



OFFICIAL USE ONLY
Agreement N°:

s.19(1)
s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Brandt Tractor Ltd.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 417210	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 1170 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) Hwy #1 East Box 3856	City Regina	Province SK	Postal Code S4P 3R8
Telephone Number 306-791-7777			

EMPLOYMENT EQUITY CONTACT		
Name (print) Graeme Taylor	Title HR Manager	
Telephone Number 306-791-5996	E-mail Address graeme.taylor@brandt.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French

CERTIFICATION
The above-named organization:
<ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time and permanent part-time employees 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)
herby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcps/index.shtml
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.

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) Doug Simon	Title Chief Personnel Officer	
Telephone Number 306-[REDACTED]	E-mail Address g.simon@brandt.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature [REDACTED]	Date (YYYY-MM-DD) 2016-06-20	

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721, instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
IMPORTANT
<ul style="list-style-type: none"> The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-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) **Brandt Tractor Ltd.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000410**, 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) January 31, 2019 for the following reason(s):

(Please describe) **Due to an acquisition effective October 28th, 2019 the organization had a substantial influx of employees start with the company.**
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: **Doug Simon** Position Title: **Chief Personnel Officer**

Email address: **doug.simon@brandt.ca**

Telephone number: **306-791-5905**

Business address: **P.O. Box 317, 13th Ave & Pinke Rd, Regina SK, S4P 3A1**

Signature: _____

Date: **Dec 3, 2019**

Dorval, Frederic F [NC]

From: Brown, Celine E [NC] on behalf of EE-EME
Sent: December 4, 2019 8:10 AM
To: Doug Simon
Cc: Erin Anderson; 'Graeme Taylor'; Edel Franco
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good morning Doug,

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 January 31, 2020.**

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

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdc-rhdcc.gc.ca

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



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

From: Graeme Taylor <Graeme.Taylor@brandt.ca>
Sent: December 3, 2019 9:30 AM
To: Brown, Celine E [NC] <celine.brown@labour-travail.gc.ca>
Cc: Doug Simon <Doug.Simon@brandt.ca>; Erin Anderson <Erin.Anderson@brandt.ca>; Edel Franco <Edel.Franco@brandt.ca>
Subject: RE: Extension Form Required Today

Celine, see attached. Thank you again for your help.

Graeme Taylor, CPHR
Human Resources Manager

Brandt Group of Companies
P.O. Box 3856 - Highway #1 East
Regina, SK S4P 3R8
(306) 791-5996 tel

(306) 791-5986 fax
(306) 540-8519 cel
graeme.taylor@brandt.ca
<http://www.brandt.ca/>

From: celine.brown@labour-travail.gc.ca [mailto:celine.brown@labour-travail.gc.ca]
Sent: Monday, December 2, 2019 7:27 AM
To: Graeme Taylor <Graeme.Taylor@brandt.ca>
Subject: RE: Extension Form Required Today
Importance: High

Good morning Graeme,

I hope you are doing well.

Could you please complete and return the Extension Form today so that I can officially record it into the system. As of today your subsequent compliance assessment is due so I need to have something on file so it doesn't simply appear to be late.

Any questions or concerns, please do not hesitate to let me know.

Thank you in advance for your understanding and cooperation.

Céline Brown

Agente de programme, Équipe de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
celine.brown@labour-travail.gc.ca / Tél. : 819-654-4400

Program Officer, Workplace Equity Team, Labour Program
Employment and Social Development Canada / Government of Canada
celine.brown@labour-travail.gc.ca / Tel: 819-654-4400

From: Brown, Celine E [NC]
Sent: November 25, 2019 10:29 AM
To: 'Graeme Taylor' <Graeme.Taylor@brandt.ca>
Subject: Extension Form & Key Links

Good morning Graeme,

As discussed on Friday, please find attached the Extension Form to be completed and returned asap. The extension will be granted until Friday, January 31, 2020.

Also, please find below key links and documents that will help you prepare the required documentation needed for this subsequent compliance assessment. Everything can be found on our [WEIMS Help Page](#).

FCP Documents

1. [FCP Quick Reference Guide for Contractors](#)
2. [How to create .txt files](#) – needed to upload your employee data into the WEIMS system
3. [Achievement Report](#) – this is now used to set your short and long term goals.
4. [Achievement Report Instructions](#)

Should you have any questions or concerns, please do not hesitate to contact me. In the meantime, I will await the completed Extension Form.

Thanks again and have a great day!

Céline Brown

Agente de programme, Équipe de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
celine.brown@labour-travail.gc.ca / Tél. : 819-654-4400

Program Officer, Workplace Equity Team, Labour Program
Employment and Social Development Canada / Government of Canada
celine.brown@labour-travail.gc.ca / Tel: 819-654-4400

CAUTION: External email. Do not click links or open attachments unless you recognize the sender and know the content is safe.

ATTENTION : Courriel externe. Ne cliquez pas sur les liens ou n'ouvrez pas les pièces jointes à moins de reconnaître l'expéditeur et de savoir que le contenu est sécurisé.



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

Reporting Period 2017-02-23 to 2019-12-02

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	322	0	0	322	Calgary	91	0	0	91
Québec	231	1	0	232	Edmonton	147	0	0	147
Nova Scotia	37	0	0	37	Halifax	34	0	0	34
New Brunswick	48	0	0	48	Montréal	5	0	0	5
Manitoba	58	1	0	59	Regina	150	2	0	152
British Columbia	311	0	0	311	Vancouver	1	0	0	1
Saskatchewan	221	2	0	223	Winnipeg	50	1	0	51
Alberta	468	0	0	468	Moncton	13	0	0	13
Newfoundland and Labrador	37	0	0	37	Québec	2	0	0	2
Total Employees in Canada				1737	Trois-Rivières	18	0	0	18
					Ottawa - Gatineau	36	0	0	36
					Peterborough	22	0	0	22
					Kitchener - Cambridge - Waterloo	1	0	0	1
					London	26	0	0	26
					Windsor	10	0	0	10
					Greater Sudbury	20	0	0	20



Brandt Tractor Ltd (certificate # 10000410)

Form 1

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

Reporting Period 2017-02-23 to 2019-12-02

	Census Metropolitan Areas			Total Number of Employees
	Permanent Full-time	Permanent Part-time	Temporary	
Thunder Bay	20	0	0	20
Saskatoon	64	0	0	64
Barrie	20	0	0	20
Abbotsford - Mission	1	0	0	1
Victoria	2	0	0	2
Alta. less CMAs	230	0	0	230
B.C. less CMAs	307	0	0	307
Man. less CMA	8	0	0	8
N.B. less CMA	35	0	0	35
N.S. less CMA	3	0	0	3
Nfld.Lab. less CMA	37	0	0	37
Ont. less CMAs	167	0	0	167
Que. less CMAs	206	1	0	207
Sask. less CMA	7	0	0	7
Total Employees in Canada				1737



Brandt Tractor Ltd (certificate # 10000410)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	10	9	1									
Middle and Other Managers	37	37										
Semi-Professionals and Technicians	6	5	1							1	1	
Supervisors	26	24	2				1	1		2	2	
Supervisors: Crafts and Trades	49	43	6	1	1					3	1	2
Administrative and Senior Clerical Personnel	22	3	19							1		1
Skilled Sales and Service Personnel	191	178	13	4	4		2	2		9	9	
Skilled Crafts and Trades Workers	411	409	2	12	12		3	3		18	18	
Clerical Personnel	219	161	58	7	4	3	1	1		15	10	5
Intermediate Sales and Service Personnel	43	40	3	1	1					3	3	
Semi-Skilled Manual Workers	1		1									
Other Sales and Service Personnel	1		1									
Other Manual Workers	32	32								2	2	
Total Number of Employees Hired	1048	941	107	25	22	3	7	7		54	46	8

Brandt Tractor Ltd (certificate # 10000410)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2017-02-23 to 2019-12-02

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
Clerical Personnel	1		1									
Other Manual Workers	1	1										
Total Number of Employees Hired	2	1	1									

Brandt Tractor Ltd (certificate # 10000410)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	3										
Middle and Other Managers	12	12										
Semi-Professionals and Technicians	1	1										
Supervisors	13	12	1				1	1				
Supervisors: Crafts and Trades	18	13	5							3	1	2
Administrative and Senior Clerical Personnel	9		9							1		1
Skilled Sales and Service Personnel	59	52	7	2	2		1	1		4	4	
Skilled Crafts and Trades Workers	114	113	1				1	1		5	5	
Clerical Personnel	62	47	15							4	3	1
Intermediate Sales and Service Personnel	18	16	2							3	3	
Other Manual Workers	3	3										
Total Number of Employees Hired	312	272	40	2	2		3	3		20	16	4

Brandt Tractor Ltd (certificate # 10000410)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Québec

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	4										
Middle and Other Managers	11	11										
Semi-Professionals and Technicians	1	1										
Supervisors	6	6								1	1	
Supervisors: Crafts and Trades	14	14										
Administrative and Senior Clerical Personnel	4	1	3									
Skilled Sales and Service Personnel	40	37	3							1	1	
Skilled Crafts and Trades Workers	84	84										
Clerical Personnel	49	41	8				1	1				
Intermediate Sales and Service Personnel	10	9	1									
Other Manual Workers	8	8								1	1	
Total Number of Employees Hired	231	216	15				1	1		3	3	

Brandt Tractor Ltd (certificate # 10000410)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Québec

Reporting Period 2017-02-23 to 2019-12-02

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
Other Manual Workers	1	1										
Total Number of Employees Hired	1	1										

Brandt Tractor Ltd (certificate # 10000410)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Nova Scotia
Reporting Period 2017-02-23 to 2019-12-02

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	4	4		1	1							
Skilled Crafts and Trades Workers	8	8										
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	1	1										
Other Manual Workers	1	1										
Total Number of Employees Hired	15	14	1	1	1							

Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / New Brunswick
Reporting Period 2017-02-23 to 2019-12-02

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										
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	4	4		1	1							
Skilled Crafts and Trades Workers	4	4										
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Hired	13	12	1	1	1							

Brandt Tractor Ltd (certificate # 10000410)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Manitoba
Reporting Period 2017-02-23 to 2019-12-02

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										
Skilled Sales and Service Personnel	10	10										
Skilled Crafts and Trades Workers	9	8	1							1	1	
Clerical Personnel	6	4	2	1		1				1		1
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Hired	28	25	3	1		1				2	1	1

Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	6	6										
Supervisors	4	3	1							1	1	
Supervisors: Crafts and Trades	8	8		1	1							
Administrative and Senior Clerical Personnel	4	2	2									
Skilled Sales and Service Personnel	20	20								1	1	
Skilled Crafts and Trades Workers	65	65		2	2					3	3	
Clerical Personnel	32	23	9	1	1					2	2	
Intermediate Sales and Service Personnel	6	6		1	1							
Other Manual Workers	5	5										
Total Number of Employees Hired	151	139	12	5	5					7	7	

Brandt Tractor Ltd (certificate # 10000410)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Saskatchewan

Reporting Period 2017-02-23 to 2019-12-02

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	2	1	1							1	1	
Supervisors	1	1										
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	15	14	1									
Skilled Crafts and Trades Workers	20	20		2	2					4	4	
Clerical Personnel	13	10	3	1	1					1	1	
Intermediate Sales and Service Personnel	1	1										
Other Manual Workers	7	7										
Total Number of Employees Hired	63	57	6	3	3					6	6	


Brandt Tractor Ltd (certificate # 10000410)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / Saskatchewan
Reporting Period 2017-02-23 to 2019-12-02

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
Clerical Personnel	1		1									
Total Number of Employees Hired	1		1									

Brandt Tractor Ltd (certificate # 10000410)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Alberta

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	1	1									
Middle and Other Managers	4	4										
Semi-Professionals and Technicians	1	1										
Supervisors	1	1										
Supervisors: Crafts and Trades	4	4										
Administrative and Senior Clerical Personnel	2		2									
Skilled Sales and Service Personnel	33	31	2							3	3	
Skilled Crafts and Trades Workers	95	95		7	7		2	2		5	5	
Clerical Personnel	44	29	15	3	2	1				6	4	2
Intermediate Sales and Service Personnel	4	4										
Semi-Skilled Manual Workers	1		1									
Other Sales and Service Personnel	1		1									
Other Manual Workers	7	7								1	1	
Total Number of Employees Hired	199	177	22	10	9	1	2	2		15	13	2

Brandt Tractor Ltd (certificate # 10000410)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Newfoundland and Labrador
Reporting Period 2017-02-23 to 2019-12-02

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
Supervisors	1	1										
Supervisors: Crafts and Trades	3	2	1									
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	6	6					1	1				
Skilled Crafts and Trades Workers	12	12		1	1							
Clerical Personnel	11	6	5	1		1				1		1
Intermediate Sales and Service Personnel	1	1										
Other Manual Workers	1	1										
Total Number of Employees Hired	36	29	7	2	1	1	1	1		1		1



Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2017-02-23 to 2019-12-02

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
Senior Managers	2	2										
Middle and Other Managers	4	4								1	1	
Professionals	2	2								2	2	
Supervisors	2	2										
Supervisors: Crafts and Trades	5	5										
Administrative and Senior Clerical Personnel	3		3									
Skilled Sales and Service Personnel	11	10	1									
Skilled Crafts and Trades Workers	75	74	1	8	8		2	2		3	3	
Clerical Personnel	29	24	5	3	3					1		1
Intermediate Sales and Service Personnel	3	3										
Other Manual Workers	2	2					1	1				
Total Number of Employees Promoted	138	128	10	11	11		3	3		7	6	1
Total Number of Promotions	139	129	10	12	12		3	3		7	6	1



Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2017-02-23 to 2019-12-02

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
Senior Managers	1	1										
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Promoted	3	3										
Total Number of Promotions	3	3										



Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Nova Scotia
Reporting Period 2017-02-23 to 2019-12-02

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
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										

Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / New Brunswick
Reporting Period 2017-02-23 to 2019-12-02

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
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										

Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Manitoba
Reporting Period 2017-02-23 to 2019-12-02

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
Skilled Crafts and Trades Workers	4	4		1	1					1	1	
Clerical Personnel	1	1		1	1							
Total Number of Employees Promoted	5	5		2	2					1	1	
Total Number of Promotions	5	5		2	2					1	1	

Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1								1	1	
Supervisors	2	2										
Supervisors: Crafts and Trades	2	2										
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	5	5										
Skilled Crafts and Trades Workers	19	19		3	3							
Clerical Personnel	8	7	1	1	1							
Total Number of Employees Promoted	38	36	2	4	4					1	1	
Total Number of Promotions	39	37	2	5	5					1	1	

Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Saskatchewan
Reporting Period 2017-02-23 to 2019-12-02

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
Senior Managers	1	1										
Middle and Other Managers	1	1										
Professionals	2	2							2	2		
Skilled Crafts and Trades Workers	21	21		3	3		2	2		2	2	
Clerical Personnel	9	6	3	1	1				1			1
Other Manual Workers	2	2					1	1				
Total Number of Employees Promoted	36	33	3	4	4		3	3		5	4	1
Total Number of Promotions	36	33	3	4	4		3	3		5	4	1

Brandt Tractor Ltd (certificate # 10000410)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	2										
Supervisors: Crafts and Trades	3	3										
Administrative and Senior Clerical Personnel	2		2									
Skilled Sales and Service Personnel	5	4	1									
Skilled Crafts and Trades Workers	29	28	1	1	1							
Clerical Personnel	11	10	1									
Intermediate Sales and Service Personnel	2	2										
Total Number of Employees Promoted	54	49	5	1	1							
Total Number of Promotions	54	49	5	1	1							

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	11	11								1	1	
Middle and Other Managers	23	18	5									
Professionals	30	18	12							8	3	5
Semi-Professionals and Technicians	12	10	2							1	1	
Supervisors	11	8	3	1	1							
Supervisors: Crafts and Trades	15	15		1	1					1	1	
Administrative and Senior Clerical Personnel	13	2	11	2		2	1		1	1		1
Skilled Sales and Service Personnel	69	68	1	2	2		6	6		2	2	
Skilled Crafts and Trades Workers	110	109	1	7	7		3	3		8	8	
Clerical Personnel	126	63	63	6	3	3	9	5	4	16	7	9
Intermediate Sales and Service Personnel	10	9	1				1	1				
Other Manual Workers	4	3	1									
Total Number of Employees Terminated	434	334	100	19	14	5	20	15	5	38	23	15


Brandt Tractor Ltd (certificate # 10000410)

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 2017-02-23 to 2019-12-02

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
Clerical Personnel	1		1				1		1			
Total Number of Employees Terminated	1		1				1		1			

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2017-02-23 to 2019-12-02

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 Crafts and Trades Workers	3	3										
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	5	5										

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Québec
Reporting Period 2017-02-23 to 2019-12-02

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 Crafts and Trades Workers	1	1										
Total Number of Employees Terminated	1	1										

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Nova Scotia
Reporting Period 2017-02-23 to 2019-12-02

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										
Skilled Sales and Service Personnel	5	5					1	1				
Skilled Crafts and Trades Workers	4	4										
Clerical Personnel	3	2	1				1	1				
Total Number of Employees Terminated	13	12	1				2	2				

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / New Brunswick

Reporting Period 2017-02-23 to 2019-12-02

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
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	3	3										
Skilled Crafts and Trades Workers	2	2										
Clerical Personnel	3	3					1	1				
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	10	9	1				1	1				

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Manitoba

Reporting Period 2017-02-23 to 2019-12-02

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	1	1										
Semi-Professionals and Technicians	3	2	1									
Supervisors	1		1									
Supervisors: Crafts and Trades	1	1		1	1							
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	7	7										
Skilled Crafts and Trades Workers	6	6								1	1	
Clerical Personnel	4	3	1									
Total Number of Employees Terminated	27	23	4	1	1					1	1	

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2								1	1	
Middle and Other Managers	2	2										
Supervisors	2	2		1	1							
Supervisors: Crafts and Trades	6	6										
Administrative and Senior Clerical Personnel	4		4				1		1	1		1
Skilled Sales and Service Personnel	14	14		1	1		3	3		1	1	
Skilled Crafts and Trades Workers	35	35		3	3		2	2				
Clerical Personnel	18	14	4	1	1		1	1				
Intermediate Sales and Service Personnel	2	2										
Total Number of Employees Terminated	85	77	8	6	6		7	6	1	3	2	1

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Saskatchewan

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	7	7										
Middle and Other Managers	13	8	5									
Professionals	28	16	12							8	3	5
Semi-Professionals and Technicians	6	6								1	1	
Supervisors	6	4	2									
Supervisors: Crafts and Trades	2	2										
Administrative and Senior Clerical Personnel	7	2	5	2		2						
Skilled Sales and Service Personnel	12	12		1	1		1	1		1	1	
Skilled Crafts and Trades Workers	17	17		3	3					5	5	
Clerical Personnel	71	25	46	4	1	3	6	2	4	13	6	7
Intermediate Sales and Service Personnel	1	1										
Other Manual Workers	2	2										
Total Number of Employees Terminated	172	102	70	10	5	5	7	3	4	28	16	12

Brandt Tractor Ltd (certificate # 10000410)

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / Saskatchewan
Reporting Period 2017-02-23 to 2019-12-02

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
Clerical Personnel	1		1				1		1			
Total Number of Employees Terminated	1		1				1		1			

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Alberta

Reporting Period 2017-02-23 to 2019-12-02

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	5	5										
Professionals	1	1										
Semi-Professionals and Technicians	2	1	1									
Supervisors	2	2										
Supervisors: Crafts and Trades	6	6								1	1	
Skilled Sales and Service Personnel	27	26	1				1	1				
Skilled Crafts and Trades Workers	42	41	1	1	1		1	1		2	2	
Clerical Personnel	26	15	11	1	1					3	1	2
Intermediate Sales and Service Personnel	5	4	1				1	1				
Other Manual Workers	2	1	1									
Total Number of Employees Terminated	120	104	16	2	2		3	3		6	4	2

Brandt Tractor Ltd (certificate # 10000410)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Newfoundland and Labrador

Reporting Period 2017-02-23 to 2019-12-02

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 Terminated	1	1										



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Detailed Report

Date: 2020-01-22

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	16	1	6.3 %	27.6 %	4	-3	National
02 : Middle and Other Managers	National	93	3	3.2 %	39.4 %	37	-34	National
03 : Professionals		1	0	0.0 %	42.7 %	0	0	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.7 %	0	0	National
04 : Semi-Professionals and Technicians		14	2	14.3 %	24.1 %	3	-1	
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	38.6 %	0	0	Alberta
2281 : Computer network technicians	Saskatchewan	1	0	0.0 %	27.7 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	2	1	50.0 %	23.8 %	0	1	Alberta
2282 : User support technicians	British Columbia	1	0	0.0 %	24.5 %	0	0	British Columbia
2282 : User support technicians	New Brunswick	1	0	0.0 %	28.6 %	0	0	New Brunswick
2282 : User support technicians	Ontario	1	0	0.0 %	23.9 %	0	0	Ontario
2282 : User support technicians	Québec	1	0	0.0 %	22.1 %	0	0	Québec
2282 : User support technicians	Saskatchewan	6	1	16.7 %	20.8 %	1	0	Saskatchewan
05 : Supervisors		51	4	7.8 %	59.7 %	30	-26	
Employment Equity Occupational Group	Alta. less CMAs	4	1	25.0 %	60.5 %	2	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	12	1	8.3 %	63.0 %	8	-7	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	59.4 %	1	-1	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	53.8 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	53.4 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	61.8 %	1	-1	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	59.4 %	1	-1	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	57.5 %	1	-1	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	55.7 %	1	-1	Moncton
Employment Equity Occupational Group	N.B. less CMA	2	1	50.0 %	66.6 %	1	0	N.B. less CMA



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Detailed Report

Date: 2020-01-22

001104

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	68.3 %	1	-1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	61.6 %	4	-4	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	51.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	60.7 %	1	-1	Peterborough
Employment Equity Occupational Group	Que. less CMAs	6	0	0.0 %	59.1 %	4	-4	Que. less CMAs
Employment Equity Occupational Group	Regina	6	0	0.0 %	53.0 %	3	-3	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	61.3 %	1	-1	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	1	100.0 %	52.0 %	1	0	Thunder Bay
Employment Equity Occupational Group	Windsor	1	0	0.0 %	60.0 %	1	-1	Windsor
06 : Supervisors: Crafts and Trades		101	6	5.9 %	9.9 %	10	-4	
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Alberta	25	0	0.0 %	8.6 %	2	-2	Alberta
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	British Columbia	19	0	0.0 %	9.9 %	2	-2	British Columbia
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Manitoba	3	0	0.0 %	8.9 %	0	0	Manitoba
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	New Brunswick	4	0	0.0 %	8.9 %	0	0	New Brunswick
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Newfoundland and Labrador	3	1	33.3 %	7.3 %	0	1	Newfoundland and Labrador
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Nova Scotia	2	0	0.0 %	8.8 %	0	0	Nova Scotia
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Ontario	19	5	26.3 %	11.6 %	2	3	Ontario
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	14	0	0.0 %	13.8 %	2	-2	Québec
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Saskatchewan	12	0	0.0 %	7.0 %	1	-1	Saskatchewan
07 : Administrative and Senior Clerical Personnel		43	37	86.0 %	84.8 %	36	1	
Employment Equity Occupational Group	Alta. less CMAs	5	5	100.0 %	89.6 %	4	1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	6	4	66.7 %	87.1 %	5	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	1	100.0 %	84.8 %	1	0	Barrie
Employment Equity Occupational Group	Calgary	1	1	100.0 %	81.2 %	1	0	Calgary



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Detailed Report

Date: 2020-01-22

001105

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	3	3	100.0 %	84.2 %	3	0	Edmonton
Employment Equity Occupational Group	Halifax	1	1	100.0 %	80.9 %	1	0	Halifax
Employment Equity Occupational Group	Moncton	1	1	100.0 %	81.6 %	1	0	Moncton
Employment Equity Occupational Group	Montréal	1	1	100.0 %	80.9 %	1	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	1	100.0 %	85.7 %	1	0	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	1	100.0 %	86.6 %	1	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	6	6	100.0 %	86.8 %	5	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	76.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	1	100.0 %	86.3 %	1	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	2	1	50.0 %	87.6 %	2	-1	Que. less CMAs
Employment Equity Occupational Group	Regina	7	4	57.1 %	80.4 %	6	-2	Regina
Employment Equity Occupational Group	Saskatoon	2	2	100.0 %	84.4 %	2	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	1	100.0 %	84.7 %	1	0	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	1	1	100.0 %	82.2 %	1	0	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	82.0 %	1	0	Winnipeg
08 : Skilled Sales and Service Personnel		303	14	4.6 %	26.4 %	80	-66	
6221 : Technical sales specialists - wholesale trade	Alberta	82	2	2.4 %	23.4 %	19	-17	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	52	0	0.0 %	27.9 %	15	-15	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	14	0	0.0 %	22.9 %	3	-3	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	10	1	10.0 %	29.1 %	3	-2	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	7	0	0.0 %	33.3 %	2	-2	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	9	0	0.0 %	26.7 %	2	-2	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	62	7	11.3 %	27.9 %	17	-10	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	40	3	7.5 %	29.9 %	12	-9	Québec



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Saskatchewan	27	1	3.7 %	23.1 %	6	-5	Saskatchewan
09 : Skilled Crafts and Trades Workers		655	3	0.5 %	1.1 %	7	-4	
7246 : Telecommunications installation and repair workers	Saskatchewan	1	0	0.0 %	11.4 %	0	0	Saskatchewan
7265 : NOC 2006 - Welders and Related Machine Operators	Alberta	9	0	0.0 %	4.8 %	0	0	Alberta
7265 : NOC 2006 - Welders and Related Machine Operators	Saskatchewan	1	0	0.0 %	3.9 %	0	0	Saskatchewan
7311 : Construction millwrights and industrial mechanics	Alberta	1	0	0.0 %	1.9 %	0	0	Alberta
7311 : Construction millwrights and industrial mechanics	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
7312 : Heavy-duty equipment mechanics	Alberta	178	0	0.0 %	1.2 %	2	-2	Alberta
7312 : Heavy-duty equipment mechanics	British Columbia	128	1	0.8 %	0.8 %	1	0	British Columbia
7312 : Heavy-duty equipment mechanics	Manitoba	20	1	5.0 %	1.5 %	0	1	Manitoba
7312 : Heavy-duty equipment mechanics	New Brunswick	19	0	0.0 %	1.6 %	0	0	New Brunswick
7312 : Heavy-duty equipment mechanics	Newfoundland and Labrador	12	0	0.0 %	1.2 %	0	0	Newfoundland and Labrador
7312 : Heavy-duty equipment mechanics	Nova Scotia	14	0	0.0 %	1.1 %	0	0	Nova Scotia
7312 : Heavy-duty equipment mechanics	Ontario	112	1	0.9 %	1.1 %	1	0	Ontario
7312 : Heavy-duty equipment mechanics	Québec	82	0	0.0 %	1.2 %	1	-1	Québec
7312 : Heavy-duty equipment mechanics	Saskatchewan	70	0	0.0 %	0.4 %	0	0	Saskatchewan
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	2	0	0.0 %	2.6 %	0	0	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	British Columbia	1	0	0.0 %	2.3 %	0	0	British Columbia
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	3	0	0.0 %	2.2 %	0	0	Ontario
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Québec	1	0	0.0 %	1.7 %	0	0	Québec
10 : Clerical Personnel		344	83	24.1 %	72.1 %	248	-165	
Employment Equity Occupational Group	Alta. less CMAs	41	11	26.8 %	78.8 %	32	-21	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	53	14	26.4 %	78.0 %	41	-27	B.C. less CMAs
Employment Equity Occupational Group	Barrie	3	0	0.0 %	71.8 %	2	-2	Barrie



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	22	3	13.6 %	70.7 %	16	-13	Calgary
Employment Equity Occupational Group	Edmonton	33	6	18.2 %	71.9 %	24	-18	Edmonton
Employment Equity Occupational Group	Greater Sudbury	5	2	40.0 %	73.9 %	4	-2	Greater Sudbury
Employment Equity Occupational Group	Halifax	4	1	25.0 %	69.7 %	3	-2	Halifax
Employment Equity Occupational Group	London	3	2	66.7 %	69.9 %	2	0	London
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	75.2 %	1	-1	Man. less CMA
Employment Equity Occupational Group	Moncton	1	0	0.0 %	65.5 %	1	-1	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	61.6 %	1	-1	Montréal
Employment Equity Occupational Group	N.B. less CMA	4	1	25.0 %	71.3 %	3	-2	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	11	5	45.5 %	74.0 %	8	-3	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	31	7	22.6 %	73.9 %	23	-16	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	7	1	14.3 %	65.7 %	5	-4	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	5	1	20.0 %	74.5 %	4	-3	Peterborough
Employment Equity Occupational Group	Que. less CMAs	44	8	18.2 %	64.6 %	28	-20	Que. less CMAs
Employment Equity Occupational Group	Regina	42	15	35.7 %	68.9 %	29	-14	Regina
Employment Equity Occupational Group	Saskatoon	10	1	10.0 %	69.0 %	7	-6	Saskatoon
Employment Equity Occupational Group	Thunder Bay	5	2	40.0 %	73.6 %	4	-2	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	4	0	0.0 %	63.1 %	3	-3	Trois-Rivières
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	70.6 %	1	-1	Vancouver
Employment Equity Occupational Group	Windsor	3	0	0.0 %	72.1 %	2	-2	Windsor
Employment Equity Occupational Group	Winnipeg	10	3	30.0 %	68.3 %	7	-4	Winnipeg
11 : Intermediate Sales and Service Personnel		71	3	4.2 %	71.8 %	51	-48	
Employment Equity Occupational Group	Alta. less CMAs	9	0	0.0 %	76.1 %	7	-7	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	14	0	0.0 %	73.5 %	10	-10	B.C. less CMAs



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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Barrie	1	0	0.0 %	70.7 %	1	-1	Barrie
Employment Equity Occupational Group	Calgary	2	0	0.0 %	67.8 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	69.6 %	3	-3	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	65.7 %	1	-1	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	68.0 %	1	-1	London
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	74.8 %	1	-1	Man. less CMA
Employment Equity Occupational Group	Montréal	1	0	0.0 %	63.2 %	1	-1	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	72.8 %	1	-1	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	81.6 %	1	-1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	1	9.1 %	73.9 %	8	-7	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	62.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	68.9 %	1	-1	Peterborough
Employment Equity Occupational Group	Que. less CMAs	8	1	12.5 %	71.7 %	6	-5	Que. less CMAs
Employment Equity Occupational Group	Regina	3	0	0.0 %	68.1 %	2	-2	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	69.8 %	1	-1	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	70.3 %	1	-1	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	68.4 %	1	-1	Trois-Rivières
Employment Equity Occupational Group	Windsor	1	1	100.0 %	71.4 %	1	0	Windsor
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	66.3 %	2	-2	Winnipeg
12 : Semi-Skilled Manual Workers		1	1	100.0 %	16.6 %	0	1	
Employment Equity Occupational Group	Alta. less CMAs	1	1	100.0 %	16.6 %	0	1	Alta. less CMAs
13 : Other Sales and Service Personnel		1	1	100.0 %	61.7 %	1	0	
Employment Equity Occupational Group	Alta. less CMAs	1	1	100.0 %	61.7 %	1	0	Alta. less CMAs
14 : Other Manual Workers		42	0	0.0 %	18.2 %	8	-8	



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	19.5 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	6	0	0.0 %	19.0 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	3	0	0.0 %	17.6 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	18.1 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	9.7 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	12.0 %	0	0	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	18.7 %	0	0	London
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	24.3 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	9.9 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	8	0	0.0 %	21.7 %	2	-2	Que. less CMAs
Employment Equity Occupational Group	Regina	5	0	0.0 %	14.3 %	1	-1	Regina
Employment Equity Occupational Group	Saskatoon	5	0	0.0 %	18.4 %	1	-1	Saskatoon
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	16.3 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	19.5 %	0	0	Winnipeg
Total		1736	158	9.1 %	29.7 %	515	-357	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	16	0	0.0 %	3.2 %	1	-1	National
02 : Middle and Other Managers	National	93	2	2.2 %	2.7 %	3	-1	National
03 : Professionals		1	0	0.0 %	1.6 %	0	0	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
04 : Semi-Professionals and Technicians		14	0	0.0 %	5.0 %	1	-1	
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	5.9 %	0	0	Alberta
2281 : Computer network technicians	Saskatchewan	1	0	0.0 %	6.3 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	2	0	0.0 %	2.3 %	0	0	Alberta
2282 : User support technicians	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
2282 : User support technicians	New Brunswick	1	0	0.0 %	3.1 %	0	0	New Brunswick
2282 : User support technicians	Ontario	1	0	0.0 %	1.3 %	0	0	Ontario
2282 : User support technicians	Québec	1	0	0.0 %	1.3 %	0	0	Québec
2282 : User support technicians	Saskatchewan	6	0	0.0 %	7.4 %	0	0	Saskatchewan
05 : Supervisors		51	0	0.0 %	6.4 %	3	-3	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	7.6 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	12	0	0.0 %	10.0 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	1.8 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	4.5 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	8.2 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.6 %	0	0	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	3.1 %	0	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.8 %	0	0	Moncton
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	4.8 %	0	0	N.B. less CMA



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	12.8 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	6.2 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	6.4 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	6	0	0.0 %	3.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Regina	6	0	0.0 %	4.5 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	9.0 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	9.4 %	0	0	Thunder Bay
Employment Equity Occupational Group	Windsor	1	0	0.0 %	2.8 %	0	0	Windsor
06 : Supervisors: Crafts and Trades		101	2	2.0 %	5.0 %	5	-3	
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Alberta	25	0	0.0 %	5.7 %	1	-1	Alberta
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	British Columbia	19	1	5.3 %	5.1 %	1	0	British Columbia
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Manitoba	3	1	33.3 %	13.0 %	0	1	Manitoba
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	New Brunswick	4	0	0.0 %	2.9 %	0	0	New Brunswick
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Newfoundland and Labrador	3	0	0.0 %	7.5 %	0	0	Newfoundland and Labrador
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Nova Scotia	2	0	0.0 %	3.8 %	0	0	Nova Scotia
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Ontario	19	0	0.0 %	2.8 %	1	-1	Ontario
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	14	0	0.0 %	2.4 %	0	0	Québec
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Saskatchewan	12	0	0.0 %	7.9 %	1	-1	Saskatchewan
07 : Administrative and Senior Clerical Personnel		43	0	0.0 %	6.1 %	3	-3	
Employment Equity Occupational Group	Alta. less CMAs	5	0	0.0 %	7.2 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	6	0	0.0 %	8.5 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	3.0 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.9 %	0	0	Calgary



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	4.7 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	4.0 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.8 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	3.3 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	14.8 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	6	0	0.0 %	5.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	2.6 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	3.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Regina	7	0	0.0 %	6.6 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	7.1 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	9.5 %	0	0	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	1.2 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.2 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		303	8	2.6 %	2.5 %	8	0	
6221 : Technical sales specialists - wholesale trade	Alberta	82	2	2.4 %	2.8 %	2	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	52	1	1.9 %	2.1 %	1	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	14	1	7.1 %	5.5 %	1	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	10	1	10.0 %	2.2 %	0	1	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	7	0	0.0 %	7.5 %	1	-1	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	9	1	11.1 %	3.2 %	0	1	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	62	2	3.2 %	1.2 %	1	1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	40	0	0.0 %	1.1 %	0	0	Québec



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Saskatchewan	27	0	0.0 %	4.6 %	1	-1	Saskatchewan
09 : Skilled Crafts and Trades Workers		655	19	2.9 %	5.3 %	35	-16	
7246 : Telecommunications installation and repair workers	Saskatchewan	1	0	0.0 %	8.4 %	0	0	Saskatchewan
7265 : NOC 2006 - Welders and Related Machine Operators	Alberta	9	2	22.2 %	6.4 %	1	1	Alberta
7265 : NOC 2006 - Welders and Related Machine Operators	Saskatchewan	1	0	0.0 %	11.7 %	0	0	Saskatchewan
7311 : Construction millwrights and industrial mechanics	Alberta	1	0	0.0 %	6.3 %	0	0	Alberta
7311 : Construction millwrights and industrial mechanics	Ontario	1	0	0.0 %	3.0 %	0	0	Ontario
7312 : Heavy-duty equipment mechanics	Alberta	178	6	3.4 %	4.8 %	9	-3	Alberta
7312 : Heavy-duty equipment mechanics	British Columbia	128	5	3.9 %	5.9 %	8	-3	British Columbia
7312 : Heavy-duty equipment mechanics	Manitoba	20	1	5.0 %	12.2 %	2	-1	Manitoba
7312 : Heavy-duty equipment mechanics	New Brunswick	19	0	0.0 %	2.6 %	0	0	New Brunswick
7312 : Heavy-duty equipment mechanics	Newfoundland and Labrador	12	1	8.3 %	13.6 %	2	-1	Newfoundland and Labrador
7312 : Heavy-duty equipment mechanics	Nova Scotia	14	0	0.0 %	4.5 %	1	-1	Nova Scotia
7312 : Heavy-duty equipment mechanics	Ontario	112	0	0.0 %	4.7 %	5	-5	Ontario
7312 : Heavy-duty equipment mechanics	Québec	82	0	0.0 %	3.0 %	2	-2	Québec
7312 : Heavy-duty equipment mechanics	Saskatchewan	70	4	5.7 %	6.6 %	5	-1	Saskatchewan
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	2	0	0.0 %	5.2 %	0	0	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	British Columbia	1	0	0.0 %	4.9 %	0	0	British Columbia
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	3	0	0.0 %	2.6 %	0	0	Ontario
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Québec	1	0	0.0 %	2.2 %	0	0	Québec
10 : Clerical Personnel		344	15	4.4 %	7.1 %	24	-9	
Employment Equity Occupational Group	Alta. less CMAs	41	4	9.8 %	9.6 %	4	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	53	2	3.8 %	10.7 %	6	-4	B.C. less CMAs
Employment Equity Occupational Group	Barrie	3	0	0.0 %	2.8 %	0	0	Barrie



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	22	0	0.0 %	3.1 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	33	1	3.0 %	5.3 %	2	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	5	0	0.0 %	8.1 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	4	0	0.0 %	3.9 %	0	0	Halifax
Employment Equity Occupational Group	London	3	0	0.0 %	2.2 %	0	0	London
Employment Equity Occupational Group	Man. less CMA	1	1	100.0 %	19.1 %	0	1	Man. less CMA
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.6 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	4	0	0.0 %	3.7 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	11	1	9.1 %	14.9 %	2	-1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	31	0	0.0 %	6.4 %	2	-2	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	7	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	5	0	0.0 %	4.5 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	44	0	0.0 %	4.4 %	2	-2	Que. less CMAs
Employment Equity Occupational Group	Regina	42	3	7.1 %	6.7 %	3	0	Regina
Employment Equity Occupational Group	Saskatoon	10	0	0.0 %	8.5 %	1	-1	Saskatoon
Employment Equity Occupational Group	Thunder Bay	5	0	0.0 %	10.1 %	1	-1	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	4	0	0.0 %	1.5 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.7 %	0	0	Vancouver
Employment Equity Occupational Group	Windsor	3	0	0.0 %	1.8 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	10	3	30.0 %	11.4 %	1	2	Winnipeg
11 : Intermediate Sales and Service Personnel		71	1	1.4 %	7.6 %	5	-4	
Employment Equity Occupational Group	Alta. less CMAs	9	0	0.0 %	9.7 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	14	1	7.1 %	10.8 %	2	-1	B.C. less CMAs



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
Employment Equity Occupational Group	Barrie	1	0	0.0 %	3.9 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	2	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	5.7 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	4.3 %	0	0	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	2.4 %	0	0	London
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	24.6 %	0	0	Man. less CMA
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	4.7 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	13.6 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	0	0.0 %	6.9 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.1 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	4.8 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	8	0	0.0 %	4.2 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Regina	3	0	0.0 %	8.7 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	10.3 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	10.7 %	0	0	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	1.3 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Windsor	1	0	0.0 %	2.8 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	10.6 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		1	0	0.0 %	9.3 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	9.3 %	0	0	Alta. less CMAs
13 : Other Sales and Service Personnel		1	0	0.0 %	12.5 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	12.5 %	0	0	Alta. less CMAs
14 : Other Manual Workers		42	0	0.0 %	10.8 %	5	-5	



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	13.5 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	6	0	0.0 %	18.3 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	3	0	0.0 %	5.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	8.3 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	10.9 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	5.0 %	0	0	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	3.2 %	0	0	London
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	13.6 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	4.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	8	0	0.0 %	4.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Regina	5	0	0.0 %	15.2 %	1	-1	Regina
Employment Equity Occupational Group	Saskatoon	5	0	0.0 %	14.0 %	1	-1	Saskatoon
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	2.2 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	16.3 %	0	0	Winnipeg
Total		1736	47	2.7 %	5.3 %	93	-46	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
01 : Senior Managers	National	16	0	0.0 %	11.5 %	2	-2	National
02 : Middle and Other Managers	National	93	1	1.1 %	17.6 %	16	-15	National
03 : Professionals		1	0	0.0 %	26.4 %	0	0	
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	26.4 %	0	0	National
04 : Semi-Professionals and Technicians		14	1	7.1 %	20.7 %	3	-2	
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	10.7 %	0	0	Alberta
2281 : Computer network technicians	Saskatchewan	1	0	0.0 %	15.8 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	2	0	0.0 %	29.7 %	1	-1	Alberta
2282 : User support technicians	British Columbia	1	0	0.0 %	37.8 %	0	0	British Columbia
2282 : User support technicians	New Brunswick	1	0	0.0 %	5.9 %	0	0	New Brunswick
2282 : User support technicians	Ontario	1	0	0.0 %	38.8 %	0	0	Ontario
2282 : User support technicians	Québec	1	0	0.0 %	20.8 %	0	0	Québec
2282 : User support technicians	Saskatchewan	6	1	16.7 %	16.8 %	1	0	Saskatchewan
05 : Supervisors		51	2	3.9 %	11.6 %	6	-4	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	20.1 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	12	1	8.3 %	10.1 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	8.4 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	36.7 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	34.5 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	2.6 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	6.9 %	0	0	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	10.9 %	0	0	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	7.2 %	0	0	Moncton
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	1.8 %	0	0	N.B. less CMA



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	2.5 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	3.0 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	16.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	1.4 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	6	1	16.7 %	1.1 %	0	1	Que. less CMAs
Employment Equity Occupational Group	Regina	6	0	0.0 %	26.2 %	2	-2	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	22.4 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	3.5 %	0	0	Thunder Bay
Employment Equity Occupational Group	Windsor	1	0	0.0 %	13.3 %	0	0	Windsor
06 : Supervisors: Crafts and Trades		101	3	3.0 %	10.1 %	10	-7	
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Alberta	25	0	0.0 %	9.2 %	2	-2	Alberta
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	British Columbia	19	0	0.0 %	15.9 %	3	-3	British Columbia
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Manitoba	3	0	0.0 %	8.7 %	0	0	Manitoba
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	New Brunswick	4	0	0.0 %	1.4 %	0	0	New Brunswick
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Newfoundland and Labrador	3	0	0.0 %	0.5 %	0	0	Newfoundland and Labrador
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Nova Scotia	2	0	0.0 %	2.3 %	0	0	Nova Scotia
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Ontario	19	3	15.8 %	15.9 %	3	0	Ontario
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	14	0	0.0 %	5.9 %	1	-1	Québec
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Saskatchewan	12	0	0.0 %	5.2 %	1	-1	Saskatchewan
07 : Administrative and Senior Clerical Personnel		43	3	7.0 %	6.4 %	3	0	
Employment Equity Occupational Group	Alta. less CMAs	5	0	0.0 %	3.9 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	6	0	0.0 %	3.5 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Barrie	1	0	0.0 %	4.7 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	20.6 %	0	0	Calgary



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	16.9 %	1	-1	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	6.7 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	2.4 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	14.6 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	1.2 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	1.1 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	6	1	16.7 %	1.9 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.1 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	2.8 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Regina	7	2	28.6 %	9.5 %	1	1	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	8.2 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	2.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	1.4 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	15.9 %	0	0	Winnipeg
08 : Skilled Sales and Service Personnel		303	11	3.6 %	15.3 %	46	-35	
6221 : Technical sales specialists - wholesale trade	Alberta	82	3	3.7 %	12.9 %	11	-8	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	52	2	3.8 %	26.1 %	14	-12	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	14	0	0.0 %	9.9 %	1	-1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	10	0	0.0 %	2.5 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	7	0	0.0 %	5.0 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	9	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	62	4	6.5 %	22.8 %	14	-10	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	40	1	2.5 %	10.9 %	4	-3	Québec



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Saskatchewan	27	1	3.7 %	5.7 %	2	-1	Saskatchewan
09 : Skilled Crafts and Trades Workers		655	33	5.0 %	5.9 %	39	-6	
7246 : Telecommunications installation and repair workers	Saskatchewan	1	0	0.0 %	10.2 %	0	0	Saskatchewan
7265 : NOC 2006 - Welders and Related Machine Operators	Alberta	9	1	11.1 %	14.0 %	1	0	Alberta
7265 : NOC 2006 - Welders and Related Machine Operators	Saskatchewan	1	0	0.0 %	6.6 %	0	0	Saskatchewan
7311 : Construction millwrights and industrial mechanics	Alberta	1	0	0.0 %	9.1 %	0	0	Alberta
7311 : Construction millwrights and industrial mechanics	Ontario	1	0	0.0 %	12.9 %	0	0	Ontario
7312 : Heavy-duty equipment mechanics	Alberta	178	7	3.9 %	6.7 %	12	-5	Alberta
7312 : Heavy-duty equipment mechanics	British Columbia	128	6	4.7 %	7.0 %	9	-3	British Columbia
7312 : Heavy-duty equipment mechanics	Manitoba	20	2	10.0 %	5.3 %	1	1	Manitoba
7312 : Heavy-duty equipment mechanics	New Brunswick	19	0	0.0 %	0.0 %	0	0	New Brunswick
7312 : Heavy-duty equipment mechanics	Newfoundland and Labrador	12	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
7312 : Heavy-duty equipment mechanics	Nova Scotia	14	0	0.0 %	1.1 %	0	0	Nova Scotia
7312 : Heavy-duty equipment mechanics	Ontario	112	5	4.5 %	6.6 %	7	-2	Ontario
7312 : Heavy-duty equipment mechanics	Québec	82	0	0.0 %	2.0 %	2	-2	Québec
7312 : Heavy-duty equipment mechanics	Saskatchewan	70	11	15.7 %	6.1 %	4	7	Saskatchewan
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	2	0	0.0 %	16.9 %	0	0	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	British Columbia	1	1	100.0 %	23.6 %	0	1	British Columbia
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	3	0	0.0 %	23.3 %	1	-1	Ontario
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Québec	1	0	0.0 %	7.9 %	0	0	Québec
10 : Clerical Personnel		344	28	8.1 %	9.2 %	32	-4	
Employment Equity Occupational Group	Alta. less CMAs	41	1	2.4 %	4.9 %	2	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	53	1	1.9 %	4.2 %	2	-1	B.C. less CMAs
Employment Equity Occupational Group	Barrie	3	0	0.0 %	6.5 %	0	0	Barrie



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	22	6	27.3 %	30.6 %	7	-1	Calgary
Employment Equity Occupational Group	Edmonton	33	4	12.1 %	21.5 %	7	-3	Edmonton
Employment Equity Occupational Group	Greater Sudbury	5	1	20.0 %	2.1 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Halifax	4	0	0.0 %	8.1 %	0	0	Halifax
Employment Equity Occupational Group	London	3	0	0.0 %	11.2 %	0	0	London
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	3.0 %	0	0	Man. less CMA
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.7 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	20.4 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	4	0	0.0 %	1.8 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	11	1	9.1 %	0.9 %	0	1	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	31	2	6.5 %	1.9 %	1	1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	7	1	14.3 %	18.2 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	5	0	0.0 %	3.5 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	44	0	0.0 %	1.0 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Regina	42	9	21.4 %	12.7 %	5	4	Regina
Employment Equity Occupational Group	Saskatoon	10	0	0.0 %	11.9 %	1	-1	Saskatoon
Employment Equity Occupational Group	Thunder Bay	5	0	0.0 %	2.3 %	0	0	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	4	0	0.0 %	3.1 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	46.7 %	0	1	Vancouver
Employment Equity Occupational Group	Windsor	3	0	0.0 %	11.4 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	10	1	10.0 %	23.3 %	2	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		71	4	5.6 %	11.7 %	8	-4	
Employment Equity Occupational Group	Alta. less CMAs	9	0	0.0 %	10.4 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	14	0	0.0 %	7.4 %	1	-1	B.C. less CMAs



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Barrie	1	0	0.0 %	9.4 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	2	0	0.0 %	37.7 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	5	1	20.0 %	32.9 %	2	-1	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	11.3 %	0	0	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	15.5 %	0	0	London
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	5.5 %	0	0	Man. less CMA
Employment Equity Occupational Group	Montréal	1	0	0.0 %	26.6 %	0	0	Montréal
Employment Equity Occupational Group	N.B. less CMA	2	0	0.0 %	2.4 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	1.0 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ont. less CMAs	11	2	18.2 %	3.2 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	25.9 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	6.2 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	8	0	0.0 %	1.5 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Regina	3	0	0.0 %	20.2 %	1	-1	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	19.0 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	5.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	3.1 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Windsor	1	0	0.0 %	19.1 %	0	0	Windsor
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	31.4 %	1	-1	Winnipeg
12 : Semi-Skilled Manual Workers		1	0	0.0 %	6.9 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	6.9 %	0	0	Alta. less CMAs
13 : Other Sales and Service Personnel		1	0	0.0 %	16.4 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	16.4 %	0	0	Alta. less CMAs
14 : Other Manual Workers		42	2	4.8 %	12.2 %	5	-3	



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Detailed Report

Date: 2020-01-22

001123

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
			#	%	%	#		
Employment Equity Occupational Group	Alta. less CMAs	3	1	33.3 %	8.0 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	B.C. less CMAs	6	0	0.0 %	5.1 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	3	0	0.0 %	31.2 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	24.5 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	1.6 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	London	1	0	0.0 %	16.3 %	0	0	London
Employment Equity Occupational Group	Nfld.Lab. less CMA	1	0	0.0 %	0.2 %	0	0	Nfld.Lab. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	13.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Que. less CMAs	8	1	12.5 %	1.6 %	0	1	Que. less CMAs
Employment Equity Occupational Group	Regina	5	0	0.0 %	11.8 %	1	-1	Regina
Employment Equity Occupational Group	Saskatoon	5	0	0.0 %	18.0 %	1	-1	Saskatoon
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	4.7 %	0	0	Trois-Rivières
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	29.6 %	1	-1	Winnipeg
Total		1736	88	5.0 %	9.8 %	170	-82	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Detailed Report

Date: 2020-01-22

001124

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	109	0	0.0 %	5.0 %	5	-5	National
03 : Professionals	National	1	0	0.0 %	8.9 %	0	0	National
04 : Semi-Professionals and Technicians	National	14	1	7.1 %	7.6 %	1	0	National
05 : Supervisors	National	51	1	2.0 %	27.5 %	14	-13	National
06 : Supervisors: Crafts and Trades	National	101	0	0.0 %	10.1 %	10	-10	National
07 : Administrative and Senior Clerical Personnel	National	43	1	2.3 %	10.0 %	4	-3	National
08 : Skilled Sales and Service Personnel	National	303	3	1.0 %	8.0 %	24	-21	National
09 : Skilled Crafts and Trades Workers	National	655	13	2.0 %	7.8 %	51	-38	National
10 : Clerical Personnel	National	344	6	1.7 %	9.3 %	32	-26	National
11 : Intermediate Sales and Service Personnel	National	71	0	0.0 %	10.8 %	8	-8	National
12 : Semi-Skilled Manual Workers	National	1	0	0.0 %	10.3 %	0	0	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	10.7 %	0	0	National
14 : Other Manual Workers	National	42	1	2.4 %	6.8 %	3	-2	National
Total		1736	26	1.5 %	8.8 %	152	-126	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2020-01-22

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Specialized nature of the position for Clerical Personnel

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2020-01-22

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Summary Report

Date: 2020-01-22

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	#	%	
01 : Senior Managers	16	1	6.3 %	27.6 %	4	-3
02 : Middle and Other Managers	93	3	3.2 %	39.4 %	37	-34
03 : Professionals	1	0	0.0 %	42.7 %	0	0
04 : Semi-Professionals and Technicians	14	2	14.3 %	24.1 %	3	-1
05 : Supervisors	51	4	7.8 %	59.7 %	30	-26
06 : Supervisors: Crafts and Trades	101	6	5.9 %	9.9 %	10	-4
07 : Administrative and Senior Clerical Personnel	43	37	86.0 %	84.8 %	36	1
08 : Skilled Sales and Service Personnel	303	14	4.6 %	26.4 %	80	-66
09 : Skilled Crafts and Trades Workers	655	3	0.5 %	1.1 %	7	-4
10 : Clerical Personnel	344	83	24.1 %	72.1 %	248	-165
11 : Intermediate Sales and Service Personnel	71	3	4.2 %	71.8 %	51	-48
12 : Semi-Skilled Manual Workers	1	1	100.0 %	16.6 %	0	1
13 : Other Sales and Service Personnel	1	1	100.0 %	61.7 %	1	0
14 : Other Manual Workers	42	0	0.0 %	18.2 %	8	-8
Total	1736	158	9.1 %	29.7 %	515	-357

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Summary Report

Date: 2020-01-22

001128

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	16	0	0.0 %	3.2 %	1	-1
02 : Middle and Other Managers	93	2	2.2 %	2.7 %	3	-1
03 : Professionals	1	0	0.0 %	1.6 %	0	0
04 : Semi-Professionals and Technicians	14	0	0.0 %	5.0 %	1	-1
05 : Supervisors	51	0	0.0 %	6.4 %	3	-3
06 : Supervisors: Crafts and Trades	101	2	2.0 %	5.0 %	5	-3
07 : Administrative and Senior Clerical Personnel	43	0	0.0 %	6.1 %	3	-3
08 : Skilled Sales and Service Personnel	303	8	2.6 %	2.5 %	8	0
09 : Skilled Crafts and Trades Workers	655	19	2.9 %	5.3 %	35	-16
10 : Clerical Personnel	344	15	4.4 %	7.1 %	24	-9
11 : Intermediate Sales and Service Personnel	71	1	1.4 %	7.6 %	5	-4
12 : Semi-Skilled Manual Workers	1	0	0.0 %	9.3 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	12.5 %	0	0
14 : Other Manual Workers	42	0	0.0 %	10.8 %	5	-5
Total	1736	47	2.7 %	5.3 %	93	-46

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Summary Report

Date: 2020-01-22

001129

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	16	0	0.0 %	11.5 %	2	-2
02 : Middle and Other Managers	93	1	1.1 %	17.6 %	16	-15
03 : Professionals	1	0	0.0 %	26.4 %	0	0
04 : Semi-Professionals and Technicians	14	1	7.1 %	20.7 %	3	-2
05 : Supervisors	51	2	3.9 %	11.6 %	6	-4
06 : Supervisors: Crafts and Trades	101	3	3.0 %	10.1 %	10	-7
07 : Administrative and Senior Clerical Personnel	43	3	7.0 %	6.4 %	3	0
08 : Skilled Sales and Service Personnel	303	11	3.6 %	15.3 %	46	-35
09 : Skilled Crafts and Trades Workers	655	33	5.0 %	5.9 %	39	-6
10 : Clerical Personnel	344	28	8.1 %	9.2 %	32	-4
11 : Intermediate Sales and Service Personnel	71	4	5.6 %	11.7 %	8	-4
12 : Semi-Skilled Manual Workers	1	0	0.0 %	6.9 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	16.4 %	0	0
14 : Other Manual Workers	42	2	4.8 %	12.2 %	5	-3
Total	1736	88	5.0 %	9.8 %	170	-82

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Brandt Tractor Ltd

Workforce Analysis - Summary Report

Date: 2020-01-22

001130

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	109	0	0.0 %	5.0 %	5	-5
03 : Professionals	1	0	0.0 %	8.9 %	0	0
04 : Semi-Professionals and Technicians	14	1	7.1 %	7.6 %	1	0
05 : Supervisors	51	1	2.0 %	27.5 %	14	-13
06 : Supervisors: Crafts and Trades	101	0	0.0 %	10.1 %	10	-10
07 : Administrative and Senior Clerical Personnel	43	1	2.3 %	10.0 %	4	-3
08 : Skilled Sales and Service Personnel	303	3	1.0 %	8.0 %	24	-21
09 : Skilled Crafts and Trades Workers	655	13	2.0 %	7.8 %	51	-38
10 : Clerical Personnel	344	6	1.7 %	9.3 %	32	-26
11 : Intermediate Sales and Service Personnel	71	0	0.0 %	10.8 %	8	-8
12 : Semi-Skilled Manual Workers	1	0	0.0 %	10.3 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	10.7 %	0	0
14 : Other Manual Workers	42	1	2.4 %	6.8 %	3	-2
Total	1736	26	1.5 %	8.8 %	152	-126

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2020-01-22

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Specialized nature of the position for Clerical Personnel

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2020-01-22

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Brandt Tractor Ltd.
2020-01-30

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	02	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	02

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	17	0	2.9
02	Middle & Other Managers	81	2	2.2
03	Professionals	31	0	1.5
04	Semi-Professionals & Technicians	20	0	5.8
05	Supervisors	36	1	6.3
06	Supervisors: Crafts & Trades	68	2	5.8
07	Administrative & Senior Clerical Personnel	34	2	5.9
08	Skilled Sales & Service Personnel	186	6	3.3
09	Skilled Crafts & Trades Workers	359	14	5.8
10	Clerical Personnel	257	14	6.9
11	Intermediate Sales & Service Personnel	38	0	7.3
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	13	0	11.5
Total		1,140	41	5.4

*** Source:**
2016 Census

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	16	0	3.2	
	93	2	2.7	
	1	0	1.6	
	14	0	5.0	
	51	0	6.4	
	101	2	5.0	
	43	0	6.1	
	303	8	2.5	
	655	19	5.3	
	344	15	7.1	
	71	1	7.6	
	1	0	9.3	
	1	0	12.5	
	42	0	10.8	
	1,736	47	5.3	

*** Source:**
2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Brandt Tractor Ltd.

2020-01-30

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	02	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	12	02

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	98	0	4.3
03	Professionals	31	0	3.8
04	Semi-Professionals & Technicians	20	1	4.6
05	Supervisors	36	0	13.9
06	Supervisors: Crafts & Trades	68	0	7.8
07	Administrative & Senior Clerical Personnel	34	2	3.4
08	Skilled Sales & Service Personnel	186	8	3.5
09	Skilled Crafts & Trades Workers	359	14	3.8
10	Clerical Personnel	257	15	7.0
11	Intermediate Sales & Service Personnel	38	1	5.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	13	1	5.3
Total		1,140	42	5.2

*** Source:**

2017 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		109	0	5.0
		1	0	8.9
		14	1	7.6
		51	1	27.5
		101	0	10.1
		43	1	10.0
		303	3	8.0
		655	13	7.8
		344	6	9.3
		71	0	10.8
		1	0	10.3
		1	0	10.7
		42	1	6.8
		1,736	26	8.8

*** Source:**

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Brandt Tractor Ltd.

2020-01-30

Start Date of Flow Data		
YYYY	MM	DD
2017	02	23

End Date of Flow Data		
YYYY	MM	DD
2019	12	02

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	10	1	0	0
02 Middle & Other Managers	37	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	6	1	0	0
05 Supervisors	26	2	0	0
06 Supervisors: Crafts & Trades	49	6	0	0
07 Administrative & Senior Clerical Personnel	22	19	0	0
08 Skilled Sales & Service Personnel	191	13	0	0
09 Skilled Crafts & Trades Workers	411	2	0	0
10 Clerical Personnel	219	58	1	1
11 Intermediate Sales & Service Personnel	43	3	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	32	0	0	0
Total	1,048	105	1	1

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	2	0	0	0
	4	0	0	0
	2	0	0	0
	0	0	0	0
	2	0	0	0
	5	0	0	0
	3	3	0	0
	11	1	0	0
	75	1	0	0
	29	5	0	0
	3	0	0	0
	0	0	0	0
	0	0	0	0
	2	0	0	0
Total	138	10	0	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	11	0	0	0
	23	5	0	0
	30	12	0	0
	12	2	0	0
	11	3	0	0
	15	0	0	0
	13	11	0	0
	69	1	0	0
	110	1	0	0
	126	63	1	1
	10	1	0	0
	0	0	0	0
	0	0	0	0
	4	1	0	0
Total	434	100	1	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Brandt Tractor Ltd.

2020-01-30

Start Date of Flow Data		
YYYY	MM	DD
2017	02	23

End Date of Flow Data		
YYYY	MM	DD
2019	12	02

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: 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	10	0	0
02 Middle & Other Managers	37	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	6	1	0	0
05 Supervisors	26	0	0	0
06 Supervisors: Crafts & Trades	49	0	0	0
07 Administrative & Senior Clerical Personnel	22	0	0	0
08 Skilled Sales & Service Personnel	191	4	0	0
09 Skilled Crafts & Trades Workers	411	12	0	0
10 Clerical Personnel	219	7	1	0
11 Intermediate Sales & Service Personnel	43	1	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	32	0	0	0
Total	1,048	25	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
2	0	0	0
4	0	0	0
2	0	0	0
0	0	0	0
2	0	0	0
5	0	0	0
3	0	0	0
11	0	0	0
75	8	0	0
29	3	0	0
3	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
138	11	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
11	0	0	0
23	0	0	0
30	0	0	0
12	0	0	0
11	1	0	0
15	1	0	0
13	2	0	0
69	2	0	0
110	7	0	0
126	6	1	0
10	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
434	19	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Brandt Tractor Ltd.

2020-01-30

Start Date of Flow Data		
YYYY	MM	DD
2017	02	23

End Date of Flow Data		
YYYY	MM	DD
2019	12	02

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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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	10	0	0
02 Middle & Other Managers	37	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	26	1	0	0
06 Supervisors: Crafts & Trades	49	0	0	0
07 Administrative & Senior Clerical Personnel	22	0	0	0
08 Skilled Sales & Service Personnel	191	2	0	0
09 Skilled Crafts & Trades Workers	411	3	0	0
10 Clerical Personnel	219	1	1	0
11 Intermediate Sales & Service Personnel	43	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	32	0	0	0
Total	1,048	7	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
2	0	0	0
4	0	0	0
2	0	0	0
0	0	0	0
2	0	0	0
5	0	0	0
3	0	0	0
11	0	0	0
75	2	0	0
29	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
2	1	0	0
138	3	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
11	0	0	0
23	0	0	0
30	0	0	0
12	0	0	0
11	0	0	0
15	0	0	0
13	1	0	0
69	6	0	0
110	3	0	0
126	9	1	1
10	1	0	0
0	0	0	0
0	0	0	0
4	0	0	0
434	20	1	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Brandt Tractor Ltd.

2020-01-30

Start Date of Flow Data		
YYYY	MM	DD
2017	02	23

End Date of Flow Data		
YYYY	MM	DD
2019	12	02

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

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	10	0	0
02 Middle & Other Managers	37	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	6	1	0	0
05 Supervisors	26	2	0	0
06 Supervisors: Crafts & Trades	49	3	0	0
07 Administrative & Senior Clerical Personnel	22	1	0	0
08 Skilled Sales & Service Personnel	191	9	0	0
09 Skilled Crafts & Trades Workers	411	18	0	0
10 Clerical Personnel	219	15	1	0
11 Intermediate Sales & Service Personnel	43	3	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	32	0	0	0
Total	1,048	52	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
2	0	0	0
4	1	0	0
2	2	0	0
0	0	0	0
2	0	0	0
5	0	0	0
3	0	0	0
11	3	0	0
75	0	0	0
29	1	0	0
3	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
138	7	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
11	1	0	0
23	0	0	0
30	8	0	0
12	1	0	0
11	0	0	0
15	1	0	0
13	1	0	0
69	2	0	0
110	8	0	0
126	16	1	0
10	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
434	38	1	0

Federal Contractors Program Achievement Report

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Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

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					
	2017-02-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	17	-2.0%		0	66.7%		0	0	0	0.0%	0	5	0		27.4%	-5	-5	0.0%	0.0%
02 Middle & Other Managers	81	4.7%		0	26.4%		0	0	8	0.0%	0	24	0		38.9%	-24	-24	9.9%	9.9%
03 Professionals	31	-68.2%		0	187.5%		0	0	12	0.0%	0	1	0		43.4%	-1	-1	38.7%	38.7%
04 Semi-Professionals & Tech	20	-11.2%		0	70.6%		0	0	3	0.0%	0	3	0		28.8%	-3	-3	15.0%	15.0%
05 Supervisors	36	12.3%		0	25.3%		0	0	5	0.0%	0	16	0		58.7%	-16	-16	13.9%	13.9%
06 Supervisors: Crafts & Trades	68	14.1%		0	17.8%		0	0	0	0.0%	0	6	0		9.0%	-6	-6	0.0%	0.0%
07 Administrative & Sr Clerical	34	8.1%		0	33.8%		0	0	29	0.0%	0	-1	0		83.6%	1	1	85.3%	85.3%
08 Skilled Sales & Service	186	17.7%		0	28.2%		0	0	2	0.0%	0	43	0		24.2%	-43	-43	1.1%	1.1%
09 Skilled Crafts & Trades	359	22.2%		0	21.7%		0	0	2	0.0%	0	1	0		0.8%	-1	-1	0.6%	0.6%
10 Clerical Personnel	257	10.2%		0	42.3%		0	0	92	0.0%	0	36	0		49.9%	-36	-36	35.8%	35.8%
11 Intermediate Sales & Service	38	23.2%		0	18.3%		0	0	1	0.0%	0	26	0		70.3%	-26	-26	2.6%	2.6%
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	13	47.8%		0	14.5%		0	0	1	0.0%	0	1	0		17.0%	-1	-1	7.7%	7.7%
Total	1,140	15.0%		0	30.3%		0	0	155	0.0%	0	161	0		27.7%	-161	-161	13.6%	13.6%

† 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 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1		4	0.0	
02 Middle & Other Managers	10		17	0.0	
03 Professionals	4		1	0.0	
04 Semi-Professionals & Tech	2		2	0.0	
05 Supervisors	7		11	0.0	
06 Supervisors: Crafts & Trades	3		3	0.0	
07 Administrative & Sr Clerical	0		0	0.0	
08 Skilled Sales & Service	17		27	0.0	
09 Skilled Crafts & Trades	2		0	0.0	
10 Clerical Personnel	41		25	0.0	
11 Intermediate Sales & Service	15		15	0.0	
12 Semi-Skilled Manual	0		0	0.0	
13 Other Sales & Service	0		0	0.0	

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Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

14	Other Manual Workers	1	0	0.0
Total				0.0

Federal Contractors Program Achievement Report

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Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

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 (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
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-02-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%	%	%	%	%
	#	%	%	#	%	%	#	#	%	%	%	#	%	%	%	#	#	%	%
01 Senior Managers	17	-2.0%		0	66.7%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	81	4.7%		0	26.4%		0	0	2	0.0%	0	0	0	2.2%	0	0	2.5%	2.5%	
03 Professionals	31	-68.2%		0	187.5%		0	0	0	0.0%	0	0	0	1.5%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	20	-11.2%		0	70.6%		0	0	0	0.0%	0	1	0	5.8%	-1	-1	0.0%	0.0%	
05 Supervisors	36	12.3%		0	25.3%		0	0	1	0.0%	0	1	0	6.3%	-1	-1	2.8%	2.8%	
06 Supervisors: Crafts & Trades	68	14.1%		0	17.8%		0	0	2	0.0%	0	2	0	5.8%	-2	-2	2.9%	2.9%	
07 Administrative & Sr Clerical	34	8.1%		0	33.8%		0	0	2	0.0%	0	0	0	5.9%	0	0	5.9%	5.9%	
08 Skilled Sales & Service	186	17.7%		0	28.2%		0	0	6	0.0%	0	0	0	3.3%	0	0	3.2%	3.2%	
09 Skilled Crafts & Trades	359	22.2%		0	21.7%		0	0	14	0.0%	0	7	0	5.8%	-7	-7	3.9%	3.9%	
10 Clerical Personnel	257	10.2%		0	42.3%		0	0	14	0.0%	0	4	0	6.9%	-4	-4	5.4%	5.4%	
11 Intermediate Sales & Service	38	23.2%		0	18.3%		0	0	0	0.0%	0	3	0	7.3%	-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	#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	13	47.8%		0	14.5%		0	0	0	0.0%	0	1	0	11.5%	-1	-1	0.0%	0.0%	
Total	1,140	15.0%		0	30.3%		0	0	41	0.0%	0	21	0	5.4%	-21	-21	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 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2	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	13	0.0	0	0.0	
10 Clerical Personnel	6	0.0	0	0.0	
11 Intermediate Sales & Service	1	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	

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Part 3: Goals

Brandt Tractor Ltd.

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14	Other Manual Workers	1	0.0	0	0.0
Total			0.0		0.0

Federal Contractors Program Achievement Report

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Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

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)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	YYYY-MM-DD			Annually	Over 3 Years		From - To	2017					
		2017-02-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-02-23	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%		
01/02	Managers	98	1.4%		0	46.6%		0	0	0	0.0%	0	4	0	4.3%	-4	-4	0.0%	0.0%	
03	Professionals	31	-68.2%		0	187.5%		0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0.0%		
04	Semi-Professionals & Tech	20	-11.2%		0	70.6%		0	0	0.0%	0	0	0	4.6%	0	0	5.0%	5.0%		
05	Supervisors	36	12.3%		0	25.3%		0	0	0.0%	0	5	0	13.9%	-5	-5	0.0%	0.0%		
06	Supervisors: Crafts & Trades	68	14.1%		0	17.8%		0	0	0.0%	0	5	0	7.8%	-5	-5	0.0%	0.0%		
07	Administrative & Sr Clerical	34	8.1%		0	33.8%		0	0	0.0%	0	-1	0	3.4%	1	1	5.9%	5.9%		
08	Skilled Sales & Service	186	17.7%		0	28.2%		0	0	0.0%	0	-1	0	3.5%	1	1	4.3%	4.3%		
09	Skilled Crafts & Trades	359	22.2%		0	21.7%		0	14	0.0%	0	0	0	3.8%	0	0	3.9%	3.9%		
10	Clerical Personnel	257	10.2%		0	42.3%		0	15	0.0%	0	3	0	7.0%	-3	-3	5.8%	5.8%		
11	Intermediate Sales & Service	38	23.2%		0	18.3%		0	1	0.0%	0	1	0	5.6%	-1	-1	2.6%	2.6%		
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	13	47.8%		0	14.5%		0	1	0.0%	0	0	0	5.3%	0	0	7.7%	7.7%		
Total		1,140	15.0%		0	30.3%		0	0	0.0%	0	17	0	5.2%	-17	-17	3.7%	3.7%		

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	1	0.0	0	0.0	
03	Professionals	1	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	2	0.0	0	0.0	
06	Supervisors: Crafts & Trades	2	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	6	0.0	0	0.0	
11	Intermediate Sales & Service	1	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			0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

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Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

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 (EOG)		First/Previous Short-term Goals																		
		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	From - To					
		2017-02-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-02-23	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%		
01	Senior Managers	17	-2.0%		0	66.7%		0	0	1	0.0%	0	1	0	10.1%	-1	-1	5.9%	5.9%	
02	Middle & Other Managers	81	4.7%		0	26.4%		0	0	1	0.0%	0	11	0	15.0%	-11	-11	1.2%	1.2%	
03	Professionals	31	-68.2%		0	187.5%		0	0	8	0.0%	0	0	0	25.1%	0	0	25.8%	25.8%	
04	Semi-Professionals & Tech	20	-11.2%		0	70.6%		0	0	1	0.0%	0	2	0	12.6%	-2	-2	5.0%	5.0%	
05	Supervisors	36	12.3%		0	25.3%		0	0	0	0.0%	0	4	0	9.8%	-4	-4	0.0%	0.0%	
06	Supervisors: Crafts & Trades	68	14.1%		0	17.8%		0	0	1	0.0%	0	4	0	7.7%	-4	-4	1.5%	1.5%	
07	Administrative & Sr Clerical	34	8.1%		0	33.8%		0	0	3	0.0%	0	-1	0	5.9%	1	1	8.8%	8.8%	
08	Skilled Sales & Service	186	17.7%		0	28.2%		0	0	5	0.0%	0	18	0	12.4%	-18	-18	2.7%	2.7%	
09	Skilled Crafts & Trades	359	22.2%		0	21.7%		0	0	23	0.0%	0	-3	0	5.5%	3	3	6.4%	6.4%	
10	Clerical Personnel	257	10.2%		0	42.3%		0	0	29	0.0%	0	-9	0	7.9%	9	9	11.3%	11.3%	
11	Intermediate Sales & Service	38	23.2%		0	18.3%		0	0	1	0.0%	0	4	0	12.0%	-4	-4	2.6%	2.6%	
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	13	47.8%		0	14.5%		0	0	0	0.0%	0	2	0	15.1%	-2	-2	0.0%	0.0%	
Total		1,140	15.0%		0	30.3%		0	0	73	0.0%	0	32	0	9.2%	-32	-32	6.4%	6.4%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	1	0.0	0	0.0	
02	Middle & Other Managers	4	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	1	0.0	0	0.0	
05	Supervisors	1	0.0	0	0.0	
06	Supervisors: Crafts & Trades	2	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	9	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	2	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	

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14	Other Manual Workers	1	0.0	0	0.0
Total			0.0	0	0.0

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Part 3: Goals

Brandt Tractor Ltd.

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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 (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-12-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	16	-2.0%		0	66.7%		0	0	1	0.0%	0	3	0	27.6%	27.6%	-3	-3	6.3%	6.3%
02 Middle & Other Managers	93	4.7%		0	26.4%		0	0	3	0.0%	0	34	0	39.4%	39.4%	-34	-34	3.2%	3.2%
03 Professionals	1	-68.2%		0	187.5%		0	0	0	0.0%	0	0	0	42.7%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	14	-11.2%		0	70.6%		0	0	2	0.0%	0	1	0	24.1%	24.1%	-1	-1	14.3%	14.3%
05 Supervisors	51	12.3%		0	25.3%		0	0	4	0.0%	0	26	0	50.0%	59.7%	-26	-26	7.8%	7.8%
06 Supervisors: Crafts & Trades	101	14.1%		0	17.8%		0	0	6	0.0%	0	4	0	9.9%	9.9%	-4	-4	5.9%	5.9%
07 Administrative & Sr Clerical	43	8.1%		0	33.8%		0	0	37	0.0%	0	-1	0	84.8%	1	1	86.0%	86.0%	
08 Skilled Sales & Service	303	17.7%		0	28.2%		0	0	14	0.0%	0	66	0	26.4%	26.4%	-66	-66	4.6%	4.6%
09 Skilled Crafts & Trades	655	22.2%		0	21.7%		0	0	3	0.0%	0	4	0	1.1%	1.1%	-4	-4	0.5%	0.5%
10 Clerical Personnel	344	10.2%		0	42.3%		0	0	83	0.0%	0	165	0	50.0%	72.1%	-165	-165	24.1%	24.1%
11 Intermediate Sales & Service	71	23.2%		0	18.3%		0	0	3	0.0%	0	48	0	50.0%	71.8%	-48	-48	4.2%	4.2%
12 Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	16.6%	1	1	100.0%	100.0%	
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	61.7%	0	0	100.0%	100.0%	
14 Other Manual Workers	42	47.8%		0	14.5%		0	0	0	0.0%	0	8	0	18.2%	18.2%	-8	-8	0.0%	0.0%
Total	1,736	15.0%		0	30.3%		0	0	158	0.0%	0	358	0	29.7%	29.7%	-358	-358	9.1%	9.1%

† 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 10: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		27.6		27.6	
02 Middle & Other Managers		39.4		39.4	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		24.1		24.1	
05 Supervisors		50.0		50.0	
06 Supervisors: Crafts & Trades		9.9		9.9	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		26.4		26.4	
09 Skilled Crafts & Trades		1.1		1.1	
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		18.2		18.2	

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Total		0.0	0.0
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Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-12-02	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-12-02	Annually	Over 3 Years	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%		
01 Senior Managers	16	-2.0%		0	66.7%		0	0	0	0.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	93	4.7%		0	26.4%		0	0	2	0.0%	0	1	0	2.7%	2.7%	-1	-1	2.2%	2.2%
03 Professionals	1	-68.2%		0	187.5%		0	0	0	0.0%	0	0	0	1.6%	1.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	14	-11.2%		0	70.6%		0	0	0	0.0%	0	1	0	5.0%	5.0%	-1	-1	0.0%	0.0%
05 Supervisors	51	12.3%		0	25.3%		0	0	0	0.0%	0	3	0	6.4%	6.4%	-3	-3	0.0%	0.0%
06 Supervisors: Crafts & Trades	101	14.1%		0	17.8%		0	0	2	0.0%	0	3	0	5.0%	5.0%	-3	-3	2.0%	2.0%
07 Administrative & Sr Clerical	43	8.1%		0	33.8%		0	0	0	0.0%	0	3	0	6.1%	6.1%	-3	-3	0.0%	0.0%
08 Skilled Sales & Service	303	17.7%		0	28.2%		0	0	8	0.0%	0	0	0	2.5%	2.5%	0	0	2.6%	2.6%
09 Skilled Crafts & Trades	655	22.2%		0	21.7%		0	0	19	0.0%	0	16	0	5.3%	5.3%	-16	-16	2.9%	2.9%
10 Clerical Personnel	344	10.2%		0	42.3%		0	0	15	0.0%	0	9	0	7.1%	7.1%	-9	-9	4.4%	4.4%
11 Intermediate Sales & Service	71	23.2%		0	18.3%		0	0	1	0.0%	0	4	0	7.6%	7.6%	-4	-4	1.4%	1.4%
12 Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	9.3%	9.3%	0	0	0.0%	0.0%
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	12.5%	12.5%	0	0	0.0%	0.0%
14 Other Manual Workers	42	47.8%		0	14.5%		0	0	0	0.0%	0	5	0	10.8%	10.8%	-5	-5	0.0%	0.0%
Total	1,736	15.0%		0	30.3%		0	0	47	0.0%	0	45	0	5.3%	5.3%	-45	-45	2.7%	2.7%

† 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		3.2		3.2	
02 Middle & Other Managers		2.7		2.7	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		5.0		5.0	
05 Supervisors		6.4		6.4	
06 Supervisors: Crafts & Trades		5.0		5.0	
07 Administrative & Sr Clerical		6.1		6.1	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		5.3		5.3	
10 Clerical Personnel		7.1		7.1	
11 Intermediate Sales & Service		7.6		7.6	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		10.8		10.8	

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Total		0.0	0.0
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Part 3: Goals

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2020-01-30

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			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	2019	2022	%	#	#	%	%		
		2019-12-02	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01/02	Managers	109	1.4%		0	46.6%		0	0	0	0.0%	0	5	0	5.0%	5.0%	-5	-5	0.0%	0.0%
03	Professionals	1	-68.2%		0	187.5%		0	0	0	0.0%	0	0	0	8.9%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	14	-11.2%		0	70.6%		0	0	1	0.0%	0	0	0	7.6%	0	0	7.1%	7.1%	
05	Supervisors	51	12.3%		0	25.3%		0	0	1	0.0%	0	13	0	27.5%	27.5%	-13	-13	2.0%	2.0%
06	Supervisors: Crafts & Trades	101	14.1%		0	17.8%		0	0	0	0.0%	0	10	0	10.1%	10.1%	-10	-10	0.0%	0.0%
07	Administrative & Sr Clerical	43	8.1%		0	33.8%		0	0	1	0.0%	0	3	0	10.0%	10.0%	-3	-3	2.3%	2.3%
08	Skilled Sales & Service	303	17.7%		0	28.2%		0	0	3	0.0%	0	21	0	8.0%	8.0%	-21	-21	1.0%	1.0%
09	Skilled Crafts & Trades	655	22.2%		0	21.7%		0	0	13	0.0%	0	38	0	7.8%	7.8%	-38	-38	2.0%	2.0%
10	Clerical Personnel	344	10.2%		0	42.3%		0	0	6	0.0%	0	26	0	9.3%	9.3%	-26	-26	1.7%	1.7%
11	Intermediate Sales & Service	71	23.2%		0	18.3%		0	0	0	0.0%	0	8	0	10.8%	10.8%	-8	-8	0.0%	0.0%
12	Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.3%	0	0	0.0%	0.0%	
13	Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.7%	0	0	0.0%	0.0%	
14	Other Manual Workers	42	47.8%		0	14.5%		0	0	1	0.0%	0	2	0	6.8%	6.8%	-2	-2	2.4%	2.4%
Total		1,736	15.0%		0	30.3%		0	0	26	0.0%	0	127	0	8.8%	8.8%	-127	-127	1.5%	1.5%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02	Managers	5.0		5.0	
03	Professionals	0.0		0.0	
04	Semi-Professionals & Tech	0.0		0.0	
05	Supervisors	27.5		27.5	
06	Supervisors: Crafts & Trades	10.1		10.1	
07	Administrative & Sr Clerical	10.0		10.0	
08	Skilled Sales & Service	8.0		8.0	
09	Skilled Crafts & Trades	7.8		7.8	
10	Clerical Personnel	9.3		9.3	
11	Intermediate Sales & Service	10.8		10.8	
12	Semi-Skilled Manual	0.0		0.0	
13	Other Sales & Service	0.0		0.0	
14	Other Manual Workers	6.8		6.8	
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 (EOG)	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
			Actual	Projected		Actual	Projected				From - To	2019		2022						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2019	2022							
		2019-12-02	%	%	#	%	%	#	2019-12-02	%	#	%	#	%	#	%	#	%		
01	Senior Managers	16	-2.0%		0	66.7%		0	0	0	0.0%	0	2	0	11.5%	11.5%	-2	-2	0.0%	0.0%
02	Middle & Other Managers	93	4.7%		0	26.4%		0	1	0.0%	0	15	0	17.6%	17.6%	-15	-15	1.1%	1.1%	
03	Professionals	1	-68.2%		0	187.5%		0	0	0.0%	0	0	0	0	26.4%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	14	-11.2%		0	70.6%		0	1	0.0%	0	2	0	20.7%	20.7%	-2	-2	7.1%	7.1%	
05	Supervisors	51	12.3%		0	25.3%		0	2	0.0%	0	4	0	11.6%	11.6%	-4	-4	3.9%	3.9%	
06	Supervisors: Crafts & Trades	101	14.1%		0	17.8%		0	3	0.0%	0	7	0	10.1%	10.1%	-7	-7	3.0%	3.0%	
07	Administrative & Sr Clerical	43	8.1%		0	33.8%		0	3	0.0%	0	0	0	6.4%	0	0	7.0%	7.0%		
08	Skilled Sales & Service	303	17.7%		0	28.2%		0	11	0.0%	0	35	0	15.3%	15.3%	-35	-35	3.6%	3.6%	
09	Skilled Crafts & Trades	655	22.2%		0	21.7%		0	33	0.0%	0	6	0	5.9%	5.9%	-6	-6	5.0%	5.0%	
10	Clerical Personnel	344	10.2%		0	42.3%		0	28	0.0%	0	4	0	9.2%	9.2%	-4	-4	8.1%	8.1%	
11	Intermediate Sales & Service	71	23.2%		0	18.3%		0	4	0.0%	0	4	0	11.7%	11.7%	-4	-4	5.6%	5.6%	
12	Semi-Skilled Manual	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	6.9%	0	0	0.0%	0.0%		
13	Other Sales & Service	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	16.4%	0	0	0.0%	0.0%		
14	Other Manual Workers	42	47.8%		0	14.5%		0	2	0.0%	0	3	0	12.2%	12.2%	-3	-3	4.8%	4.8%	
Total		1,736	15.0%		0	30.3%		0	88	0.0%	0	82	0	9.8%	9.8%	-82	-82	5.1%	5.1%	

† 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01	Senior Managers	11.5	11.5		
02	Middle & Other Managers	17.6	17.6		
03	Professionals	0.0	0.0		
04	Semi-Professionals & Tech	20.7	20.7		
05	Supervisors	11.6	11.6		
06	Supervisors: Crafts & Trades	10.1	10.1		
07	Administrative & Sr Clerical	0.0	0.0		
08	Skilled Sales & Service	15.3	15.3		
09	Skilled Crafts & Trades	5.9	5.9		
10	Clerical Personnel	9.2	9.2		
11	Intermediate Sales & Service	11.7	11.7		
12	Semi-Skilled Manual	0.0	0.0		
13	Other Sales & Service	0.0	0.0		
14	Other Manual Workers	12.2	12.2		

Federal Contractors Program Achievement Report

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Part 3: Goals

Brandt Tractor Ltd.

2020-01-30

Total		0.0	0.0
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Federal Contractors Program Achievement Report

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Part 4: Results - Women

Brandt Tractor Ltd.

2020-01-30

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	2017	17	0	0.0	27.4	5	-5	0.0																	
	2019	16	1	6.3	27.6	4	-3	22.6	10	1	10.0	3	-2	2	0	0.0	0	0	0	11	0	0.0	0	0	0
02 Middle & Other Managers	2017	81	8	9.9	38.9	32	-24	25.4																	
	2019	93	3	3.2	39.4	37	-34	8.2	37	0	0.0	15	-15	4	0	0.0	0	0	0	23	5	21.7	2	3	3
03 Professionals	2017	31	12	38.7	43.4	13	-1	89.2																	
	2019	1	0	0.0	42.7	0	0	0.0	0	0	0.0	0	0	2	0	0.0	1	-1	30	12	40.0	12	0	0	
04 Semi-Professionals & Technicians	2017	20	3	15.0	28.8	6	-3	52.1																	
	2019	14	2	14.3	24.1	3	-1	59.3	6	1	16.7	1	0	0	0	0.0	0	0	12	2	16.7	2	0	0	
05 Supervisors	2017	36	5	13.9	58.7	21	-16	23.7																	
	2019	51	4	7.8	59.7	30	-26	13.1	26	2	7.7	16	-14	2	0	0.0	0	0	11	3	27.3	2	1	1	
06 Supervisors: Crafts & Trades	2017	68	0	0.0	9.0	6	-6	0.0																	
	2019	101	6	5.9	9.9	10	-4	60.0	49	6	12.2	5	1	5	0	0.0	0	0	15	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	2019	12	1	8.3	1	100.0	0.0	0.0	4	25.0	0.0	0.0		
	2022	12	1	8.3			27.6	30.2			27.6	30.2		
02 Middle & Other Managers	2019	41	0	0.0	10	0.0	0.0	0.0	17	0.0	0.0	0.0		
	2022	41	0	0.0			39.4	0.0			39.4	0.0		
03 Professionals	2019	2	0	0.0	4	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	6	1	16.7	2	50.0	0.0	0.0	2	50.0	0.0	0.0		
	2022	6	1	16.7			24.1	69.2			24.1	69.2		
05 Supervisors	2019	28	2	7.1	7	28.6	0.0	0.0	11	18.2	0.0	0.0		
	2022	28	2	7.1			50.0	14.3			50.0	14.3		
06 Supervisors: Crafts & Trades	2019	54	6	11.1	3	200.0	0.0	0.0	3	200.0	0.0	0.0		
	2022	54	6	11.1			9.9	112.2			9.9	112.2		

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Part 4: Results - Women

Brandt Tractor Ltd.

2020-01-30

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	2017	34	29	85.3	83.6	28	1	102.0															
	2019	43	37	86.0	84.8	36	1	101.5	22	19	86.4	19	0	3	3	100.0	3	0	13	11	84.6	11	0
08 Skilled Sales & Service Personnel	2017	186	2	1.1	24.2	45	-43	4.4															
	2019	303	14	4.6	26.4	80	-66	17.5	191	13	6.8	50	-37	11	1	9.1	0	1	69	1	1.4	1	0
09 Skilled Crafts & Trades Workers	2017	359	2	0.6	0.8	3	-1	69.6															
	2019	655	3	0.5	1.1	7	-4	41.6	411	2	0.5	5	-3	75	1	1.3	0	1	110	1	0.9	1	0
10 Clerical Personnel	2017	257	92	35.8	49.9	128	-36	71.7															
	2019	344	83	24.1	72.1	248	-165	33.5	220	59	26.8	159	-100	29	5	17.2	10	-5	127	64	50.4	45	19
11 Intermediate Sales & Service Personnel	2017	38	1	2.6	70.3	27	-26	3.7															
	2019	71	3	4.2	71.8	51	-48	5.9	43	3	7.0	31	-28	3	0	0.0	0	0	10	1	10.0	0	1
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0															
	2019	1	1	100.0	16.6	0	1	602.4	1	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	2019	25	22	88.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	25	22	88.0										
08 Skilled Sales & Service Personnel	2019	202	14	6.9	17	82.4	0.0	0.0	27	51.9	0.0	0.0		
	2022	202	14	6.9			26.4	26.3			26.4	26.3		
09 Skilled Crafts & Trades Workers	2019	486	3	0.6	2	150.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	486	3	0.6			1.1	56.1			1.1	56.1		
10 Clerical Personnel	2019	249	64	25.7	41	156.1	0.0	0.0	25	256.0	0.0	0.0		
	2022	249	64	25.7			50.0	51.4			50.0	51.4		
11 Intermediate Sales & Service Personnel	2019	46	3	6.5	15	20.0	0.0	0.0	15	20.0	0.0	0.0		
	2022	46	3	6.5			50.0	13.0			50.0	13.0		
12 Semi-Skilled Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		

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Part 4: Results - Women

Brandt Tractor Ltd.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	1	100.0	61.7	1	0	162.1	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	13	1	7.7	17.0	2	-1	45.2																
	2019	42	0	0.0	18.2	8	-8	0.0	32	0	0.0	6	-6	2	0	0.0	0	0	0	4	1	25.0	0	1
Total	2017	1,140	155	13.6	27.7	316	-161	49.1																
	2019	1,736	158	9.1	29.7	516	-358	30.6	1,049	106	10.1	312	-206	138	10	7.2	19	-9	435	101	23.2	59	42	

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		
#	#	%	#	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	34	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	34	0	0.0			18.2	0.0			18.2	0.0	
Total	2019	1,187	116	9.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1,187	116	9.8			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Brandt Tractor Ltd.

2020-01-30

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	2017	17	0	0.0	2.9	0	0	0.0																
	2019	16	0	0.0	3.2	1	-1	0.0	10	0	0.0	0	0	2	0	0.0	0	0	11	0	0.0	0	0	0
02 Middle & Other Managers	2017	81	2	2.5	2.2	2	0	112.2																
	2019	93	2	2.2	2.7	3	-1	79.6	37	0	0.0	1	-1	4	0	0.0	0	0	23	0	0.0	1	-1	
03 Professionals	2017	31	0	0.0	1.5	0	0	0.0																
	2019	1	0	0.0	1.6	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	30	0	0.0	0	0	
04 Semi-Professionals & Technicians	2017	20	0	0.0	5.8	1	-1	0.0																
	2019	14	0	0.0	5.0	1	-1	0.0	6	1	16.7	0	1	0	0	0.0	0	0	12	0	0.0	0	0	
05 Supervisors	2017	36	1	2.8	6.3	2	-1	44.1																
	2019	51	0	0.0	6.4	3	-3	0.0	26	0	0.0	2	-2	2	0	0.0	0	0	11	1	9.1	0	1	
06 Supervisors: Crafts & Trades	2017	68	2	2.9	5.8	4	-2	50.7																
	2019	101	2	2.0	5.0	5	-3	39.6	49	0	0.0	2	-2	5	0	0.0	0	0	15	1	6.7	0	1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ 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	2019	12	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	12	0	0.0			3.2	0.0			3.2	0.0		
02 Middle & Other Managers	2019	41	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	41	0	0.0			2.7	0.0			2.7	0.0		
03 Professionals	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	1	16.7			5.0	333.3			5.0	333.3		
05 Supervisors	2019	28	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	28	0	0.0			6.4	0.0			6.4	0.0		
06 Supervisors: Crafts & Trades	2019	54	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	54	0	0.0			5.0	0.0			5.0	0.0		

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Part 5: Results - Aboriginal Peoples

Brandt Tractor Ltd.

2020-01-30

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 × G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U × 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	2017	34	2	5.9	5.9	2	0	99.7																
	2019	43	0	0.0	6.1	3	-3	0.0	22	0	0.0	1	-1	3	0	0.0	0	0	0	13	2	15.4	1	1
08 Skilled Sales & Service Personnel	2017	186	6	3.2	3.3	6	0	97.8																
	2019	303	8	2.6	2.5	8	0	105.6	191	4	2.1	5	-1	11	0	0.0	0	0	0	69	2	2.9	2	0
09 Skilled Crafts & Trades Workers	2017	359	14	3.9	5.8	21	-7	67.2																
	2019	655	19	2.9	5.3	35	-16	54.7	411	12	2.9	22	-10	75	8	10.7	3	5	110	7	6.4	4	3	
10 Clerical Personnel	2017	257	14	5.4	6.9	18	-4	78.9																
	2019	344	15	4.4	7.1	24	-9	61.4	220	7	3.2	16	-9	29	3	10.3	2	1	127	6	4.7	7	-1	
11 Intermediate Sales & Service Personnel	2017	38	0	0.0	7.3	3	-3	0.0																
	2019	71	1	1.4	7.6	5	-4	18.5	43	1	2.3	3	-2	3	0	0.0	0	0	10	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	9.3	0	0	0.0	1	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	2019	25	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	25	0	0.0		6.1	0.0			6.1	0.0			
08 Skilled Sales & Service Personnel	2019	202	4	2.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	202	4	2.0		0.0	0.0			0.0	0.0			
09 Skilled Crafts & Trades Workers	2019	486	20	4.1	13	153.8	0.0	0.0	0	0.0	0.0	0.0		
	2022	486	20	4.1		5.3	77.6			5.3	77.6			
10 Clerical Personnel	2019	249	10	4.0	6	166.7	0.0	0.0	0	0.0	0.0	0.0		
	2022	249	10	4.0		7.1	56.6			7.1	56.6			
11 Intermediate Sales & Service Personnel	2019	46	1	2.2	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	46	1	2.2		7.6	28.6			7.6	28.6			
12 Semi-Skilled Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	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

Brandt Tractor Ltd.

2020-01-30

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	#				
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	12.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	13	0	0.0	11.5	1	-1	0.0																
	2019	42	0	0.0	10.8	5	-5	0.0	32	0	0.0	3	-3	2	0	0.0	0	0	0	4	0	0.0	0	0
Total	2017	1,140	41	3.6	5.4	62	-21	66.6																
	2019	1,736	47	2.7	5.3	92	-45	51.1	1,049	25	2.4	56	-31	138	11	8.0	5	6	435	19	4.4	16	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 (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	2019	1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	1	0	0.0			0.0	0.0			0.0	0.0	0.0
14 Other Manual Workers	2019	34	0	0.0	1	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	34	0	0.0			10.8	0.0			10.8	0.0	0.0
Total	2019	1,187	36	3.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	1,187	36	3.0			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

Brandt Tractor Ltd.

2020-01-30

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	2017	98	0	0.0	4.3	4	-4	0.0																
	2019	109	0	0.0	5.0	5	-5	0.0	47	0	0.0	2	-2	6	0	0.0	0	0	0	34	0	0.0	0	0
03 Professionals	2017	31	0	0.0	3.8	1	-1	0.0																
	2019	1	0	0.0	8.9	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	0	30	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	20	1	5.0	4.6	1	0	108.7																
	2019	14	1	7.1	7.6	1	0	94.0	6	0	0.0	0	0	0	0	0.0	0	0	0	12	0	0.0	1	-1
05 Supervisors	2017	36	0	0.0	13.9	5	-5	0.0																
	2019	51	1	2.0	27.5	14	-13	7.1	26	1	3.8	7	-6	2	0	0.0	0	0	0	11	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	68	0	0.0	7.8	5	-5	0.0																
	2019	101	0	0.0	10.1	10	-10	0.0	49	0	0.0	5	-5	5	0	0.0	0	0	0	15	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									
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	%	#	%	%	%	#	%	%	%		
01&02 Managers	2019	53	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	53	0	0.0			5.0	0.0			5.0	0.0	
03 Professionals	2019	2	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	6	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2019	28	1	3.6	2	50.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	28	1	3.6			27.5	13.0			27.5	13.0	
06 Supervisors: Crafts & Trades	2019	54	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	54	0	0.0			10.1	0.0			10.1	0.0	

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Brandt Tractor Ltd.

2020-01-30

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			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	34	2	5.9	3.4	1	1	173.0																
	2019	43	1	2.3	10.0	4	-3	23.3	22	0	0.0	2	-2	3	0	0.0	0	0	13	1	7.7	1	0	
08 Skilled Sales & Service Personnel	2017	186	8	4.3	3.5	7	1	122.9																
	2019	303	3	1.0	8.0	24	-21	12.4	191	2	1.0	15	-13	11	0	0.0	0	0	69	6	8.7	3	3	
09 Skilled Crafts & Trades Workers	2017	359	14	3.9	3.8	14	0	102.6																
	2019	655	13	2.0	7.8	51	-38	25.4	411	3	0.7	32	-29	75	2	2.7	3	-1	110	3	2.7	4	-1	
10 Clerical Personnel	2017	257	15	5.8	7.0	18	-3	83.4																
	2019	344	6	1.7	9.3	32	-26	18.8	220	1	0.5	20	-19	29	0	0.0	2	-2	127	10	7.9	7	3	
11 Intermediate Sales & Service Personnel	2017	38	1	2.6	5.6	2	-1	47.0																
	2019	71	0	0.0	10.8	8	-8	0.0	43	0	0.0	5	-5	3	0	0.0	0	0	10	1	10.0	0	1	
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	10.3	0	0	0.0	1	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			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	25	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	25	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2019	202	2	1.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	202	2	1.0			8.0	12.4			8.0	12.4		
09 Skilled Crafts & Trades Workers	2019	486	5	1.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	486	5	1.0			7.8	13.2			7.8	13.2		
10 Clerical Personnel	2019	249	1	0.4	6	16.7	0.0	0.0	0	0.0	0.0	0.0		
	2022	249	1	0.4			9.3	4.3			9.3	4.3		
11 Intermediate Sales & Service Personnel	2019	46	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	46	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

Brandt Tractor Ltd.

2020-01-30

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							
#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	10.7	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	13	1	7.7	5.3	1	0	145.1																
	2019	42	1	2.4	6.8	3	-2	35.0	32	0	0.0	2	-2	2	1	50.0	0	1	4	0	0.0	0	0	0
Total	2017	1,140	42	3.7	5.2	59	-17	70.9																
	2019	1,736	26	1.5	8.8	153	-127	17.0	1,049	7	0.7	92	-85	138	3	2.2	5	-2	435	21	4.8	16	5	

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
#	#	%	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	34	1	2.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	34	1	2.9			6.8	43.3			6.8	43.3	
Total	2019	1,187	10	0.8	#REF!	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1,187	10	0.8			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Brandt Tractor Ltd.

2020-01-30

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	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	2017	17	1	5.9	10.1	2	-1	58.2																
	2019	16	0	0.0	11.5	2	-2	0.0	10	0	0.0	1	-1	2	0	0.0	0	0	11	1	9.1	1	0	0
02 Middle & Other Managers	2017	81	1	1.2	15.0	12	-11	8.2																
	2019	93	1	1.1	17.6	16	-15	6.1	37	0	0.0	7	-7	4	1	25.0	0	1	23	0	0.0	0	0	0
03 Professionals	2017	31	8	25.8	25.1	8	0	102.8																
	2019	1	0	0.0	26.4	0	0	0.0	0	0	0.0	0	0	2	2	100.0	1	1	30	8	26.7	8	0	
04 Semi-Professionals & Technicians	2017	20	1	5.0	12.6	3	-2	39.7																
	2019	14	1	7.1	20.7	3	-2	34.5	6	1	16.7	1	0	0	0	0.0	0	0	12	1	8.3	1	0	
05 Supervisors	2017	36	0	0.0	9.8	4	-4	0.0																
	2019	51	2	3.9	11.6	6	-4	33.8	26	2	7.7	3	-1	2	0	0.0	0	0	11	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	68	1	1.5	7.7	5	-4	19.1																
	2019	101	3	3.0	10.1	10	-7	29.4	49	3	6.1	5	-2	5	0	0.0	0	0	15	1	6.7	0	1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ 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			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	12	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	12	0	0.0		11.5	0.0			11.5	0.0			
02 Middle & Other Managers	2019	41	1	2.4	4	25.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	41	1	2.4		17.6	13.9			17.6	13.9			
03 Professionals	2019	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	2	100.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	6	1	16.7	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	1	16.7		20.7	80.5			20.7	80.5			
05 Supervisors	2019	28	2	7.1	1	200.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	28	2	7.1		11.6	61.6			11.6	61.6			
06 Supervisors: Crafts & Trades	2019	54	3	5.6	2	150.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	54	3	5.6		10.1	55.0			10.1	55.0			

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Brandt Tractor Ltd.

2020-01-30

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis															
		Workforce									Hires			Promotions			Terminations									
		All Employees	Visible Minorities				EE Result	All Employees	Visible Minorities		All Employees	Visible Minorities			All Employees	Visible Minorities										
			Representation	Availability	Gap	Actual			Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2017	34	3	8.8	5.9	2	1	149.6																		
	2019	43	3	7.0	6.4	3	0	109.0	22	1	4.5	1	0	3	0	0.0	0	0	0	13	1	7.7	1	0	0	
08 Skilled Sales & Service Personnel	2017	186	5	2.7	12.4	23	-18	21.7																		
	2019	303	11	3.6	15.3	46	-35	23.7	191	9	4.7	29	-20	11	3	27.3	0	3	69	2	2.9	2	0	0	0	
09 Skilled Crafts & Trades Workers	2017	359	23	6.4	5.5	20	3	116.5																		
	2019	655	33	5.0	5.9	39	-6	85.4	411	18	4.4	24	-6	75	0	0.0	5	-5	110	8	7.3	7	1	0	0	
10 Clerical Personnel	2017	257	29	11.3	7.9	20	9	142.8																		
	2019	344	28	8.1	9.2	32	-4	88.5	220	15	6.8	20	-5	29	1	3.4	3	-2	127	16	12.6	14	2	0	0	
11 Intermediate Sales & Service Personnel	2017	38	1	2.6	12.0	5	-4	21.9																		
	2019	71	4	5.6	11.7	8	-4	48.2	43	3	7.0	5	-2	3	0	0.0	0	0	10	0	0.0	0	0	0	0	
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																		
	2019	1	0	0.0	6.9	0	0	0.0	1	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	2019	25	1	4.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	25	1	4.0										
08 Skilled Sales & Service Personnel	2019	202	12	5.9	9	133.3	0.0	0.0	0	0.0	0.0	0.0		
	2022	202	12	5.9			15.3	38.8			15.3	38.8		
09 Skilled Crafts & Trades Workers	2019	486	18	3.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	486	18	3.7			5.9	62.8			5.9	62.8		
10 Clerical Personnel	2019	249	16	6.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	249	16	6.4			9.2	69.8			9.2	69.8		
11 Intermediate Sales & Service Personnel	2019	46	3	6.5	2	150.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	46	3	6.5			11.7	55.7			11.7	55.7		
12 Semi-Skilled Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Brandt Tractor Ltd.

2020-01-30

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	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	1	0	0.0	16.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2017	13	0	0.0	15.1	2	-2	0.0																	
	2019	42	2	4.8	12.2	5	-3	39.0	32	0	0.0	4	-4	2	0	0.0	0	0	0	4	0	0.0	0	0	0
Total	2017	1,140	73	6.4	9.2	105	-32	69.6																	
	2019	1,736	88	5.1	9.8	170	-82	51.7	1,049	52	5.0	103	-51	138	7	5.1	9	-2	435	38	8.7	28	10		

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	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2019	34	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	34	0	0.0			12.2	0.0			12.2	0.0	0.0	
Total	2019	1,187	59	5.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	1,187	59	5.0			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Brandt Tractor Ltd.
2020-01-30

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.

- Any reorganization or other corporate structural changes.

A new business entity was created to move 115 corporate employees previously placed under Brandt Tractor Ltd. into Brandt Corporate Services Ltd. on January 1st, 2019. This change has impacted our workforce analysis numbers provided.

- Acquisitions, mergers or transfers of employees.

There was an acquisition of Nortrax's locations across Ontario, Quebec and Newfoundland and Labrador on October 28, 2019 that brought on an addition of 29 locations and over 600 employees. Brandt Tractor Ltd. also brought on an addition of 60 employees for the Camex asset purchase on November 1, 2018.

- 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: Brandt Tractor

Primary Location: Regina, Saskatchewan

Number of Employees: 1737

- Alberta 468
- Ontario 322
- British Columbia 311
- Québec 232
- Saskatchewan 223
- Manitoba 59
- New Brunswick 48
- Nova Scotia 37
- Newfoundland and Labrador 37

Organization Overview:

NAICS # 4172 (Construction, forestry, mining, and industrial machinery, equipment and supplies merchant wholesalers)

Brandt Tractor is the largest privately held John Deere construction and forestry dealership in the world with 27 locations across Canada from coast to coast. In 2019, The Brandt Group of Companies announced that they have reached an agreement to acquire the businesses of Nortrax Canada Inc. and Nortrax Quebec Inc.

Key Dates – First Year Assessment

Initiated: 2017-02-24
 Received: 2017-02-24
 Closed: 2017-03-01
 Workforce 2017-02-23
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2020-02-24
 Received: 2020-01-31
 Workforce 2019-12-02
 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 2017-02-23 to 2019-12-02. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS submitted by the employer.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, several gaps were found in different EEOG's in each designated group. For the purpose of this assessment, number format is used for goals.

Women

01	Senior Managers	Goal met (100% achieved)
02	Middle & Other Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	Goal not met (50% achieved)
05	Supervisors	Goal not met (27% achieved)
06	Supervisors: Crafts & Trades	Goal met (200% achieved)
08	Skilled Sales & Service Personnel	Goal met (83% achieved)
09	Skilled Crafts & Trades Workers	Goal met (150% achieved)
10	Clerical Personnel	Goal met (156% achieved)
11	Intermediate Sales and Service Personnel	Goal not met (20% achieved)
14	Other Manual Workers	Goal not met (0% achieved)

Assessment/Observations

- EEOG 03: With forty-one new entrants in this category, none was a woman. With an LMA rate of 38.9%, the goal of hiring ten women was attainable.
- EEOG 03: With two new entrants in this EEOG, none was a woman. With an LMA rate of 43.4%, the goal of hiring four women was unattainable.
- EEOG 04: With six new entrants in this EEOG, one was a woman. With an LMA rate of 28.8%, the goal of hiring two women was unattainable.
- EEOG 05: With twenty-eight new entrants in this EEOG, two were women. With an LMA rate of 58.7%, the goal of hiring seven women was attainable.
- EEOG 11: With forty-six new entrants in this EEOG, three were women. With an LMA rate of 70.3%, the goal of hiring fifteen women was attainable.
- EEOG 14: With thirty-five new entrants in this EEOG, none was a woman. With an LMA rate of 17.0%, the goal of hiring one woman was attainable.

Aboriginal Peoples

04	Semi-Professionals & Technicians	No goal set
05	Supervisors	Goal not met (0% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
09	Skilled Crafts & Trades Workers	Goal met (154% achieved)
10	Clerical Personnel	Goal met (167% achieved)
11	Intermediate Sales and Service Personnel	Goal met (100% achieved)
14	Other Manual Workers	Goal not met (0% achieved)

Assessment/Observations

- EEOG 05: With twenty-eight new entrants in this EEOG, none was an Aboriginal person. With an LMA rate of 6.3%, the goal of hiring one Aboriginal person was attainable.
- EEOG 06: With fifty-four new entrants in this EEOG, none was an Aboriginal person. With an LMA rate of 5.8%, the goal of hiring two Aboriginal persons was attainable.
- EEOG 14: With thirty-five new entrants in this EEOG, none was an Aboriginal person. With an LMA rate of 11.5%, the goal of hiring one Aboriginal person was attainable.

Persons with Disabilities

01/02	Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
04	Semi-Professionals & Technicians	No goal set
05	Supervisors	Goal not met (50% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (17% achieved)
11	Intermediate Sales and Service Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 01/02: Out of fifty-three new entrants in this EEOG, none was a person with a disability. With an LMA rate of 4.3%, the goal of hiring one person with disabilities was attainable.
- EEOG 03: Out of two new entrants in this EEOG, none was a person with a disability. With an LMA rate of 3.8%, the goal of hiring one person with disabilities was unattainable.
- EEOG 05: Out of twenty-eight new entrants in this EEOG, none was a person with a disability. With an LMA rate of 3.8%, the goal of hiring one additional person with disabilities (two total) was unattainable.
- EEOG 06: Out of fifty-four new entrants in this EEOG, none was a person with a disability. With an LMA rate of 7.8%, the goal of hiring two persons with disabilities was attainable.
- EEOG 10: Out of two hundred forty-nine entrants in this EEOG, one only was a person with a disability. With an LMA rate of 3.8%, the goal of hiring six persons with disabilities was attainable and five more should have been hired.
- EEOG 11: Out of forty-six new entrants in this EEOG, none was a person with a disability. With an LMA rate of 5.6%, the goal of hiring one person with disabilities was attainable.

Visible Minorities

01	Senior Managers	Goal not met (0% achieved)
02	Middle & Other Managers	Goal not met (25% achieved)
04	Semi-Professionals & Technicians	Goal met (100% achieved)
05	Supervisors	Goal met (200% achieved)

06	Supervisors: Crafts & Trades	Goal met (150% achieved)
08	Skilled Sales & Service Personnel	Goal met (133% achieved)
11	Intermediate Sales and Service Personnel	Goal met (150% achieved)
14	Other Manual Workers	Goal met (200% achieved)

Assessment/Observations

- EEOG 01: Out of 12 new entrants in this EEOG, none was a visible minority. With an LMA rate of 10.1% the goal of hiring one visible minority was attainable.
- EEOG 02: Out of forty-one new entrants in this EEOG, one was a visible minority. With an LMA rate of 15.0%, the goal of hiring four visible minorities was attainable.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- During their initial assessment, the organization set 31 short-term goals for EEOG with gaps.
 - No goals were set for two EEOG with pre-existing gaps.
 - Four goals were unattainable due to low numbers in hiring/no new entrants coupled with low availability rates; and 7 goals were met at 100% and above.
 - No goals were met with persons with disabilities

ASSESSMENT OF CURRENT GOALS AND GAPS

- 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	#	# or %	# or %	%	%
01	Senior Managers	-3	27.6	27.6	6.3	27.6
02	Middle & Other Managers	-34	39.4	39.4	3.2	39.4
03	Professionals	0	--	--	0.0	42.7
04	Semi-Professionals & Technicians	-1	24.1	24.1	14.3	24.1
05	Supervisors	-26	50.0	50.0	7.8	59.7
06	Supervisors: Crafts & Trades	-4	9.9	9.9	5.9	9.9

07	Admin. & Senior Clerical Personnel	1	--	--	86.0	84.8
08	Skilled Sales & Service Personnel	-66	26.4	26.4	4.6	26.4
09	Skilled Crafts & Trades Workers	-4	1.1	1.1	0.5	1.1
10	Clerical Personnel	-165	50.0	50.0	24.1	72.1
11	Inter. Sales & Service Personnel	-48	50.0	50.0	4.2	71.8
12	Semi-Skilled Manual Workers	1	--	--	100	16.6
13	Other Sales & Service Personnel	0	--	--	100	61.7
14	Other Manual Workers	-8	18.2	18.2	0	18.2

Observations:

- Goals (short and long-term) were set at the LMA rate or higher.
- For women, the goals did not exceed 50%

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	#	# or %	# or %	%	%
01	Senior Managers	-1	3.2	3.2	0.0	3.2
02	Middle & Other Managers	-1	2.7	2.7	2.2	2.7
03	Professionals	0	--	--	0.0	1.6
04	Semi-Professionals & Technicians	-1	5.0	5.0	0.0	5.0
05	Supervisors	-3	6.4	6.4	0.0	6.4
06	Supervisors: Crafts & Trades	-3	5.0	5.0	2.0	5.0
07	Admin. & Senior Clerical Personnel	-3	6.1	6.1	0.0	6.1
08	Skilled Sales & Service Personnel	0	--	--	2.6	2.5
09	Skilled Crafts & Trades Workers	-16	5.3	5.3	2.9	5.3
10	Clerical Personnel	-9	7.1	7.1	4.4	7.1
11	Inter. Sales & Service Personnel	-4	7.6	7.6	1.4	7.6
12	Semi-Skilled Manual Workers	0	--	--	0.0	9.3
13	Other Sales & Service Personnel	0	--	--	0.0	12.5
14	Other Manual Workers	-5	10.8	10.8	0.0	10.8

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	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01/02	Managers	-5	5.0	5.0	0.0	5.0
03	Professionals	0	--	--	0.0	8.9
04	Semi-Professionals & Technicians	0	--	--	7.1	7.6
05	Supervisors	-13	27.5	27.5	2.0	27.5
06	Supervisors: Crafts & Trades	-10	10.1	10.1	0.1	10.1
07	Admin. & Senior Clerical Personnel	-3	10.0	10.0	2.3	10.0
08	Skilled Sales & Service Personnel	-21	8.0	8.0	1.0	8.0
09	Skilled Crafts & Trades Workers	-38	7.8	7.8	2.0	7.8
10	Clerical Personnel	-26	9.3	9.3	1.7	9.3
11	Inter. Sales & Service Personnel	-8	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	0	--	--	0.0	10.3
13	Other Sales & Service Personnel	0	--	--	0.0	10.7
14	Other Manual Workers	-2	6.8	6.8	2.4	6.8

Observations:

- Goals have been set appropriately at LMA where there were gaps present.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	-2	11.5	11.5	0.0	11.5
02	Middle & Other Managers	-15	17.6	17.6	1.1	17.6
03	Professionals	0	--	--	0.0	26.4
04	Semi-Professionals & Technicians	-2	20.7	20.7	7.1	20.7

05	Supervisors	-4	11.6	11.6	3.9	11.6
06	Supervisors: Crafts & Trades	-7	10.1	10.1	3.0	10.1
07	Admin. & Senior Clerical Personnel	0	--	--	7.0	6.4
08	Skilled Sales & Service Personnel	-35	15.3	15.3	3.6	15.3
09	Skilled Crafts & Trades Workers	-6	5.9	5.9	5.0	5.9
10	Clerical Personnel	-4	9.2	9.2	8.1	9.2
11	Inter. Sales & Service Personnel	-4	11.7	11.7	5.6	11.7
12	Semi-Skilled Manual Workers	0	--	--	0.0	6.9
13	Other Sales & Service Personnel	0	--	--	0.0	16.4
14	Other Manual Workers	-3	12.2	11.5	4.8	12.2

Observations:

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

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.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It is recommended that an Employment Systems Review (ESR) be conducted 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: February 27, 2020

Dorval, Frederic F [NC]

From: Arnaudova, Olga O [NC] on behalf of EE-EME
Sent: March 23, 2020 2:37 PM
To: 'doug.simon@brandt.ca'
Cc: 'graeme.taylor@brandt.ca'; 'Stephen Maindonald'
Subject: Government of Canada Agreement Number: 10000410 – Notification of Compliance with the Federal Contractors Program

Expires: September 19, 2020 12:00 AM

Subject: Government of Canada Agreement Number: 10000410 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Doug Simon:

I am writing to inform you that the subsequent compliance assessment initiated on December 12, 2019 has been completed. As a result of the assessment, Brandt Tractor Ltd 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 Brandt Tractor Ltd's employment equity program.

- Through their second compliance assessment, the employer has demonstrated progress towards achieving employment equity in the workplace.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It is recommended that an Employment Systems Review (ESR) be conducted 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>.

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 December 12, 2022. 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, Brandt Tractor Ltd 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.

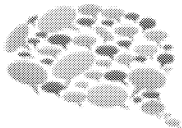
Should you require any further information regarding your organization’s obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Brandt Tractor Ltd continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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