s.24(1)

Emploi et Développement social Canada Social Development Canada

Labour Program Federal Contractors Program

PROTECTED WHEN COMPLETED - B OFFICIAL USE ONLY Agreement N°:

#### Agreement to Implement Employment Equity

	ORG	ANIZATION		***************************************	
Legal Name of Organization	and other and a second of the		Parest compan	y is located outsid	e Canada
Communications and Power I	ngustries vanada i	ne.		[7] Yes	□No
				(J.)	l
Operating Name (if different from Legal Nam	ne of Organization)		Business Num	ber	
				employees in Ca	
Organization's North American Industry Clas	Military Control No. 1888 Co. Pro-	in the same	(Permanent Ful	Firme and Part T	ne <b>FU</b>
To find your organization's four-digit NAICS (	code please visit:		Federally	Regulated	
http://www.statcan.gc.ca/subjects-sujets/star 3344	odard-norme/naics-scien/2007/	list-liste-eng.htm	[7] Provincial	ly Regulated	
	···		<u> </u>	· · · · · · · · · · · · · · · · · · ·	
	HEA	ID OFFICE		***************************************	
Address (building number, street, suite, etc.)		CN		Province	Postal Code
45 River Drive		Georgetown	***************************************	ON	1,7G. 5W?
		Telephone Number			
		1905-877-016			
	EMPLOYMEN'	FEQUITY CONT	ACT		
Name (prat)	·	Title	***************************************		
Tanney Hilts		Human Resour	ces Manage		
Telephone Number	E-mail Address			Preferred Langua	ge of Correspondence
905-702-2222 Extn416	tammy.hilts@cpii.	.com		∠ English	French
	\$2.50 p. 19.40	IFICATION			
istrument, in keeping with the Federal (	pt of, a federal government 00,000 or more (including a next or maintain employme Contractors Program requir	goods or services of pplicable taxes) of equity on an on- ements. For more is	contract, standing	ig offer or contra	act issued under a
<ul> <li>intending to bid on, or being in receip Supply Arrangement, valued at \$1,00 iereby certifies its commitment to impler astrument, in keeping with the Federal of lease refer to: http://www.esdc.gc.ca/en</li> <li>mportant note: If an audit of the Agreer</li> </ul>	pt of, a federal government 00,000 or more (including a ment or maintain employme Contractors Program requir g/labour/equality/fcp/index. ment to implement Employr	goods or services opplicable taxes) int equity on an on- ements. For more is shtml: ment Equity uncove	contract, standir going basis, bey nformation on h	og affer or contro rond the period ow to implemen	oct issued under a of the procurement temployment equity
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Page 1 of 4

Canada

#### CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019)

# FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-04-27 to 2019-03-25

# **GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

			Province				Cens	us Metropolitan	Areas	
	Permar Full-t		Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario		394	14	0	408	Toronto	394	14	0	408
Total Employee	s in Canada	•			408	Total Emplo	oyees in Canada	•		408



#### CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

#### Full-Time / National

Occupational Group		A	All Employees	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	6										
	Total	6	6										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	30	23	7	1	1					4	4	
	Total	30	23	7	1	1					4	4	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	92	71	21				3	2	1	45	32	13
	Total	92	71	21				3	2	1	45	32	13
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	97	75	22	1	1		2	2		66	50	16
	Total	97	75	22	1	1		2	2		66	50	16

# CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

# Full-Time / National

Occupational Group		A	All Employee	S	Ab	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible I	<b>Vinorities</b>
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	22	3	19							4		4
	Total	22	3	19							4		
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1								1	1	
	Total	1	1								1	1	

# CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

# Full-Time / National

Occupational Group		A	All Employee	s	Ak	ooriginal Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	√inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	9	8	1							1	1	
	Total	9	8	1							1	1	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	12	1	11							2		2
	Total	12	1	11							2		2
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	16	2	14	1		1				4	1	3
	Total	16	2	14	1		1				4	1	(
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	106	37	69	1		1				24	2	22
	Total	106	37	69	1		1				24	2	22

#### CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019)

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS **Full-Time / National**

Occupational Group		Д	II Employee:	s	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees	•	394	229	165	4	2	2	5	4	1	152	92	60

# CPI Canada - Communications & Dower Industries Canada Inc. (certificate # 060019)

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Occupational Group		ŀ	All Employee	s	Ak	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible I	Vinorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	1	3							1		
	Total	4	1	3							1		
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Occupational Group		F	All Employee:	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	1	4									
	Total	5	1	4									
Total Number of Employees		14	4	10							1		1

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

#### Full-Time / National

		All Employees		Ak	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	394	229	165	4	2	2	5	4	1	152	92	60
Total Number of Employees	394	229	165	4	2	2	5	4	1	152	92	60

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	14	4	10							1		1
Total Number of Employees	14	4	10							1		1

#### CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019)

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

		All Employees		А	boriginal Peop	les	Pers	sons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	8	7	1							3	3	
Professionals	15	11	4							7	5	2
Semi-Professionals and Technicians	34	29	5							26	22	4
Administrative and Senior Clerical Personnel	5	1	4							1		1
Clerical Personnel	4		4							1		1
Intermediate Sales and Service Personnel	5	1	4	1		1				2		2
Semi-Skilled Manual Workers	34	17	17							10	2	8
Total Number of Employees Hired	105	66	39	1		1				50	32	18

# CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Hired	1	1										

# CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019)

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

				sporting i one								
	Employe	ees promoted (	Employees pro	moted during t	he year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
0		All Employees		Ab	original Peop	les	Pers	ons with Disal	oilities	Members of Visible Minorities		
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	3										
Middle and Other Managers	2	1	1									
Professionals	13	11	2							7	7	
Semi-Professionals and Technicians	22	16	6							16	11	5
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	5	1	4									
Skilled Sales and Service Personnel	1	1								1	1	
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	3		3							2		2
Semi-Skilled Manual Workers	20	8	12	1		1				4	1	3
Total Number of Employees Promoted	71	42	29	1		1				30	20	10
Total Number of Promotions	76	44	32	1		1				31	20	11

# CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

#### Part-Time / National

	Employe	ees promoted (	Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Coourational Current	All Employees		Aboriginal Peoples		Persons with Disabilities			Members of Visible Minorities				
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	1		1							1		1
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Promoted	2		2							1		1
Total Number of Promotions	2		2							1		1

#### CPI Canada - Communications & Down Industries Canada Inc. (certificate # 060019)

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

		All Employees		Α	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	ers of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	1	1							1		1
Middle and Other Managers	8	6	2				1		1	2	2	
Professionals	14	9	5							6	4	2
Semi-Professionals and Technicians	35	31	4				2	2		20	17	3
Administrative and Senior Clerical Personnel	6	2	4							2		2
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	2		2							1		1
Intermediate Sales and Service Personnel	5	2	3							1		1
Semi-Skilled Manual Workers	34	15	19				1		1	9	2	7
Total Number of Employees Terminated	108	68	40				4	2	2	42	25	17

#### **Workforce Analysis - Detailed Report**

Date: 2019-03-25

#### Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	6	0	0.0 %	27.6 %	2	-2	National
02 : Middle and Other Managers	National	31	8	25.8 %	39.4 %	12	-4	National
03 : Professionals		93	21	22.6 %	17.5 %	16	5	
1111 : Financial auditors and accountants	National	12	9	75.0 %	56.0 %	7	2	National
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
2133 : Electrical and electronics engineers	National	76	10	13.2 %	10.7 %	8	2	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	20.4 %	0	0	National
2174 : Computer programmers and interactive media developers	National	2	1	50.0 %	16.6 %	0	1	National
04 : Semi-Professionals and Technicians		101	25	24.8 %	12.7 %	13	12	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	1	100.0 %	18.6 %	0	1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	85	23	27.1 %	11.0 %	9	14	Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	4	0	0.0 %	8.0 %	0	0	Ontario
2253 : Drafting technologists and technicians	Ontario	7	0	0.0 %	29.2 %	2	-2	Ontario
2281 : Computer network technicians	Ontario	2	0	0.0 %	21.4 %	0	0	Ontario
2282 : User support technicians	Ontario	2	1	50.0 %	23.9 %	0	1	Ontario
05 : Supervisors		1	0	0.0 %	52.0 %	1	-1	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	52.0 %	1	-1	Toronto
06 : Supervisors: Crafts and Trades		2	1	50.0 %	26.0 %	1	0	
9222 : Supervisors, electronics manufacturing	Ontario	2	1	50.0 %	26.0 %	1	0	Ontario
07 : Administrative and Senior Clerical Personnel		24	21	87.5 %	79.1 %	19	2	
Employment Equity Occupational Group	Toronto	24	21	87.5 %	79.1 %	19	2	Toronto
08 : Skilled Sales and Service Personnel		1	0	0.0 %	27.9 %	0	0	
6221 : Technical sales specialists - wholesale trade	Ontario	1	0	0.0 %	27.9 %	0	0	Ontario
09 : Skilled Crafts and Trades Workers		10	1	10.0 %	2.7 %	0	1	



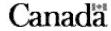
Date: 2019-03-25

#### Women

			Women					
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
7231 : Machinists and machining and tooling inspectors	Ontario	5	1	20.0 %	4.1 %	0	1	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	5	0	0.0 %	1.4 %	0	0	Ontario
10 : Clerical Personnel		12	11	91.7 %	65.5 %	8	3	
Employment Equity Occupational Group	Toronto	12	11	91.7 %	65.5 %	8	3	Toronto
11 : Intermediate Sales and Service Personnel		16	14	87.5 %	65.7 %	11	3	
Employment Equity Occupational Group	Toronto	16	14	87.5 %	65.7 %	11	3	Toronto
12 : Semi-Skilled Manual Workers		111	73	65.8 %	20.1 %	22	51	
Employment Equity Occupational Group	Toronto	111	73	65.8 %	20.1 %	22	51	Toronto
Total		408	175	42.9 %	25.5 %	105	70	

Total may not equal sum of components due to rounding.

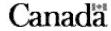
Sources: 2016 Census and employer's internal data



Date: 2019-03-25

#### **Aboriginal Peoples**

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Availa	bility	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	6	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	31	1	3.2 %	2.7 %	1	0	National
03 : Professionals		93	0	0.0 %	1.0 %	1	-1	
1111 : Financial auditors and accountants	National	12	0	0.0 %	1.4 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
2133 : Electrical and electronics engineers	National	76	0	0.0 %	1.0 %	1	-1	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	0.9 %	0	0	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	1.1 %	0	0	National
04 : Semi-Professionals and Technicians		101	1	1.0 %	1.7 %	2	-1	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	85	1	1.2 %	1.7 %	1	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	4	0	0.0 %	1.9 %	0	0	Ontario
2253 : Drafting technologists and technicians	Ontario	7	0	0.0 %	1.8 %	0	0	Ontario
2281 : Computer network technicians	Ontario	2	0	0.0 %	1.7 %	0	0	Ontario
2282 : User support technicians	Ontario	2	0	0.0 %	1.3 %	0	0	Ontario
05 : Supervisors		1	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.9 %	0	0	Toronto
06 : Supervisors: Crafts and Trades		2	0	0.0 %	1.6 %	0	0	
9222 : Supervisors, electronics manufacturing	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		24	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	24	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		1	0	0.0 %	1.2 %	0	0	
6221 : Technical sales specialists - wholesale trade	Ontario	1	0	0.0 %	1.2 %	0	0	Ontario
09 : Skilled Crafts and Trades Workers		10	0	0.0 %	2.5 %	0	0	



#### **Workforce Analysis - Detailed Report**

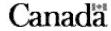
Date: 2019-03-25

#### **Aboriginal Peoples**

Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
7231 : Machinists and machining and tooling inspectors	Ontario	5	0	0.0 %	2.1 %	0	0	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	5	0	0.0 %	3.0 %	0	0	Ontario
10 : Clerical Personnel		12	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	12	0	0.0 %	0.8 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		16	1	6.3 %	0.8 %	0	1	
Employment Equity Occupational Group	Toronto	16	1	6.3 %	0.8 %	0	1	Toronto
12 : Semi-Skilled Manual Workers		111	1	0.9 %	0.8 %	1	0	
Employment Equity Occupational Group	Toronto	111	1	0.9 %	0.8 %	1	0	Toronto
Total		408	4	1.0 %	1.3 %	5	-1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



#### **Workforce Analysis - Detailed Report**

Date: 2019-03-25

#### **Members of Visible Minorities**

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	6	0	0.0 %	11.5 %	1	-1	National
02 : Middle and Other Managers	National	31	4	12.9 %	17.6 %	5	-1	National
03 : Professionals		93	45	48.4 %	38.2 %	36	9	
1111 : Financial auditors and accountants	National	12	6	50.0 %	32.3 %	4	2	National
1121 : Human resources professionals	National	1	1	100.0 %	16.7 %	0	1	National
2133 : Electrical and electronics engineers	National	76	36	47.4 %	39.6 %	30	6	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	33.9 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	2	2	100.0 %	34.2 %	1	1	National
04 : Semi-Professionals and Technicians		101	67	66.3 %	31.2 %	32	35	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	37.0 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	85	59	69.4 %	30.6 %	26	33	Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	4	2	50.0 %	31.1 %	1	1	Ontario
2253 : Drafting technologists and technicians	Ontario	7	4	57.1 %	33.4 %	2	2	Ontario
2281 : Computer network technicians	Ontario	2	2	100.0 %	38.7 %	1	1	Ontario
2282 : User support technicians	Ontario	2	0	0.0 %	38.8 %	1	-1	Ontario
05 : Supervisors		1	1	100.0 %	51.5 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	51.5 %	1	0	Toronto
06 : Supervisors: Crafts and Trades		2	0	0.0 %	47.4 %	1	-1	
9222 : Supervisors, electronics manufacturing	Ontario	2	0	0.0 %	47.4 %	1	-1	Ontario
07 : Administrative and Senior Clerical Personnel		24	4	16.7 %	40.6 %	10	-6	
Employment Equity Occupational Group	Toronto	24	4	16.7 %	40.6 %	10	-6	Toronto
08 : Skilled Sales and Service Personnel		1	1	100.0 %	22.8 %	0	1	
6221 : Technical sales specialists - wholesale trade	Ontario	1	1	100.0 %	22.8 %	0	1	Ontario
09 : Skilled Crafts and Trades Workers		10	1	10.0 %	18.4 %	2	-1	



#### **Workforce Analysis - Detailed Report**

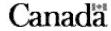
Date: 2019-03-25

#### **Members of Visible Minorities**

	Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Ava	ilability Ga	p Recruitment Area
		#	#	%	%	#	#
7231 : Machinists and machining and tooling inspectors	Ontario	5	1	20.0 %	23.9 %	1	0 Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	5	0	0.0 %	12.9 %	1	-1 Ontario
10 : Clerical Personnel		12	2	16.7 %	52.2 %	6	-4
Employment Equity Occupational Group	Toronto	12	2	16.7 %	52.2 %	6	-4 Toronto
11 : Intermediate Sales and Service Personnel		16	4	25.0 %	54.7 %	9	-5
Employment Equity Occupational Group	Toronto	16	4	25.0 %	54.7 %	9	-5 Toronto
12 : Semi-Skilled Manual Workers		111	24	21.6 %	62.9 %	70	46
Employment Equity Occupational Group	Toronto	111	24	21.6 %	62.9 %	70	46 Toronto
Total		408	153	37.5 %	42.0 %	173 +	0

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Date: 2019-03-25

#### Persons with Disabilities

		Persons with Disabilities					
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation		-	iap Recruitment Area
		#	#	%	%	#	#
01/02 : Managers	National	37	0	0.0 %	5.0 %	2	-2 National
03 : Professionals	National	93	3	3.2 %	8.9 %	8	-5 National
04 : Semi-Professionals and Technicians	National	101	2	2.0 %	7.6 %	8	-6 National
05 : Supervisors	National	1	0	0.0 %	27.5 %	0	0 National
06 : Supervisors: Crafts and Trades	National	2	0	0.0 %	10.1 %	0	0 National
07 : Administrative and Senior Clerical Personnel	National	24	0	0.0 %	10.0 %	2	-2 National
08 : Skilled Sales and Service Personnel	National	1	0	0.0 %	8.0 %	0	0 National
09 : Skilled Crafts and Trades Workers	National	10	0	0.0 %	7.8 %	1	-1 National
10 : Clerical Personnel	National	12	0	0.0 %	9.3 %	1	-1 National
11 : Intermediate Sales and Service Personnel	National	16	0	0.0 %	10.8 %	2	-2 National
12 : Semi-Skilled Manual Workers	National	111	0	0.0 %	10.3 %	11	-11 National
Total		408	5	1.2 %	8.8 %	35	30

Total may not equal sum of components due to rounding.

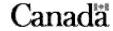
Sources: 2017 Canadian Survey on Disability and employer's internal data



Date: 2019-03-25

#### 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	СМА



Date: 2019-03-25

#### 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



#### **Workforce Analysis - Summary Report**

Date: 2019-03-25

#### Women

	Women					
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	6	0	0.0 %	27.6 %	2	-2
02 : Middle and Other Managers	31	8	25.8 %	39.4 %	12	-4
03 : Professionals	93	21	22.6 %	17.5 %	16	5
04 : Semi-Professionals and Technicians	101	25	24.8 %	12.7 %	13	12
05 : Supervisors	1	0	0.0 %	52.0 %	1	-1
06 : Supervisors: Crafts and Trades	2	1	50.0 %	26.0 %	1	0
07 : Administrative and Senior Clerical Personnel	24	21	87.5 %	79.1 %	19	2
08 : Skilled Sales and Service Personnel	1	0	0.0 %	27.9 %	0	0
09 : Skilled Crafts and Trades Workers	10	1	10.0 %	2.7 %	0	1
10 : Clerical Personnel	12	11	91.7 %	65.5 %	8	3
11 : Intermediate Sales and Service Personnel	16	14	87.5 %	65.7 %	11	3
12 : Semi-Skilled Manual Workers	111	73	65.8 %	20.1 %	22	51
Total	408	175	42.9 %	25.5 %	105	70



#### **Workforce Analysis - Summary Report**

Date: 2019-03-25

#### **Aboriginal Peoples**

			Aborig	jinal Peoples			
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	31	1	3.2 %	2.7 %	1	0	
03 : Professionals	93	0	0.0 %	1.0 %	1	-1	
04 : Semi-Professionals and Technicians	101	1	1.0 %	1.7 %	2	-1	
05 : Supervisors	1	0	0.0 %	0.9 %	0	0	
06 : Supervisors: Crafts and Trades	2	0	0.0 %	1.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	24	0	0.0 %	0.8 %	0	0	
08 : Skilled Sales and Service Personnel	1	0	0.0 %	1.2 %	0	0	
09 : Skilled Crafts and Trades Workers	10	0	0.0 %	2.5 %	0	0	
10 : Clerical Personnel	12	0	0.0 %	0.8 %	0	0	
11 : Intermediate Sales and Service Personnel	16	1	6.3 %	0.8 %	0	1	
12 : Semi-Skilled Manual Workers	111	1	0.9 %	0.8 %	1	0	
Total	408	4	1.0 %	1.3 %	5	-1	



## Workplace Equity Information Management System - CPI Canada - Communications & Power Industries Canada Inc. **Workforce Analysis - Summary Report**

Date: 2019-03-25

#### **Members of Visible Minorities**

	Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	Repres	entation		lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	6	0	0.0 %	11.5 %	1	-1
02 : Middle and Other Managers	31	4	12.9 %	17.6 %	5	-1
03 : Professionals	93	45	48.4 %	38.2 %	36	9
04 : Semi-Professionals and Technicians	101	67	66.3 %	31.2 %	32	35
05 : Supervisors	1	1	100.0 %	51.5 %	1	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	47.4 %	1	-1
07 : Administrative and Senior Clerical Personnel	24	4	16.7 %	40.6 %	10	-6
08 : Skilled Sales and Service Personnel	1	1	100.0 %	22.8 %	0	1
09 : Skilled Crafts and Trades Workers	10	1	10.0 %	18.4 %	2	-1
10 : Clerical Personnel	12	2	16.7 %	52.2 %	6	-4
11 : Intermediate Sales and Service Personnel	16	4	25.0 %	54.7 %	9	-5
12 : Semi-Skilled Manual Workers	111	24	21.6 %	62.9 %	70	-46
Total	408	153	37.5 %	42.0 %	173	-20



#### **Workforce Analysis - Summary Report**

Date: 2019-03-25

#### **Persons with Disabilities**

	Persons with Disabilities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap
	#	#	%	%	#	#
01/02 : Managers	37	0	0.0 %	5.0 %	2	-2
03 : Professionals	93	3	3.2 %	8.9 %	8	-5
04 : Semi-Professionals and Technicians	101	2	2.0 %	7.6 %	8	-6
05 : Supervisors	1	0	0.0 %	27.5 %	0	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	10.1 %	0	0
07 : Administrative and Senior Clerical Personnel	24	0	0.0 %	10.0 %	2	-2
08 : Skilled Sales and Service Personnel	1	0	0.0 %	8.0 %	0	0
09 : Skilled Crafts and Trades Workers	10	0	0.0 %	7.8 %	1	-1
10 : Clerical Personnel	12	0	0.0 %	9.3 %	1	-1
11 : Intermediate Sales and Service Personnel	16	0	0.0 %	10.8 %	2	-2
12 : Semi-Skilled Manual Workers	111	0	0.0 %	10.3 %	11	-11
Total	408	5	1.2 %	8.8 %	35	-30



## Workplace Equity Information Management System - CPI Canada - Communications & Power Industries Canada Inc. **Workforce Analysis - Summary Report**

Date: 2019-03-25

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

<b>Employment Equity Occupational Group</b>	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	СМА
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	СМА
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	СМА
11 : Intermediate Sales and Service Personnel	EEOG	СМА
12 : Semi-Skilled Manual Workers	EEOG	СМА



#### **Workforce Analysis - Summary Report**

Date: 2019-03-25

#### 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



# Federal Contractors Program Achievement Report Part 1: Workforce Analysis Communications and Power Industries Canada Inc. 2019-03-25

Data from Fir	rst/Previous Wor	kforce Analysis
	<b>\</b>	

Data from Sub	osequent/Curre Analysis	ent Workforce
<b>\</b>	<b>\</b>	$\downarrow$

	Data from Fi	rst/Previous Work	force Analysis
	YYYY	MM	DD
ſ	2016	04	29

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	03	25

			Гable 1: Women	l		
		First/Previous Workforce Analysis				
Employment Equity Occupational Group (EEOG)		All Employees	Women			
			Representation	Availability*		
		#	#	%		
01	Senior Managers	7	1	27.4		
02	Middle & Other Managers	32	8	38.9		
03	Professionals	89	20	16.6		
04	Semi-Professionals & Technicians	105	22	13.2		
05	Supervisors	1	0	53.0		
06	Supervisors: Crafts & Trades	1	1	31.0		
07	Administrative & Senior Clerical Personnel	26	22	80.1		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	10	1	3.3		
10	Clerical Personnel	10	8	65.2		
11	Intermediate Sales & Service Personnel	14	11	63.9		
12	Semi-Skilled Manual Workers	113	77	22.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		408	171	0.0		

Table 5: Women Subsequent/Current Workforce Analysis					
					All Employees
	Representation	Availability*			
#	#	%			
6	0	27.6			
31	8	39.4			
93	21	17.5			
101	25	12.7			
1	0	52.0			
2	1	26.0			
24	21	79.1			
1	o	27.9			
10	1	2.7			
12	11	65.5			
16	14	65.7			
111	73	20.1			
o	ol	0.0			
o	o	0.0			
408	175	0.0			

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# Part 1: Workforce Analysis

# **Communications and Power Industries Canada Inc.**

# 2019-03-25

Data from Fi	rst/Previous Worl	cforce Analysis
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Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2016	04	29

Data from S	Subsequent/Curr Analysis	ent Workforce
	J.	

2019	03	25
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table	2: Aboriginal P	eoples
		First/Pr	evious Workforce	Analysis
Emale	nyment Equity Occupational Crown (EEOC)	All Employees	Aborigina	ıl Peoples
Embic	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	7	0	2.9
02	Middle & Other Managers	32	1	2.2
03	Professionals	89	0	0.8
04	Semi-Professionals & Technicians	105	1	1.7
05	Supervisors	1	0	1.0
06	Supervisors: Crafts & Trades	1	0	0.0
07	Administrative & Senior Clerical Personnel	26	0	0.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	10	0	2.7
10	Clerical Personnel	10	0	0.7
11	Intermediate Sales & Service Personnel	14	0	0.6
12	Semi-Skilled Manual Workers	113	1	0.7
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		408	3	0.0

Table 6: Aboriginal Peoples								
Subsequent	/Current Workford	e Analysis						
All Employees	Aborigina	l Peoples						
	Representation	Availability*						
#	#	%						
6	0	3.2						
31	1	2.7						
93	0	1.0						
101	1	1.7						
1	0	0.9						
2	0	1.6						
24	0	0.8						
1	0	1.2						
10	0	2.5						
12	0	0.8						
16	1	0.8						
111	1	0.8						
0	0	0.0						
0	0	0.0						
408	4	0.0						

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# Part 1: Workforce Analysis

# **Communications and Power Industries Canada Inc.**

# 2019-03-25

Data from Firs	t/Previous Wor	kforce Analysis
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2016	04	29
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from	Subsequent/Curr Analysis	ent Workforce
J.	.1.	.1.

2019	03	25
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities		
		First/Previous Workforce Analysis				
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Members of Vis	Members of Visible Minorities		
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	7	1	10.1		
02	Middle & Other Managers	32	4	15.0		
03	Professionals	89	42	33.8		
04	Semi-Professionals & Technicians	105	63	31.4		
05	Supervisors	1	1	45.8		
06	Supervisors: Crafts & Trades	1	0	38.4		
07	Administrative & Senior Clerical Personnel	26	6	37.3		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	10	1	19.4		
10	Clerical Personnel	10	3	48.1		
11	Intermediate Sales & Service Personnel	14	2	48.9		
12	Semi-Skilled Manual Workers	113	26	57.5		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		408	149	0.0		

Table 7: Members of Visible Minorities					
Subsequent	/Current Workford	e Analysis			
All Employees   Members of Visible Minorit					
	Representation	Availability*			
#	#	0/0			
6	0	11.5			
31	4	17.6			
93	45	38.2			
101	67	31.2			
1	1	51.5			
2	0	47.4			
24	4	40.6			
1	1	22.8			
10	1	18.4			
12	2	52.2			
16	4	54.7			
111	24	62.9			
0	0	0.0			
0	0	0.0			
408	153	0.0			

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## **Part 1: Workforce Analysis**

#### **Communications and Power Industries Canada Inc.**

#### 2019-03-25

Data from First/	Previous Wor	kforce Analysis
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	Analysis	
<b>\</b>	 <b>\</b>	<b>\</b>

2016	04	29
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2019	03	25

Data from Subsequent/Current Workforce

			Persons with Di			
F1-		All Employees	Persons with	Persons with Disabilities		
Empio	yment Equity Occupational Group (EEOG)	-	Representation	Availability*		
		#	#	%		
01/02	Managers	39	1	4.3		
03	Professionals	89	3	3.8		
04	Semi-Professionals & Technicians	105	4	4.6		
05	Supervisors	1	0	13.9		
06	Supervisors: Crafts & Trades	1	0	7.8		
07	Administrative & Senior Clerical Personnel	26	0	3.4		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	10	0	3.8		
10	Clerical Personnel	10	0	7.0		
11	Intermediate Sales & Service Personnel	14	0	5.6		
12	Semi-Skilled Manual Workers	113	1	4.8		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		408	9	0.0		

Table 8: Persons with Disabilities					
Subsequent/Current Workforce Analysis					
All Employees	Persons with	Disabilities			
	Representation	Availability*			
#	#	%			
37	0	5.0			
93	3	8.9			
101	2	7.6			
1	0	27.5			
2	0	10.1			
24	0	10.0			
1	0	8.0			
10	0	7.8			
12	0	9.3			
16	0	10.8			
111	0	10.3			
0	0	0.0			
0	0	0.0			
408	5	0.0			

	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	***	**	***	**	***	*	**	**	*	*	*	*	*	*	×	*	*	*	*	***	*	***	*	*	***	***	***	**	***	***	***	**	***	***	*	***	***	*	*	*	*	*	*	**	۰
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#### Part 2: Flow Data Analysis

#### **Communications and Power Industries Canada Inc.**

43549

Start	Date of Flow	/ Data
YYYY	MM	DD
2016	04	27

End I	Date of Flow	Data
YYYY	MM	DD
2019	03	25

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Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

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Data from Form 6 - Employees Terminated

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	•	•	Ψ.	•
		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	8	1	0	0
03 Professionals	15	4	0	0
04 Semi-Professionals & Technicians	34	5	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	4	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	1	0
10 Clerical Personnel	4	4	0	0
11 Intermediate Sales & Service Personnel	5	4	0	0
12 Semi-Skilled Manual Workers	34	17	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	105	39	1	0

	Table 5:	Women	
Full-time /	National	Part-time /	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
3	0	0	0
2	1	0	0
13	2	0	0
22	6	1	1
1	0	0	0
0	0	0	0
5	4	1	1
1	0	0	0
0	0	0	0
1	1	0	0
3	3	0	0
20	12	0	0
0	0	0	0
0	0	0	0
71	29	2	2

Table 9: Women											
Full-time	/ National	Part-time	/ National								
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated								
#	#	#	#								
2	1	0	0								
8	2	0	0								
14	5	0	0								
35	4	0	0								
0	0	0	0								
0	0	0	0								
6	4	0	0								
1	0	0	0								
1	0	0	0								
2	2	0	0								
5	3	0	0								
34	19	0	0								
0	0	0	0								
0	0	0	0								
108	40	0	0								

#### Part 2: Flow Data Analysis

#### **Communications and Power Industries Canada Inc.**

43549

Start	Date of Flow	<b>Data</b>
YYYY	MM	DD
2016	04	27

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End I	Date of Flow	Data
YYYY	MM	DD
2019	03	25

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Tab	le 2: Abor	iginal Pec	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	15	0	0	0
04 Semi-Professionals & Technicians	34	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	1	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	5	1	0	0
12 Semi-Skilled Manual Workers	34	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

Total

105

Tab	le 6: Abor	iginal Peo	ples						
Full-time	/ National	Part-time / Nation							
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted						
#	#	#	#						
3	0	0	C						
2	0	0	0						
13	0	0	0						
22	0	1	0						
1	0	0	0						
0	0	0	0						
5	0	1	0						
1	0	0	0						
0	0	0	0						
1	0	0	0						
3	0	0	0						
20	1	0	0						
0	0	0	0						
0	0	0	0						
71	1	2	0						

Table 10: Aboriginal Peoples											
Full-time	/ National	Part-time	/ National								
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated								
#	#	#	#								
2	0	0	0								
8	0	0	0								
14	0	0	0								
35	0	0	0								
0	0	0	0								
0	0	0	0								
6	0	0	0								
1	0	0	0								
1	0	0	0								
2	0	0	0								
5	0	0	0								
34	0	0	0								
0	0	0	0								
0	0	0	0								
108	0	0	0								

#### **Federal Contractors Program Achievement Report**

#### Part 2: Flow Data Analysis

#### **Communications and Power Industries Canada Inc.**

43549

2016	04	27
YYYY	MM	DD
Start	Date of Flow	v Data

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End I	Date of Flow	Data
YYYY	MM	DD
2019	03	25

Data from Form 4 - Employees Hired

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

	Table 3: Persons with Disabilities									
	Full-time	/ National	Part-time	/ National						
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired						
	#	#	#	#						
01 Senior Managers	0	0	0	0						
02 Middle & Other Managers	8	0	0	0						
03 Professionals	15	0	0	0						
04 Semi-Professionals & Technicians	34	0	0	0						
05 Supervisors	0	0	0	0						
06 Supervisors: Crafts & Trades	0	0	0	0						
07 Administrative & Senior Clerical Personnel	5	0	0	0						
08 Skilled Sales & Service Personnel	0	0	0	0						
09 Skilled Crafts & Trades Workers	0	0	1	l ol						
10 Clerical Personnel	4	0	0	0						
11 Intermediate Sales & Service Personnel	5	0	0	o						
12 Semi-Skilled Manual Workers	34	0	0	0						
13 Other Sales & Service Personnel	0	0	0	0						
14 Other Manual Workers	0	0	0	0						
Total	105	0	1	0						

	7: Persons	with Disa	Diffues
Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
3	0	0	0
2	0	0	0
13	0	0	0
22	0	1	0
1	0	0	0
0	0	0	0
5	0	1	0
1	0	0	0
0	0	0	0
1	0	0	0
3	0	0	0
20	0	0	0
0	0	0	0
0	0	0	0
71	0	2	0

Table 1	Table 11: Persons with Disabilities										
Full-time	/ National	Part-time / National									
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated								
#	#	#	#								
2	0	0	0								
8	1	0	0								
14	0	0	0								
35	2	0	0								
0	0	0	0								
0	0	0	0								
6	0	0	0								
1	0	0	0								
1	0	0	0								
2	0	0	0								
5	0	0	0								
34	1	0	0								
0	0	0	0								
0	0	0	0								
108	4	0	0								

#### **Federal Contractors Program Achievement Report**

#### Part 2: Flow Data Analysis

#### **Communications and Power Industries Canada Inc.**

43549

Start	Date of Flov	v Data
YYYY	MM	DD
2016	04	27

End I	Date of Flow	Data
YYYY	MM	DD
2019	03	25

**Data from Form 4 - Employees** Hired

Data from Form 5 - Employees Promoted  $\overline{\downarrow}$  $\downarrow$ 

**Data from Form 6 - Employees** Terminated

	Table 4:	Members o	of Visible N	<b>Ainorities</b>				
	Full-time	Full-time / National   Part-time / I						
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired				
	#	#	#	#				
01 Senior Managers	0	0	0	0				
02 Middle & Other Managers	8	3	0	0				
03 Professionals	15	7	0	0				
04 Semi-Professionals & Technicians	34	26	0	0				
05 Supervisors	0	0	0	0				
06 Supervisors: Crafts & Trades	0	0	0	0				
07 Administrative & Senior Clerical Personnel	5	1	0	0				
08 Skilled Sales & Service Personnel	0	0	0	0				
09 Skilled Crafts & Trades Workers	0	0	1	0				
10 Clerical Personnel	4	1	0	0				
11 Intermediate Sales & Service Personnel	5	2	0	0				
12 Semi-Skilled Manual Workers	34	10	0	0				
13 Other Sales & Service Personnel	0	0	0	0				
14 Other Manual Workers	0	0	0	0				
Total	105	50	1	0				

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
3	0	0	0
2	0	0	0
13	7	0	0
22	16	1	1
1	0	0	0
0	0	0	0
5	0	1	0
1	1	0	0
0	0	0	0
1	0	0	0
3	2	0	0
20	4	0	0
0	0	0	0
0	0	0	0
71	30	2	1

Table 12:	Table 12: Members of Visible Minorities											
Full-time	/ National	Part-time / National										
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated									
#	#	#	#									
2	1	0	0									
8	2	0	0									
14	6	0	0									
35	20	0	0									
0	0	0	0									
0	0	0	0									
6	2	0	0									
1	0	0	0									
1	0	0	0									
2	1	0	0									
5	1	0	0									
34	9	0	0									
0	0	0	0									
0	0	0	0									
108	42	0	0									

Federal Contractors Program Achievement Report					
Part 3: Goals					
Communications and Power Industries Canada Inc.					
43549					

									Data 1	or First/F	Previous (	Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b>\</b>	<b>V</b>	<b>\</b>	<b></b>	. <u>.</u>	Ţ	<b>\</b>	<b></b>	<u> </u>	<b>.</b>	<b></b>	<b></b>	<b></b>	<b>.</b>	<b></b>	<b></b>	· · · · · · · · · · · · · · · · · · ·	<b>\</b>	<u> </u>
										Table 1:									
									First/	Previous Sh	iort-term G	oals							
				All En	nployees										omen				ı
	Number	Grov	wth (New Posi	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Yea	r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-300-00	Actual	,.,,	Over 3	Actual	,	Over 3	Years	1111-3131-00		Over 3	Over 3 Years		T	Availability		Gap	Representation	Years
	2016-04-29	Annually	Annually	Years	Annually	Annually	Years		2016-04-29	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-5.0%	0.0%	0	30.8%	0.0%	0	0	1	0.0%	0	1	0	0.0%	27.4%	-1	-1	14.3%	14.3%
02 Middle & Other Managers	32	-1.1%		0	25.4%	3.1%	3	3	8	3.1%	1	5	1	34.4%	38.9%	-4	-4	25.0%	25.0%
03 Professionals	89	1.5%		0	15.4%		0	0	20	0.0%	0	-5	0		16.6%	5	5	22.5%	22.5%
04 Semi-Professionals & Tech	105	-1.3%		0	34.0%		0	0	22	1	0	-8	0		13.2%	8	8	21.0%	21.0%
05 Supervisors	1	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0.0%	53.0%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	1	26.0%		0	0.0%		0	0	1	0.0%	0	-1	0		31.0%	1	1	100.0%	100.0%
07 Administrative & Sr Clerical	26	-2.6%		0	24.0%		0	0	22	0.0%	0	-1	0		80.1%	1	1	84.6%	84.6%
08 Skilled Sales & Service	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	10	0.0%		0	10.0%		0	0	1	0.0%	0	-1	0		3.3%	1	1	10.0%	10.0%
10 Clerical Personnel	10	6.3%		0	18.2%		0	0	8	0.0%	0	-1	0		65.2%	1	1	80.0%	80.0%
11 Intermediate Sales & Service	14	4.6%		0	33.3%		0	0	11	0.0%	0	-2	0		63.9%	2	2	78.6%	78.6%
12 Semi-Skilled Manual	113	-0.6%		0	30.4%		0	0	77	0.0%	0	-52	0		22.0%	52	52	68.1%	68.1%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	408	0.0%		0	26.5%		0	0	171	0.0%	0	-171	0		0.0%	171	171	41.9%	41.9%

					Table 2: Women												
Employment Equity		Wom	en														
Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments												
Occupational Group (EEOG)	#	%	#	%													
01 Senior Managers	0	0.0	1	0.0													
02 Middle & Other Managers	3	34.4	1	0.0													
03 Professionals	0	0.0	0	0.0													
04 Semi-Professionals & Tech	0	0.0	0	0.0													
05 Supervisors	0	0.0	1	0.0													
06 Supervisors: Crafts & Trades	0	0.0	0	0.0													
07 Administrative & Sr Clerical	0	0.0	0	0.0													
08 Skilled Sales & Service	0	0.0	0	0.0													
09 Skilled Crafts & Trades	0	0.0	0	0.0													
10 Clerical Personnel	0	0.0	0	0.0													
11 Intermediate Sales & Service	0	0.0	0	0.0													
12 Semi-Skilled Manual	0	0.0	0	0.0													
13 Other Sales & Service	0	0.0	0	0.0													

	Federal Contractors Program Achievement Report										
	Part 3: Goals										
	Communications and Power Industries Canada Inc.										
	43549										
14 Other Manual Workers	0 0.0 0 0.0										
Total											

Federal Contractors Program Achievement Report									
Part 3: Goals									
Communications and Power Industries Canada Inc.									
43549									

									Data 1	or First/F	revious (	Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b>↓</b>	↓	<b>\</b>	<b>J</b>	1	<b>1</b>	Į.	<b>↓</b>	<b>\</b>	<b>1</b>	1	1	<b>1</b>	<b>↓</b>	<b>1</b>	1	↓	<b>1</b>	<b></b>
	Table 3: Aboriginal Peoples  First/Previous Short-term Goals																		
				40.6					First/	Previous Sh	iort-term G	Soals			1.00 1				
	All Employees												2.1	Aborigi r Goals	nal Peoples	1			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires		n - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual Project		erted	Anticipated d Hires Over 3	Terminated E		Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2016-04-29	Annually	Annually	Years	Annually	Annually	Years		2016-04-29	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/6
01 Senior Managers	7	-5.0%		0	30.8%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	32	-1.1%		0	25.4%		0	0	1	0.0%	0	0	0		2.2%	0	0	3.1%	3.1%
03 Professionals	89	1.5%	0.0%	0	15.4%	0.0%	0	0	0	0.0%	0	1	0	0.0%	0.8%	-1	-1	0.0%	0.0%
04   Semi-Professionals & Tech	105	-1.3%	0.0%	0	34.0%	0.0%	0	0	1	0.0%	0	1	0	0.0%	1.7%	-1	-1	1.0%	1.0%
05 Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	26	-2.6%		0	24.0%		0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	10	0.0%		0	10.0%		0	0	0	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%
10 Clerical Personnel	10	6.3%		0	18.2%		0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	14	4.6%		0	33.3%		0	0	0	0.0%	0	0	0		0.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	113	-0.6%		0	30.4%		0	0	1	0.0%	0	0	0		0.7%	0	0	0.9%	0.9%
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	408	0.0%		1 0	0.0%		0	0	0	0.0%	0	-3	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	408	0.0%			26.5%		1 0	1 0	] 3	0.0%	1 1/3 4	-3	1 0		0.0%	3	3	0.7%	0.7%

						Table 4: Aboriginal Peoples								
Employment Faults			Aboriginal	Peoples										
Employment Equity Occupational Group (EEOG)		Short-term Goals Long			rm Goals	Comments								
Occupational Group	(EEOO)	#	%	#	%									
01 Senior Managers	s	0	0.0	0	0.0									
02 Middle & Other	Managers	0	0.0	0	0.0									
03 Professionals		0	0.0	0	0.0									
04 Semi-Profession	als & Tech	0	0.0	1	0.0									
05 Supervisors		0	0.0	0	0.0									
06 Supervisors: Cra	ifts & Trades	0	0.0	0	0.0									
07 Administrative &	& Sr Clerical	0	0.0	0	0.0									
08 Skilled Sales & S	Service	0	0.0	0	0.0									
09 Skilled Crafts &	Trades	0	0.0	0	0.0									
10 Clerical Personn	nel	0	0.0	0	0.0									
11 Intermediate Sal	les & Service	0	0.0	0	0.0									
12 Semi-Skilled Ma	anual	0	0.0	0	0.0									
13 Other Sales & S	ervice	0	0.0	0	0.0									

	Federal Contractors Program Achievement Report										
	Part 3: Goals										
	Communications and Power Industries Canada Inc.										
	43549										
14 Other Manual Workers	0 0.0 0 0.0										
Total	0 0.0 0 0.0										

Federal Contractors Program Achievement Report									
Part 3: Goals									
Communications and Power Industries Canada Inc.									
43549									

									Data i	or First/I	Previous (	Znale								
									Data	01 1 11 57/1	Tevious	Juais								
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
	<b>1</b>	↓	↓	↓	↓	↓	↓		<b></b>	<b>1</b>	<b>1</b>	<b></b>	<b>1</b>	<u></u>	<b>1</b>	<b>1</b>	<b></b>	↓	<u>↓</u>	
	Table 5: Persons with Disabilities																			
	First/Previous Short-term Goals																			
				All En	ployees				Persons with Disabilities											
	Number	Number Growth (New Positions)							Number	Turnover (Replacement of			3 Yea	3 Year Goals						
Employment Equity								Anticipated			Employees)	Hires Required	From - To		Present		Projected	Present	Projected	
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Actual Projected Actual			Proj	ected	Hires Over 3 Years	YYYY-MM-DD	MM-DD		Over 3	YYYY-YYYY		Availability	Present Gap	Gap	Representation	Representation in 3 Years	
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-04-29	Annually	Over 3 Years	Years	2016	2019					Tears	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	39	-3.0%	0.0%	0	28.1%	0.0%	0	0	1	0.0%	0	1	0	0.0%	4.3%	1	-1	2.6%	2.6%	
03 Professionals	89	1.5%		0	15.4%		0	0	3	0.0%	0	0	0	1	3.8%	1	0	3.4%	3.4%	
04 Semi-Professionals & Tech	105	-1.3%	0.0%	0	34.0%	0.0%	0	0	4	0.0%	0	1	0	0.0%	4.6%	1	-1	3.8%	3.8%	
05 Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	)	13.9%	1	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	)	7.8%	1	0	0.0%	0.0%	
07 Administrative & Sr Clerical	26	-2.6%	0.0%	0	24.0%	0.0%	0	0	0	0.0%	0	1	0	0.0%	3.4%	1	-1	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0	)	0.0%	1	0	#DIV/0!		
09 Skilled Crafts & Trades	10	0.0%		0	10.0%		0	0	0	0.0%	0	0	0		3.8%	1	0	0.0%	0.0%	
10 Clerical Personnel	10	6.3%	0.0%	0	18.2%	0.0%	0	0	0	0.0%	0	1	0	0.0%	7.0%	1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	14	4.6%	0.0%	0	33.3%	0.0%	0	0	0	0.0%	0	1	0	0.0%	5.6%	1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	113	-0.6%	0.0%	0	30.4%	0.0%	0	0	1	0.0%	0	4	0	0.0%	4.8%	1	-4	0.9%	0.9%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1	0 0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	)	0.0%		0	#DIV/0!		
Total	408	0.0%		0	26.5%		0	0	9	0.0%	0	-9	0		0.0%	9	9	2.2%	2.2%	

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	P	ersons with	Disabilitie	S	
Occupational Group (EEOG)	Short-ter	rm Goals	Long-te	rm Goals	Comments
•	#	%	#	%	
01/02 Managers	0	0.0	1	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	1	0,0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	1	0.0	
12 Semi-Skilled Manual	0	0.0	2	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	0.0	

Federal Contractors Program Achievement Report										
Part 3: Goals										
Communications and Power Industries Canada Inc.										
43549										

Federal Contractors Program Achievement Report
Part 3: Goals
Communications and Power Industries Canada Inc.
43549

	Data for First/Previous Goals																		
A B	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
·	↓		↓	↓	↓	↓	↓	↓			<u> </u>	↓	↓	↓	↓	↓	↓	<b></b>	
	Table 7: Members of Visible Minorities  First/Previous Short-term Goals																		
									First/	Previous Sh	ort-term G	ioals							
				All En	ployees			ı		1					isible Minori	ities			
	Number Growth (New Positions)		ions)	Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires	3 Year Goals From - To							
Employment Equity	YYYY-MM-DD	Actual Projected		Anti			Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		1 - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)				<del>                                     </del>			Years				Over 3 Years		 	Availability	r resent out	Gap	Representation	Years	
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-04-29	Annually	Over 3 Years	Tears	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-5.0%		0	30.8%		0	0	1	0.0%	0	0	0		10.1%	0	0	14.3%	14.3%
02 Middle & Other Managers	32	-1.1%	0.0%	0	25.4%	0.0%	0	0	4	0.0%	0	1	0	0.0%	15.0%	-1	-1	12.5%	12.5%
03 Professionals	89	1.5%		0	15.4%		0	0	42	0.0%	0	-12	0		33.8%	12	12	47.2%	47.2%
04 Semi-Professionals & Tech	105	-1.3%		0	34.0%		0	0	63	0.0%	0	-30	0		31.4%	30	30	60.0%	60.0%
05 Supervisors	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0		45.8%	1	1	100.0%	100.0%
06 Supervisors: Crafts & Trades	1	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		38.4%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	26	-2.6%	0.0%	0	24.0%	5.0%	4	4	6	5.0%	1	5	2	38.5%	37.3%	-4	-3	23.1%	26.9%
08 Skilled Sales & Service	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	10	0.0%	0.0%	0	10.0%	2.0%	1	1	1	2.0%	0	1	0	20.0%	19.4%	-1	-1	10.0%	10.0%
10 Clerical Personnel	10	6.3%	0.0%	0	18.2%	0.0%	0	0	3	0.0%	0	2	0	0.0%	48.1%	-2	-2	30.0%	30.0%
11 Intermediate Sales & Service	14	4.6%	0.0%	0	33.3%	4.0%	2	2	2	4.0%	0	5	1	28.6%	48.9%	-5	-4	14.3%	21.4%
12 Semi-Skilled Manual	113	-0.6%	0.0%	0	30.4%	7.5%	25	25	26	7.5%	6	45	11	45.1%	57.5%	-39	-34	23.0%	27.4%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	408	0.0%		0	26.5%		0	0	149	0.0%	0	-149	0		0.0%	149	149	36.5%	36.5%

						Table 8: Members of Visible Minorities
Employment Faults		Mem	bers of Visi	ble Minori	ities	
Employment Equity Occupational Group (EEOG)		Short-teri	n Goals	Long-term Goals		Comments
Occupational Group (	ceco)	#	%	#	%	
01 Senior Managers		0	0.0	0	0.0	
02 Middle & Other M	Managers	0	0.0	1	0.0	
03 Professionals		0	0.0	0	0.0	
04 Semi-Professiona	ls & Tech	0	0.0	0	0.0	
05 Supervisors		0	0.0	0	0.0	
06 Supervisors: Craf	ts & Trades	0	0.0	0	0.0	
07 Administrative &	Sr Clerical	2	38.5	0	0.0	
08 Skilled Sales & S	ervice	0	0.0	0	0.0	
09 Skilled Crafts & 7	Frades	0	20.0	0	0.0	
10 Clerical Personne	el	0	0.0	2	0.0	
11 Intermediate Sale	s & Service	1	28.6	3	0,0	
12 Semi-Skilled Mar	nual	11	45.1	14	0.0	
13 Other Sales & Se	rvice	0	0.0	0	0.0	

	Federal Contractors Program Achievement Report										
	Part 3: Goals										
	Communications and Power Industries Canada Inc.										
	43549										
14 Other Manual Workers	0 0.0 0 0.0										
Total	0 0.0 0 0.0										

Federal Contractors Program Achievement Report
Part 3: Goals
Communications and Power Industries Canada Inc.
43549

									Data for	Subseque	nt/Currei	nt Goals								
A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
-	<b>\</b>	<b>V</b>	<b>\</b>	<b>\</b>	<b>↓</b>	Ţ	<b></b>	↓	<u> </u>	<b>\</b>	<b></b>	<b>1</b>	Ţ	<b></b>	<b>\</b>	<b>V</b>	<b></b>	↓	<b>.</b>	
	Table 9: Women Subsequent/Current Short-term Goals																			
									Subseque	ent/Current	Short-tern	n Goals								
				All En	nployees				Women											
	Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires		3 Year Goals From - To							
Employment Equity			Proi		<del> </del>	· · ·		Anticipated Hires Over 3		Terminated	Employees)	Required		YYYY - YYYY		Present Present Gap		Present	Projected Representation in 3	
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj		Actual	Proj		Years	YYYY-MM-DD			Over 3	1111	- * * * * *	Availability	r resent Gap	Gap	Representation	Years	
	2019-03-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-03-25	Annually	Over 3 Years	Years	2019	2022						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	6	-5.0%	0.0%	0	30.8%	0.0%	0	0	0	0.0%	0	2	0	27.6%	27.6%	-2	-2	0.0%	0.0%	
02 Middle & Other Managers	31	-1.1%	0.0%	0	25.4%	0.0%	0	0	8	0.0%	0	4	0	39.4%	39.4%	-4	-4	25.8%	25.8%	
03 Professionals	93	1.5%	0.0%	0	15.4%	0.0%	0	0	21	0.0%	0	-5	0	0.0%	17.5%	5	5	22.6%	22.6%	
04 Semi-Professionals & Tech	101	-1.3%	0.0%	0	34.0%	0.0%	0	0	25	0.0%	0	-12	0	0.0%	12.7%	12	12	24.8%	24.8%	
05 Supervisors	1	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	1	0	50.0%	52.0%	-1	-1	0.0%	0.0%	
06   Supervisors: Crafts & Trades	2	26.0%		0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	26.0%	0	0	50.0%	50.0%	
07 Administrative & Sr Clerical	24	-2.6%		0	24.0%	0.0%	0	0	21	0.0%	0	-2	0	0.0%	79.1%	2	2	87.5%	87.5%	
08 Skilled Sales & Service	1	0.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	27.9%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	10	0.0%		0	10.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	2.7%	1	1	10.0%	10.0%	
10 Clerical Personnel	12	6.3%		0	18.2%	0.0%	0	0	11	0.0%	0	-3	0	0.0%	65.5%	3	3	91.7%	91.7%	
11 Intermediate Sales & Service	16	4.6%		0	33.3%	0.0%	0	0	14	0.0%	0	-3	0	0.0%	65.7%	3	3	87.5%	87.5%	
12 Semi-Skilled Manual	111	-0.6%		0	30.4%	0.1%	0	0	73	0.1%	0	-51	0	0.0%	20.1%	51	51	65.8%	65.8%	
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	408	0.0%		0	26.5%		0	0	175	0.0%	0	-175	0		0.0%	175	175	42.9%	42.9%	

			Table 10: Women										
Employment Equity Occupational Group (EEOG)	Women Short-term Goals Lor	ig-term Goals	Comments										
	%	%											
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	0.0	0.0											
05 Supervisors	50.0	50.0											
06 Supervisors: Crafts & Trades	0.0	0.0											
07 Administrative & Sr Clerical	0.0	0.0											
08 Skilled Sales & Service	0.0	0.0											
09 Skilled Crafts & Trades	0.0	0.0											
10 Clerical Personnel	0.0	0.0											
11 Intermediate Sales & Service	0.0	0.0											
12 Semi-Skilled Manual	0.0	0.0											
13 Other Sales & Service	0.0	0.0											
14 Other Manual Workers	0.0	0.0											

	Federal Contractors Program Achievement Report											
	Part 3: Goals											
	Communications and Power Industries Canada Inc.											
	43549											
Total	0.0											

Federal Contractors Program Achievement Report
Part 3: Goals
Communications and Power Industries Canada Inc.
43549

Data Sources:     From     From     Workforce   Analysis   Analy										Data for	Subseque	nt/Curre	nt Goals								
Data sources:     Data sources:     Data sources:     Data workforce Analysis   Data Entry   Cx Ex 3   Data Entr	A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	
Table   11   Aboriginal Peoples   Subsequent   Current   Current   Subsequent   Current   Current   Subsequent   Current	Data sources:	Workforce	Workforce	Data Entry	C x E x 3	Data Analysis & Workforce		СхНх3	F + I	Workforce	; .	KxLx3	: ` ~/	JxP	Data Entry	Workforce	Workforce	O) - ((C +	K ÷ C	` ' '	
Number   Converted Name   Converted Na			↓	<b>↓</b>	<b>1</b>	↓	1	<b>1</b>	<b>↓</b>	<b>↓</b>	<b>↓</b>	· · · · · · · · · · · · · · · · · · ·	1	1	<b>↓</b>	<b>↓</b>	<b>↓</b>	↓	↓	↓	
Number   Crowth (New Positions)   Turnover (Replacement of Terminate Employment Equity   Cocupational Group (EEOG)   Wigner   Crowth (New Positions)   Turnover (Replacement of Terminate Employees)   Turnover (Replacement																					
Number     Projected properties   Projected										Subseque	ent/Current	t Short-teri	n Goals								
Number   N					All En	•			ı												
Projected Part   Part   Projected Part   Part   Projected Part   Part   Projected Part   Part   Projected Part   Part   Pr		Number	Growth (New Positions)								Turnover (Replacement of		Utana								
Company   Comp	<b>Employment Equity</b>					<del>                                     </del>	-										Barrent Com	Projected	Present		
Professionals   Professional	Occupational Group (EEOG)	YYYY-MM-DD	Actual	<u> </u>		1				YYYY-MM-DD	<del>                                     </del>		1	1111	- 1111	Availability	r resent Gap	Gap	Representation		
# % % % # % % # # # # % # # # % % # # # % % % # # # % % % # # # % % % # # # % % % # # # % % % # # # % % % % # # %		2019-03-25	Annually	Annually		Annually	Annually			2019-03-25	Annually		Years	2019	2022						
O		#	%	%	#	%	%	#	#	#	%	ļ	#	#	%	%	#	#	%	%	
03   Professionals   93   1.5%   0.0%   0   15.4%   0.0%   0   0   0   0   0   0   0   0   0	01 Senior Managers	6			C			0	0	0		0	0	0			0	0		0.0%	
04         Semi-Professionals & Tech         101         -1.3%         0.0%         0         34.0%         0.0%         0         0         1         0.0%         0         1.7%         1.7%         -1         -1         1.0%         1.0%           05         Supervisors         1         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0.0%         0         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%	02 Middle & Other Managers	31	-1.1%		C	25.4%		0	0	1	0.0%	0	0	0		2.7%	0	0	3.2%	3.2%	
05         Supervisors         1         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0         0.0%         0         0         0         0.0%         0         0         0.0%         0         0         0         0         0.0%         0         0         0.0%         0         0         0         0.0%         0         0         0         0.0%         0 <td< td=""><td>03 Professionals</td><td>93</td><td>1.5%</td><td>0.0%</td><td>C</td><td>15.4%</td><td>0.0%</td><td>0</td><td>0</td><td>0</td><td>0.0%</td><td>0</td><td>1</td><td>0</td><td>1.0%</td><td>1.0%</td><td>-1</td><td>-1</td><td>0.0%</td><td>0.0%</td></td<>	03 Professionals	93	1.5%	0.0%	C	15.4%	0.0%	0	0	0	0.0%	0	1	0	1.0%	1.0%	-1	-1	0.0%	0.0%	
06         Supervisors: Crafts & Trades         2         26.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0.0%         0         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0 <td>04 Semi-Professionals &amp; Tech</td> <td>101</td> <td>-1.3%</td> <td>0.0%</td> <td>0</td> <td>34.0%</td> <td>0.0%</td> <td>0</td> <td>0</td> <td>1</td> <td>0.0%</td> <td>0</td> <td>1</td> <td>0</td> <td>1.7%</td> <td>1.7%</td> <td>-1</td> <td>-1</td> <td>1.0%</td> <td></td>	04 Semi-Professionals & Tech	101	-1.3%	0.0%	0	34.0%	0.0%	0	0	1	0.0%	0	1	0	1.7%	1.7%	-1	-1	1.0%		
07         Administrative & Sr Clerical         24         -2.6%         0         24.0%         0         0         0.0%         0         0         0.8%         0         0         0.0%         0.0%           08         Skilled Sales & Service         1         0.0%         0         20.0%         0         0         0.0%         0         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0         0.0%         0         0         0         0         0.0%         0		1			(	1 1		0	0	0	1	0	0	0			0	0			
08         Skilled Sales & Service         1         0.0%         0         200.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0         0.0%         0<	1 1	_			(	1 1		0	0	0	1	0	0	0			0	0			
09         Skilled Crafts & Trades         10         0.0%         0         10.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0.0%         0.0%         0         0         0.0%         0         0.0%         0         0         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0         0         0.0%         0		24			C	1 1		0	0	0	1	0	0	0			0	0			
10   Clerical Personnel   12   6.3%   0   18.2%   0   0   0   0   0   0   0   0   0		1			(	1 1		0	0	0	1	0	0	0			0	0			
11       Intermediate Sales & Service       16       4.6%       0       33.3%       0       0       1       0.0%       0       -1       0       0.8%       1       1       1       6.3%       6.3%         12       Semi-Skilled Manual       111       -0.6%       0       30.4%       0       0       1       0.0%       0       0       0.8%       0       0       0.9%       0.9%         13       Other Sales & Service       0       0.0%       0       0       0       0       0       0       0       0.0%       0		1			(	1 1		0	0	0		0	0	0			0	0			
12         Semi-Skilled Manual         111         -0.6%         0         30.4%         0         0         1         0.0%         0         0         0         0.8%         0         0         0.9%         0.9%           13         Other Sales & Service         0         0.0%         0					C	1 1		0	0	0		0	0	0			0	0			
13       Other Sales & Service       0       0.0%       0       0.0%       0       0       0.0%       0       0       0.0%       0       0       0.0%       0					(	1 1		0	0	1 .		0	-1					1			
14         Other Manual Workers         0         0.0%         0         0         0         0         0         0         0         0         0         0         0         #DIV/0!         #DIV/0!         #DIV/0!		111			(	1 1		0	0			0	0	0			0	0			
					(	1 1		0						"			0	0			
	Total Other Manual Workers	408	0.0%			26.5%		0	0	1 0	0.0%	0	-4	1 0		0.0%	1 0	4	#DIV/0!	#DIV/0!	

				Table 12: Aboriginal Peoples
Employment Equity		Aboriginal Peoples		
Occupational Group (EEOG)	Short-tern		erm Goals	Comments
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		1.0	1.0	We have reached out to the college and recruiting agencies to assist us in our recruiting efforts and will aim to improve representation
04 Semi-Professionals & Tech		1.7	1.7	We have reached out to the college and recruiting agencies to assist us in our recruiting efforts and will aim to improve representation
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report											
	Part 3: Goals											
	Communications and Power Industries Canada Inc.											
	43549											
Total	0.0											

Federal Contractors Program Achievement Report										
Part 3: Goals										
Communications and Power Industries Canada Inc.										
43549										

									Data for	Subseque	nt/Currei	nt Goals								
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U	
					From Flow															
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	СхЕхЗ	Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
·	<b></b>	↓		<b></b>	<b>\</b>	J	↓	<u>.</u>	<u></u>	<b>J</b>	i↓	↓	<u>.</u> ↓	.i	↓	±↓	i ↓	<b>V</b>	i ↓	
	•	•	•	•	•	•		·	Table 13: Persons with Disabilities											
									Subsequ	ent/Current	Short-tern	n Goals								
				All En	ployees				Persons with Disabilities											
	Number	nber Growth (New Positions)				Turnover (Replacement of Terminated			Number	Turnover (Replacement of			3 Yea	3 Year Goals						
Employment Equity	Number	Grown (New Fositions)			Employees)			Anticipated	ixumber	Turnover (Re		Hires	From - To		_			_	Projected	
Occupational Group (EEOG)	YYYY-MM-DD	Actual Projected			Actual Projected			Hires Over 3	YYYY-MM-DD	]	proj.ccoj	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3	
Generalional Group (2200)	2019-03-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-03-25	Annually	Over 3 Years	Years	2019	2022					Years	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	37	-3.0%	0.0%	0	28.1%	0.0%	0	0	0	0.0%	0	2	0	5.0%	5.0%	-2	-2	0.0%	0.0%	
03 Professionals	93	1.5%	0.0%	0	15.4%	0.0%	0	0	3	0.0%	0	5	0	8.9%	8.9%	-5	-5	3.2%	3.2%	
04 Semi-Professionals & Tech	101	-1.3%	0.0%	0	34.0%	0.0%	0	0	2	0.0%	0	6	0	7.6%	7.6%	-6	-6	2.0%	2.0%	
05 Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		27.5%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0	)	10.1%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	24	-2.6%	0.0%	0	24.0%	1.0%	1	1	0	1.0%	0	2	0	10.0%	10.0%	-2	-2	0.0%	0.0%	
08 Skilled Sales & Service	1	0.0%		0	200.0%		0	0	0	0.0%	0	0	0	)	8.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	10	0.0%	0.0%	0	10.0%	0.0%	0	0	0	0.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	12	6.3%	0.0%	0	18.2%	0.0%	0	0	0	0.0%	0	1	0	9.3%	9.3%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	16	4.6%		0	33.3%	2.0%	1	1	0	2.0%	0	2	0	10.8%	10.8%	-2	1	0.0%	0.0%	
12 Semi-Skilled Manual	111	-0.6%	0.0%	0	30.4%	0.3%	1	1	0	0.3%	0	11	0	10.3%	10.3%	-11	-11	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	408	0.0%		0	26.5%		0	0	5	0.0%	0	-5	0		0.0%	5	5	1.2%	1.2%	

					Table 14: Persons with Disabilities
Employment Equity	Per	sons with I	Disabilities		
Occupational Group (EEOG)	Short-tern	ı Goals	Long-term	Goals	Comments
•		%		%	
01/02 Managers		5.0		5.0	
03 Professionals		8.9		8.9	
04   Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		7.8		7.8	
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		10.8			r recruitment process covers the AODA policy and has an accommodation policy in place. We have reached out to our industry peers to assist us in the intergration to our workforce
12 Semi-Skilled Manual		10.3		10.3 We	have reached out to our peers in the industry to assist us in integrating and improving our workforce in this area
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report
Part 3: Goals
Communications and Power Industries Canada Inc.
43549

										Data for S	Subseque	nt/Currei	nt Goals							
	ı																			
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓		↓	↓	↓	↓	↓	<b></b>	↓		<b>\</b>	↓	↓	↓	↓		↓	<u> </u>
			per Growth (New Positions)							Table 15: M				es						
					AH F.	nnlavans				Subseque	nt/Current	Short-terr	n Goals	M	mbore of 1	isible Minori	tion			
			M-DD Actual Projected  3.75 Annually Annually Over 3		All El	<del>,                                    </del>									· Goals	istore sumor	ues			
		Number	Grov	th (New Posit	ions)	Turnover (Re	piacement of Employees)	1 erminated		Number	Turnover (R		Hires		1 - To					
	oyment Equity	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3		- YYYY	Present Availability	Present Gap	Projected	Present	Projected Representation in 3
Occup	oational Group (EEOG)						-	Over 3	Years			Over 3	Years			Ауанарицу	·	Gap	Representation	Years
		2019-03-25	Annually	Annually	Years	Annually	Annually	Years		2019-03-25	Annually	Years		2019	2022					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
1 1	Senior Managers	6	-5.0%	0.0%	C	30.8%	0.0%	0	0	0	0.0%	0	1	0	11.5%	11.5%	-1	-1	0.0%	0.0%
02	Middle & Other Managers	31	-1.1%	0.0%	C	25.4%	1.0%	1	1	4	1.0%	0	1	0	17.6%	17.6%	-1	-1	12.9%	12.9%
03	Professionals	93	1.5%		(	15.4%		0	0	45	0.0%	0	-9	0		38.2%	9	9	48.4%	48.4%
04	Semi-Professionals & Tech	101	-1.3% 0.0%		(	34.0%		0	"	67	0.0% 0.0%	0	-35	"		31.2% 51.5%	35	35	66.3% 100.0%	66.3% 100.0%
	Supervisors Supervisors: Crafts & Trades	2	26.0%	0.0%	(	0.0%	0.0%	0	"	1	0.0%	0	'	"	47.4%	31.5% 47.4%	"	0	0.0%	0.0%
07	Administrative & Sr Clerical	24	l	0.0%		24.0%	2.0%	1	'	4	2.0%	١	6	"	40.6%	40.6%	-6	-6	16.7%	16.7%
1 * 1	Skilled Sales & Service	1	0.0%	0.070	(	200.0%	0.0%	0	1		0.0%	١٠٠	_1	١	0.0%	22.8%	-0	1	100.0%	100.0%
09	Skilled Crafts & Trades	10	0.0%	0.0%	C	10.0%	3.0%	1	1	1	3.0%	ن ا	ĺi	ĺ	18.4%	18.4%	-1	-1	10.0%	10.0%
10	Clerical Personnel	12	6.3%	0.0%	C	18.2%	1.0%	0	0	2	1.0%	0	. 4	ا ٥	52.2%	52.2%	-4	-4	16.7%	16.7%
11	Intermediate Sales & Service	16	4.6%	0.0%	C	33.3%	2.0%	1	1	4	2.0%	0	5	1	54.7%	54.7%	-5	-4	25.0%	31.3%
12	Semi-Skilled Manual	111	-0.6%	1.0%	3	30.4%	4.0%	13	16	24	4.0%	3	51	10	62.9%	62.9%	-46	-41	21.6%	27.2%
13	Other Sales & Service	0	0.0%	0.0%	(	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		408	0.0%		C	26.5%		0	0	153	0.0%	0	-153	0		0.0%	153	153	37.5%	37.5%

				Table 16: Members of Visible Minorities
Employment Equity		oers of Visible M		
Occupational Group (EEOG)	Short-tern		ig-term Goals	Comments
		%	9/6	
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		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		47.4	47.4	
07 Administrative & Sr Clerical		40.6	40.6	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		18.4	18.4	
10 Clerical Personnel		52.2	52.2	
11 Intermediate Sales & Service		54.7	54.7	
12 Semi-Skilled Manual		62.9	62.9	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Communications and Power Industries Canada Inc.
	43549
Total	0.0

								Feder	al Contr	actors l	Progra	m Achie	vement	Report												
									P	art 4: I	Results	- Wome	n													
								Comm	unicatio	ns and l	Power	Industr	es Cana	da Inc.												
											43549	l														
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y			
		Part 1:	Part 1:	E ÷ D	Part 1:	DxG		E÷H	Part 2: Flow	Part 2:	L÷K	<u> </u>		Part 2: Flow	Part 2:	Q÷Px			Part 2: Flow	Part 2:	V ÷ U x					
Data sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E - H	x 100	Data Analysis	Flow Data Analysis	x 100	K x G ÷ 100	L - N	Data Analysis	Flow Data Analysis	100	P x F ÷ 100	Q - S	Data Analysis	Flow Data Analysis	100	U x F ÷ 100	V - X			
	1	<b>.</b>	↓	<b>\</b>	<u> </u>	<u> </u>	<b>1</b>	<u> </u>	J	<b>J</b>	<u> </u>	<u> </u>	<b>\</b>	<u> </u>	<b></b>	<u> </u>	<b>J</b>	<b>J</b>	<u> </u>	1	1	<u> </u>				
Employment Equity					orce An	•					TI:			T		Data Ar			T	т.						
Occupational Group	Year	All		v	Vorkforce Wo				All		Hires W	omen .		All	P	romotion W	)men		All	1 e	rminati N	omen				
(EEOG)		Employees	Represe		Avail	:	Gap	EE Result	Employees		tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Act		Expected	Difference			
<u> </u>	2016	# 7	# 1	% 14.3	27.4	# 2	# -1	% 52.1	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2019	6	0		27.6	•	-2		0	0	0.0	0	0	3	0	0.0	0	0	2	1	50.0	0	1			
02 Middle & Other	2016	32	8				-4																			
Managers	2019 2016	31 89	8 20		39.4 16.6		-4 5	65.5 135.4	8	1	12.5	3	-2	2	1	50.0	ı	1	8	2	25.0	2	0			
03 Professionals	2019	93	21	22.6	17.5	16	5	129.0	15	4	26.7	3	1	13	13 2 15.4 3 -1 14 5 35.7 3											
04 Semi-Professionals & Technicians	2016	105 101	22 25		-		8 12	158.7 194.9	34	5	14.7	1	1	22	23 7 30,4 5 2 35 4 11,4 7											
	2019	101	0		53.0		-1		34	3	14.7	4	1	23	,	30.4	J		. 33	4	11.4	,	-3			
05 Supervisors	2019	1	0		52.0	•	-1	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0			
06 Supervisors: Crafts & Trades	2016	1 2	1	100.0 50.0	31.0 26.0		1 0	322.6 192.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0			
		,			.,					······································		ų			· · · · · ·	·				:						
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÷Kx 100	Part 3: Goals	F÷ M x 100														
		<b>↓</b>	↓	<b>1</b>	<b>\</b>	<b>V</b>	<b>1</b>	1	↓	<b>\</b>	<u> </u>	<u> </u>														
			Entra						oals																	
Employment Equity Occupational Group	Year		ow Data			Short-te		S		Long-ter Won							r	ommen	ŧe.							
(EEOG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					•	ommen	13							
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met														
01 Senior Managers	2019	1	-1		0	0.0	0.0		1	-100.0	0.0	0.0														
Middle & Other	2022	2	-1 0		3	0.0	27.6 34.4		1	0.0	27.6 0.0	-362.3 0.0														
Managers Managers	2022	2	0		380 1380 1380 1380		39.4				39.4															
03 Professionals	2019	14 14	1	7.1 7.1		0.0	0.0		0	0.0	0.0															
04 Semi-Professionals &	2019	22	8	36.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0														
Technicians	2022	22	8		******************************		0.0	+	1	0.0	0.0															
05 Supervisors	2019	1	0		0	0.0	0.0 50.0		1	0.0	50.0	0.0														
06 Supervisors: Crafts &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0															
Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0 0.0 0.0 0.0														

#### Federal Contractors Program Achievement Report Part 4: Results - Women **Communications and Power Industries Canada Inc.** 43549 В C F G Н M N O P О R $\mathbf{S}$ V W Y Α D Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow $Q \div P_X$ Part 2: Flow $V \div U \; x$ $\mathbf{E} \div \mathbf{D}$ DxG $L \div K$ E - H K x G ÷ 100 U x F ÷ 100 Data sources: Workforce Workforce Workforce Flow Data L - N Flow Data P x F ÷ 100 Q - S Flow Data V - X ÷ 100 x 100 Data Analysis x 100 Data Analysis 100 Data Analysis x 100 Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Representation Availability Gap EE Result Employees Actual Difference Employees Actual Expected Difference **Employees** Expected Difference Expected Actual # % % % % # # % % # Administrative & 2016 26 22 84.6 80.1 105.6 Senior Clerical 2019 24 21 87.5 79.1 110.6 80.0 83.3 66.1 Skilled Sales & 2016 0.0 0.0 0.0 Service Personnel 2019 0.0 27.9 0.0 0.0 0 0.0 0.0 Skilled Crafts & 2016 10 10.0 3.3 303.0 Trades Workers 2019 10 10.0 2.7 370.4 0.0 0 0.0 0.0 2016 80.0 65.2 122.7 10 Clerical Personnel 2019 12 91.3 65.5 139.9 100.0 100.0 100.0 2016 78.6 63.9 123.0 Intermediate Sales & Service Personnel 2019 87.5 65.7 133.2 80.0 3 100.0 60.0 Semi-Skilled Manual 2016 113 68. 22.0 25 52 309.7 Workers 2019 111 73 65.8 20.1 22 51 327.2 50.0 20 55.9 34 12 60.0 19 Part 2: Part 2: Flow $E \div D\, x$ Part 3: $E \div G x$ Part 3: $E \div K x$ Part 3: F÷Ix 100 Part 3: Goals Flow Data F÷M x 100 Data sources: Data Analysis 100 Goals Goals 100 100 Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % Administrative & 2019 100.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 100.0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0.0 0.0 0.0 Skilled Crafts & 2019 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2022 0.0 0.0 0.0 0.0 2019 100.0 0.0 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 2022 100.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 133. 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 133.: 2022 0.0 0.0 0.0 0.0 2019 50.0 0.0 0.0 Semi-Skilled Manual 20 0.0 0.0 0.0 0.0 Workers 2022 20 50.0 0.0 0.0

Part 4: Results - Women  Communications and Power Industries Canada Inc.  43549														Report									
									P	art 4: F	Results	- Wome	n										
								Comm	unicatio	ns and l	Power 1	Industri	ies Cana	da Inc.									
											43549												
A B C	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
	i			↓	<b>J</b>	<b></b>	↓	↓	<u>.</u> ↓	↓	<b>↓</b>	i↓	↓	i↓	↓	<b>↓</b>		<b></b>	↓	↓ ↓		.i	i↓
	Workforce Analysis															Data A	nalysis						
Employment Equity Yo	ear			W	orkforce						Hires				P	romotio	ns			Te	rminati	ons	
Occupational Group (EEOG)		All Employees	Represe		Won Availa		Gap	EE Result	All Employees	Act		omen	Difference	All Employees	Act		omen	Difference	All Employees	Acti		Vomen	Difference
· —	#	#	# #	%	Avana %	ж #	Gap #	EE Result	#	#	uai %	Expected #	Difference #	#	#	uai %	Expected #	Difference #	#	# Acti	uai %	Expected #	Difference #
131	)16	0	0	0.0	0.0	0	0	0.0															
	019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
14	019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Total	016	408	171	41.9	0.0	0		0.0															
20	)19	408	175	42.9	0.0	0	175	0.0	106	39	36.8	0	39	73	31	42.5	31	0	108	40	37.0	45	
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											
	i				<b></b>	<b></b>	↓	↓	↓	i↓	<b>\</b>	<u>:</u> ↓	i										
		New	Entrar	ıts				G	oals														
Employment Equity	ear -	FI	ow Data		٤		rm Goals	S		Long-ter													
Occupational Group		All	Wen	ien			men	D		Won Percent of	ien	n					C	ommen	ts				
(EEOG)		Employees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Goal Met	Goal	Goal Met	Percent of Goal Met										
	#	#	#	%	#	%	%	%	#	%	%	%											
13.1	019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual 20	019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	_	0	0	0.0			0.0	0.0			0.0												

								Feder	al Contr					-												
								Comm	Part 5:			riginal Industri	-													
											43549															
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U	V	w	X	Y			
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF÷100	V - X			
	1	······································	,	<b>1</b>	<b>\</b>	Ţ	1	<b></b>	<b>1</b>	<b>J</b>	·	,	1	.i\	<u> </u>	, <del>\</del>	,	<b></b>	······································		1	·↓				
Employment Equity			1		orce An						***			<del> </del>		Data Aı			1							
Occupational Group	Year	All		·	orkforce Aborigio				All		Hires Aborig	inal Peoples		All	P	romotioi Aberigi	nal Peoples		All	1 6	rminati Aborig	ons nat Peoples				
(EEOG)		Employees	Represe	entation	Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference			
	2016	# 7	# ()	0.0	2.9	# 0	# 0	0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2019	6	0	0.0	3.2		0	0.0	0	0	0.0	0	(	) 3	0	0.0	0	0	2	0	0.0	0	0			
02 Middle & Other	2016	32	1		2.2		0	142.0											_							
Managers	2019	31 89	1 0	3.2 0.0	2.7 0.8		-1	119.5	8	0	0.0	0	(	2	0	0.0	0	0	8	0	0.0	0	0			
03 Professionals	2019	93	0		1.0		-1	0.0	15	0	0.0	0	(	) 13	0	0.0	0.0	0	0							
04 Semi-Professionals & Technicians	2016	105	1	1.0	1.7 1.7		-1	56.0	2.4		0.0			1 22												
	2019	101	1 0	0.0	1.7		-1 0	58.2 0.0	34	0	0.0	1	-]	1 23	23 0 0.0 0 0 35 0 0.0 0 0											
05 Supervisors	2019	1	0		0.9		0	0.0	0	0	0.0	0	(	) 1	0	0.0	0	0	0	0	0.0	0	0			
06 Supervisors: Crafts & Trades	2016	1 2	0		0.0		0	0.0	0	0	0.0	0	(		0	0.0	0	0	0	0	0.0	0	0			
	2017		· · ·	0.0	1.0			0.0			0.0		`	<u> 1                                    </u>	<u> </u>	0.0	V			<u>`</u> :	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÷Ix100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100														
			\	<b>1</b>	, J	<b></b>	<b></b>	<u> </u>	<b>\</b>		V	, <u>†</u>														
			Entrai	nts					oals																	
Employment Equity Occupational Group	Year	F	ow Data Aborigina	ıl Peoples		Short-te Aborioin	rm Goal al Peoples	S		Long-ter Aborigina							r	Commen	40							
(EEOG)		All Employees	Act		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	Jumen	ts.							
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met														
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0														
1517 001	2022	1 2	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0														
02 Middle & Other Managers	2019	2	0			0.0	0.0		U	0.0	0.0															
03 Professionals	2019	14	0		0	0.0	0.0		0	0.0	0.0															
Carri Dan Carrian ala 6	2022	14 22	0		0	0.0	0.0		1	0.0	1.0 0.0															
04 Semi-Professionals & Technicians	2022	22	0	0.0			1.7	0.0			1.7	0.0														
05 Supervisors	2019	1	0		0	0.0	0.0	0.0	0	0.0	0.0															
06 Supervisors: Crafts &	2022	0	0		0	0.0	0.0	0.0	0	0.0	0.0		0.0													
Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0														

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Communications and Power Industries Canada Inc.** 43549 В C D F G Н M N O P О R V W Y Α Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow $Q \div P_X$ Part 2: Flow $V \div U \; x$ $\mathbf{E} \div \mathbf{D}$ DxG $L \div K$ E - H K x G ÷ 100 U x F ÷ 100 Data sources: Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 Q - S Flow Data V - X ÷ 100 Data Analysis x 100 Data Analysis 100 Data Analysis x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Flow Data Analysis Workforce Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Representation Availability Gap EE Result Employees Actual Difference Employees Actual Expected Difference **Employees** Actual Expected Difference Expected # # % % % # # % Administrative & 2016 26 0.0 0.8 0.0 Senior Clerical 2019 24 0.0 0.8 0.0 0.0 0.0 0.0 Skilled Sales & 2016 0.0 0.0 0.0 Service Personnel 2019 0.0 1.2 0.0 0.0 0 0.0 0.0 Skilled Crafts & 2016 10 0.0 2.7 0.0 Trades Workers 2019 0.0 2.5 0.0 0.0 0 0.0 0.0 2016 0.0 0.7 0.0 10 Clerical Personnel 2019 12 0.0 0.0 0.8 0.0 0.0 0.0 0 2016 0.6 0.0 Intermediate Sales & 0.0 Service Personnel 2019 6.3 0.8 781.3 20.0 0 0.0 0.0 Semi-Skilled Manual 2016 113 0.9 0.7 126.4 Workers 2019 111 0.9 112.6 20 0.8 34 0.0 5.0 0.0 Part 2: Part 2: Flow $E \div D\, x$ Part 3: $E \div G \, x$ Part 3: $E \div K x$ Part 3: Flow Data ÷ I x 100 Part 3: Goals F÷M x 100 Data sources: Data Analysis 100 Goals Goals 100 100 Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent of Percent of Percent o Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % Administrative & 2019 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2022 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2019 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2022 0.0 0.0 0.0 Skilled Crafts & 2019 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2022 0.0 0.0 0.0 0.0 0.0 2019 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 2022 0.0 0.0 0.0 0.0 Intermediate Sales & 2019 33.3 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 33.3 2022 0.0 0.0 0.0 0.0 2019 0.0 0.0 Semi-Skilled Manual 20 5.0 0.0 0.0 0.0 0.0 Workers 2022 0.0 0.0

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Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			<b>V</b>	·	1	·	Ţ	<del>\</del>	↓	<u> </u>	<b>\</b>	↓	, <del>\</del>	<u> </u>	<del>\</del>	·↓	,		<b>1</b>	,	;↓	Ţ	<b>V</b>	·
		Workforce Analysis  Workforce Hires															Data A	nalysis						
	ployment Equity Vear Workforce Hires															I	Promotio				Te	rminatio		
	CCUpational Group  All Aboriginal Peoples  EOG)  All Aboriginal Peoples  Representation Availability Gap EE Result Employees Actual Expected														All Employees		Aborig tual	nal Peoples	D. C.	All Employees	Act		nal Peoples	Dies.
(		#	#	##	tation %	Availa %	ibility #	Gap #	EE Result	#	Aci	tual %	Expected #	Difference #	#	# A.	tuai %	Expected #	Difference #	#	# Act	uai %	Expected #	Difference #
13	Other Sales & Service	2016	0	0	0.0		0	0	0.0															
$\vdash$	Personnel	2019	0	0	0.0			0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Other Manual Workers	2016 2019	0	0	0.0	L .			0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
		2019	408	-	0.7	0.0		3	0.0	0	0	0.0		0		0	0.0	0	0		0	0.0	0	
Total		2019	408	4	1.0	0.0	0	4	0.0	106	1	0.9	0	1	73	1	1.4	1	0	108	0	0.0	1	-1
f						·····		 !	:		ĭ	:	: :	<b>!</b>										
Data s	burces:		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											
			<b>1</b>	<u>↓</u>	<b>1</b>	<b>1</b>	<b>1</b>	<u> </u>	<u> </u>	<b></b>	<u> </u>	<u> </u>	<u> </u>											
			New	/ Entran	ts				G	oals														
	loyment Equity	Year	F	low Data				rm Goal	S		Long-ter													
	ipational Group	1041	All	Aboriginal	Peoples		~	al Peoples	I		Aborigina	l Peoples						C	Commen	ts				
(EE	UG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
1 131	Other Sales & Service Personnel	2019	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
$\vdash$	Other Manual	2019	0	0	0.0	20131201312013120131	0.0	0.0	0.0	0	0.0	0.0												
14	Workers	2022	0	0	0.0	E 100000 100000 100000 1000		0.0	0.0			0.0	0.0											
Total		2019	71 71		2.8		0.0	0.0	0.0	0	0.0	0.0												
		2022	71	2	2.8			0.0	0.0			0.0	0.0											

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										Part 6: R	esults -	Person	s with I	Disabiliti	es									
									Comn	unicatio	ns and l	Power	Industri	ies Cana	da Inc.									
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<u>A</u>	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U	<u>V</u>	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
			<b>V</b>		1	<b>.</b>	, J	<b>.</b> \	<b>\</b>	<u> </u>	<u> </u>	<b>\</b>	Ţ	<b>\</b>	<u> </u>	<u> </u>	1	<b></b>	, J	, J	1	, T	<b>.</b>	<u> </u>
				1	Workfo	orce Ar	nalysis									Flow	Data A	nalysis						
	ployment Equity	Year				orkforc						Hires				I	Promotio				T	erminati		
	cupational Group EOG)		All Employees	Represe		······	h Disabilitie ability	S Gap	EE Result	All Employees	Δei	Persons w	th Disabilitie Expected	S Difference	All Employees	- A	Persons w	th Disabilitie Expected	S Difference	All Employees	4.0	Persons w	ith Disabilitie	Difference
		#	#	#	%	%	#	# #	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01&	Managers	2016	39	1 :	2.6	4.3	2	-1	59.6															
02	Trianagers	2019	37		0.0		•	_	0.0	8	0	0.0	0	0	5	0	0.0	0	0	10	1	10.0	0	1
03	Professionals	2016 2019	89 93		3.4 3.2				88.7 36.2	15	0	0.0	1	-1	13	0	0.0	0	0	14	0	0.0	0	
	Semi-Professionals &	2019	105				•		82.8	13		0,0	1	-1	13		0.0	0	0	14		0.0	1	0
04	Technicians	2019	101	2	2.0	7.6	8	-6	26.1	34	0	0.0	3	-3	23	0	0.0	1	-1	. 35	2	5.7	1	1
05	Supervisors	2016	1	0				· ·	0.0		_		_											
	Supervisors: Crafts &	2019 2016	1	0	0.0		•	· ·	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
06	Trades	2019	2	0	0.0				0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
·····						,		·		·	·				•		•	•	•	•		•		
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
			<b>V</b>	↓	<b>\</b>	<b>1</b>	1	↓	1	↓	<b>J</b>	Ţ	Ţ											
			New	v Entrar	ıts				G	oals														
Em	ployment Equity	V	F	low Data Person	*28		Short-te	rm Goal	S		Long-ter	m Goals												
	cupational Group	Year	All	Disab			Persons wit	h Disabilities	;	1	Persons with	Disabilities						(	Commen	its				
(15.1	EOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01&	Managers	2019	3	-1	-33.3	0	0.0	0.0	0.0	1	-100.0	0.0	0.0											
		2022	14	-1 0	-33.3	0	0.0	5.0	-666.7 0.0	0	0.0	5.0	-666.7 0.0											
$\lfloor 03 \rfloor$	Professionals	2022	14		0.0		V.V	8.9	0.0		9.0	8.9	0.0											
04	Semi-Professionals &	2019	22		-9.1	0	0.0	0.0	0.0	1	-200.0	0.0	0.0											
<u> </u>	Technicians	2022	22	-2 0	-9.1 0.0	0	0.0	7.6	-119.6 0.0	0	0,0	7.6 0.0	-119.6 0.0											
05	Supervisors	2019	1	0	0.0	***************************************	0.0	0.0	0.0	0	0.0	0.0	0.0											
06	Supervisors: Crafts &	2019	0	<del></del> :	0.0		0.0	0.0	0.0	0	0.0													
L	Trades	2022	0	0	0.0			0.0	0.0			0.0 0.0												

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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			
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			V	Vorkfo	orce An	alysis									Flow I	Data Ar	alysis									
Employment Equity Occupational Group	IVER		ı		orkforce						Hires				P	romotion				Te	rminati					
(EEOG)		All Employees	Represent		Persons with Availa	n Disabilities ability	Gap	EE Result	All Employees	Ac	Persons w	ith Disabilitie Expected	S Difference	All Employees	Act		h Disabilitie Expected	S Difference	All Employees	Act		th Disabilitie Expected	Difference			
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	9/0	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2016 2019	1	0	0.0	3.4 10.0		-1 -2	0.0	5	0	0.0	1	-1	. 6	0	0.0	0	0	6	0	0.0	0	0			
08 Skilled Sales &	2016	0	0	0.0	0.0		0	0.0																		
Service Personnel  Skilled Crafts &	2019 2016	1 10	0	0.0	8.0 3.8		0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0			
109 Trades Workers	2019	10	0	0.0	7.8		-1	0.0	1	0	0.0	0	C	0	0	0.0	0	0	1	0	0.0	0	0			
10 Clerical Personnel	2016		0	0.0	7.0		-1								1 0 0.0 0 0 2 0 0.0 0 0											
11 Intermediate Sales	2019 & 2016		0	0.0	9.3 5.6		-1 -1	0.0	4	0	0.0	0	C	1												
Service Personnel	2019		0	0.0	10.8		-2		5	0	0.0	1	-1	. 3	0	0.0	0	0	5	0	0.0	0	0			
12 Semi-Skilled Manu Workers	al 2016 2019		1 0	0.9	4.8 10.3		-4 -11	18.4 0.0	34	0	0.0	4	-4	20	0	0.0	0	0	34	1	2.9	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														
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		•	Entrant	ts			•	G	oals	<b>v</b>																
Employment Equity		F	low Data			Short-te	rm Goals	S	]	Long-ter	m Goals															
Occupational Group	Year	All	Persons Disabili			Persons with	h Disabilities	i		Persons with	Disabilities						C	Commen	ts							
(EEOG)		Employees	Actus	ıl	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met														
	#	#	#	%	#	%	%	%	#	%	%	%														
07 Administrative &	2019	5	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0														
Senior Clerical  Skilled Sales &	2022 2019		0	0.0	0	0.0	10.0	0.0	0	0.0	10.0	0.0														
08 Service Personnel	2019		0	0.0	U	0.0	0.0	0.0	0	0.0	0.0															
09 Skilled Crafts &	2019		0	0.0	0	0.0	0.0	0.0	0	0.0																
Trades Workers	2022		0	0.0	0	0.0	7.8 0.0		0	0.0	7.8															
10 Clerical Personnel	2019		0	0.0	U	0.0	9.3		U	0.0	9.3															
11 Intermediate Sales Service Personnel		3	0	0.0	0	0.0			1	0.0	1	0.0														
12 Semi-Skilled Manu Workers	_	20		-5.0 -5.0	0	0.0	0.0	0.0	2	-50.0	0.0	0.0														

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Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			<b></b>	<u>↓</u>	<b>1</b>	1	Ţ	<b>↓</b>	<b>1</b>	<del>\</del>	·		<b>↓</b>	<u>\</u>	<u> </u>	<b>↓</b>	1	1	<b>1</b>	<u> </u>	, J	↓	1	
				V	Vorkfa	orce Ana	lysis									Flow	Data Ai	nalysis						
	nent Equity ional Group	Year				orkforce						Hires				P	romotio				Te	rminatio		
(EEOG)	ionai Group		All Employees	Represen		Persons with I Availab		Gap	EE Result	All Employees	Act		th Disabilities Expected	Difference	All Employees	Ac	Persons wi	th Disabilities Expected	Difference	All Employees	Ac		th Disabilitie Expected	S Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	Ħ	#	%	#	#	#	#	%	#	#
1 1 3 1	Sales & Service	2016	0	0	0.0	0.0	0	0	0.0															
Person		2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Work	: Manual ters	2016 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2016	408	9	2.2	0.0	0	9	0.0					-					<u> </u>					
Total		2019	408	5	1.2	0.0	0	5	0.0	106	0	0.0	0	0	73	0	0.0	2	-2	108	4	3.7	2	2
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100											
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				Entran	ts					oals														
Employn	nent Equity	Year	F	low Data Persons	with			rm Goals			Long-teri													
Occupati (EEOG)	ional Group		All	Disabili		· · · · · · · · · · · · · · · · · · ·		n Disabilities		I	Persons with	Disabilities	Comments											
(EEOG)			Employees	Actu	al		ercent of Joal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
lod	01.00	#	#	#	%	#	%	%	%	#	%	%	%											
13 Other Person	Sales & Service nnel	2019 2022	0	0	0.0	U	0.0	0.0	0.0	0	0.0	0.0	0.0											
14 Other	· Manual	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Work	ers	2022	0	0	0.0		0.0	0.0	0.0			0.0	0.0											
Total		2019 2022	71 71	-4 -4	-5.6 -5.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

								Feder	al Contr	actors l	Progra	m Achie	vement	Report									
								Par	t 7: Resu	lts - Me	mbers	of Visib	le Mino	rities									
								Comm	unicatio	ns and			es Cana	da Inc.									
	43549																						
A B	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
		Part 1:	Part 1:	E ÷ D	Part 1:	DxG		E÷H	Part 2: Flow	Part 2:	L÷K			Part 2: Flow	Part 2:	Q÷Px			Part 2: Flow	Part 2:	V ÷ U x		
Data sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E-H	x 100	Data Analysis	Flow Data Analysis	x 100	K x G ÷ 100	L - N	Data Analysis	Flow Data Analysis	100	P x F ÷ 100	Q - S	Data Analysis	Flow Data Analysis	100	UxF÷100	V - X
		<b></b>	<u> </u>	<u> </u>	<b>↓</b>	<u>_</u>			<b>J</b>			↓			<u>\</u>	<u> </u>	<u> </u>	↓	Ψ			↓	
Employment Equity					orce An						Hires			T		Data Ar	•		Τ	Tei	rminatio	ons	
Occupational Group (EEOG)	Year	All			Visible N	linorities			All		Visible	Minorities		All		Visible	Minorities		All		Visible	Minorities	
(EEOG)	#	Employees #	Represe	entation %	Availa %	ability #	Gap #	EE Result	Employees #	Act	tual %	Expected #	Difference #	Employees #	Act	ual %	Expected #	Difference #	Employees #	Acti	ial %	Expected #	Difference #
01 Senior Managers	2016	7	1	14.3		1	0	141.4															
02 Middle & Other	2019 2016	32	0 4	0.0 12.5	11.5 15.0	5	-1 -1	0.0 83.3	0	0	0.0	0	C	3	0	0.0	0	0	2	1	50.0	0	1
Ivianagers	2019	31 89	4	12.9	17.6	5	-1 12	73.3 139.6	8	3	37.5	1	2	2 2	0	0.0	0	0	8	2	25.0	1	1
03 Professionals	2016	93	42 45		33.8 38.2	30 36		139.6	15	7	46.7	6	1	. 13	7	53.8	6	1	14	6	42.9	7	-1
04 Semi-Professionals & Technicians	2016	105	63		31.4	33 32			2.4	26	76.5	1.1	1.7	22	1.7	72.0	1.4	2	25	20	57.1	21	-
	2019	101 1	67 1	66.3 100.0	31.2 45.8		35 1	212.6 218.3	34	26	76.5	11	15	23	17	73.9	14	3	35	20	57.1	21	-1
05 Supervisors	2019	1	1		51.5		0	194.2	0	0	0.0	0	C	1	0	0.0	1	-1	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	2	0		38.4 47.4	0	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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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÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100											
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Employment Equity Occupational Group	Year	All	Visible V				lin Goal Inorities	3		Visible M							C	ommen	ts				
(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Т	#	#	#	%	#	%	%	%	#	%	%	%											
01 Senior Managers	2019	1	-1 -1	-100.0 -100.0	0	0.0	0.0 11.5	-869.6	0	0.0	0.0	-869.6											
02 Middle & Other	2019	2	1	50.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0											
Managers  03 Professionals	2022	2 14	1 8		0	0.0	17.6 0.0	284.1 0.0	0	0.0	17.6 0.0	284.1 0.0											
	2022	14	8		0	0.0	0.0	0.0	0	0.0	0.0												
04 Semi-Professionals & Technicians	2019	22 22	23 23			0.0	0.0	0.0	0	0.0	0.0												
05 Supervisors	2019 2022	1	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
06 Supervisors: Crafts &	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades	2022	0	0	0.0			47.4	0.0			47.4	0.0											

								Feder	al Contr	actors l	Progra	m Achie	vement	Report									
								Par	t 7: Resu	lts - Me	embers	of Visib	le Mino	rities									
	Communications and Power Industries Canada Inc.																						
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A B	С	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	V	W	X	Y
		Part 1:	Part 1:	E ÷ D	Part 1:	DxG		E ÷ H	Part 2: Flow	Part 2:	L÷K			Part 2: Flow	Part 2:	Q÷Px			Part 2: Flow	Part 2:	V ÷ U x		
Data sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E - H		Data Analysis	Flow Data Analysis	x 100	K x G ÷ 100	L - N	Data Analysis	Flow Data Analysis	100	P x F ÷ 100	Q - S	Data Analysis	Flow Data Analysis	100	UxF÷100	V - X
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Employment Equity					orce An /orkforce						Hires			T		Data Ar	•		Τ	Te	rminatio	ons	
Occupational Group (EEOG)	Year	All			Visible N	linorities			All		Visible	Minorities		All		Visible	Minorities		All		Visible	Minorities	
(EEOG)	#	Employees #	Represe #	ntation %	Availa	ability #	Gap #	EE Result	Employees #	Act	tual %	Expected #	Difference #	Employees #	Act	ual %	Expected #	Difference #	Employees #	Act	ual %	Expected #	Difference #
07 Administrative & Senior Clerical	2016	26	6	23.1	37.3		l	01.7	-		20.0										22.2		
08 Skilled Sales &	2019	24	0	16.7	40.6 0.0				5	1	20.0	2	-1	. 6	0	0.0	1	-1	6	2	33.3	1	
Service Personnel	2019 2016	1 10	1 1	100.0	22.8 19.4	0	1 -1	438.6 51.5	0	0	0.0	0	C	1	1	100.0	0	1	1	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2019	10	1	10.0 10.0	19.4	2	-1 -1	54.3	1	0	0.0	0	C	0	0	0.0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	10 12	3 2	30.0 16.7	48.1 52.2	5	-2 -4	62.4 31.9	4	1	25.0	2	-1	1	0	0.0	0	0	2	1	50.0	1	
Intermediate Sales &	2016	14	2	14.3	48.9		-5	29.2	7	1			-1	1			Ü	0	2	1		1	Ů
Service Personnel Semi-Skilled Manual	2019	16 113	4 26	25.0	54.7 57.5		-5 -39		5	2	40.0	3	-1	. 3	2	66.7	0	2	5	1	20.0	1	0
Workers Wantai	2019	111	24	21.6	62.9				34	10	29.4	21	-11	. 20	4	20.0	5	-1	34	9	26.5	8	1
			Part 2:																				
Data sources:		Part 2: Flow Data Analysis	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÷Kx 100	Part 3: Goals	F÷M x 100											
						<b>1</b>	↓ 	<u> </u>	<b>\</b>	J	<b></b>	V											
			Entrai	nts		61 44			oals		<u> </u>												
Employment Equity Occupational Group	Year		ow Data Visible M	inorities		Short-te Visible N		S		Long-ter Visible M							C	Commen	ts				
(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Latin a	#	# -	# 1	%	#	% 50.0	% 29.5	*/ <sub>4</sub>	# ^	%	%	%											
07 Administrative & Senior Clerical	2019	5	-1 -1	-20.0 -20.0	2	-50.0	38.5 40.6	-51.9 -49.3	0	0.0	0.0 40.6	-49.3											
08 Skilled Sales & Service Personnel	2019 2022	0	1 1	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
og Skilled Crafts &	2019	0	0	0.0	0	0.0		0.0	0	0.0	0.0												
Trades Workers	2022	0	0	0.0	0	0.0	18.4 0.0		2	0,0	18.4 0.0												
10 Clerical Personnel	2022	3	0	0.0			52.2	0.0	2		52.2	0.0											
11 Intermediate Sales & Service Personnel	2019	3	3		1	300.0	28.6 54.7	349.7 182.8	3	100.0	0.0 54.7	0.0 182.8											
Semi-Skilled Manual	2019	20	5	25.0	11	45.5	45.1	55.4	14	35.7	0.0	0.0											
Workers	2022	20	5	25.0			62.9	39.7			62.9	39.7											

									al Contr														
								Par	t 7: Resu	lts - Me	mbers	of Visib	le Mino	rities									
								Comm	unicatio	ns and I	Power	Industri	es Cana	da Inc.									
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A B	C	D	Е	F	G	Н	I	J	K	L	M	N	O	Р	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			1	Workfo	orce An	alysis									Flow I	Data A	nalysis						
Employment Equity	Year			W	orkforce/						Hires				P	romotio				Te	rminatio		
Occupational Group (EEOG)		All Employees	Represe	ntation	Visible N Avails	linorities ability	Gap	EE Result	All Employees	Acti		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference
-	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service Personnel	2016 2019	0 0	0	0.0 0.0	0.0 0.0	:	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Other Manual	2016	0	0	0.0	0.0		0	0.0															
Workers	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Total	2016 2019	408 408		36.5 37.5	0.0		149 153	0.0		50	47.2	0	50	73	31	42.5	27	4	108	42	38.9	39	
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100											
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		•	v Entrai	its	<b>V</b>			G	ioals			•											
Employment Equity	<b>V</b>	F	low Data			Short-te	rm Goal	S		Long-terr	n Goals												
Occupational Group	Year	All	Visible M	linorities		Visible 9	linorities	т		Visible Mi	norities						(	Commen	ts				
(EEOG)	#	Employees	Acti	ual %	Goal #	Percent of Goal Met	Goal %	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	2019	0	0		7 0	0.0	0.0		7 0	0,0	0.0	0.0											
Personnel	2022	0	0	0.0			0.0		, and the second		0.0	0.0											
1 CI SOIIICI								0.0			0.0												
Other Manual	2019	0	0		0	0.0	0.0		0	0.0	0.0												
	2019 2022 2019	0 0 71	0		0	0.0	0.0	0.0		0.0	0.0	0.0											

## **Federal Contractors Program Achievement Report** Part 8: Reasonable Efforts Communications and Power Industries Canada Inc. 43549

#### **Efforts**

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

Rea	uired	meas	ures:
1104	uncu	111000	ui co.

equity.

Requi	red 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.
<b>/</b>	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.
<b>√</b>	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).
<b>√</b>	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>/</b>	Ensured that any new gaps identified are addressed accordingly.
<b>√</b>	Maintained appropriate records in all required areas.
Other	measures:
<b>√</b>	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.
<b>J</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
<b>V</b>	Ensured ongoing senior-level support for employment equity and its implementation.
<b>V</b>	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>✓</b>	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.
<b>/</b>	Consulted employee/union representatives on communication and implementation of employment

✓	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.
<b>✓</b>	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.
<b>/</b>	Other (please describe):
	We have identified a college that have recruiting platform for the indigenous group, however, have had no success yet in hiring any candidates. Our AODA policy and recruitment process identifies accommodation for persons with disabilities. We will continue to have conversations with our recruiting partners and will aim to close the gaps. We have ensured to improve our representation of visible minorities and have hired approx. 48% in the three year period, of which approx.38% were women.
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
<b>/</b>	Impact of economic and industrial conditions on the organization.
	With the healthy economy and low employment rate recruiting for talent has become very challenging and candidates with basic skills are commanding a very high wage. We have seen a huge shift from an employers market to a candidates. To stay globally competitive, we had to realign various business functions, combine divisions and resources.
<b>✓</b>	Any reorganization or other corporate structural changes.
	The company was bought over by new investors. Two internal operations were combined into a single business to strengthen and grow our position in the Satellite Communications and Medical X-ray imaging markets. Several organizational changes were initiated and departments aligned that led to a reduction in workforce.
	Acquisitions, mergers or transfers of employees.
J	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	During this assessment period we have had 30 layoffs; from Middle/Other Manager, Professionals, Semi-Professional/Technicians, Admin/Sr. Clerical Personnel, Sales/Service and Semi skilled manual

	occupational category
	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	ional Details
Please p	provide any additional information (optional):
	We have no intrinsic barriers to hire within the four designated groups. The definition of disability is broad, so while we have a few employees with disability, they do not declare as they do not consider themselves disadvantaged.

# Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Nan	ne: Communications and Power Industries Canada Inc. (CPI Canada)								
Primary Locat	cion: Georgetown, ON								
Number of Em	Number of Employees: 408								
•	Ontario: 408								
Organization (	Overview: NAICS 3342 (Communications equipment manufacturing)								
California, and Ontario, Canac electronic com	F Communications & Power Industries LLC, headquartered in Palo Alto, Communications & Power Industries Canada Inc., located in Georgetown, da. Communications & Power Industries (CPI) is a global manufacturer of ponents and subsystems focused primarily on communications and defense ompany serves customers in the communications, defense, medical, industrial narkets.								
Initiated: Received: Closed: Workforce	rst Year Assessment 2016-05-03 2016-05-02 2016-05-09								
Analysis: <b>Key Dates – Su</b> Initiated: Received:	2016-04-29  Ubsequent Assessment 2019-06-17 2019-06-07								
Workforce Analysis:	2019-03-25								
	ATION  nat the data provided as part of the subsequent assessment package is hat provided during the previous submission:								
Comments:									
I have verified the Forms 1 to 6:  ☑ Yes □ No	nat the data provided in the Achievement Report is consistent with that found in								
Comments:									



The company was bought overpurchased by new investors. Two internal operations were combined into a single business to strengthen their position in the Satellite Communications and Medical X-ray imaging markets. Several organizational changes were initiated and departments aligned that led to a reduction in workforce.

During the assessment period employer indicated that they had 30 layoffs from Middle/Other Manager, Professionals, Semi-Professional/Technicians, Admin/Sr. Clerical Personnel, Sales/Service and Semi skilled manual occupational category. As layoffs were not analyzed, they did not affect the results of this assessment.

### ASSESSMENT OF REASONABLE PROGRESS

#### Women

01	Senior Managers	No goal set
02	Middle and Other Managers	Goal not met (66.7% achieved)
05	Supervisors	No goal set

#### Assessment/Observations

02 Middle and Other Managers: Given the availability rate for women in this occupational sector (38.9%) and the number of workers hired (2), the goal was too high and was unattainable. The organization made the effort to hire only women in this EEOG achieving 100% of new entrants in this EEOG.

#### Aboriginal Peoples

03	Professionals	No goal set
04	Semi-Professionals & Technicians	No goal set

#### Assessment/Observations

No Aboriginal people were hired in any EEOG.

#### Person with Disabilities

01/02	Managers	No goal set
04	Semi-Professionals and Technicians	No goal set
07	Administrative and Senior Clerical	No goal set
	Personnel	-
10	Clerical Personnel	No goal set
11	Intermediate Sales and Service	No goal set
	Personnel	_
12	Semi-Skilled Manual Workers	No goal set

#### Assessment/Observations

There were no short-term goals set for this group and there were no hires of persons with disabilities in any EEOG from this group.

#### Members of Visible Minorities

02	Middle & Other Managers	No goal set
07	Administrative & Senior Clerical	No goal set
09	Skilled Crafts & Trades Workers	Goal not met (0% achieved)
10	Clerical Personnel	No goal set
11	Inter. Sales & Service Personnel	Goal met (200% achieved)

12	Semi-Skilled Manual Workers	Goal met (127% achieved)
-		

#### Assessment/Observations

- 09 Skilled Crafts and Trades Workers: no new hires were done, so goal of hiring one person from that EEOG was unattainable.
- 12 Semi-Skilled Manual Workers: Out of 20 new hires in this EEOG, 14 were visible minorities.

#### **ASSESSMENT OF REASONABLE EFFORTS**

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

#### **ASSESSMENT OF GOALS**

#### Women

	Workforce Analysis Results		Goals		ıtio		
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representatio n	LMA	
#	Description	#	%	%	%	%	
01	Senior Managers	-2	27.6	27.6	0.0	27.6	
02	Middle & Other Managers	-4	39.4	39.4	25.8	39.4	
03	Professionals	5	0.0	0.0	22.6	17.5	
04	Semi-Professionals & Technicians	12	0.0	0.0	24.8	12.7	
05	Supervisors	-1	50.0	50.0	0.0	52.0	
06	Supervisors: Crafts & Trades	0	0.0	0.0	50	26.0	
07	Admin. & Senior Clerical Personnel	2	0.0	0.0	87.5	79.1	
08	Skilled Sales & Service Personnel	0	0.0	0.0	0.0	27.9	
09	Skilled Crafts & Trades Workers	1	0.0	0.0	10.0	2.7	
10	Clerical Personnel	3	0.0	0.0	91.7	65.5	
11	Inter. Sales & Service Personnel	3	0.0	0.0	87.5	65.7	
12	Semi-Skilled Manual Workers	51	0.0	0.0	65.8	20.1	

#### Observations:

All goals were set appropriately for the three EEOGs with gaps.

Aboriginal Peoples

Workforce Analysis Results	Goals		rese	LMA
Employment Equity Occupational Group (EEOG)	Short- term	Long- term	Rep	, `

			(1 to 3 years)	(3 + years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	0	0.0	0.0	0.0	3.2
02	Middle & Other Managers	0	0.0	0.0	3.2	2.7
03	Professionals	-1	1.0	1.0	0.0	1.0
04	Semi-Professionals & Technicians	-1	1.7	1.7	1.0	1.7
05	Supervisors	0	0.0	0.0	0.0	0.9
06	Supervisors: Crafts & Trades	0	0.0	0.0	0.0	1.6
07	Admin. & Senior Clerical Personnel	0	0.0	0.0	0.0	0.8
80	Skilled Sales & Service Personnel	0	0.0	0.0	0.0	1.2
09	Skilled Crafts & Trades Workers	0	0.0	0.0	0.0	2.5
10	Clerical Personnel	0	0.0	0.0	0.0	0.8
11	Inter. Sales & Service Personnel	1	0.0	0.0	6.3	0.8
12	Semi-Skilled Manual Workers	0	0.0	0.0	0.9	0.8

#### Observations:

- All goals were set appropriately, when there was a gap in current representation.
- The employer states that they have reached out to the college and recruiting agencies to assist us in their recruiting efforts and will aim to improve representation in the two EEOGs with gaps.

#### Persons with Disabilities

	Workforce Analysis Results		G	ioals	C		
Emn	loyment Equity Occupational Group	Present	Shor t- term	Long- term	Representation	LMA	
Emp	loyment Equity Occupational Group (EEOG)	Gap	(1 to 3 year s)	(3+ years)	Repre		
#	Description	#	# or %	# or %	%	%	
01/ 02	Managers	-2	5.0	5.0	0.0	5.0	
03	Professionals	-5	8.9	8.9	3.2	8.9	
04	Semi-Professionals & Technicians	-6	7.6	7.6	2.0	7.6	
05	Supervisors	0	0.0	0.0	0.0	27.5	
06	Supervisors: Crafts & Trades	0	0.0	0.0	0.0	10.1	
07	Admin. & Senior Clerical Personnel	-2	10.0	10.0	0.0	10.0	
08	Skilled Sales & Service Personnel	0	0.0	0.0	0.0	8.0	

09	Skilled Crafts & Trades Workers	-1	7.8	7.8	0.0	7.8
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3
11	Inter. Sales & Service Personnel	-2	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	-11	10.3	10.3	0.0	10.3

#### Observations:

All goals were set appropriately, when there was a gap in current representation.

#### **Members of Visible Minorities**

	Workforce Analysis Results		Goals		ıtatio		
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representatio n	LMA	
#	Description	#	# or %	# or %	%	%	
01	Senior Managers	-1	11.5	11.5	0	11.5	
02	Middle & Other Managers	-1	17.6	17.6	12.9	17.6	
03	Professionals	9	0	0	48.4	38.2	
04	Semi-Professionals & Technicians	35	0	0	66.3	31.2	
05	Supervisors	0	0	0	100.0	51.5	
06	Supervisors: Crafts & Trades	-1	47.4	47.4	0.0	47.4	
07	Admin. & Senior Clerical Personnel	-6	40.6	40.6	16.7	40.6	
08	Skilled Sales & Service Personnel	1	0	0	100.0	22.8	
09	Skilled Crafts & Trades Workers	-1	18.4	18.4	10.0	18.4	
10	Clerical Personnel	-4	52.2	52.2	16.7	52.2	
11	Inter. Sales & Service Personnel	-5	54.7	54.7	25.0	54.7	
12	Semi-Skilled Manual Workers	-46	62.9	62.9	21.6	62.9	

#### Observations:

• All goals were set appropriately, when there was a gap in current representation.

#### **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 some progress towards achieving employment equity in the workplace, especially with women and members of visible minorities.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in all four designated groups to avoid creating any new gaps in representation.
- Partnerships with colleges, universities or other professional associations can also help identify qualified students or professionals that are part of the designated groups and consider them for permanent full-time and permanent part-time employment, when vacancies arise.
- 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): <a href="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">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</a>.

Name of Analyst: Olga Arnaoudova

Date: September 18, 2019

From: Arnaoudova, Olga O [NC] On Behalf Of EE-EME

Sent: September 27, 2019 3:56 PM

**To:** 'tammy.hilts@cpii.com' <tammy.hilts@cpii.com> **Cc:** 'Rodrigues, Doris' <Doris.Rodrigues@cpii.com>

Subject: Government of Canada Agreement Number: 060019 - Notification of Compliance with the

**Federal Contractors Program** 

## Subject: Government of Canada Agreement Number: 060019 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

#### Dear Tammy Hilts:

I am writing to inform you that the subsequent compliance assessment initiated on 2019-03-31 has been completed. As a result of the assessment, CPI Canada - Communications & Power Industries Canada Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 CPI Canada - Communications & Power Industries Canada Inc.'s employment equity program.

- Through their second compliance assessment, the employer has demonstrated some progress towards achieving employment equity in the workplace, especially with women and members of visible minorities.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in all four designated groups to avoid creating any new gaps in representation.
- Partnerships with colleges, universities or other professional associations can also help identify
  qualified students or professionals that are part of the designated groups and consider them for
  permanent full-time and permanent part-time employment, when vacancies arise.
- 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): <a href="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">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</a>.

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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 March 31, 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, CPI Canada - Communications & Power Industries Canada Inc. 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 <u>Workplace Equity Information Management System</u> (WEIMS) which can assist you in generating your workforce data and analysis.

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

Your cooperation during the course of this compliance assessment was appreciated and we wish CPI Canada - Communications & Power Industries Canada Inc. continued success in achieving a diverse and inclusive workplace.

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**Workplace Equity Team** 

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!