

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Communications and Power Industries Canada Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 3324	Total number of employees in Canada (Permanent Full-Time and Part-Time) 409 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 45 River Drive	City Georgetown	Province ON	Postal Code L7G 5W7
Telephone Number 905-877-0161			

EMPLOYMENT EQUITY CONTACT			
Name (print) Tammy Hilts	Title Human Resources Manager		
Telephone Number 905-702-2222 Extn416	E-mail Address Tammy.hilts@cpil.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization			
Name (print) Tammy Hilts	Title Human Resources Manager		
Telephone Number 905-702-2222	E-mail Address [REDACTED]	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2015-07-28		

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

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca.



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				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	394	14	0	408	Toronto	394	14	0	408
Total Employees in Canada				408	Total Employees in Canada				408



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-27 to 2019-03-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	6										
	Total	6	6										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	30	23	7	1	1					4	4	
	Total	30	23	7	1	1					4	4	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	97	75	22	1	1		2	2		66	50	16
	Total	97	75	22	1	1		2	2		66	50	16



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-27 to 2019-03-25

002424

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-27 to 2019-03-25

002425

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	8	1							1	1	
	Total	9	8	1							1	1	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	1	11							2		2
	Total	12	1	11							2		2
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	16	2	14	1		1				4	1	3
	Total	16	2	14	1		1				4	1	3
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	106	37	69	1		1				24	2	22
	Total	106	37	69	1		1				24	2	22



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-27 to 2019-03-25

002426

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		394	229	165	4	2	2	5	4	1	152	92	60



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-04-27 to 2019-03-25

002427

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-04-27 to 2019-03-25

002428

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

Reporting Period 2016-04-27 to 2019-03-25

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

Reporting Period 2016-04-27 to 2019-03-25

002430

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	14	4	10							1		1
Total Number of Employees	14	4	10							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-04-27 to 2019-03-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2016-04-27 to 2019-03-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / National

Reporting Period 2016-04-27 to 2019-03-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Part-Time / National

Reporting Period 2016-04-27 to 2019-03-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-04-27 to 2019-03-25

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

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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	



Workforce Analysis - Detailed Report

Date: 2019-03-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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



Workforce Analysis - Detailed Report

Date: 2019-03-25

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Gap #	Recruitment Area
			Representation		Availability			
			#	%	%	#		
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

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	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	-20	

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

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	Representation %	Availability %			
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



Workforce Analysis - Detailed Report

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	CMA



Workforce Analysis - Detailed 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



Workforce Analysis - Summary Report

Date: 2019-03-25

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-03-25

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-03-25

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-03-25

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

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	CMA



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 First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	25

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		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

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	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	0	27.9
		10	1	2.7
		12	11	65.5
		16	14	65.7
		111	73	20.1
		0	0	0.0
		0	0	0.0
Total		408	175	0.0

*** Source:**

*** Source:**

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Communications and Power Industries Canada Inc.

2019-03-25

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	29

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	03	25

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			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

* Source:

0

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal 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
Total		408	4	0.0

* Source:

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Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Communications and Power Industries Canada Inc.

43549

Start Date of Flow Data		
YYYY	MM	DD
2016	04	27

End 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

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Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	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

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

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Communications and Power Industries Canada Inc.

43549

Start Date of Flow Data		
YYYY	MM	DD
2016	04	27

End Date of Flow Data		
YYYY	MM	DD
2019	03	25

Data from Form 4 - Employees Hired

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Table 2: Aboriginal Peoples

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	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	1	1	0

Data from Form 5 - Employees Promoted

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Table 6: Aboriginal Peoples

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

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	13	0	0	0
04 Semi-Professionals & Technicians	22	0	1	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	1	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	3	0	0	0
12 Semi-Skilled Manual Workers	20	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	71	1	2	0

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

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

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	14	0	0	0
04 Semi-Professionals & Technicians	35	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	5	0	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	108	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Communications and Power Industries Canada Inc.

43549

Start Date of Flow Data		
YYYY	MM	DD
2016	04	27

End 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

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	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	0	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	0	1	0

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

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 Flow Data		
YYYY	MM	DD
2016	04	27

End 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

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	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

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 for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees																			First/Previous Short-term Goals																			Women																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																																						
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY																																					
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 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%	0.0%	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	0.0%	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	0.0%	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%																																							

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	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	

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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 First/Previous Goals

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

Table 3: Aboriginal Peoples
First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
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	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	1	0	0.8%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	105	-1.3%	0.0%	0	34.0%	0.0%	0	1	0.0%	0	1	0	1.7%	-1	-1	1.0%	1.0%		
05 Supervisors	1	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%		
07 Administrative & Sr Clerical	26	-2.6%		0	24.0%		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	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	10	0.0%		0	10.0%		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	0.7%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	14	4.6%		0	33.3%		0	0	0.0%	0	0	0	0.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	113	-0.6%		0	30.4%		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	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	3	0.0%	0	-3	0	0.0%	3	3	0.7%	0.7%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 4: Aboriginal Peoples

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

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43549					
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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43549

Data for First/Previous Goals

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

Table 5: Persons with Disabilities
First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	2016		2019						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	2016	2019	%	#	#	%	%		
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
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	0	3	0.0%	0	0	0	0	3.8%	0	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	4.6%	-1	-1	3.8%	3.8%	
05	Supervisors	1	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	13.9%	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	7.8%	0	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	3.4%	-1	-1	0.0%	0.0%	
08	Skilled Sales & Service	0	0.0%	0	0	200.0%	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	0	0	3.8%	0	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	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	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	4.8%	-4	-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	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%	0	26.5%	0	0	0	0	9	0.0%	0	-9	0	0.0%	9	9	2.2%	2.2%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02	Managers	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

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Part 3: Goals
Communications and Power Industries Canada Inc.
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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities
First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-04-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-29	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	7	-5.0%		0	30.8%		0	1	0.0%	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	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	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	63	0.0%	0	-30	0	31.4%	30	30	60.0%	60.0%	
05	Supervisors	1	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	38.4%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	26	-2.6%	0.0%	0	24.0%	5.0%	4	4	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	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	10	0.0%	0.0%	0	10.0%	2.0%	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	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	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	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	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		408	0.0%		0	26.5%		0	149	0.0%	0	-149	0	0.0%	149	149	36.5%	36.5%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	1	0.0
03	Professionals	0	0.0	0	0.0
04	Semi-Professionals & Tech	0	0.0	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Sr Clerical	2	38.5	0	0.0
08	Skilled Sales & Service	0	0.0	0	0.0
09	Skilled Crafts & Trades	0	20.0	0	0.0
10	Clerical Personnel	0	0.0	2	0.0
11	Intermediate Sales & Service	1	28.6	3	0.0
12	Semi-Skilled Manual	11	45.1	14	0.0
13	Other Sales & Service	0	0.0	0	0.0

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

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																			
	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2019
	2019-03-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%			
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	0.0%	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%	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%	0.0%	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%	0.0%	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%	0.0%	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%	0.0%	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%	0.0%	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%	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%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01	Senior Managers	27.6	27.6
02	Middle & Other Managers	39.4	39.4
03	Professionals	0.0	0.0
04	Semi-Professionals & Tech	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

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Total		0.0	0.0

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To						
	2019-03-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-03-25	Annually	Over 3 Years		2019	2022							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	6	-5.0%		0	30.8%		0	0	0	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	31	-1.1%		0	25.4%		0	0	1	0.0%	0	0	0		2.7%	0	0	3.2%	3.2%	
03 Professionals	93	1.5%	0.0%	0	15.4%	0.0%	0	0	0	0.0%	0	1	0	1.0%	1.0%	-1	-1	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	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		0.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	2	26.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.6%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	24	-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	1	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	10	0.0%		0	10.0%		0	0	0	0.0%	0	0	0		2.5%	0	0	0.0%	0.0%	
10 Clerical Personnel	12	6.3%		0	18.2%		0	0	0	0.0%	0	0	0		0.8%	0	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	6.3%	6.3%	
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	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	4	0.0%	0	-4	0		0.0%	4	4	1.0%	1.0%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		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	

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Total		0.0	0.0

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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
		2019-03-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-03-25	Annually	Over 3 Years	2019	2022							
		#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%		
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%	0.0%
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%	0.0%
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%	0.0%
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%	0.0%	0	33.3%	2.0%	1	1	0	2.0%	0	2	0	10.8%	10.8%	-2	-2	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%	0.0%	5	5	1.2%	1.2%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02	Managers	5.0		5.0	
03	Professionals	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		10.8	Our 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	

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

Table 15: Members of Visible Minorities
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2019
	2019-03-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%	%	%	%	%	
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	%	#	#	%	%	
01 Senior Managers	6	-5.0%	0.0%	0	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%	0	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%	0	0	15.4%	0	0	0	45	0.0%	0	-9	0	38.2%	38.2%	9	9	48.4%	48.4%	
04 Semi-Professionals & Tech	101	-1.3%	0	0	34.0%	0	0	0	67	0.0%	0	-35	0	31.2%	31.2%	35	35	66.3%	66.3%	
05 Supervisors	1	0.0%	0	0	0.0%	0	0	0	1	0.0%	0	0	0	51.5%	51.5%	0	0	100.0%	100.0%	
06 Supervisors: Crafts & Trades	2	26.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	47.4%	47.4%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	24	-2.6%	0.0%	0	24.0%	2.0%	1	1	4	2.0%	0	6	0	40.6%	40.6%	-6	-6	16.7%	16.7%	
08 Skilled Sales & Service	1	0.0%	0	0	200.0%	0.0%	0	0	1	0.0%	0	-1	0	0.0%	0.0%	1	1	100.0%	100.0%	
09 Skilled Crafts & Trades	10	0.0%	0.0%	0	10.0%	3.0%	1	1	1	3.0%	0	1	0	18.4%	18.4%	-1	-1	10.0%	10.0%	
10 Clerical Personnel	12	6.3%	0.0%	0	18.2%	1.0%	0	0	2	1.0%	0	4	0	52.2%	52.2%	-4	-4	16.7%	16.7%	
11 Intermediate Sales & Service	16	4.6%	0.0%	0	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%	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	#DIV/0!	#DIV/0!	
Total	408	0.0%		0	26.5%		0	0	153	0.0%	0	-153	0	0.0%	0.0%	153	153	37.5%	37.5%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		11.5		11.5	
02 Middle & Other Managers		17.6		17.6	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		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	

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Total		0.0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	7	1	14.3	27.4	2	-1	52.1																
	2019	6	0	0.0	27.6	2	-2	0.0	0	0	0.0	0	0	3	0	0.0	0	0	2	1	50.0	0	1	
02 Middle & Other Managers	2016	32	8	25.0	38.9	12	-4	64.3																
	2019	31	8	25.8	39.4	12	-4	65.5	8	1	12.5	3	-2	2	1	50.0	1	1	8	2	25.0	2	0	
03 Professionals	2016	89	20	22.5	16.6	15	5	135.4																
	2019	93	21	22.6	17.5	16	5	129.0	15	4	26.7	3	1	13	2	15.4	3	-1	14	5	35.7	3	2	
04 Semi-Professionals & Technicians	2016	105	22	21.0	13.2	14	8	158.7																
	2019	101	25	24.8	12.7	13	12	194.9	34	5	14.7	4	1	23	7	30.4	5	2	35	4	11.4	7	-3	
05 Supervisors	2016	1	0	0.0	53.0	1	-1	0.0																
	2019	1	0	0.0	52.0	1	-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	1	100.0	31.0	0	1	322.6																
	2019	2	1	50.0	26.0	1	0	192.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	1	-1	-100.0	0	0.0	0.0	0.0	1	-100.0	0.0	0.0		
	2022	1	-1	-100.0				27.6	-362.3			27.6	-362.3	
02 Middle & Other Managers	2019	2	0	0.0	3	0.0	34.4	0.0	1	0.0	0.0	0.0		
	2022	2	0	0.0			39.4	0.0			39.4	0.0		
03 Professionals	2019	14	1	7.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	14	1	7.1			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	22	8	36.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	22	8	36.4			0.0	0.0			0.0	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	1	0	0.0			50.0	0.0			50.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	26	22	84.6	80.1	21	1	105.6																
	2019	24	21	87.5	79.1	19	2	110.6	5	4	80.0	4	0	6	5	83.3	5	0	6	4	66.7	5	-1	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	27.9	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	10	1	10.0	3.3	0	1	303.0																
	2019	10	1	10.0	2.7	0	1	370.4	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	10	8	80.0	65.2	7	1	122.7																
	2019	12	11	91.7	65.5	8	3	139.9	4	4	100.0	3	1	1	1	100.0	1	0	2	2	100.0	2	0	
11 Intermediate Sales & Service Personnel	2016	14	11	78.6	63.9	9	2	123.0																
	2019	16	14	87.5	65.7	11	3	133.2	5	4	80.0	3	1	3	3	100.0	2	1	5	3	60.0	4	-1	
12 Semi-Skilled Manual Workers	2016	113	77	68.1	22.0	25	52	309.7																
	2019	111	73	65.8	20.1	22	51	327.2	34	17	50.0	7	10	20	12	60.0	14	-2	34	19	55.9	23	-4	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	5	5	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	5	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10 Clerical Personnel	2019	3	3	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	3	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	3	4	133.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	4	133.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2019	20	10	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	20	10	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	408	171	41.9	0.0	0	171	0.0																
	2019	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	-5	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2019	71	30	42.3	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	71	30	42.3			0.0	0.0			0.0	0.0	0.0	

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Part 5: Results - Aboriginal Peoples
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2016	7	0	0.0	2.9	0	0	0.0																
	2019	6	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2016	32	1	3.1	2.2	1	0	142.0																
	2019	31	1	3.2	2.7	1	0	119.5	8	0	0.0	0	0	2	0	0.0	0	0	8	0	0.0	0	0	0
03 Professionals	2016	89	0	0.0	0.8	1	-1	0.0																
	2019	93	0	0.0	1.0	1	-1	0.0	15	0	0.0	0	0	13	0	0.0	0	0	14	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	105	1	1.0	1.7	2	-1	56.0																
	2019	101	1	1.0	1.7	2	-1	58.2	34	0	0.0	1	-1	23	0	0.0	0	0	35	0	0.0	0	0	0
05 Supervisors	2016	1	0	0.0	1.0	0	0	0.0																
	2019	1	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	1	0	0.0	0.0	0	0	0.0																
	2019	2	0	0.0	1.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2019	14	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	14	0	0.0			1.0	0.0			1.0	0.0		
04 Semi-Professionals & Technicians	2019	22	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	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	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference						
	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%							
07 Administrative & Senior Clerical	2016	26	0	0.0	0.8	0	0	0.0																
	2019	24	0	0.0	0.8	0	0	0.0	5	0	0.0	0	0	0	6	0	0.0	0	0	6	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	1.2	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	1	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	10	0	0.0	2.7	0	0	0.0																
	2019	10	0	0.0	2.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	10	0	0.0	0.7	0	0	0.0																
	2019	12	0	0.0	0.8	0	0	0.0	4	0	0.0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	14	0	0.0	0.6	0	0	0.0																
	2019	16	1	6.3	0.8	0	1	781.3	5	1	20.0	0	1	3	0	0.0	0	0	0	5	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	113	1	0.9	0.7	1	0	126.4																
	2019	111	1	0.9	0.8	1	0	112.6	34	0	0.0	0	0	20	1	5.0	0	1	34	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples	Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	1	33.3			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	20	1	5.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	20	1	5.0			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

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	408	3	0.7	0.0	0	3	0.0																
	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	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples				Goal	Aboriginal Peoples		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met					
#	#	#	%	#	%	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0					
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2022	0	0	0.0			0.0	0.0			0.0	0.0	0.0					
Total	2019	71	2	2.8	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2022	71	2	2.8			0.0	0.0			0.0	0.0	0.0					

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
Communications and Power Industries Canada Inc.
43549

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires			Promotions			Terminations								
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities									
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%		
01&02 Managers	2016	39	1	2.6	4.3	2	-1	59.6																	
	2019	37	0	0.0	5.0	2	-2	0.0	8	0	0.0	0	0	5	0	0.0	0	0	10	1	10.0	0	0	1	
03 Professionals	2016	89	3	3.4	3.8	3	0	88.7																	
	2019	93	3	3.2	8.9	8	-5	36.2	15	0	0.0	1	-1	13	0	0.0	0	0	14	0	0.0	0	0	0	
04 Semi-Professionals & Technicians	2016	105	4	3.8	4.6	5	-1	82.8																	
	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	13.9	0	0	0.0																	
	2019	1	0	0.0	27.5	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	1	0	0.0	7.8	0	0	0.0																	
	2019	2	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%			
01&02 Managers	2019	3	-1	-33.3	0	0.0	0.0	0.0	0.0	1	-100.0	0.0	0.0	
	2022	3	-1	-33.3			5.0	-666.7		5.0	-666.7			
03 Professionals	2019	14	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	14	0	0.0			8.9	0.0		8.9	0.0			
04 Semi-Professionals & Technicians	2019	22	-2	-9.1	0	0.0	0.0	0.0	1	-200.0	0.0	0.0		
	2022	22	-2	-9.1			7.6	-119.6		7.6	-119.6			
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0		0.0	0.0			
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0		0.0	0.0			

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
Communications and Power Industries Canada Inc.
43549

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities							
			Representation	Availability	Gap	EE Result		Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	26	0	0.0	3.4	1	-1	0.0																
	2019	24	0	0.0	10.0	2	-2	0.0	5	0	0.0	1	-1	6	0	0.0	0	0	6	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	8.0	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	10	0	0.0	3.8	0	0	0.0																
	2019	10	0	0.0	7.8	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
10 Clerical Personnel	2016	10	0	0.0	7.0	1	-1	0.0																
	2019	12	0	0.0	9.3	1	-1	0.0	4	0	0.0	0	0	1	0	0.0	0	0	2	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	14	0	0.0	5.6	1	-1	0.0																
	2019	16	0	0.0	10.8	2	-2	0.0	5	0	0.0	1	-1	3	0	0.0	0	0	5	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	113	1	0.9	4.8	5	-4	18.4																
	2019	111	0	0.0	10.3	11	-11	0.0	34	0	0.0	4	-4	20	0	0.0	0	0	34	1	2.9	0	1	1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	5	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	5	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			7.8	0.0			7.8	0.0		
10 Clerical Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	3	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2019	20	-1	-5.0	0	0.0	0.0	0.0	2	-50.0	0.0	0.0		
	2022	20	-1	-5.0			10.3	-48.5			10.3	-48.5		

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
Communications and Power Industries Canada Inc.
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis															
			Workforce							Hires				Promotions				Terminations							
			All Employees			Persons with Disabilities				All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities					
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#		
13	Other Sales & Service Personnel	2016	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	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0
14	Other Manual Workers	2016	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	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																
		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 + K x 100	Part 3: Goals	F + M x 100
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)		Year	New Entrants				Goals								Comments
			Flow Data		Short-term Goals				Long-term Goals						
			All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
#	#	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13	Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2022	0	0	0.0		0.0	0.0			0.0	0.0			
14	Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2022	0	0	0.0		0.0	0.0			0.0	0.0			
Total		2019	71	-4	-5.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2022	71	-4	-5.6		0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities
Communications and Power Industries Canada Inc.
43549

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	7	1	14.3	10.1	1	0	141.4																
	2019	6	0	0.0	11.5	1	-1	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	2	1	50.0	0	1
02 Middle & Other Managers	2016	32	4	12.5	15.0	5	-1	83.3																
	2019	31	4	12.9	17.6	5	-1	73.3	8	3	37.5	1	2	2	0	0.0	0	0	8	2	25.0	1	1	
03 Professionals	2016	89	42	47.2	33.8	30	12	139.6																
	2019	93	45	48.4	38.2	36	9	126.7	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	60.0	31.4	33	30	191.1																
	2019	101	67	66.3	31.2	32	35	212.6	34	26	76.5	11	15	23	17	73.9	14	3	35	20	57.1	21	-1	
05 Supervisors	2016	1	1	100.0	45.8	0	1	218.3																
	2019	1	1	100.0	51.5	1	0	194.2	0	0	0.0	0	0	1	0	0.0	1	-1	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	1	0	0.0	38.4	0	0	0.0																
	2019	2	0	0.0	47.4	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2019	1	-1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2022	1	-1	-100.0			11.5	-869.6			11.5	-869.6		
02 Middle & Other Managers	2019	2	1	50.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2022	2	1	50.0			17.6	284.1			17.6	284.1		
03 Professionals	2019	14	8	57.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	14	8	57.1			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	22	23	104.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	22	23	104.5			0.0	0.0			0.0	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			47.4	0.0			47.4	0.0		

Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities
Communications and Power Industries Canada Inc.
43549

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	26	6	23.1	37.3	10	-4	61.9																
	2019	24	4	16.7	40.6	10	-6	41.1	5	1	20.0	2	-1	6	0	0.0	1	-1	6	2	33.3	1	1	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	1	1	100.0	22.8	0	1	438.6	0	0	0.0	0	0	1	1	100.0	0	1	1	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	10	1	10.0	19.4	2	-1	51.5																
	2019	10	1	10.0	18.4	2	-1	54.3	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2016	10	3	30.0	48.1	5	-2	62.4																
	2019	12	2	16.7	52.2	6	-4	31.9	4	1	25.0	2	-1	1	0	0.0	0	0	2	1	50.0	1	0	
11 Intermediate Sales & Service Personnel	2016	14	2	14.3	48.9	7	-5	29.2																
	2019	16	4	25.0	54.7	9	-5	45.7	5	2	40.0	3	-1	3	2	66.7	0	2	5	1	20.0	1	0	
12 Semi-Skilled Manual Workers	2016	113	26	23.0	57.5	65	-39	40.0																
	2019	111	24	21.6	62.9	70	-46	34.4	34	10	29.4	21	-11	20	4	20.0	5	-1	34	9	26.5	8	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	5	-1	-20.0	2	-50.0	38.5	-51.9	0	0.0	0.0	0.0		
	2022	5	-1	-20.0			40.6	-49.3			40.6	-49.3		
08 Skilled Sales & Service Personnel	2019	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	1	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	20.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			18.4	0.0			18.4	0.0		
10 Clerical Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	3	0	0.0			52.2	0.0			52.2	0.0		
11 Intermediate Sales & Service Personnel	2019	3	3	100.0	1	300.0	28.6	349.7	3	100.0	0.0	0.0		
	2022	3	3	100.0			54.7	182.8			54.7	182.8		
12 Semi-Skilled Manual Workers	2019	20	5	25.0	11	45.5	45.1	55.4	14	35.7	0.0	0.0		
	2022	20	5	25.0			62.9	39.7			62.9	39.7		

Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities
Communications and Power Industries Canada Inc.
43549

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	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	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	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	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2016	408	149	36.5	0.0	0	149	0.0																
	2019	408	153	37.5	0.0	0	153	0.0	106	50	47.2	0	50	73	31	42.5	27	4	108	42	38.9	39	3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	71	39	54.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	71	39	54.9			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.

Required measures:

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

Other measures:

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

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

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.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

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.

- 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.

- 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.

Additional Details

Please 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 Name: Communications and Power Industries Canada Inc. (CPI Canada)

Primary Location: Georgetown, ON

Number of Employees: 408

- **Ontario: 408**

Organization Overview: NAICS 3342 (*Communications equipment manufacturing*)

CPI consists of Communications & Power Industries LLC, headquartered in Palo Alto, California, and Communications & Power Industries Canada Inc., located in Georgetown, Ontario, Canada. Communications & Power Industries (CPI) is a global manufacturer of electronic components and subsystems focused primarily on communications and defense markets. The company serves customers in the communications, defense, medical, industrial and scientific markets.

Key Dates – First Year Assessment

Initiated: 2016-05-03
 Received: 2016-05-02
 Closed: 2016-05-09
 Workforce
 Analysis: 2016-04-29

Key Dates – Subsequent Assessment

Initiated: 2019-06-17
 Received: 2019-06-07
 Workforce
 Analysis: 2019-03-25

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The company was ~~bought over~~ purchased 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 Personnel	No goal set
10	Clerical Personnel	No goal set
11	Intermediate Sales and Service Personnel	No goal set
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		Representatio n	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	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		Represe ntation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		

#	Description	#	(1 to 3 years)	(3 + years)	%	%
			# 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
08	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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01/ 02	Managers	-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			Representatio n	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	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): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Olga Arnaoudova

Date: 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

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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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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): 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.
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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 Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

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

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

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program

Employment and Social Development Canada / Government of Canada

ee-eme@hrsdcc-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!