

s.19(1)

s.24(1)



Human Resources and Skills Development Canada / Ressources humaines et Développement des compétences Canada

Labour Program / Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization APPLIED ELECTRONICS LIMITED	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 54199 - ALL OTHER PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 115 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects/sujets/standard-norme/naics-scian/2002/naics-scian02i-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 1260 KAMATO ROAD	City MISSISSAUGA	Province ON	Postal Code L4W1Y1
	Telephone Number 905-625-4321	Fax Number 905-625-4333	

EMPLOYMENT EQUITY CONTACT	
Name (print) REENA MASSEY	Title SENIOR HR GENERALIST
Telephone Number 905-625-4321 X2226	E-mail Address rmassey@appliedelectronics.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) JOHN LEERMAKERS	Title VICE PRESIDENT OF FINANCE
Telephone Number [REDACTED]	E-mail Address jleermakers@appliedelectronics.com
	Date 12/18/13

RETURN INSTRUCTIONS
<ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: se-eme@hrsc-rhdcc.gc.ca

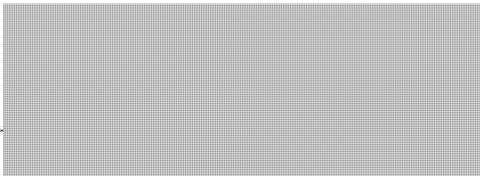
**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
INFORMATION*****Federal Contractors Program***

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

I, the undersigned, on behalf of (legal name of organization) **Applied Electronics Limited** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **061557**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) **May 30, 2018** for the following reason(s):

(Please describe) **HR Employee has resigned and we have not found a replacement yet.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **John Leermakers**Position Title: **Vice President of Finance**Email address: **jleermakers@appliedelectronics.com**Telephone number: **905-625-4321 Ext. 2267**Business address: **1260 Kamato Road, Mississauga, ON L4W 1Y1**Signature: _____
Date: **March 7, 2018**

Nyirasafari, Ange AN [NC]

From: Yakibonge, Maurice [NC] on behalf of EE-EME
Sent: March 9, 2018 2:41 PM
To: 'John Leermakers'; EE-EME
Cc: 'rmassey@appliedelectronics.com'
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information - 061557
Attachments: Extension-for-Agreement-061557.pdf

Good afternoon,

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

As requested, we hereby grant you an extension until **May 30, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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

From: John Leermakers [<mailto:jleermakers@appliedelectronics.com>]
Sent: March-07-18 1:57 PM
To: EE-EME
Subject: Extension Request for 061557 Applied Electronics

Hello,

As per attached Applied Electronics is requesting an extension to our compliance assessment submission.

Thanks,

John Leermakers, CPA, CMA Vice-President Finance

Applied Electronics Limited | Broadcast | Audio Visual | Data Solutions |

1260 Kamato Road, Mississauga, ON L4W 1Y1

t: 905-625-4321 x2267 c: 905-601-1955 e: jleermakers@appliedelectronics.com www.appliedelectronics.com

Confidentiality Statement

This e-mail and attachments (if any) is intended only for the addressee(s). This email contains information which may be confidential or privileged. If you are not the intended recipient please advise the sender by return email, do not use or disclose the contents and delete

the message and any attachments from your system. Unless specifically stated, this email does not constitute formal advice or commitment by the sender or Applied Electronics Limited.

Avis de Confidentialité

Ce courriel ainsi que le(s) fichier(s) attaché(s), (s'il y a lieu) est dédié seulement au(x) destinataire(s) et peut contenir des informations confidentielles ou privilégiées. Si vous n'en n'êtes pas le destinataire, veuillez en aviser l'expéditeur en lui retournant celui-ci. Dans un tel cas, veuillez ne pas utiliser ou divulguer le contenu du courriel et le(s) fichier(s) attaché(s) et veuillez effacer ceux-ci de votre ordinateur (et/ou serveur).

A moins d'avis contraire, ce courriel ne constitue pas un avis formel ou un engagement de l'expéditeur ou d' Applied Électronique Limitée.



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2015-04-06 to 2018-05-25

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	70	0	0	70	Calgary	15	0	0	15
Québec	22	0	0	22	Edmonton	7	0	0	7
British Columbia	5	0	0	5	Montréal	22	0	0	22
Alberta	22	0	0	22	Toronto	59	0	0	59
Total Employees in Canada				119	Vancouver	5	0	0	5
					Ottawa - Gatineau	7	0	0	7
					St. Catharines - Niagara	1	0	0	1
					Kitchener - Cambridge - Waterloo	1	0	0	1
					Brantford	1	0	0	1
					Barrie	1	0	0	1
					Total Employees in Canada				119



Applied Electronics Limited (certificate # 061557)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1									
	Total	4	3	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	9	3							2		2
	Total	12	9	3							2		2
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	46	46					1	1		6		6
	Total	46	46					1	1		6		6
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	14	2	12							1		1
	Total	14	2	12							1		1
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	19					1	1				
	Total	19	19					1	1				
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	7	5							5	1	4
	Total	12	7	5							5	1	4
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	6	4									
	Total	10	6	4									

Applied Electronics Limited (certificate # 061557)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National**
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		119	92	27				2	2		15	7	8

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 2015-04-06 to 2018-05-25

Form 2 A

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1									
	Total	4	3	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	8	2							2		2
	Total	10	8	2							2		2
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	25	25								4		4
	Total	25	25								4		4
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1


Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario**
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		70	51	19				1	1		13	5	8


Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec

Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Total Number of Employees		22	19	3							1	1	

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta
Reporting Period 2015-04-06 to 2018-05-25

Form 2 A

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										
Total Number of Employees		22	18	4				1	1		1	1	


Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Calgary
Reporting Period 2015-04-06 to 2018-05-25

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


Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Calgary
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		15	12	3							1	1	

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Edmonton
Reporting Period 2015-04-06 to 2018-05-25

Form 2 A

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4					1	1				
	Total	4	4					1	1				
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Total Number of Employees		7	6	1				1	1				

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Montréal
 Reporting Period 2015-04-06 to 2018-05-25

Form 2 A

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



Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Montréal

Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Total Number of Employees		22	19	3							1	1	


Applied Electronics Limited (certificate # 061557)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Toronto**
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1									
	Total	4	3	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	7	2							2		2
	Total	9	7	2							2		2
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	21								4		4
	Total	21	21								4		4
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1


Applied Electronics Limited (certificate # 061557)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Toronto**
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Toronto**
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		59	42	17				1	1		13	5	8

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Vancouver
Reporting Period 2015-04-06 to 2018-05-25

Form 2 A

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ottawa - Gatineau

Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ottawa - Gatineau
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		7	5	2									

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / St. Catharines - Niagara
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Kitchener - Cambridge - Waterloo
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Brantford
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Barrie
Reporting Period 2015-04-06 to 2018-05-25

Form 2 A

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



Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2015-04-06 to 2018-05-25

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	119	92	27				2	2		15	7	8
Total Number of Employees	119	92	27				2	2		15	7	8

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Ontario
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	70	51	19				1	1		13	5	8
Total Number of Employees	70	51	19				1	1		13	5	8

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Québec
Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	22	19	3							1	1	
Total Number of Employees	22	19	3							1	1	

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / British Columbia
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Alberta
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	22	18	4				1	1		1	1	
Total Number of Employees	22	18	4				1	1		1	1	

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Calgary
Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Edmonton
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Montréal
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	22	19	3							1	1	
Total Number of Employees	22	19	3							1	1	

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Toronto
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	59	42	17				1	1		13	5	8
Total Number of Employees	59	42	17				1	1		13	5	8

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Vancouver
Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Ottawa - Gatineau
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / St. Catharines - Niagara
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Kitchener - Cambridge - Waterloo
Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Brantford
 Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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



Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Barrie
Reporting Period 2015-04-06 to 2018-05-25

Form 3 A

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



Applied Electronics Limited (certificate # 061557)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2015-04-06 to 2018-05-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	4	1							1		1
Professionals	3	2	1							2	1	1
Semi-Professionals and Technicians	14	13	1							2	1	1
Administrative and Senior Clerical Personnel	5		5							1		1
Skilled Sales and Service Personnel	4	4										
Clerical Personnel	6	2	4							5	1	4
Intermediate Sales and Service Personnel	7	5	2									
Total Number of Employees Hired	44	30	14							11	3	8

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	3	1							1		1
Professionals	3	2	1							2	1	1
Semi-Professionals and Technicians	8	8								1	1	
Administrative and Senior Clerical Personnel	3		3							1		1
Skilled Sales and Service Personnel	2	2										
Clerical Personnel	5	2	3							4	1	3
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Hired	27	17	10							9	3	6

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Québec
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Alberta
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Calgary
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Edmonton
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Montréal
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Toronto
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	2	1							1		1
Professionals	3	2	1							2	1	1
Semi-Professionals and Technicians	7	7								1	1	
Administrative and Senior Clerical Personnel	2		2							1		1
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	4	1	3							4	1	3
Intermediate Sales and Service Personnel	2		2									
Total Number of Employees Hired	22	13	9							9	3	6

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Vancouver
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ottawa - Gatineau
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / St. Catharines - Niagara
Reporting Period 2015-04-06 to 2018-05-25

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



Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Calgary
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Edmonton
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Toronto
Reporting Period 2015-04-06 to 2018-05-25

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



Applied Electronics Limited (certificate # 061557)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ottawa - Gatineau
Reporting Period 2015-04-06 to 2018-05-25

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



Applied Electronics Limited (certificate # 061557)

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National**

Reporting Period 2015-04-06 to 2018-05-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	7	7					1	1				
Professionals	3	2	1							2	1	1
Semi-Professionals and Technicians	14	13	1							2	1	1
Supervisors	1		1									
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	2		2							1		1
Intermediate Sales and Service Personnel	2		2							1		1
Total Number of Employees Terminated	30	23	7				1	1		6	2	4

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	5					1	1				
Professionals	3	2	1							2	1	1
Semi-Professionals and Technicians	7	7										
Supervisors	1		1									
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	2		2							1		1
Total Number of Employees Terminated	20	15	5				1	1		3	1	2

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Québec
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Alberta
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Calgary
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Montréal
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Toronto
Reporting Period 2015-04-06 to 2018-05-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	3										
Professionals	3	2	1							2	1	1
Semi-Professionals and Technicians	6	6										
Supervisors	1		1									
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	2		2							1		1
Total Number of Employees Terminated	16	11	5							3	1	2

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Vancouver
Reporting Period 2015-04-06 to 2018-05-25

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

Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ottawa - Gatineau
Reporting Period 2015-04-06 to 2018-05-25

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


Applied Electronics Limited (certificate # 061557)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Kitchener - Cambridge - Waterloo
Reporting Period 2015-04-06 to 2018-05-25

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



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Detailed Report

Date: 2018-05-28

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	1	25.0 %	27.4 %	1	0	National
02 : Middle and Other Managers	National	12	3	25.0 %	38.9 %	5	-2	National
04 : Semi-Professionals and Technicians		46	0	0.0 %	11.4 %	5	-5	
2242 : Electronic service technicians (household and business equipment)	Alberta	11	0	0.0 %	9.8 %	1	-1	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	2	0	0.0 %	5.3 %	0	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario	17	0	0.0 %	7.4 %	1	-1	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	7	0	0.0 %	7.5 %	1	-1	Québec
2253 : Drafting technologists and technicians	Ontario	5	0	0.0 %	26.4 %	1	-1	Ontario
2253 : Drafting technologists and technicians	Québec	1	0	0.0 %	30.9 %	0	0	Québec
2281 : Computer network technicians	Ontario	3	0	0.0 %	20.8 %	1	-1	Ontario
05 : Supervisors		2	2	100.0 %	53.0 %	1	1	
Employment Equity Occupational Group	Toronto	2	2	100.0 %	53.0 %	1	1	Toronto
07 : Administrative and Senior Clerical Personnel		14	12	85.7 %	80.1 %	11	1	
Employment Equity Occupational Group	Calgary	2	2	100.0 %	80.5 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.6 %	1	0	Edmonton
Employment Equity Occupational Group	Montréal	3	2	66.7 %	80.8 %	2	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	77.2 %	2	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	4	80.0 %	80.1 %	4	0	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	79.0 %	1	0	Vancouver
08 : Skilled Sales and Service Personnel		19	0	0.0 %	27.3 %	5	-5	
6221 : Technical sales specialists - wholesale trade	Alberta	3	0	0.0 %	20.5 %	1	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	2	0	0.0 %	26.3 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	8	0	0.0 %	28.7 %	2	-2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	0	0.0 %	29.1 %	2	-2	Québec



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Detailed Report

Date: 2018-05-28

000502

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		12	5	41.7 %	65.5 %	8	-3	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	70.2 %	1	-1	Calgary
Employment Equity Occupational Group	Montréal	1	0	0.0 %	62.5 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	65.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	9	5	55.6 %	65.2 %	6	-1	Toronto
11 : Intermediate Sales and Service Personnel		10	4	40.0 %	64.1 %	6	-2	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	66.1 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	67.0 %	1	-1	Edmonton
Employment Equity Occupational Group	Montréal	3	1	33.3 %	61.8 %	2	-1	Montréal
Employment Equity Occupational Group	Toronto	4	3	75.0 %	63.9 %	3	0	Toronto
Total		119	27	22.7 %	35.9 %	42	-15	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Detailed Report

Date: 2018-05-28

000503

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	12	0	0.0 %	2.2 %	0	0	National
04 : Semi-Professionals and Technicians		46	0	0.0 %	1.9 %	1	-1	
2242 : Electronic service technicians (household and business equipment)	Alberta	11	0	0.0 %	3.3 %	0	0	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	2	0	0.0 %	2.1 %	0	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario	17	0	0.0 %	1.6 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	7	0	0.0 %	1.0 %	0	0	Québec
2253 : Drafting technologists and technicians	Ontario	5	0	0.0 %	1.3 %	0	0	Ontario
2253 : Drafting technologists and technicians	Québec	1	0	0.0 %	1.1 %	0	0	Québec
2281 : Computer network technicians	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
05 : Supervisors		2	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		14	0	0.0 %	1.7 %	0	0	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		19	0	0.0 %	1.3 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	3	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	2	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	8	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	0	0.0 %	1.0 %	0	0	Québec



Workforce Analysis - Detailed Report

Date: 2018-05-28

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		12	0	0.0 %	1.1 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	9	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		10	0	0.0 %	1.7 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.6 %	0	0	Toronto
Total		119	0	0.0 %	1.7 %	1	-1	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Detailed Report

Date: 2018-05-28

000505

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	12	2	16.7 %	15.0 %	2	0	National
04 : Semi-Professionals and Technicians		46	6	13.0 %	25.5 %	12	-6	
2242 : Electronic service technicians (household and business equipment)	Alberta	11	1	9.1 %	23.2 %	3	-2	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia	2	0	0.0 %	32.8 %	1	-1	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario	17	2	11.8 %	29.3 %	5	-3	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	7	1	14.3 %	12.9 %	1	0	Québec
2253 : Drafting technologists and technicians	Ontario	5	0	0.0 %	30.2 %	2	-2	Ontario
2253 : Drafting technologists and technicians	Québec	1	0	0.0 %	7.7 %	0	0	Québec
2281 : Computer network technicians	Ontario	3	2	66.7 %	34.1 %	1	1	Ontario
05 : Supervisors		2	1	50.0 %	45.8 %	1	0	
Employment Equity Occupational Group	Toronto	2	1	50.0 %	45.8 %	1	0	Toronto
07 : Administrative and Senior Clerical Personnel		14	1	7.1 %	23.5 %	3	-2	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	16.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	13.4 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	3	0	0.0 %	12.2 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	1	20.0 %	37.3 %	2	-1	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	35.3 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		19	0	0.0 %	15.8 %	3	-3	
6221 : Technical sales specialists - wholesale trade	Alberta	3	0	0.0 %	11.3 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	2	0	0.0 %	24.7 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	8	0	0.0 %	20.8 %	2	-2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	0	0.0 %	8.5 %	1	-1	Québec



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Detailed Report

Date: 2018-05-28

000506

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		12	5	41.7 %	40.8 %	5	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	24.3 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	1	0	0.0 %	17.4 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	9	5	55.6 %	48.1 %	4	1	Toronto
11 : Intermediate Sales and Service Personnel		10	0	0.0 %	34.1 %	3	-3	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	29.7 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	24.8 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	3	0	0.0 %	22.2 %	1	-1	Montréal
Employment Equity Occupational Group	Toronto	4	0	0.0 %	48.9 %	2	-2	Toronto
Total		119	15	12.6 %	24.7 %	29	-14	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Detailed Report

Date: 2018-05-28

000507

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	16	0	0.0 %	4.3 %	1	-1	National
04 : Semi-Professionals and Technicians	National	46	1	2.2 %	4.6 %	2	-1	National
05 : Supervisors	National	2	0	0.0 %	13.9 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	14	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	19	1	5.3 %	3.5 %	1	0	National
10 : Clerical Personnel	National	12	0	0.0 %	7.0 %	1	-1	National
11 : Intermediate Sales and Service Personnel	National	10	0	0.0 %	5.6 %	1	-1	National
Total		119	2	1.7 %	4.7 %	6	-4	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-28

000508

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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-05-28

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Summary Report

Date: 2018-05-28

Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	4	1	25.0 %	27.4 %	1	0
02 : Middle and Other Managers	12	3	25.0 %	38.9 %	5	-2
04 : Semi-Professionals and Technicians	46	0	0.0 %	11.4 %	5	-5
05 : Supervisors	2	2	100.0 %	53.0 %	1	1
07 : Administrative and Senior Clerical Personnel	14	12	85.7 %	80.1 %	11	1
08 : Skilled Sales and Service Personnel	19	0	0.0 %	27.3 %	5	-5
10 : Clerical Personnel	12	5	41.7 %	65.5 %	8	-3
11 : Intermediate Sales and Service Personnel	10	4	40.0 %	64.1 %	6	-2
Total	119	27	22.7 %	35.9 %	42	-15

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Summary Report

Date: 2018-05-28

000511

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	4	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	12	0	0.0 %	2.2 %	0	0
04 : Semi-Professionals and Technicians	46	0	0.0 %	1.9 %	1	-1
05 : Supervisors	2	0	0.0 %	1.0 %	0	0
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	1.7 %	0	0
08 : Skilled Sales and Service Personnel	19	0	0.0 %	1.3 %	0	0
10 : Clerical Personnel	12	0	0.0 %	1.1 %	0	0
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	1.7 %	0	0
Total	119	0	0.0 %	1.7 %	1	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Summary Report

Date: 2018-05-28

000512

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	4	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	12	2	16.7 %	15.0 %	2	0
04 : Semi-Professionals and Technicians	46	6	13.0 %	25.5 %	12	-6
05 : Supervisors	2	1	50.0 %	45.8 %	1	0
07 : Administrative and Senior Clerical Personnel	14	1	7.1 %	23.5 %	3	-2
08 : Skilled Sales and Service Personnel	19	0	0.0 %	15.8 %	3	-3
10 : Clerical Personnel	12	5	41.7 %	40.8 %	5	0
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	34.1 %	3	-3
Total	119	15	12.6 %	24.7 %	29	-14

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Applied Electronics Limited

Workforce Analysis - Summary Report

Date: 2018-05-28

000513

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	16	0	0.0 %	4.3 %	1	-1
04 : Semi-Professionals and Technicians	46	1	2.2 %	4.6 %	2	-1
05 : Supervisors	2	0	0.0 %	13.9 %	0	0
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	19	1	5.3 %	3.5 %	1	0
10 : Clerical Personnel	12	0	0.0 %	7.0 %	1	-1
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	5.6 %	1	-1
Total	119	2	1.7 %	4.7 %	6	-4

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-28

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
05 : Supervisors	EEOG	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-05-28

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
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Applied Electronics Limited

[Date: 2018-25-28]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	04	06

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	28

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	4	1	27.40
02	Middle & Other Managers	16	2	38.90
03	Professionals	2	1	68.70
04	Semi-Professionals & Technicians	47	0	9.90
05	Supervisors	2	2	53.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	9	7	80.00
08	Skilled Sales & Service Personnel	18	0	27.20
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	9	3	66.00
11	Intermediate Sales & Service Personnel	4	3	63.40
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		111	19	31.5

Table 5: Women

Subsequent/Current Workforce Analysis

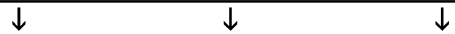
Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		4	1	27.40
		12	3	38.90
		0	0	0.00
		46	0	11.40
		2	2	53.00
		0	0	0.00
		14	12	80.10
		19	0	27.30
		0	0	0.00
		12	5	65.50
		10	4	64.10
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		119	27	35.9

* Source:

* Source:

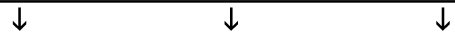
Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Applied Electronics Limited
 [Date: 2018-25-28]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	04	06

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	28

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	4	0	2.90
02	Middle & Other Managers	16	0	2.20
03	Professionals	2	0	2.40
04	Semi-Professionals & Technicians	47	0	1.90
05	Supervisors	2	0	1.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	9	0	1.40
08	Skilled Sales & Service Personnel	18	0	1.30
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	9	0	1.40
11	Intermediate Sales & Service Personnel	4	0	0.70
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		111	0	1.8

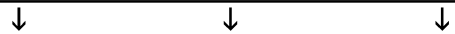
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Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
		4	0	2.9
		12	0	2.2
		0	0	0.0
		46	0	1.9
		2	0	1.0
		0	0	0.0
		14	0	1.7
		19	0	1.3
		0	0	0.0
		12	0	1.1
		10	0	1.7
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		119	0	0.0

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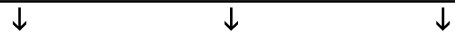
Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Applied Electronics Limited
 [Date: 2018-25-28]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	04	06

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	28

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	4	0	10.10
02	Middle & Other Managers	16	1	15.00
03	Professionals	2	2	15.50
04	Semi-Professionals & Technicians	47	5	25.90
05	Supervisors	2	1	45.80
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	9	0	24.30
08	Skilled Sales & Service Personnel	18	0	16.20
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	9	1	38.70
11	Intermediate Sales & Service Personnel	4	0	42.30
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		111	10	23.9

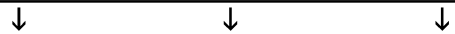
Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
		4	0	10.1
		12	2	15.0
		0	0	0.0
		46	6	25.5
		2	1	45.8
		0	0	0.0
		14	1	23.5
		19	0	15.8
		0	0	0.0
		12	5	40.8
		10	0	34.1
		0	0	0.0
		0	0	0.0
		0	0	0.0
Total		119	15	24.7

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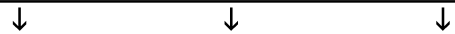
Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Applied Electronics Limited
 [Date: 2018-25-28]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	04	06

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	28

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	20	1	4.30
03	Professionals	2	0	3.80
04	Semi-Professionals & Technicians	47	2	4.60
05	Supervisors	2	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	9	0	3.40
08	Skilled Sales & Service Personnel	18	1	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	9	0	7.00
11	Intermediate Sales & Service Personnel	4	0	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		111	4	4.7

* Source:

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	16	0	4.3	
	0	0	3.8	
	46	1	4.6	
	2	0	13.9	
	0	0	0.0	
	14	0	3.4	
	19	1	3.5	
	0	0	0.0	
	12	0	7.0	
	10	0	5.6	
	0	0	0.0	
	0	0	0.0	
	0	0	0.0	
	119	2	4.7	

* Source:

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Applied Electronics Limited

[Date: 2018-25-28]

Start Date of Flow Data		
YYYY	MM	DD
2015	04	06

End Date of Flow Data		
YYYY	MM	DD
2018	05	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	5	1	0	0
03 Professionals	3	1	0	0
04 Semi-Professionals & Technicians	14	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	5	0	0
08 Skilled Sales & Service Personnel	4	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	4	0	0
11 Intermediate Sales & Service Personnel	7	2	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	44	14	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
1	1	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
0	0	0	0
0	0	0	0
0	0	0	0
4	1	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
7	0	0	0
3	1	0	0
14	1	0	0
1	1	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	2	0	0
2	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
30	7	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Applied Electronics Limited

[Date: 2018-25-28]

Start Date of Flow Data		
YYYY	MM	DD
2015	04	06

End Date of Flow Data		
YYYY	MM	DD
2018	05	28

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	3	0	0	0
04 Semi-Professionals & Technicians	14	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	4	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	0	0	0
11 Intermediate Sales & Service Personnel	7	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	44	0	0	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	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	4	0	0	0

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	3	0	0	0
04 Semi-Professionals & Technicians	14	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	2	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	30	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Applied Electronics Limited

[Date: 2018-25-28]

Start Date of Flow Data		
YYYY	MM	DD
2015	04	06

End Date of Flow Data		
YYYY	MM	DD
2018	05	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	3	0	0	0
04 Semi-Professionals & Technicians	14	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	4	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	0	0	0
11 Intermediate Sales & Service Personnel	7	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	44	0	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
1	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
0	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
7	1	0	0
3	0	0	0
14	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
2	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
30	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Applied Electronics Limited

[Date: 2018-25-28]

Start Date of Flow Data		
YYYY	MM	DD
2015	04	06

End Date of Flow Data		
YYYY	MM	DD
2018	05	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	5	1	0	0
03 Professionals	3	2	0	0
04 Semi-Professionals & Technicians	14	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	1	0	0
08 Skilled Sales & Service Personnel	4	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	5	0	0
11 Intermediate Sales & Service Personnel	7	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	44	11	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
2	1	0	0
1	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
0	0	0	0
0	0	0	0
0	0	0	0
4	1	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
7	0	0	0
3	2	0	0
14	2	0	0
1	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
2	1	0	0
2	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
30	6	0	0

Federal Contractors Program Achievement Report

000524

Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Women										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2015-04-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-04-06	Annually	Over 3 Years	2015	2018	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%			
01	Senior Managers	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	27.4%	0	0	25.0%	25.0%	
02	Middle & Other Managers	16	-9.1%		0	50.0%		0	0	2	0.0%	0	4	0	38.9%	-4	-4	12.5%	12.5%	
03	Professionals	2	-100.0%		0	300.0%		0	0	1	0.0%	0	0	0	68.7%	0	0	50.0%	50.0%	
04	Semi-Professionals & Tech	47	-0.7%		0	30.1%		0	0	0	0.0%	0	5	0	9.9%	-5	-5	0.0%	0.0%	
05	Supervisors	2	0.0%		0	50.0%		0	0	2	0.0%	0	-1	0	53.0%	1	1	100.0%	100.0%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	9	15.9%		0	0.0%		0	0	7	0.0%	0	0	0	80.0%	0	0	77.8%	77.8%	
08	Skilled Sales & Service	18	1.8%		0	5.4%		0	0	0	0.0%	0	5	0	27.2%	-5	-5	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	9	10.1%		0	19.0%		0	0	3	0.0%	0	3	0	66.0%	-3	-3	33.3%	33.3%	
11	Intermediate Sales & Service	4	35.7%		0	28.6%		0	0	3	0.0%	0	0	0	63.4%	0	0	75.0%	75.0%	
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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		111	2.3%		0	26.1%		0	0	19	0.0%	0	16	0	31.5%	-16	-16	17.1%	17.1%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	4	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	4	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	5	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	5	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	3	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

14	Other Manual Workers	0	0.0	0	0.0
Total		4		17	

Federal Contractors Program Achievement Report

Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2015-04-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-04-06	Annually	Over 3 Years	2015	2018							
	#	%	%	#	%	%	#	#	%	#	%	#	%						
01 Senior Managers	4	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	16	-9.1%		0	50.0%		0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%	
03 Professionals	2	-100.0%		0	300.0%		0	0	0.0%	0	0	0	0	2.4%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	47	-0.7%		0	30.1%		0	0	0.0%	0	1	0	0	1.9%	-1	-1	0.0%	0.0%	
05 Supervisors	2	0.0%		0	50.0%		0	0	0.0%	0	0	0	0	1.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	9	15.9%		0	0.0%		0	0	0.0%	0	0	0	0	1.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	18	1.8%		0	5.4%		0	0	0.0%	0	0	0	0	1.3%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	9	10.1%		0	19.0%		0	0	0.0%	0	0	0	0	1.4%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	4	35.7%		0	28.6%		0	0	0.0%	0	0	0	0	0.7%	0	0	0.0%	0.0%	
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	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	111	2.3%		0	26.1%		0	0	0.0%	0	2	0	0	1.8%	-2	-2	0.0%	0.0%	

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

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

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Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

14	Other Manual Workers	0	0.0	0	0.0
Total		0		1	

Federal Contractors Program Achievement Report

Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		All Employees										Persons with Disabilities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	From - To					
		2015-04-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-04-06	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018							
		#	%	%	#	%	%	#	#	%	#	%	%	%	%							
01/02	Managers	20	-4.6%		0	25.0%		0	0	1	0.0%	0	0	0	0	3.8%	0	0	5.0%	5.0%		
03	Professionals	2	-100.0%		0	300.0%		0	0	0	0.0%	0	0	0	0	4.6%	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	47	-0.7%		0	30.1%		0	0	2	0.0%	0	0	0	0	13.9%	0	-5	4.3%	4.3%		
05	Supervisors	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.4%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	9	15.9%		0	0.0%		0	0	0	0.0%	0	0	0	0	3.5%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	18	1.8%		0	5.4%		0	0	1	0.0%	0	0	0	0	0.0%	0	1	5.6%	5.6%		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	7.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	9	10.1%		0	19.0%		0	0	0	0.0%	0	1	0	0	5.6%	-1	-1	0.0%	0.0%		
11	Intermediate Sales & Service	4	35.7%		0	28.6%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	4.7%	0	0	#DIV/0!	#DIV/0!		
Total		111	2.3%		0	26.1%		0	0	4	0.0%	0	#REF!	0	0	#REF!	-1	#REF!	3.6%	3.6%		

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

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

Table 6: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

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Federal Contractors Program Achievement Report

Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2015-04-06	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-04-06	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018							
		#	%	%	#	%	%	#	#	%	%	#	%	#	%							
01	Senior Managers	4	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%			
02	Middle & Other Managers	16	-9.1%		0	50.0%		0	1	0.0%	0	1	0	15.0%	-1	-1	6.3%	6.3%				
03	Professionals	2	-100.0%		0	300.0%		0	2	0.0%	0	-2	0	15.5%	2	2	100.0%	100.0%				
04	Semi-Professionals & Tech	47	-0.7%		0	30.1%		0	5	0.0%	0	7	0	25.9%	-7	-7	10.6%	10.6%				
05	Supervisors	2	0.0%		0	50.0%		0	1	0.0%	0	0	0	45.8%	0	0	50.0%	50.0%				
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
07	Administrative & Sr Clerical	9	15.9%		0	0.0%		0	0	0.0%	0	2	0	24.3%	-2	-2	0.0%	0.0%				
08	Skilled Sales & Service	18	1.8%		0	5.4%		0	0	0.0%	0	3	0	16.2%	-3	-3	0.0%	0.0%				
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
10	Clerical Personnel	9	10.1%		0	19.0%		0	1	0.0%	0	2	0	38.7%	-2	-2	11.1%	11.1%				
11	Intermediate Sales & Service	4	35.7%		0	28.6%		0	0	0.0%	0	2	0	42.3%	-2	-2	0.0%	0.0%				
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total		111	2.3%		0	26.1%		0	10	0.0%	0	17	0	23.9%	-17	-17	9.0%	9.0%				

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	1	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	8	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	2	0.0	
08	Skilled Sales & Service	0	0.0	3	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	2	0.0	
11	Intermediate Sales & Service	0	0.0	2	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0		18	

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals										Women				
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	From - To											
		2018-05-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-28		Annually	Over 3 Years	2018	2021												
		#	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%							
01	Senior Managers	4	0.0%	5.0%	1	0.0%	10.0%	1	2	1	10.0%	0	0	0	0	27.4%	0	0	25.0%	20.0%						
02	Middle & Other Managers	12	-9.1%	2.0%	1	50.0%	10.0%	4	5	3	10.0%	1	3	1	20.0%	38.9%	-2	-2	25.0%	23.1%						
03	Professionals	0	-100.0%	0.0%	0	300.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
04	Semi-Professionals & Tech	46	-0.7%	1.0%	1	30.1%	10.0%	14	15	0	10.0%	0	5	1	5.0%	11.4%	-5	-4	0.0%	2.1%						
05	Supervisors	2	0.0%	0.0%	0	50.0%	10.0%	1	1	2	10.0%	1	0	0	53.0%	1	0	100.0%	50.0%							
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
07	Administrative & Sr Clerical	14	15.9%	0.0%	0	0.0%	5.0%	2	2	12	5.0%	2	1	0	80.1%	1	-1	85.7%	71.4%							
08	Skilled Sales & Service	19	1.8%	0.0%	0	5.4%	5.0%	3	3	0	5.0%	0	5	1	20.0%	27.3%	-5	-4	0.0%	5.3%						
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
10	Clerical Personnel	12	10.1%	0.0%	0	19.0%	5.0%	2	2	5	5.0%	1	4	0	0.0%	65.5%	-3	-4	41.7%	33.3%						
11	Intermediate Sales & Service	10	35.7%	0.0%	0	28.6%	0.0%	0	0	4	0.0%	0	2	0	64.1%	-2	-2	40.0%	40.0%							
12	Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
Total		119	2.3%		0	26.1%		0	0	27	0.0%	0	16	0	35.9%	-16	-16	22.7%	22.7%							

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		38.9		38.9	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		11.4		11.4	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		27.3		27.3	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		50.0		50.0	
11	Intermediate Sales & Service		50.0		50.0	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	

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Total		0.0	0.0
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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected		Actual	Projected				From - To	YYYY - YYYY									
	YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-28	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	%	#	%	%	%	%	#	#	%	%		
01 Senior Managers	4	0.0%	5.0%	1	0.0%	10.0%	1	2	0	10.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	12	-9.1%	2.0%	1	50.0%	10.0%	4	5	0	10.0%	0	0	0	2.2%	0	0	0.0%	0.0%		
03 Professionals	0	-100.0%	0.0%	0	300.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
04 Semi-Professionals & Tech	46	-0.7%	1.0%	1	30.1%	10.0%	14	15	0	10.0%	0	1	0	1.9%	-1	-1	0.0%	0.0%		
05 Supervisors	2	0.0%	0.0%	0	50.0%	10.0%	1	1	0	10.0%	0	0	0	1.0%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	14	15.9%	0.0%	0	0.0%	5.0%	2	2	0	5.0%	0	0	0	1.7%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	19	1.8%	0.0%	0	5.4%	5.0%	3	3	0	5.0%	0	0	0	1.3%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	12	10.1%	0.0%	0	19.0%	5.0%	2	2	0	5.0%	0	0	0	1.1%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	10	35.7%	0.0%	0	28.6%	0.0%	0	0	0	0.0%	0	0	0	1.7%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	119	2.3%	0.0%	0	26.1%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		1.9		1.9	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	

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Total

0.0

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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected		Actual	Projected				From - To	YYYY - YYYY									
	YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2018	2021	%	%	#	#	%	%		
	2018-05-28	#	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%	
01/02 Managers	16	-4.6%	5.0%	2	25.0%	10.0%	5	7	0	10.0%	0	1	0	4.3%	-1	-1	0.0%	0.0%		
03 Professionals	0	-100.0%	2.0%	0	300.0%	10.0%	0	0	0	10.0%	0	0	0	3.8%	0	0	#DIV/0!	#DIV/0!		
04 Semi-Professionals & Tech	46	-0.7%	0.0%	0	30.1%	0.0%	0	0	1	0.0%	0	1	0	4.6%	-1	-1	2.2%	2.2%		
05 Supervisors	2	0.0%	1.0%	0	50.0%	10.0%	1	1	0	10.0%	0	0	0	13.9%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	14	15.9%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	19	1.8%	0.0%	0	5.4%	5.0%	3	3	1	5.0%	0	0	0	3.5%	0	0	5.3%	5.3%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	12	10.1%		0	19.0%		0	0	0	0.0%	0	1	0	7.0%	-1	-1	0.0%	0.0%		
11 Intermediate Sales & Service	10	35.7%	0.0%	0	28.6%	5.0%	2	2	0	5.0%	0	1	0	5.6%	-1	-1	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	119	2.3%		0	26.1%		0	0	2	0.0%	0	4	0	4.7%	-4	-4	1.7%	1.7%		

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
	%	%	%	
01/02 Managers	4.3		4.3	
03 Professionals	0.0		0.0	
04 Semi-Professionals & Tech	4.6		4.6	
05 Supervisors	0.0		0.0	
06 Supervisors: Crafts & Trades	0.0		0.0	
07 Administrative & Sr Clerical	0.0		0.0	
08 Skilled Sales & Service	0.0		0.0	
09 Skilled Crafts & Trades	0.0		0.0	
10 Clerical Personnel	7.0		7.0	
11 Intermediate Sales & Service	5.6		5.6	
12 Semi-Skilled Manual	0.0		0.0	
13 Other Sales & Service	0.0		0.0	
14 Other Manual Workers	0.0		0.0	
Total	0.0		0.0	

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities																				
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years	From - To									
		2018-05-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-28		Annually	Over 3 Years	2018	2021								
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%				
01	Senior Managers	4	0.0%	5.0%	1	0.0%	10.0%	1	2	0	10.0%	0	1	0	10.1%	0	-1	0.0%	0.0%			
02	Middle & Other Managers	12	-9.1%	2.0%	1	50.0%	10.0%	4	5	2	10.0%	1	1	0	0.0%	15.0%	0	-1	16.7%	7.7%		
03	Professionals	0	-100.0%	0.0%	0	300.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
04	Semi-Professionals & Tech	46	-0.7%	1.0%	1	30.1%	10.0%	14	15	6	10.0%	2	8	2	15.0%	25.5%	-6	-6	13.0%	12.8%		
05	Supervisors	2	0.0%	0.0%	0	50.0%	10.0%	1	1	1	10.0%	0	0	0	45.8%	0	0	50.0%	50.0%			
06	Supervisors: Crafts & Trades	0	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	14	15.9%	0.0%	0	0.0%	5.0%	2	2	1	5.0%	0	2	0	10.0%	23.5%	-2	-2	7.1%	7.1%		
08	Skilled Sales & Service	19	1.8%	0.0%	0	5.4%	5.0%	3	3	0	5.0%	0	3	0	10.0%	15.8%	-3	-3	0.0%	0.0%		
09	Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	12	10.1%	0.0%	0	19.0%	5.0%	2	2	5	5.0%	1	1	0	10.0%	40.8%	0	-1	41.7%	33.3%		
11	Intermediate Sales & Service	10	35.7%	0.0%	0	28.6%	0.0%	0	0	0	0.0%	0	3	0	10.0%	34.1%	-3	-3	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		119	2.3%		0	26.1%		0	0	15	0.0%	0	14	0	24.7%	-14	-14	12.6%	12.6%			

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments	
	Short-term Goals		Long-term Goals			
		%		%		
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		25.5		25.5	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		23.5		23.5	
08	Skilled Sales & Service		15.8		15.8	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		34.1		34.1	
12	Semi-Skilled Manual		0.0		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Applied Electronics Limited

[Date: 2018-25-28]

Total		0.0	0.0
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Federal Contractors Program Achievement Report

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Part 4: Results - Women

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2015	4	1	25.0	27.4	1	0	91.2																	
	2018	4	1	25.0	27.4	1	0	91.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2015	16	2	12.5	38.9	6	-4	32.1																	
	2018	12	3	25.0	38.9	5	-2	64.3	5	1	20.0	2	-1	0	0	0.0	0	0	0	7	0	0.0	1	-1	
03 Professionals	2015	2	1	50.0	68.7	1	0	72.8																	
	2018	0	0	0.0	0.0	0	0	0.0	3	1	33.3	0	1	0	0	0.0	0	0	0	3	1	33.3	2	-1	
04 Semi-Professionals & Technicians	2015	47	0	0.0	9.9	5	-5	0.0																	
	2018	46	0	0.0	11.4	5	-5	0.0	14	1	7.1	2	-1	2	0	0.0	0	0	14	1	7.1	0	1		
05 Supervisors	2015	2	2	100.0	53.0	1	1	188.7																	
	2018	2	2	100.0	53.0	1	1	188.7	0	0	0.0	0	0	1	1	100.0	1	0	1	1	100.0	1	0		
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	4	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
02 Middle & Other Managers	2018	-2	1	-50.0	0	0.0	0.0	0.0	4	25.0	0.0	0.0		
	2021	-2	1	-50.0			38.9	-128.5			38.9	-128.5		
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	5	0.0	0.0	0.0		
	2021	2	0	0.0			11.4	0.0			11.4	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2015	9	7	77.8	80.0	7	0	97.2																	
	2018	14	12	85.7	80.1	11	1	107.0	5	5	100.0	4	1	0	0	0.0	0	0	0	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	18	0	0.0	27.2	5	-5	0.0																	
	2018	19	0	0.0	27.3	5	-5	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2015	9	3	33.3	66.0	6	-3	50.5																	
	2018	12	5	41.7	65.5	8	-3	63.6	6	4	66.7	4	0	1	0	0.0	0	0	0	2	2	100.0	1	1	
11 Intermediate Sales & Service Personnel	2015	4	3	75.0	63.4	3	0	118.3																	
	2018	10	4	40.0	64.1	6	-2	62.4	7	2	28.6	4	-2	0	0	0.0	0	0	0	2	2	100.0	2	1	
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	5	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	5	100.0										
08 Skilled Sales & Service Personnel	2018	3	0	0.0	0	0.0	0.0	0.0	5	0.0	0.0	0.0		
	2021	3	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	5	2	40.0	0	0.0	0.0	0.0	3	66.7	0.0	0.0		
	2021	5	2	40.0										
11 Intermediate Sales & Service Personnel	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0										
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

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Part 4: Results - Women

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	111	19	17.1	31.5	35	-16	54.3																
	2018	119	27	22.7	35.9	43	-16	63.2	44	14	31.8	16	-2	4	1	25.0	1	0	30	7	23.3	5	2	

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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Women			All Employees	Women				All Employees	Women				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	0.0		
Total	2018	18	8	44.4	4	200.0	0.0	0.0	0.0	17	47.1	0.0	0.0	0.0		
	2021	18	8	44.4			0.0	0.0			0.0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2015	4	0	0.0	2.9	0	0	0.0																
	2018	4	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2015	16	0	0.0	2.2	0	0	0.0																
	2018	12	0	0.0	2.2	0	0	0.0	5	0	0.0	0	0	0	0	0	0.0	0	0	0	7	0	0.0	0
03 Professionals	2015	2	0	0.0	2.4	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0
04 Semi-Professionals & Technicians	2015	47	0	0.0	1.9	1	-1	0.0																
	2018	46	0	0.0	1.9	1	-1	0.0	14	0	0.0	0	0	0	2	0	0.0	0	0	0	14	0	0.0	0
05 Supervisors	2015	2	0	0.0	1.0	0	0	0.0																
	2018	2	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	1	0	0.0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0	0	0.0	1.9	0.0	1	0.0	1.9	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2015	9	0	0.0	1.4	0	0	0.0	5	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	14	0	0.0	1.7	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	18	0	0.0	1.3	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
	2018	19	0	0.0	1.3	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2015	9	0	0.0	1.4	0	0	0.0	6	0	0.0	0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
	2018	12	0	0.0	1.1	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
11 Intermediate Sales & Service Personnel	2015	4	0	0.0	0.7	0	0	0.0	7	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
	2018	10	0	0.0	1.7	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	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0										
08 Skilled Sales & Service Personnel	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0										
11 Intermediate Sales & Service Personnel	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0										
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2015	111	0	0.0	1.8	2	-2	0.0																
	2018	119	0	0.0	0.0	0	0	0.0	44	0	0.0	0	0	0	4	0	0.0	0	0	0	30	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0	0.0	0.0	
Total	2018	18	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	18	0	0.0			0.0	0.0			0	0.0	0.0	

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2015	20	1	5.0	4.3	1	0	116.3																
	2018	16	0	0.0	4.3	1	-1	0.0	5	0	0.0	0	0	0	0	0.0	0	0	0	7	1	14.3	0	1
03 Professionals	2015	2	0	0.0	3.8	0	0	0.0																
	2018	0	0	0.0	3.8	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
04 Semi-Professionals & Technicians	2015	47	2	4.3	4.6	2	0	92.5																
	2018	46	1	2.2	4.6	2	-1	47.3	14	0	0.0	1	-1	2	0	0.0	0	0	14	0	0.0	1	-1	
05 Supervisors	2015	2	0	0.0	13.9	0	0	0.0																
	2018	2	0	0.0	13.9	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	-2	-1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-2	-1	50.0			4.3	1162.8			4.3	1162.8		
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			4.6	0.0			4.6	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

000546

Part 6: Results - Persons with Disabilities

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	9	0	0.0	3.4	0	0	0.0	5	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	14	0	0.0	3.4	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	18	1	5.6	3.5	1	0	158.7	4	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
	2018	19	1	5.3	3.5	1	0	150.4		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	9	0	0.0	7.0	1	-1	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
	2018	12	0	0.0	7.0	1	-1	0.0		0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	4	0	0.0	5.6	0	0	0.0	7	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
	2018	10	0	0.0	5.6	1	-1	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	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	5	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	5	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0			5.6	0.0			5.6	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	111	4	3.6	4.7	5	-1	76.7																
	2018	119	2	1.7	4.7	6	-4	35.8	44	0	0.0	2	-2	4	0	0.0	0	0	0	30	1	3.3	1	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
Total	2018	18	-1	-5.6	0	0.0	0.0	0.0	1	-100.0	0.0	0.0		
	2021	18	-1	-5.6										

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
01 Senior Managers	2015	4	0	0.0	10.1	0	0	0.0																	
	2018	4	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2015	16	1	6.3	15.0	2	-1	41.7																	
	2018	12	2	16.7	15.0	2	0	111.1	5	1	20.0	1	0	0	0	0	0.0	0	0	7	0	0.0	0	0	0
03 Professionals	2015	2	2	100.0	15.5	0	2	645.2																	
	2018	0	0	0.0	0.0	0	0	0.0	3	2	66.7	0	2	0	0	0	0.0	0	0	3	2	66.7	3	-1	
04 Semi-Professionals & Technicians	2015	47	5	10.6	25.9	12	-7	41.1																	
	2018	46	6	13.0	25.5	12	-6	51.2	14	2	14.3	4	-2	2	1	50.0	0	1	14	2	14.3	1	1		
05 Supervisors	2015	2	1	50.0	45.8	1	0	109.2																	
	2018	2	1	50.0	45.8	1	0	109.2	0	0	0.0	0	0	0	1	0	0.0	1	-1	1	0	0.0	1	-1	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
02 Middle & Other Managers	2018	-2	1	-50.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	-2	1	-50.0										
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
04 Semi-Professionals & Technicians	2018	2	1	50.0	0	0.0	0.0	0.0	8	12.5	0.0	0.0		
	2021	2	1	50.0			25.5	196.1			25.5	196.1		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
07 Administrative & Senior Clerical	2015	9	0	0.0	24.3	2	-2	0.0																
	2018	14	1	7.1	23.5	3	-2	30.4	5	1	20.0	1		0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	18	0	0.0	16.2	3	-3	0.0																
	2018	19	0	0.0	15.8	3	-3	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	1	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	9	1	11.1	38.7	3	-2	28.7																
	2018	12	5	41.7	40.8	5	0	102.1	6	5	83.3	2	3	1	0	0.0	0	0	2	1	50.0	0	1	
11 Intermediate Sales & Service Personnel	2015	4	0	0.0	42.3	2	-2	0.0																
	2018	10	0	0.0	34.1	3	-3	0.0	7	0	0.0	2	-2	0	0	0.0	0	0	2	1	50.0	0	1	
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	1	20.0	0	0.0	0.0	0.0	2	50.0	0.0	0.0		
	2021	5	1	20.0			23.5	85.1			23.5	85.1		
08 Skilled Sales & Service Personnel	2018	3	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2021	3	0	0.0			15.8	0.0			15.8	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	5	4	80.0	0	0.0	0.0	0.0	2	200.0	0.0	0.0		
	2021	5	4	80.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	5	-1	-20.0	0	0.0	0.0	0.0	2	-50.0	0.0	0.0		
	2021	5	-1	-20.0			34.1	-58.7			34.1	-58.7		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Applied Electronics Limited

[Date: 2018-25-28]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2015	111	10	9.0	23.9	27	-17	37.7																
	2018	119	15	12.6	24.7	29	-14	51.0	44	11	25.0	11	0	4	1	25.0	0	1	30	6	20.0	3	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0	0.0	0.0	
Total	2018	18	6	33.3	0	0.0	0.0	0.0	0.0	18	33.3	0.0	0.0	
	2021	18	6	33.3			0.0	0.0			0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Applied Electronics Limited
[Date: 2018-25-28]

Efforts

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

Required measures:

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

Other measures:

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

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Alberta Economic downturn has reduced our need for staffing

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: CBCL Limited
Primary Location: Halifax, Nova Scotia

Number of Employees: 319

- Nova Scotia 227
- New Brunswick 56
- Prince Edward Island 15
- Newfoundland and Labrador 21

Organization Overview:

NAICS # 5413 (Architectural, Engineering and Related Services)
CBCL Limited provides consulting engineering and environmental services in the Water & Wastewater, Buildings, Industry & Manufacturing, Energy & Power, Oil & Gas, Marine, Transportation & Bridges an Environment & Planning sectors.

Key Dates – First Year Assessment

Initiated: 2016-04-01
Received: 2016-05-30
Closed: 2016-06-09
Workforce 2016-05-30
Analysis:

Key Dates – Subsequent Assessment

Initiated: 2018-12-04
Received: 2019-03-13 (revised)
Workforce 2018-06-01
Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 2015-11-02 to 2018-06-01. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS and was updated by the employer on 2019-04-03 to replace old Workforce Analysis forms submitted in 2018 (due to inconsistent number of total employees found on the old WFA Summary and Detailed Reports).

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, several gaps were found in different EEOG's in each designated group. In the previous assessment, short and long-term goals were set in numbers and percentage format. For the purpose of this assessment, only percentage format is used for goals.

Women

02	Middle & Other Managers	Goal not met (achieved 50%)
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Assessment/Observations

- EEOG 02: Out of the three new entrants in this EEOG, one was a woman. With an LMA rate of 40.9% the goal was not met (percent of goal met was 50%). One more woman would have been expected.

Aboriginal Peoples

04	Semi-Professionals & Technicians	No goal set
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Assessment/Observations

- EEOG 04: Out of the 45 new entrants in this EEOG, none was from this designated group. No goal was set.

Persons with Disabilities

01/02	Managers	No goal set
10	Clerical Personnel	No goal set

Assessment/Observations

- EEOG 01 & 02: Out of three new entrants in this EEOG, none were persons with disabilities. No goal was set.
- EEOG 10: Out of 45 new entrants in this EEOG, none was a person with disabilities. No goal was set

Members of Visible Minorities

02	Middle & Other Managers	No goal set
03	Professionals	Goal met (achieved 800%)

07	Administrative & Senior Clerical	No goal set
10	Clerical Personnel	No goal set

Assessment/Observations

- EEOG 02: Out of three new entrants in this EEOG, none was a member of visible minorities. No goal was set.
- EEOG 03: Out of 59 new entrants in this EEOG, eight were members of visible minorities. The goal was exceeded by hiring seven more people than the one expected.
- EEOG 07: Out of 11 new entrants in this EEOG, none was a person with disabilities. No goal was set.
- EEOG 10: Out of seven new entrants in this EEOG, none was a person with disabilities. No goal was set.

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 2015-11-02 to 2018-06-01.
- During their initial assessment, the organization set two short-term goals. One was not met (achieved 50%) and the second one was met and achieved 800%.
- No goals were set for several EEOG with pre-existing gaps and the gaps remained.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format, and at labour market availability as required.
- The goals are reduced to 50% for women only.

Women

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-6	39.4	39.4	13.0	39.4

Observations:

- Goals (short and long-term) were set at the LMA rate.

Currently there are three women in this group (out of 23 employees). The employer indicates that the majority of positions in this group are filled internally. As the women in the professional and semi-professional groups gain more experience they will inevitably move up and will fill into these types of roles.

Aboriginal Peoples

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
03	Professionals	-4	3.0	3.0	0	3.0
04	Semi-Professionals & Technicians	-4	4.1	4.1	0.9	4.1
07	Admin & Senior Clerical Personnel	-1	3.7	3.7	0	3.7
10	Clerical Personnel	-1	3.7	3.7	0	3.7

Observations:

- Goals have been set appropriately at LMA where there is a gap present.

Persons with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	5.0	5.0	0	5.0
03	Professionals	-7	8.9	8.9	4.3	8.9
04	Semi-Professionals & Techs	-3	7.6	7.6	5.2	7.6

Observations:

- Goals have been set appropriately at LMA where there is a gap present.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation-	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-4	17.6	17.6	0	17.6
07	Admin & Senior Clerical Personnel	-1	5.2	5.2	0	5.2
10	Clerical Personnel	-1	6.5	6.5	0	6.5

Observations:

- There were gaps found in three EEOGs and goals have been set at LMA for those three groups. Currently, there are no members of visible minorities hired in these groups.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Through their second compliance assessment, the employer has demonstrated progress towards achieving employment equity in the workplace, especially with members of visible minorities.
- No goals have been set for a number of gaps from the previous assessment.
- Understanding there may be situations where certification is required by provincial regulations, we recommend efforts be made to recruit professionals, whenever feasible, at the national level in order to open the hiring process to a more diverse pool of people. Currently there are no Aboriginal peoples and persons with disabilities in this particular EEOG 03 and expanding the geographical area would increase the employment opportunities of people from these two designated groups.
- We recommended CBCL Limited continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It may be beneficial to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of the designated groups into permanent full-time and permanent part-time employment, when vacancies arise.
- We recommend CBCL Limited conduct an Employment Systems Review (ESR) to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Olga Arnaoudova

Date: April 4, 2019

Nyirasafari, Ange AN [NC]

From: Dobney, Alicia A on behalf of EE-EME
Sent: August 9, 2018 10:31 AM
To: 'jleermakers@appliedelectronics.com'; 'nnguyen@appliedelectronics.com'
Subject: Government of Canada Agreement Number: 061557 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear John Leermakers:

I am writing to inform you that the subsequent compliance assessment initiated on October 10, 2018 has been completed. As a result of the assessment, Applied Electronics Limited 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 Applied Electronics Limited's employment equity program.

- Applied Electronics Limited has demonstrated that they have set appropriate goals based on labour market availability. However, as demonstrated in the Workforce Analysis completed by this organization, there are a number of gaps present in various EEOG's across all four designated groups. We encourage Applied Electronics Limited to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>. Completing an ESR should assist Applied Electronics Limited in obtaining their goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

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 October 10, 2021. 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, Applied Electronics Limited will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Applied Electronics Limited 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



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