ų.	Ţ	Ţ	Ų.	Ţ		V	Ų.	Ţ	↓	1	Ţ	\	↓	J	<u> </u>	↓	Ţ	Ţ	1
			V		rce An												nalysis						
Employment Equity Occupational Group	Year		ı	W	orkforce Wor					1	Hires	omen			F	romotio	ns /omen			Terr	ninatio	ns omen	
(EEOG)		All Employees	Represent	tation	Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Actua		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service		1	0	0.0	55.5	1	-1	0.0															
Personnel	2020	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 Worker	s 2017 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
T . 1	2017	374	109	29.1	28.6	107	2	101.9	Ů		0.0				<u> </u>	0.0					0.0		
Total	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
Data sources:		Part 2: Flow Data Analysis	Analysis	÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals		Part 3: Goals		Part 3: Goals	F÷M x 100											
	1	<u> </u>		<u> </u>																			
			Entrant	IS		GI	0.1		oals		0.1												
Employment Equity Occupational Group	Year	F	low Data Wome	an a		Short-ter Wor				Long-ter Won							6	ommen	+ 6				
(EEOG)		All Employees	Actua		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					Č	ommen	LS .				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service		1	1	100.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0											
Personnel	2023	1	0	100.0	Λ	0.0	0.0	0.0		0.0	0.0												
14 Other Manual Worker	2020 2023	0	0	0.0	U	0.0	0.0	0.0	U	0.0	0.0												
Total	2020	227	76	33.5	25	304.0	0.0	0.0	33	230.3	0.0												
1 Otal	2023	227	76	33.5			0.0	0.0			0.0	0.0											

									Feder	al Contr					Report									
										Part 5	: Result Al	s - Abo B Sciex		Peoples										0133
												: 2020-												
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	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		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
š			1	<u> </u>	J.	<u> </u>	<u> </u>	<u> </u>		J	J.	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1		<u> </u>	<u> </u>	1	1	↓
E	alas assat Paulta					orce An											Data Ar			т				
	ployment Equity upational Group	Year			<u> </u>	orkforce Aborigina						Hires	nal Peoples				Promotion Aborigi	nal Peoples			Te	erminatio	nal Peoples	
(EI	OG)		All Employees	Represer	itation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	A	ctual	Expected	Difference	All Employees	Ac		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2017 2020	3	0	0.0	2.9 3.2	0	0	0.0	1		0.0		0	0		0.0	Λ.		1	n	0.0		
	Middle & Other	2017	77	0	0.0	2.2	2	-2	0.0	1	0	0.0	0				0.0	0	0	1	0	0.0	0	
02	Managers	2020	89	0	0.0	2.7	2	-2	0.0	19	0	0.0	1	-1	26	(0.0	0	0	8	0	0.0	0	0
03	Professionals	2017 2020	226 269	0	0.0	0.8	2	-2 -3	0.0	80	0	0.0	1	-1	49		0.0	0	0	37	0	0.0		
_	Semi-Professionals &	2020	40	0	0.0	1.0	0	-3 0	0.0	80	0	0.0	1	-1	49		0.0	0	0	37	0	0.0	0	0
04	Technicians	2020	51	0	0.0	1.6	1	-1	0.0	22	0	0.0	0	0	10	(0.0	0	0	11	0	0.0	0	0
05	Supervisors	2017 2020	0	0	0.0	0.0	0	0	0.0		0	0.0		0		(0.0	0	0		0	0.0		
	Supervisors: Crafts &	2020	0	0	0.0	0.0	0	0	0.0	0	U	0.0	0	0	0		0.0	0	0	0	0	0.0	0	0
06	Trades	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	(0.0	0	0	0	0	0.0	0	0
Data	sources:		Data Analysis	Part 2: Flow Data E Analysis	E ÷ D x 100	Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100			Part 3: Goals	F÷M x 100											
			1			<u> </u>	<u> </u>	↓			<u> </u>	↓	<u> </u>											
_				Entran	ts		CL 4	rm Goals		oals	Long-teri	Caala												
	ployment Equity upational Group	Year	FI	Aboriginal	Peoples	,		al Peoples	,		Aboriginal							(Commen	ts				
	OG)		All Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met							•				
		#	#	#	%	Ħ	%	%	9/6	#	%	%	%											
01	Senior Managers	2020 2023	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
02	Middle & Other Managers	2020 2023	45 45	0	0.0	1	0.0	0.0 2.7	0.0	1	0.0	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											
04	Semi-Professionals &	2023 2020	129 32	0	0.0	0	0.0	2.5 0.0	0.0	0	0.0	2.5 0.0	0.0											
L-4	Technicians	2023	32	0	0.0	-		1.6	0.0			1.6	0.0											
05	Supervisors	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
06	Supervisors: Crafts &	2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
00	Trades	2023	0	0	0.0			0.0	0.0			0.0	0.0											

								Fede	al Contr	actors l	Prograi	m Achie	vement	Report									
									Part 5	: Result	s - Abo	riginal	Peoples										8
										Al	B Sciex	LP											000200
										[Date	: 2020-	01-08]											
AB	С	D	Е	F	G	Н	Ī	J	K	L	M	N	О	P	О	R	S	T	U	V	W	X	Y
				I		11	<u></u>	i	X	.i		<u> </u>						1	1				
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
		Ţ	1	Ţ	. ↓	↓	<u> </u>	↓ ↓	↓	<u> </u>	1	<u> </u>	1	Ţ	l l	1	Ţ	J.	. Ψ	Ţ	Ţ	↓ ↓	<u> </u>
			١		orce An										Flow	Data An	alysis						
Employment Equity	Year			W	orkforce/						Hires				P	romotion:				Te	rminatio		
Occupational Group (EEOG)		All Employees	_		Aborigina				All Employees			nal Peoples	ı	All Employees	,		al Peoples		All Employees			nal Peoples	
(EEOO)	#	#	Represe	entation %	Avails	ability #	Gap #	EE Result	#	Act	tuai %	Expected #	Difference #	#	Ac	tual %	Expected	Difference #	п	Act #	ual %	Expected #	Difference #
Administrative &	2017	# 19		0.0	0.8		7 0	0.0	Ħ	#	70	#	#	TF	#	76	Ħ	Ħ	ff	Ħ	70	#	#
07 Senior Clerical	2020	20		0.0	0.8		0	0.0	3	0	0.0	0	0	5	0	0.0	0	0	1	0	0.0	0	0
08 Skilled Sales &	2017	5	0	0.0	1.0	0	0	0.0															
Service Personnel	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
09 Skilled Crafts &	2017	0	0	0.0			0	0.0															
Trades Workers	2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2017	3	0	0.0	0.7 0.8	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	
11 Intermediate Sales &	2017	0	0	0.0	0.0		0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	U	0.0	0	0
Service Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual	2017	0	0	0.0	0.0	0	0	0.0															
Workers	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
		Part 2: Flow	Part 2: Flow		Part 3:	E÷Gx	Part 3:				Part 3:												
Data sources:		Data Analysis	Data Analysis	E ÷ D x 100	Goals	100	Goals	F÷Ix 100	Part 3: Goals	E÷Kx100	Goals	F ÷ M x 100											
3		Ţ	Ψ,	Ţ	. ↓	Ţ	Ţ	Ţ	↓	1	J.	↓											
		New	/ Entrai	nts				G	oals														
Employment Equity	Year	F	low Data				rm Goals	S		Long-ter													
Occupational Group	1 car	All Employees	Aborigina	ıl Peoples			al Peoples			Aborigina	l Peoples	Ι.					C	ommen	ts				
(EEOG)		employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	H	%	Ħ	%	%	%	#	%	%	%											
Administrative &	2020	8	0	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
Senior Clerical	2023	8	0	0.0		0.0	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											
Skilled Crofts &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	1	0.0											
09 Trades Workers	2023	0	0	0.0			0.0	0.0			0.0	0.0											
10 Clerical Personnel	2020 2023	2	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
11 Intermediate Sales &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0		0.0											
Service Personnel	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											
WOIKEIS	2023	0	0	0.0			0.0	0.0			0.0	0.0											

								Feder				n Achiev riginal P		Report									
										Al	B Sciex	LP	-										000201
										[Date	: 2020-	01-08]											—8
2	·p			y	,p		,		,		y	,					ų		·	,			
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	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÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
	1		Ţ	Ţ	↓	1	Ţ	1		1	↓		\	<u> </u>	Ψ	1	<u> </u>		<u> </u>	J.	↓	Ţ	<u> </u>
n					orce An									, 			nalysis		,				
Employment Equity Occupational Group	Year			N	orkforce Aborigina					1	Hires	nal Peoples			Pi	romotio	ns inal Peoples			Tern	ninatio	ns al Peoples	
(EEOG)		All Employees	Repres	entation	Availa		Gap	EE Result	All Employees	Act			Difference	All Employees	Acti		Expected	Difference	All Employees	Actual		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service		1	0		0.8	0	0	0.0															
Personnel	2020	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
14 Other Manual Workers	2020	0	0	ŧ.	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		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	59	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Goals	E÷Gx 100	Part 3: Goals		Part 3: Goals		Part 3: Goals	F÷M x 100											
	1	<u> </u>			—	↓		<u> </u>		↓		<u> </u>											
			Entra			-	-		oals		-												
Employment Equity Occupational Group	Year	F	low Data	al Peoples			rm Goals al Peoples			Long-ter							-	ommen	+ 44				
(EEOG)		All Employees		•	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					Ĺ	ommen	LS .				
	#	#	#	9/0	#	%	%	%	#	%	%	%											
Other Sales & Service	2020	1	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Personnel	2023	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
14 Other Manual Workers	2020	0	0		U	0.0	0.0	0.0	U	0.0	0.0	0.0											
Total	2020	227	0		2	0.0	0.0	0.0	2	0.0	0.0	0.0											
1 0001	2023	227	0	0.0			0.0	0.0			0.0	0.0											

									Fede	ral Contr	actors l	Prograi	n Achie	vement l	Report									
										Part 6: R	esults -	Person	s with D)isabiliti	es									02
											Al	B Sciex	LP											000202
											[Date	: 2020-	01-08]											
Α	В	С	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	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
			.	\	1	↓	<u> </u>	1	1	1		1	1	↓	↓			.	↓	1	1	1	1	→
Fm	ployment Equity					orce An orkforce						Hires			ı		Data A	•		ı	Т	rminatio		
	upational Group	Year				Persons with		i					ith Disabilities	5		- 1		ith Disabilitie	s		16		ith Disabilities	S
(EF	(OG)		All Employees	Represe		Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
01		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
&	Managers	2017	80	0	0.0	4.3	3	-3	0.0															
02		2020 2017	92 226	2	0.9	5.0 3.8	5	-4 -7	21.7	20	1	5.0	1	0	26	1	3.8	0	1	9	1	11.1		1
03	Professionals	2020 269 1 0.4 8.9 24 -23										0.0	7	-7	49	0	0.0	0	0	37	1	2.7	0	1
04	Semi-Professionals & Technicians	2017 2020	40	1	2.5	4.6	2	-1	54.3	22		0.0		-2	10					11	-	0.1		1
0.5		2020	51	0	0.0	7.6 0.0	0	0	0.0		0	0.0	2	-2	10	0	0.0	0	0	11	1	9.1	0	1
05	Supervisors	2020	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2017 2020	0	0	0.0	0.0	0	0	0.0	l	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											
			.	↓	↓	.	1	↓	1	1	↓	1	Ţ											
				Entrar	nts					oals	-	~ .												
	ployment Equity	Year	Flo	ow Data Person				rm Goals h Disabilities			Long-teri Persons with							,						
	upational Group EOG)		All Employees	Disabi			Percent of		Percent of		Percent of		Comments Percent of											
•			4	Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
01		2020	# 46	# 2	4.3	# 1	200.0	0.0	0.0	# 1	200.0	0.00	%											
& 02	Managers	2023	46	2	4.3	1	200.0	5.0	87.0		200.0	5.00	87.0											
	Professionals	2020	129	0	0.0	4	0.0	0.0	0.0		0.0	0.00	0.0											
-	Semi-Professionals &	2023	129 32	0	0.0	1	0.0	9.0	0.0		0.0	9.00	0.0											
04	Technicians	2023	32	0	0.0	,	0.0	8.0	0.0		0.0	8.00	0.0											
05	Supervisors	2020 2023	0	0	0.0	0	0.0	0.0	0.0		0.0	0.00	0.0											
06	Supervisors: Crafts &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0											
	Trades	2023	0	0	0.0			0.0	0.0			0.00	0.0											

									Fede	ral Contr	ractors l	Progra	m Achie	vement	Report									
										Part 6: R				Disabiliti	es									8
												B Sciex												000203
											[Date	: 2020-	01-08]											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data source	es:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			Ţ	J	J.	1	1	<u> </u>	<u> </u>	.	J V	J.	ļ .	J.	J.	J	J.	J	J.	1	T T	Ų.	<u> </u>	J
	a Pro-Sa					force Ar									, 			nalysis		, 				
	yment Equity ational Group	Year			<u>V</u>	Vorkfore	e th Disabilitie					Hires	ith Disabilitie			I	romotio	ns vith Disabilitie			Te	rminati	ons ith Disabilities	or.
(EEOG			All Employees	Repres	entation		ilability	Gap	EE Result	All Employees	S Act		Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employee	Ac	tual	Expected	
		#	#	Ħ	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
	ministrative &	2017	19		0.0		+	-1	0.0															
-	nior Clerical	2020	20				-	-2			0	0.0	0	0	5	0	0.0	0	0) 1	0	0.0	0) 0
	lled Sales & vice Personnel	2017	12	0	0.0	_		-1	0.0		1 0	0.0	l .	0	5	0	0.0		0		0	0.0) 0
\vdash	lled Crafts &	2017	0	0	0.0			0	0.0	1		0.0	<u> </u>				0,0	1 3				0.0		1
Trac	des 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
10 Cler	rical Personnel	2017	3	0	0.0			0	0.0				_	_				<u> </u>	_					
Tests	ermediate Sales &	2020	4	0	0.0			0	0.0		. 0	0.0	0	0	1	. 0	0.0	0	0) (0	0.0	- 0	1 0
1 1 1 1	vice Personnel	2017	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 Sem	ni-Skilled Manual	2017	0	0	0.0		-	0	0.0															
Wor	rkers	2020	0	0	0.0	0.0	0 0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	C) (0	0.0	0) 0
<u> </u>				Part 2: Flow	 !									1										
Data source	es:		Part 2: Flow Data Analysis	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											
			1	Ţ	<u> </u>		1	1	Ţ	<u> </u>	↓	- ↓	<u> </u>											
				Entra			Cl			Joals	· .													
	yment Equity	Year	r		ns with			rm Goal			Long-ter							,	Commen					
(EEOG	ational Group 5)		All Employees		oilities tual	Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of					•	Journen	its				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	9/6	Goal Met											
oz Adn	ministrative &	2020	8	0	0.0	J (0.0			1	0.0	0.0	0.0											
	ior Clerical	2023	8	0	0.0			10.0	0.0			10.0	0.0											
I OX I	lled Sales &	2020	9	0	0.0		0.0		0.0		0.0	0.0	0.0											
Clail	vice Personnel	2023	9	0	0.0		1 00	8.0	+		0.0	8.0												
09 Trac	lled Crafts & des Workers	2020	0	0	0.0	***************************************	0.0	0.0	0.0	*******************************	0.0	0.0	0.0	1										
	rical Personnel	2020	2	0	0.0	0 0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	ermediate Sales &	2023 2020	2	0	0.0		1 00	0.0	+		0.0	0.0	0.0											
1 1 1 1	vice Personnel	2020	0	0	:		0.0	0.0	_		0.0	0.0												
	ni-Skilled Manual	2020	0	0	0.0		0.0	4			0.0	0.0												
12 Sem	rkers	2020	V	V	,	ΥI `							0.0											

									ral Contr Part 6: R					•									
											B Sciex		1341311111										000204
											: 2020-												—ĕ ∤
										[Date	. 2020-	01-001											
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 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		P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
***************************************	1	.	Ų.	\	Ų.	\	Ų.	Ţ	.	↓	V	Ţ	Ų .	1	↓	Ų.	Ψ		1	Ų.	\	Ţ	
			1		orce An											Data A							
Employment Equity Occupational Group	Year				orkforce Persons with					1	Hires	th Disabilitie			I	Promotio	ns ith Disabilities			Te	rminatio	ns th Disabilitie	
(EEOG)		All Employees	Represe		Avail	·····	Gap	EE Result	All Employees	Ac		Expected	Difference	All Employees	Ac	rersons w	Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2017	1	0	0.0	6.3		0	0.0															
Personnel	2020	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
14 Other Manual Workers	2017	0	0	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	-				_		-		_						
Total	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 ÷ 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											
	1	.	Ţ	↓	V	1	Ţ	Ţ	Ţ	\	Ţ	Ţ											
			Entrar	nts				G	oals														
Employment Equity	Year		ow Data Person	e with			m Goals			Long-ter													
Occupational Group	1 Car	All Employees	Disabi				n Disabilities			Persons with	Disabilities	r					C	Commen	its				
(EEOG)			Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	2020	1	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											
14 Other Manual Workers	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		25.0	0.0	0.0											
	2023	227	2	0.9			0.0	0.0			0.0	0.0											

										al Contr		-												
									Par	t 7: Resu		embers B Sciex		le Mino	rities									000205
												: 2020-												—8 ∤
2											_{[Dutt}	. 2020	01 001											
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H 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
		1	.	↓	<u> </u>		<u> </u>	<u> </u>	<u> </u>	J	<u> </u>	<u> </u>	<u> </u>		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	
Em	ployment Equity					orce An						Hires			1		Data A	-		1	Та	rminatio	.nc	
Occ	cupational Group	Year			**	Visible M							Minorities			1		Minorities			16		Minorities	
(EI	EOG)		All Employees	Represer		Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
	T	# 2017	# 3	# 0	%	% 10.1	#	#	0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	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	2017	77	17	22.1	15.0			147.2			(0.0												
	Managers	2020 2017	89 226	28 78	31.5 34.5	17.6 32.6			178.8 105.9	19	12	63.2	3	9	26	6	23.1	6	0	8	2	25.0	2	0
03	Professionals	2020	269	96	35.7	36.5	98		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 51	13	32.5 39.2	27.0 29.9			120.4	22	10	45.5		2	10	3	20.0	2		11	1	0.1	4	
0.5		2020	0	20	0.0	0.0		0	131.2	22	10	45.5	/	3	10	3	30.0	3		11	1	9.1	4	-3
05	Supervisors	2020	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2017 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
														!										<u>, </u>
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data I 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											
		ı	,	1	Ţ	1	1	Ţ	1	Ţ	J.	↓	↓	· I										
				Entran	ts		Cl			oals		<u> </u>												
	ployment Equity cupational Group	Year	FIC	ow Data Visible Mi	norities			rm Goals dinorities			Long-teri Visible Mi							c	ommen	te				
	EOG)		All Employees	Acti	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						ommen	• • • • • • • • • • • • • • • • • • • •				
		#	#	Ħ	%	Ħ	%	%	%	#	%	%	%											
01	Senior Managers	2020 2023	1	1 1	100.0 100.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
02	Middle & Other	2020	45	18	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
-	Managers	2023 2020	45 129	18 52	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
03	Professionals	2023	129	52	40.3			42.0	96.0			42.0	96.0											
04	Semi-Professionals & Technicians	2020	32	13 13	40.6 40.6	0	0.0	0.0	0.0		0.0	0.0	0.0											
05	Supervisors	2020 2023	0	0	0.0	0	0.0	1	0.0	0	0.0		0.0											
06	Supervisors: Crafts &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Trades	2023	0	0	0.0			0.0	0.0			0.0	0.0											

									ral Contr rt 7: Resu					-									
											B Sciex			· · · · ·									000206
										[Date	: 2020-	01-08]											—8 ———
A B	С	D	Е	F	G	Н	Ī I	J	K	L	M	N	0	P	Q	R	S	Т	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÷Ux 100	U x F ÷ 100	V - X
		↓ ↓	<u> </u>	Ţ	.	1	1	1	Į Į	1	1	1	<u> </u>	ı	1	Ų į	1	J. J	1	Ţ	<u>↓</u>	<u> </u>	1
					orce An										Flow	Data An	alysis						
Employment Equity Occupational Group	Year			N	orkforce	Ainorities				1	Hires	Minorities			P	romotion	S Minorities			To	erminati	ONS Minorities	
(EEOG)		All Employees	Represo	entation	Visible A		Gap	EE Result	All Employees	Ac	Visible	Expected	Difference	All Employee	s Ac	ual Visible A	Expected	Difference	All Employees	Ac	tual	Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Administrative &	2017	19			37.3		1	112.9		_						40.0							
Senior Clerical Skilled Sales &	2020	20		45.0 20.0	40.6 18.3		0	110.8 109.3	3	2	66.7	1	1	3	5 2	40.0	2		1	. 0	0.0		1
08 Service Personnel	2020	12	2	16.7	19.8	.	0	84.2	. 4	0	0.0	1	-1		5 0	0.0	1	-1	. 0	0	0.0	0	,
09 Skilled Crafts &	2017	0	0	0.0	0.0	ē	0	0.0	-														
Trades Workers	2020 2017	3	0 2	0.0 66.7	0.0 48.1	1	0	0.0 138.6		0	0.0	0	C) (0	0.0	0	0	0	0	0.0	0	'
10 Clerical Personnel	2020	4	4	100.0	52.2	2	2	191.6	1	1	100.0	1	C) 1	1 1	100.0	1	C	0	0	0.0	0	,
11 Intermediate Sales &	2017	0	0	0.0	0.0		0	0.0															
Service Personnel Semi-Skilled Manual	2020 2017	0	0	0.0	0.0	-	0	0.0	+	0	0.0	0	C) (0	0.0	0	0	0	0	0.0		'
Workers	2020	0	0	0.0	0.0		0	0.0	-	0	0.0	0	C	(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											
	1		Ţ	Ţ	. .	1	↓	Ţ	J	V	1	↓											
			Entrai						Coals	-	_												
Employment Equity Occupational Group	Year	F	low Data Visible M			Short-te	rm Goals	S		Long-ter Visible M								Sommen	ito				
(EEOG)		All Employees			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					•	Journen	its				
	#	#	#	%	Ħ	%	%	%	#	%	%	%											
Administrative &	2020	8	4	50.0	0	0.0	0.0	0.0		0.0		0.0											
Senior Clerical	2023	8	4	50.0 0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
08 Skilled Sales & Service Personnel	2020	9	0	0.0		0.0	19.8	0.0		0.0	19.8	0.0											
09 Skilled Crafts &	2020	0		0.0	0	0.0	0.0	0.0	•	0.0													
Trades Workers	2023 2020	0	0 2	0.0 100.0	0	0.0	0.0			0.0	0.0	0.0											
10 Clerical Personnel	2023	2	2		0	0.0	0.0	0.0		0.0	0.0		•										
11 Intermediate Sales &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Service Personnel	2023	0	0	0.0		0.0	0.0	0.0		0.0	0.0												
12 Semi-Skilled Manual Workers	2020 2023	0	0	0.0	0	0.0	0.0			0.0	0.0	0.0											
		·	·	0.0	<u> </u>	1	1 0.0			4	· · · · ·	· · · · · ·	<u> </u>										

									al Contr					-									
	Part 7: Results - Members of Visible Minorities																						
	AB Sciex LP																						
										[Date	: 2020-	01-08]											
A B	С	D	E	F	G	Н	I	.J	K	L	M	N	0	P	0	R	S	Т	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	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
<u> </u>		Ţ	Ţ	Ţ	Ţ		1	<u> </u>	.	.	1	1		1		Τ	J		<u> </u>	1	Ţ	Ţ	Ţ
			V	Vorkfo	orce An	alysis									Flow D	ata A	nalysis						
Employment Equity	Year			W	orkforce						Hires				Pr	omotio				Tei	minatio		
Occupational Group (EEOG)		All Employees	Represent		Visible M Avails	·····	-	EE Result	All Employees	Act		Minorities	Difference	All Employees	Actu		Minorities	Difference	All Employees	Acti		Minorities	D. ee
(223)	#	#	# #	tation %	Avan	aomty #	Gap #	E.E. Result	#	#	uai %	Expected #	#	#	#	%	Expected #	##	#	Acti	nai %	Expected #	Difference #
Other Sales & Service	2017	1	0	0.0	52.7	1	-1	0.0															
Personnel	2020	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
14 Other Manual Workers	2017	0	0	0.0	0.0		0	0.0															
	2020 2017	374	119	0.0 31.8	0.0 28.4		13	0.0 112.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2017	448	160	35.7	31.7	142	18		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 E Analysis	÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx100	Part 3: Goals	F÷M x 100											
2		Į Į	1	Ų.	Ų į	Ψ.	Ţ	V	V	V	1	\											
		New	Entran	ts				G	oals														
Employment Equity	Year	F	ow Data			Short-ter		S		Long-teri													
Occupational Group (EEOG)	· ca.	All Employees	Visible Mir			Visible M Percent of		Percent of		Visible Mi Percent of		Percent of					(Commen	ts				
(EEOG)			Actua		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	#	#	#	%	#	%	%	%	#	0.0	%	%											
Other Sales & Service Personnel	2020 2023	1	0	0.0	1	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												
14 Other Manual Workers	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												
	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.

Reo	mire	ed m	ieas	ures:
1100	WII V	· • • • • • • • • • • • • • • • • • • •		ui co.

V	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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.
\checkmark	Adjusted survey results to reflect hires, promotions and terminations.
V	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.
V	Ensured that any new gaps identified are addressed accordingly.
V	Maintained appropriate records in all required areas.
ther	megalires.

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.
V	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
V	Ensured ongoing senior-level support for employment equity and its implementation.
V	Established accountability mechanisms to ensure that the short-term goals would be met.
V	Communicated the goals to relevant managers as well as monitored and recorded the results.
V	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.

V	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
√	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance
assessi	
V	Impact of economic and industrial conditions on the organization.
	Corporate initated 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.
Addit	cional Details
Please p	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

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

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:

 \boxtimes Yes \square No



Comments:

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

\times	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%)
----	---------------------------------	------------------------------

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				
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	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 Employment Equity Occupational Group Procent		Goals				
		Present	Short- term	Long- term	Representation	LMA
Liiik	Employment Equity Occupational Group Pre (EEOG) G		(1 to 3	(3 +		
			years)	years)		
#	Description	#	# or %	# 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				
Employment Equity Occupational Group (EEOG)		Present	Short- term	Long- term	Representation	LMA	
		Gap	(1 to 3	(3+			
			years)	years)			
#	# Description #		# or %	# or %	%	%	
01/ 02	i Managers		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			
Employment Equity Occupational Group (EEOG)		Present Gap	Short-	Long-	Representation	LMA
			term	term		
			(1 to 3	(1 to 3 (3+		
			years)	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	\square in non-compliance			

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

• 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 underrepresented; 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 <u>Workplace Equity Information Management System</u> (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



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

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyer-nous <u>un courriel</u> pour vous joindre!

<u>A collaborative space for employers!</u> Join the online Workplace Equity, Diversity and Inclusion

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