

s.19(1)

s.24(1)



Employment and Social Development Canada

Emploi et Développement social Canada

Labour Program Federal Contractors Program

OFFICIAL USE ONLY

Agreement N°:

### Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Chantier Davie 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)	Procurement Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Code N° 336611	Total number of employees in Canada (Full-Time/Part-Time/Temporary) <b>990</b> To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 22, George-D.-Davie	City Levis	Province QC	Postal Code G6V 0K4
	Telephone Number 418-837-5841	Fax Number 418-833-3265	

EMPLOYMENT EQUITY CONTACT	
Name (print) MéLissa Lemieux	Title HR Advisor
Telephone Number 418-837-5841 #2355	E-mail Address melissa.lemieux@davie.ca

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> <li>• having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND</li> <li>• 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).</li> </ul> <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: <a href="http://www.esdc.gc.ca/eng/labour/equality/lcp/index.shtm">http://www.esdc.gc.ca/eng/labour/equality/lcp/index.shtm</a></p> <p><b>Important note:</b> 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	
<b>NOTE:</b> 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) Melissa Morrison	Title Vice President, Human Resources
Telephone Number 1-418-837-5841	E-mail Address melissa.morrison@davie.ca
Signature [Redacted]	Date 26-Nov-14

RETURN INSTRUCTIONS
<b>IMPORTANT</b>
<ul style="list-style-type: none"> <li>• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 963-8768 or by e-mail at: <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a></li> </ul>

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

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

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I, the undersigned, on behalf of (legal name of organization) **Chantier Davie Canada Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050480**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) **June 21st, 2019** for the following reason(s):  
  
(Please describe) **The individual previously responsible for completing the required documents is no longer available to do so. The document must be reviewed and completed by another individual.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Melissa Morrison**Position Title: **Vice President, Human Resources**Email address: **melissa.morrison@davie.ca**Telephone number: **418-837-5841 x 2353 or 418-473-8385 (cell)**Business address: **22, George-D. Davie, Levis (Quebec), G6V 0K4, Canada**Signature: Date: **03-Jun-19**

## Nyirasafari, Ange AN [NC]

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**From:** Melissa Morrison <melissa.morrison-belleau@davie.ca>  
**Sent:** June 3, 2019 11:17 AM  
**To:** Sharan, Neena N [NC]  
**Subject:** Re: [EXTERNE] 1st Reminder– Notice of Subsequent Compliance Assessment under the Federal Contractors Program  
**Attachments:** FEDERAL.CONTRACTORS.PROGRAM.EXTENSION.REQUEST.03.JUN.19.pdf

Good Day Again Neena,

Thanks so much for your quick reply; please find attached our request for extension.

Thanks in advance for your assistance,  
Melissa

**Melissa Morrison-Belleau**  
*Vice-présidente, ressources humaines*  
*Vice President, Human Resources*

[melissa.morrison@davie.ca](mailto:melissa.morrison@davie.ca)  
Tel: +1 418 837-5841 poste. 2353



**Chantier Davie Canada Inc.**  
22, George-D. Davie, Lévis (Québec)  
G6V 0K4, CANADA  
[www.davie.ca](http://www.davie.ca)

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**From:** "neena.sharan@labour-travail.gc.ca" <neena.sharan@labour-travail.gc.ca>  
**Date:** Monday, June 3, 2019 at 10:53 AM  
**To:** Melissa Morrison <melissa.morrison-belleau@davie.ca>  
**Subject:** RE: [EXTERNE] 1st Reminder– Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Melissa,

Please complete the attached extension form in order for me to approve of an extension. Usually we grant an extension of no more than 15 days.

Thank you and have a nice day.

Regards,  
Neena Sharan.

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**From:** Melissa Morrison <melissa.morrison-belleau@davie.ca>  
**Sent:** June-03-19 10:33 AM  
**To:** Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>  
**Subject:** Re: [EXTERNE] 1st Reminder– Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good Day Neena,

First of all my sincere apologies; I was under the impression this task had been completed; however, given your email below I see that was not the case.

I will review her files and will get back to you soon; could we work together to set a revised deadline?

Best Regards,  
Melissa

**Melissa Morrison-Belleau**  
*Vice-présidente, ressources humaines*  
*Vice President, Human Resources*

[melissa.morrison@davie.ca](mailto:melissa.morrison@davie.ca)  
Tel: +1 418 837-5841 poste. 2353



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**From:** "neena.sharan@labour-travail.gc.ca" <neena.sharan@labour-travail.gc.ca>

**Date:** Monday, June 3, 2019 at 10:15 AM

**To:** Anne-Carlie Albert <anne.albert@davie.ca>, Melissa Morrison <melissa.morrison-belleau@davie.ca>

**Subject:** [EXTERNE] 1st Reminder– Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Anne,

Just a reminder that I am still waiting for the submission for the subsequent assessment from your organization. It is now much overdue since it was due on March 06, 2019.

I have once again attached the Achievement report all the numbers that were submitted in the previous assessment attached to this e-mail. You need to manually complete the Work Force Analysis – Summary report tab with the report that you get from WEIMS. Also enter all the numbers from FORM 4,5,& 6 in the Flow Data Analysis tab. After that you need to enter the short and long term goals (percentage format only) starting from Table 9 to 16.

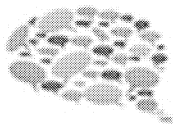
Thank you and have a nice day.

Regards,

Neena Sharan

Assessment Officer, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca) / Tél. : 873-396-0405

Assessment Officer, Labour Program  
Employment and Social Development Canada / Government of Canada  
[neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca) / Tel: 873-396-0405



Rejoignez-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!

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**From:** Sharan, Neena N [NC]

**Sent:** March-14-19 11:55 AM

**To:** 'Anne Albert' <anne.albert@davie.ca>

**Subject:** RE: [EXTERNE] Government of Canada Agreement 050480 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Hi Anne,

Please submit the reports and FORMS mentioned below which are required for the subsequent assessment:

- Forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessments);
- an updated workforce analysis including the Summary Report and Detailed Report; and
- a completed Achievement Report in Excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

I have attached the Achievement report all the numbers that were submitted in the previous assessment attached to this e-mail. You need to manually complete the Work Force Analysis – Summary report tab with the report that you get from WEIMS. Also enter all the numbers from FORM 4,5,& 6 in the Flow Data Analysis tab. After that you need to enter the short and long term goals (percentage format only) starting from Table 9 to 16.

If you have any questions please do not hesitate to contact me.

Regards,

Neena Sharan

Assessment Officer, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca) / Tél. : 873-396-0405

Assessment Officer, Labour Program  
Employment and Social Development Canada / Government of Canada  
[neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca) / Tel: 873-396-0405



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

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**From:** Anne Albert <[anne.albert@davie.ca](mailto:anne.albert@davie.ca)>

**Sent:** March-14-19 11:17 AM

**To:** Sharan, Neena N [NC] <[neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca)>

**Subject:** RE: [EXTERNE] Government of Canada Agreement 050480 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

Good day,

I am the primary contact for the Chantier Davie Equity Program. I recently updated the forms in the systems and trust that you have received all required information.

Please advise of the next steps or if any further information is required.

Best regards,

**Anne-Carlie Albert**

*Directrice, Ressources humaines*

*Director, Human Resources*

[anne.albert@davie.ca](mailto:anne.albert@davie.ca)

Tel: 1 + 418-837-5841 poste 2354



Chantier Davie Canada Inc.  
22, Ch. George-D. Davie, Lévis, (Québec)  
G6V 0K4, CANADA

**From:** [neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca) [mailto:[neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca)]for ee-eme@hrsdc-rhdcc.gc.ca

**Sent:** February 13, 2019 11:21

**To:** Melissa Morrison <[melissa.morrison-belleau@davie.ca](mailto:melissa.morrison-belleau@davie.ca)>; Anne Albert <[anne.albert@davie.ca](mailto:anne.albert@davie.ca)>

**Subject:** [EXTERNE] Government of Canada Agreement 050480 – Notice of Subsequent Compliance Assessment under the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Melissa Morrison:

Further to your initial compliance assessment which was concluded on October 14, 2016, Chantier Davie Inc. is now subject to a subsequent compliance assessment under the Federal Contractors Program (FCP). The goal of this subsequent assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this subsequent assessment, Chantier Davie Inc. is required to submit the following information to the Labour Program by March 13, 2019:

- Forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessments);
- an updated workforce analysis including the Summary Report and Detailed Report; and
- a completed Achievement Report in Excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

#### **Tools and Resources**

In order to support this work, we encourage you to use the Workplace Equity Information Management System (WEIMS). For your reference, please refer to the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program*. This document can be accessed under FCP Documents of WEIMS Help page.

WEIMS is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (step 3 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an Authorization Form to Access WEIMS.

Should you have any questions or require assistance, please contact your Program Officer, Neena Sharan, at [neena.sharan@labour-travail.gc.ca](mailto:neena.sharan@labour-travail.gc.ca).

Workplace Equity Team

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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

Reporting Period 2016-07-20 to 2019-06-12

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
Québec	518	2	0	520	518	2	0	520
<b>Total Employees in Canada</b>				<b>520</b>				<b>520</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-07-20 to 2019-06-12

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
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	24	21	3									
	<b>Total</b>	24	21	3									
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	22	17	5				1		1			
	<b>Total</b>	22	17	5				1		1			
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	17	4							3	3	
	<b>Total</b>	21	17	4							3	3	
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	37	34	3							2	2	
	<b>Total</b>	37	34	3							2	2	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-07-20 to 2019-06-12

001817

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
<b>Supervisors: Crafts and Trades</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	36	35	1									
	<b>Total</b>	36	35	1									
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	16	5	11							3	2	1
	<b>Total</b>	16	5	11							3	2	1
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	250	247	3	2	2		6	6		6	6	
	<b>Total</b>	250	247	3	2	2		6	6		6	6	
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	13	5									
	<b>Total</b>	18	13	5									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-07-20 to 2019-06-12

001818

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
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	10								1	1	
	<b>Total</b>	10	10								1	1	
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	29	29					1	1				
	<b>Total</b>	29	29					1	1				
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	<b>Total</b>	3	2	1									
<b>Other Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	52	52								2	2	
	<b>Total</b>	52	52								2	2	





FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-07-20 to 2019-06-12

001819

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
<b>Total Number of Employees</b>		<b>518</b>	<b>482</b>	<b>36</b>	<b>2</b>	<b>2</b>		<b>8</b>	<b>7</b>	<b>1</b>	<b>17</b>	<b>16</b>	<b>1</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-07-20 to 2019-06-12

001820

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
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	<b>Total</b>		2		2								
<b>Total Number of Employees</b>		2		2									



**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**

**Full-Time / National**

**Reporting Period 2016-07-20 to 2019-06-12**

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
<b>Under \$15,000</b>	<b>518</b>	<b>482</b>	<b>36</b>	<b>2</b>	<b>2</b>		<b>8</b>	<b>7</b>	<b>1</b>	<b>17</b>	<b>16</b>	<b>1</b>
<b>Total Number of Employees</b>	<b>518</b>	<b>482</b>	<b>36</b>	<b>2</b>	<b>2</b>		<b>8</b>	<b>7</b>	<b>1</b>	<b>17</b>	<b>16</b>	<b>1</b>



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 2016-07-20 to 2019-06-12

001822

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
<b>Under \$5,000</b>	<b>2</b>		<b>2</b>									
<b>Total Number of Employees</b>	<b>2</b>		<b>2</b>									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-07-20 to 2019-06-12

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	8	7	1									
Middle and Other Managers	9	6	3									
Professionals	24	19	5							1	1	
Semi-Professionals and Technicians	29	26	3									
Supervisors: Crafts and Trades	9	9										
Administrative and Senior Clerical Personnel	15	5	10							1		1
Skilled Crafts and Trades Workers	368	354	14	7	7		2	2		34	33	1
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	2	2										
Semi-Skilled Manual Workers	12	12		1	1							
Other Manual Workers	100	97	3	4	4					4	4	
<b>Total Number of Employees Hired</b>	<b>577</b>	<b>538</b>	<b>39</b>	<b>12</b>	<b>12</b>		<b>2</b>	<b>2</b>		<b>40</b>	<b>38</b>	<b>2</b>



**Chantier Davie Canada Inc. (certificate # 050480)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2016-07-20 to 2019-06-12**

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
<b>Senior Managers</b>	3	2	1							1		1
<b>Middle and Other Managers</b>	10	10										
<b>Professionals</b>	4	3	1							1	1	
<b>Semi-Professionals and Technicians</b>	9	7	2									
<b>Supervisors: Crafts and Trades</b>	25	24	1									
<b>Administrative and Senior Clerical Personnel</b>	3	1	2									
<b>Skilled Crafts and Trades Workers</b>	147	142	5							3	3	
<b>Clerical Personnel</b>	2	2										
<b>Intermediate Sales and Service Personnel</b>	1	1										
<b>Semi-Skilled Manual Workers</b>	5	5										
<b>Other Manual Workers</b>	16	16								1	1	
<b>Total Number of Employees Promoted</b>	225	213	12							6	5	1
<b>Total Number of Promotions</b>	261	248	13							6	5	1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-07-20 to 2019-06-12

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	16	13	3							1		1
Middle and Other Managers	21	19	2							2	2	
Professionals	30	25	5							3	3	
Semi-Professionals and Technicians	69	58	11	1	1		3	3		4	3	1
Supervisors: Crafts and Trades	43	42	1							1	1	
Administrative and Senior Clerical Personnel	27	10	17									
Skilled Crafts and Trades Workers	717	689	28	12	12		9	9		42	40	2
Clerical Personnel	16	14	2							1	1	
Intermediate Sales and Service Personnel	4	4										
Semi-Skilled Manual Workers	39	37	2	3	3		1	1		1	1	
Other Sales and Service Personnel	2	1	1									
Other Manual Workers	165	162	3	5	5		1	1		5	5	
<b>Total Number of Employees Terminated</b>	<b>1149</b>	<b>1074</b>	<b>75</b>	<b>21</b>	<b>21</b>		<b>14</b>	<b>14</b>		<b>60</b>	<b>56</b>	<b>4</b>



Workplace Equity Information Management System - Chantier Davie Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-12

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	24	3	12.5 %	27.6 %	7	-4	National
<b>02 : Middle and Other Managers</b>	National	22	5	22.7 %	39.4 %	9	-4	National
<b>03 : Professionals</b>		21	4	19.0 %	37.6 %	8	-4	
1111 : Financial auditors and accountants	National	4	0	0.0 %	56.0 %	2	-2	National
2131 : Civil engineers	National	1	0	0.0 %	17.7 %	0	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	9.5 %	0	0	National
2133 : Electrical and electronics engineers	National	1	0	0.0 %	10.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	20.4 %	0	0	National
2142 : Metallurgical and materials engineers	National	1	0	0.0 %	15.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	4	0	0.0 %	19.9 %	1	-1	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	27.7 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	16.6 %	0	0	National
3012 : Registered nurses and registered psychiatric nurses	National	2	2	100.0 %	91.9 %	2	0	National
5125 : Translators, terminologists and interpreters	National	2	2	100.0 %	69.7 %	1	1	National
<b>04 : Semi-Professionals and Technicians</b>		37	3	8.1 %	18.0 %	7	-4	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	11	0	0.0 %	24.6 %	3	-3	Québec
2234 : Construction estimators	Québec	4	1	25.0 %	19.8 %	1	0	Québec
2241 : Electrical and electronics engineering technologists and technicians	Québec	1	0	0.0 %	8.4 %	0	0	Québec
2253 : Drafting technologists and technicians	Québec	3	0	0.0 %	34.5 %	1	-1	Québec
2262 : Engineering inspectors and regulatory officers	Québec	1	0	0.0 %	24.1 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	1	33.3 %	44.8 %	1	0	Québec
4312 : Firefighters	Québec	14	1	7.1 %	3.2 %	0	1	Québec
<b>06 : Supervisors: Crafts and Trades</b>		36	1	2.8 %	8.1 %	3	-2	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Québec	13	1	7.7 %	8.8 %	1	0	Québec





Workplace Equity Information Management System - Chantier Davie Canada Inc.

Workforce Analysis - Detailed Report

Date: 2019-06-12

001827

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Québec	4	0	0.0 %	13.1 %	1	-1	Québec
7203 : Contractors and supervisors, pipefitting trades	Québec	1	0	0.0 %	9.8 %	0	0	Québec
7204 : Contractors and supervisors, carpentry trades	Québec	5	0	0.0 %	2.6 %	0	0	Québec
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Québec	7	0	0.0 %	6.5 %	0	0	Québec
7301 : Contractors and supervisors, mechanic trades	Québec	6	0	0.0 %	9.5 %	1	-1	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		16	11	68.8 %	80.4 %	13	-2	
<b>Employment Equity Occupational Group</b>	Québec	16	11	68.8 %	80.4 %	13	-2	Québec
<b>09 : Skilled Crafts and Trades Workers</b>		250	3	1.2 %	4.3 %	11	-8	
7231 : Machinists and machining and tooling inspectors	Québec	1	0	0.0 %	5.1 %	0	0	Québec
7233 : Sheet metal workers	Québec	93	1	1.1 %	3.2 %	3	-2	Québec
7236 : Ironworkers	Québec	12	0	0.0 %	1.7 %	0	0	Québec
7237 : Welders and related machine operators	Québec	36	0	0.0 %	4.1 %	1	-1	Québec
7241 : Electricians (except industrial and power system)	Québec	25	0	0.0 %	1.3 %	0	0	Québec
7251 : Plumbers	Québec	1	0	0.0 %	1.4 %	0	0	Québec
7271 : Carpenters	Québec	33	0	0.0 %	1.2 %	0	0	Québec
7294 : Painters and decorators (except interior decorators)	Québec	37	2	5.4 %	13.5 %	5	-3	Québec
7311 : Construction millwrights and industrial mechanics	Québec	5	0	0.0 %	1.4 %	0	0	Québec
7312 : Heavy-duty equipment mechanics	Québec	2	0	0.0 %	1.2 %	0	0	Québec
7371 : Crane operators	Québec	5	0	0.0 %	1.7 %	0	0	Québec
<b>10 : Clerical Personnel</b>		20	7	35.0 %	58.6 %	12	-5	
<b>Employment Equity Occupational Group</b>	Québec	20	7	35.0 %	58.6 %	12	-5	Québec
<b>11 : Intermediate Sales and Service Personnel</b>		10	0	0.0 %	62.6 %	6	-6	
<b>Employment Equity Occupational Group</b>	Québec	10	0	0.0 %	62.6 %	6	-6	Québec
<b>12 : Semi-Skilled Manual Workers</b>		29	0	0.0 %	12.5 %	4	-4	



Workplace Equity Information Management System - Chantier Davie Canada Inc.

**Workforce Analysis - Detailed Report**

Date: 2019-06-12

001828

**Women**

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Québec	29	0	0.0 %	12.5 %	4	-4	Québec
13 : Other Sales and Service Personnel		3	1	33.3 %	49.1 %	1	0	
Employment Equity Occupational Group	Québec	3	1	33.3 %	49.1 %	1	0	Québec
14 : Other Manual Workers		52	0	0.0 %	17.5 %	9	-9	
Employment Equity Occupational Group	Québec	52	0	0.0 %	17.5 %	9	-9	Québec
<b>Total</b>		<b>520</b>	<b>38</b>	<b>7.3 %</b>	<b>17.0 %</b>	<b>90</b>	<b>-52</b>	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



## Workforce Analysis - Detailed Report

Date: 2019-06-12

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Availability %	Availability %		
<b>01 : Senior Managers</b>	National	24	0	0.0 %	3.2 %	1	National
<b>02 : Middle and Other Managers</b>	National	22	0	0.0 %	2.7 %	1	National
<b>03 : Professionals</b>		21	0	0.0 %	1.7 %	0	
1111 : Financial auditors and accountants	National	4	0	0.0 %	1.4 %	0	National
2131 : Civil engineers	National	1	0	0.0 %	1.4 %	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	1.0 %	0	National
2133 : Electrical and electronics engineers	National	1	0	0.0 %	1.0 %	0	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	0.9 %	0	National
2142 : Metallurgical and materials engineers	National	1	0	0.0 %	0.3 %	0	National
2148 : Other professional engineers, n.e.c.	National	4	0	0.0 %	2.1 %	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.3 %	0	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	1.1 %	0	National
3012 : Registered nurses and registered psychiatric nurses	National	2	0	0.0 %	3.0 %	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	3.5 %	0	National
<b>04 : Semi-Professionals and Technicians</b>		37	0	0.0 %	2.1 %	1	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	11	0	0.0 %	1.1 %	0	Québec
2234 : Construction estimators	Québec	4	0	0.0 %	1.0 %	0	Québec
2241 : Electrical and electronics engineering technologists and technicians	Québec	1	0	0.0 %	1.6 %	0	Québec
2253 : Drafting technologists and technicians	Québec	3	0	0.0 %	1.0 %	0	Québec
2262 : Engineering inspectors and regulatory officers	Québec	1	0	0.0 %	1.4 %	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	0	0.0 %	2.1 %	0	Québec
4312 : Firefighters	Québec	14	0	0.0 %	3.4 %	0	Québec
<b>06 : Supervisors: Crafts and Trades</b>		36	0	0.0 %	2.1 %	1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Québec	13	0	0.0 %	1.6 %	0	Québec



## Workforce Analysis - Detailed Report

Date: 2019-06-12

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Québec	4	0	0.0 %	2.2 %	0	0	Québec
7203 : Contractors and supervisors, pipefitting trades	Québec	1	0	0.0 %	3.8 %	0	0	Québec
7204 : Contractors and supervisors, carpentry trades	Québec	5	0	0.0 %	2.4 %	0	0	Québec
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Québec	7	0	0.0 %	2.5 %	0	0	Québec
7301 : Contractors and supervisors, mechanic trades	Québec	6	0	0.0 %	2.1 %	0	0	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		16	0	0.0 %	1.4 %	0	0	
<b>Employment Equity Occupational Group</b>	Québec	16	0	0.0 %	1.4 %	0	0	Québec
<b>09 : Skilled Crafts and Trades Workers</b>		250	2	0.8 %	2.4 %	6	-4	
7231 : Machinists and machining and tooling inspectors	Québec	1	0	0.0 %	0.9 %	0	0	Québec
7233 : Sheet metal workers	Québec	93	0	0.0 %	1.9 %	2	-2	Québec
7236 : Ironworkers	Québec	12	0	0.0 %	3.7 %	0	0	Québec
7237 : Welders and related machine operators	Québec	36	0	0.0 %	2.3 %	1	-1	Québec
7241 : Electricians (except industrial and power system)	Québec	25	0	0.0 %	2.1 %	1	-1	Québec
7251 : Plumbers	Québec	1	0	0.0 %	2.8 %	0	0	Québec
7271 : Carpenters	Québec	33	2	6.1 %	3.6 %	1	1	Québec
7294 : Painters and decorators (except interior decorators)	Québec	37	0	0.0 %	2.6 %	1	-1	Québec
7311 : Construction millwrights and industrial mechanics	Québec	5	0	0.0 %	2.7 %	0	0	Québec
7312 : Heavy-duty equipment mechanics	Québec	2	0	0.0 %	3.0 %	0	0	Québec
7371 : Crane operators	Québec	5	0	0.0 %	3.4 %	0	0	Québec
<b>10 : Clerical Personnel</b>		20	0	0.0 %	1.6 %	0	0	
<b>Employment Equity Occupational Group</b>	Québec	20	0	0.0 %	1.6 %	0	0	Québec
<b>11 : Intermediate Sales and Service Personnel</b>		10	0	0.0 %	1.6 %	0	0	
<b>Employment Equity Occupational Group</b>	Québec	10	0	0.0 %	1.6 %	0	0	Québec
<b>12 : Semi-Skilled Manual Workers</b>		29	0	0.0 %	1.6 %	0	0	



## Workforce Analysis - Detailed Report

Date: 2019-06-12

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Québec	29	0	0.0 %	1.6 %	0	0	Québec
13 : Other Sales and Service Personnel		3	0	0.0 %	1.8 %	0	0	
Employment Equity Occupational Group	Québec	3	0	0.0 %	1.8 %	0	0	Québec
14 : Other Manual Workers		52	0	0.0 %	2.0 %	1	-1	
Employment Equity Occupational Group	Québec	52	0	0.0 %	2.0 %	1	-1	Québec
<b>Total</b>		<b>520</b>	<b>2</b>	<b>0.4 %</b>	<b>2.2 %</b>	<b>11</b>	<b>-9</b>	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



## Workforce Analysis - Detailed Report

Date: 2019-06-12

### 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
			#	%	%	#		
<b>01 : Senior Managers</b>	National	24	0	0.0 %	11.5 %	3	-3	National
<b>02 : Middle and Other Managers</b>	National	22	0	0.0 %	17.6 %	4	-4	National
<b>03 : Professionals</b>		21	3	14.3 %	30.4 %	6	-3	
1111 : Financial auditors and accountants	National	4	0	0.0 %	32.3 %	1	-1	National
2131 : Civil engineers	National	1	0	0.0 %	30.0 %	0	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	30.7 %	0	0	National
2133 : Electrical and electronics engineers	National	1	0	0.0 %	39.6 %	0	0	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	33.9 %	0	0	National
2142 : Metallurgical and materials engineers	National	1	1	100.0 %	26.6 %	0	1	National
2148 : Other professional engineers, n.e.c.	National	4	1	25.0 %	27.2 %	1	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	38.6 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	2	1	50.0 %	34.2 %	1	0	National
3012 : Registered nurses and registered psychiatric nurses	National	2	0	0.0 %	21.1 %	0	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	25.8 %	1	-1	National
<b>04 : Semi-Professionals and Technicians</b>		37	2	5.4 %	6.7 %	2	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	11	1	9.1 %	11.4 %	1	0	Québec
2234 : Construction estimators	Québec	4	0	0.0 %	8.0 %	0	0	Québec
2241 : Electrical and electronics engineering technologists and technicians	Québec	1	0	0.0 %	11.4 %	0	0	Québec
2253 : Drafting technologists and technicians	Québec	3	0	0.0 %	9.5 %	0	0	Québec
2262 : Engineering inspectors and regulatory officers	Québec	1	0	0.0 %	14.5 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	1	33.3 %	7.6 %	0	1	Québec
4312 : Firefighters	Québec	14	0	0.0 %	1.0 %	0	0	Québec
<b>06 : Supervisors: Crafts and Trades</b>		36	0	0.0 %	4.5 %	2	-2	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Québec	13	0	0.0 %	5.2 %	1	-1	Québec



## Workforce Analysis - Detailed Report

Date: 2019-06-12

### 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
			#	%	%	#		
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Québec	4	0	0.0 %	5.5 %	0	0	Québec
7203 : Contractors and supervisors, pipefitting trades	Québec	1	0	0.0 %	2.7 %	0	0	Québec
7204 : Contractors and supervisors, carpentry trades	Québec	5	0	0.0 %	2.6 %	0	0	Québec
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Québec	7	0	0.0 %	5.1 %	0	0	Québec
7301 : Contractors and supervisors, mechanic trades	Québec	6	0	0.0 %	3.3 %	0	0	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		16	3	18.8 %	3.3 %	1	2	
<b>Employment Equity Occupational Group</b>	Québec	16	3	18.8 %	3.3 %	1	2	Québec
<b>09 : Skilled Crafts and Trades Workers</b>		250	6	2.4 %	3.9 %	10	-4	
7231 : Machinists and machining and tooling inspectors	Québec	1	0	0.0 %	11.4 %	0	0	Québec
7233 : Sheet metal workers	Québec	93	3	3.2 %	2.3 %	2	1	Québec
7236 : Ironworkers	Québec	12	0	0.0 %	3.0 %	0	0	Québec
7237 : Welders and related machine operators	Québec	36	3	8.3 %	6.4 %	2	1	Québec
7241 : Electricians (except industrial and power system)	Québec	25	0	0.0 %	4.2 %	1	-1	Québec
7251 : Plumbers	Québec	1	0	0.0 %	4.3 %	0	0	Québec
7271 : Carpenters	Québec	33	0	0.0 %	1.7 %	1	-1	Québec
7294 : Painters and decorators (except interior decorators)	Québec	37	0	0.0 %	7.8 %	3	-3	Québec
7311 : Construction millwrights and industrial mechanics	Québec	5	0	0.0 %	3.6 %	0	0	Québec
7312 : Heavy-duty equipment mechanics	Québec	2	0	0.0 %	2.0 %	0	0	Québec
7371 : Crane operators	Québec	5	0	0.0 %	1.5 %	0	0	Québec
<b>10 : Clerical Personnel</b>		20	0	0.0 %	4.1 %	1	-1	
<b>Employment Equity Occupational Group</b>	Québec	20	0	0.0 %	4.1 %	1	-1	Québec
<b>11 : Intermediate Sales and Service Personnel</b>		10	1	10.0 %	6.4 %	1	0	
<b>Employment Equity Occupational Group</b>	Québec	10	1	10.0 %	6.4 %	1	0	Québec
<b>12 : Semi-Skilled Manual Workers</b>		29	0	0.0 %	3.9 %	1	-1	



## Workforce Analysis - Detailed Report

Date: 2019-06-12

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Québec	29	0	0.0 %	3.9 %	1	-1	Québec
13 : Other Sales and Service Personnel		3	0	0.0 %	7.7 %	0	0	
Employment Equity Occupational Group	Québec	3	0	0.0 %	7.7 %	0	0	Québec
14 : Other Manual Workers		52	2	3.8 %	5.6 %	3	-1	
Employment Equity Occupational Group	Québec	52	2	3.8 %	5.6 %	3	-1	Québec
<b>Total</b>		<b>520</b>	<b>17</b>	<b>3.3 %</b>	<b>6.4 %</b>	<b>34</b>	<b>-17</b>	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data





### Workforce Analysis - Detailed Report

Date: 2019-06-12

#### Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	46	1	2.2 %	5.0 %	2	-1	National
03 : Professionals	National	21	0	0.0 %	8.9 %	2	-2	National
04 : Semi-Professionals and Technicians	National	37	0	0.0 %	7.6 %	3	-3	National
06 : Supervisors: Crafts and Trades	National	36	0	0.0 %	10.1 %	4	-4	National
07 : Administrative and Senior Clerical Personnel	National	16	0	0.0 %	10.0 %	2	-2	National
09 : Skilled Crafts and Trades Workers	National	250	6	2.4 %	7.8 %	20	-14	National
10 : Clerical Personnel	National	20	0	0.0 %	9.3 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	10	0	0.0 %	10.8 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	29	1	3.4 %	10.3 %	3	-2	National
13 : Other Sales and Service Personnel	National	3	0	0.0 %	10.7 %	0	0	National
14 : Other Manual Workers	National	52	0	0.0 %	6.8 %	4	-4	National
<b>Total</b>		<b>520</b>	<b>8</b>	<b>1.5 %</b>	<b>8.0 %</b>	<b>43</b>	<b>-35</b>	

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: 2019-06-12

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



## Workforce Analysis - Detailed Report

Date: 2019-06-12

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



Workplace Equity Information Management System - Chantier Davie Canada Inc.

**Workforce Analysis - Summary Report**

Date: 2019-06-12

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	24	3	12.5 %	27.6 %	7	-4
02 : Middle and Other Managers	22	5	22.7 %	39.4 %	9	-4
03 : Professionals	21	4	19.0 %	37.6 %	8	-4
04 : Semi-Professionals and Technicians	37	3	8.1 %	18.0 %	7	-4
06 : Supervisors: Crafts and Trades	36	1	2.8 %	8.1 %	3	-2
07 : Administrative and Senior Clerical Personnel	16	11	68.8 %	80.4 %	13	-2
09 : Skilled Crafts and Trades Workers	250	3	1.2 %	4.3 %	11	-8
10 : Clerical Personnel	20	7	35.0 %	58.6 %	12	-5
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	62.6 %	6	-6
12 : Semi-Skilled Manual Workers	29	0	0.0 %	12.5 %	4	-4
13 : Other Sales and Service Personnel	3	1	33.3 %	49.1 %	1	0
14 : Other Manual Workers	52	0	0.0 %	17.5 %	9	-9
<b>Total</b>	<b>520</b>	<b>38</b>	<b>7.3 %</b>	<b>17.0 %</b>	<b>90</b>	<b>-52</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-06-12

#### Aboriginal Peoples

001839

Employment Equity Occupational Group	Aboriginal Peoples					Gap #
	All Employees #	Representation		Availability		
		#	%	%	#	
01 : Senior Managers	24	0	0.0 %	3.2 %	1	-1
02 : Middle and Other Managers	22	0	0.0 %	2.7 %	1	-1
03 : Professionals	21	0	0.0 %	1.7 %	0	0
04 : Semi-Professionals and Technicians	37	0	0.0 %	2.1 %	1	-1
06 : Supervisors: Crafts and Trades	36	0	0.0 %	2.1 %	1	-1
07 : Administrative and Senior Clerical Personnel	16	0	0.0 %	1.4 %	0	0
09 : Skilled Crafts and Trades Workers	250	2	0.8 %	2.4 %	6	-4
10 : Clerical Personnel	20	0	0.0 %	1.6 %	0	0
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	1.6 %	0	0
12 : Semi-Skilled Manual Workers	29	0	0.0 %	1.6 %	0	0
13 : Other Sales and Service Personnel	3	0	0.0 %	1.8 %	0	0
14 : Other Manual Workers	52	0	0.0 %	2.0 %	1	-1
<b>Total</b>	<b>520</b>	<b>2</b>	<b>0.4 %</b>	<b>2.2 %</b>	<b>11</b>	<b>-9</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-06-12

#### Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	24	0	0.0 %	11.5 %	3	-3
02 : Middle and Other Managers	22	0	0.0 %	17.6 %	4	-4
03 : Professionals	21	3	14.3 %	30.4 %	6	-3
04 : Semi-Professionals and Technicians	37	2	5.4 %	6.7 %	2	0
06 : Supervisors: Crafts and Trades	36	0	0.0 %	4.5 %	2	-2
07 : Administrative and Senior Clerical Personnel	16	3	18.8 %	3.3 %	1	2
09 : Skilled Crafts and Trades Workers	250	6	2.4 %	3.9 %	10	-4
10 : Clerical Personnel	20	0	0.0 %	4.1 %	1	-1
11 : Intermediate Sales and Service Personnel	10	1	10.0 %	6.4 %	1	0
12 : Semi-Skilled Manual Workers	29	0	0.0 %	3.9 %	1	-1
13 : Other Sales and Service Personnel	3	0	0.0 %	7.7 %	0	0
14 : Other Manual Workers	52	2	3.8 %	5.6 %	3	-1
<b>Total</b>	<b>520</b>	<b>17</b>	<b>3.3 %</b>	<b>6.4 %</b>	<b>34</b>	<b>-17</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-06-12

#### Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities			Gap #	
		Representation		Availability		
		#	%	%		
01/02 : Managers	46	1	2.2 %	5.0 %	2	-1
03 : Professionals	21	0	0.0 %	8.9 %	2	-2
04 : Semi-Professionals and Technicians	37	0	0.0 %	7.6 %	3	-3
06 : Supervisors: Crafts and Trades	36	0	0.0 %	10.1 %	4	-4
07 : Administrative and Senior Clerical Personnel	16	0	0.0 %	10.0 %	2	-2
09 : Skilled Crafts and Trades Workers	250	6	2.4 %	7.8 %	20	-14
10 : Clerical Personnel	20	0	0.0 %	9.3 %	2	-2
11 : Intermediate Sales and Service Personnel	10	0	0.0 %	10.8 %	1	-1
12 : Semi-Skilled Manual Workers	29	1	3.4 %	10.3 %	3	-2
13 : Other Sales and Service Personnel	3	0	0.0 %	10.7 %	0	0
14 : Other Manual Workers	52	0	0.0 %	6.8 %	4	-4
<b>Total</b>	<b>520</b>	<b>8</b>	<b>1.5 %</b>	<b>8.0 %</b>	<b>43</b>	<b>-35</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2019-06-12

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





### Workforce Analysis - Summary Report

Date: 2019-06-12

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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	12

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	3	27.40
02	Middle & Other Managers	43	5	38.90
03	Professionals	28	8	39.20
04	Semi-Professionals & Technicians	62	7	17.10
05	Supervisors	6	4	52.60
06	Supervisors: Crafts & Trades	60	1	7.00
07	Administrative & Senior Clerical Personnel	11	8	80.90
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	504	14	3.60
10	Clerical Personnel	33	8	61.60
11	Intermediate Sales & Service Personnel	5	0	60.80
12	Semi-Skilled Manual Workers	82	1	13.20
13	Other Sales & Service Personnel	3	2	51.90
14	Other Manual Workers	99	1	16.60
<b>Total</b>		<b>943</b>	<b>62</b>	<b>13.4</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		24	3	27.6
		22	5	39.4
		21	4	37.6
		37	3	18.0
		0	0	0.0
		36	1	8.1
		16	11	80.4
		0	0	0.0
		250	3	4.3
		20	7	58.6
		10	0	62.6
		29	0	12.5
		3	1	49.1
		52	0	17.5
		<b>520</b>	<b>38</b>	<b>17.0</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2016 Census

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	12

**Table 2: Aboriginal Peoples**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	0	2.90
02	Middle & Other Managers	43	0	2.20
03	Professionals	28	0	1.60
04	Semi-Professionals & Technicians	62	1	1.80
05	Supervisors	6	0	1.20
06	Supervisors: Crafts & Trades	60	0	1.40
07	Administrative & Senior Clerical Personnel	11	0	0.70
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	504	5	2.10
10	Clerical Personnel	33	0	0.60
11	Intermediate Sales & Service Personnel	5	0	1.20
12	Semi-Skilled Manual Workers	82	1	0.80
13	Other Sales & Service Personnel	3	0	0.90
14	Other Manual Workers	99	1	1.20
<b>Total</b>		<b>943</b>	<b>8</b>	<b>1.7</b>

**\* Source:**  
2011 National Household Survey

**Table 6: Aboriginal Peoples**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		24	0	3.2
		22	0	2.7
		21	0	1.7
		37	0	2.1
		0	0	0.0
		36	0	2.1
		16	0	1.4
		0	0	0.0
		250	2	2.4
		20	0	1.6
		10	0	1.6
		29	0	1.6
		3	0	1.8
		52	0	2.0
<b>Total</b>		<b>520</b>	<b>2</b>	<b>2.2</b>

**\* Source:**  
2016 Census

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	12

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	0	10.10
02	Middle & Other Managers	43	5	15.00
03	Professionals	28	5	25.30
04	Semi-Professionals & Technicians	62	2	5.80
05	Supervisors	6	0	2.30
06	Supervisors: Crafts & Trades	60	1	3.70
07	Administrative & Senior Clerical Personnel	11	1	1.50
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	504	12	3.70
10	Clerical Personnel	33	2	2.00
11	Intermediate Sales & Service Personnel	5	1	3.00
12	Semi-Skilled Manual Workers	82	3	2.30
13	Other Sales & Service Personnel	3	0	4.60
14	Other Manual Workers	99	1	3.10
<b>Total</b>		<b>943</b>	<b>33</b>	<b>4.8</b>

**\* Source:**

2011 National Household Survey

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce Analysis**

All Employees		Members of Visible Minorities	
		Representation	Availability*
#	#	%	
24	0	11.5	
22	0	17.6	
21	3	30.4	
37	2	6.7	
0	0	0.0	
36	0	4.5	
16	3	3.3	
0	0	0.0	
250	6	3.9	
20	0	4.1	
10	1	6.4	
29	0	3.9	
3	0	7.7	
52	2	5.6	
<b>520</b>	<b>17</b>	<b>6.4</b>	

**\* Source:**

2016 Census

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	06	12

**Table 4: Persons with Disabilities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	50	0	4.30
03	Professionals	28	0	3.80
04	Semi-Professionals & Technicians	62	3	4.60
05	Supervisors	6	1	13.90
06	Supervisors: Crafts & Trades	60	0	7.80
07	Administrative & Senior Clerical Personnel	11	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	504	8	3.80
10	Clerical Personnel	33	0	7.00
11	Intermediate Sales & Service Personnel	5	0	5.60
12	Semi-Skilled Manual Workers	82	2	4.80
13	Other Sales & Service Personnel	3	0	6.30
14	Other Manual Workers	99	1	5.30
<b>Total</b>		<b>943</b>	<b>15</b>	<b>4.5</b>

**Table 8: Persons with Disabilities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		46	1	5.0
		21	0	8.9
		37	0	7.6
		0	0	0.0
		36	0	10.1
		16	0	10.0
		0	0	0.0
		250	6	7.8
		20	0	9.3
		10	0	10.8
		29	1	10.3
		3	0	10.7
		52	0	6.8
<b>Total</b>		<b>520</b>	<b>8</b>	<b>8.0</b>

**\* Source:**

2012 Canadian Survey on Disability

**\* Source:**

2017 Canadian Survey on Disability

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

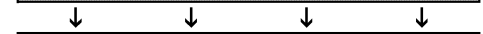
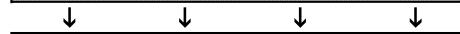
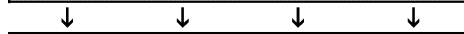
Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2019	06	12

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**



**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
#	#	#	#

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#

01 Senior Managers	8	1	0	0
02 Middle & Other Managers	9	3	0	0
03 Professionals	24	5	0	0
04 Semi-Professionals & Technicians	29	3	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	9	0	0	0
07 Administrative & Senior Clerical Personnel	15	10	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	368	14	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	12	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	100	3	0	0
<b>Total</b>	<b>577</b>	<b>39</b>	<b>0</b>	<b>0</b>

01 Senior Managers	3	1	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	9	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	25	1	0	0
07 Administrative & Senior Clerical Personnel	3	2	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	147	5	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	5	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	16	0	0	0
<b>Total</b>	<b>225</b>	<b>12</b>	<b>0</b>	<b>0</b>

01 Senior Managers	16	3	0	0
02 Middle & Other Managers	21	2	0	0
03 Professionals	30	5	0	0
04 Semi-Professionals & Technicians	69	11	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	43	1	0	0
07 Administrative & Senior Clerical Personnel	27	17	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	717	28	0	0
10 Clerical Personnel	16	2	0	0
11 Intermediate Sales & Service Personnel	4	0	0	0
12 Semi-Skilled Manual Workers	39	2	0	0
13 Other Sales & Service Personnel	2	1	0	0
14 Other Manual Workers	165	3	0	0
<b>Total</b>	<b>1,149</b>	<b>75</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

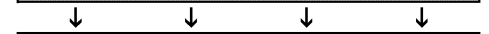
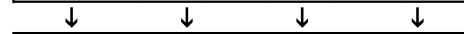
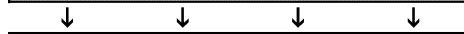
Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2019	06	12

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**



**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	8	0	0	0	3	0	0	0	16	0	0	0
02 Middle & Other Managers	9	0	0	0	10	0	0	0	21	0	0	0
03 Professionals	24	0	0	0	4	0	0	0	30	0	0	0
04 Semi-Professionals & Technicians	29	0	0	0	9	0	0	0	69	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	9	0	0	0	25	0	0	0	43	0	0	0
07 Administrative & Senior Clerical Personnel	15	0	0	0	3	0	0	0	27	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	368	7	0	0	147	0	0	0	717	12	0	0
10 Clerical Personnel	1	0	0	0	2	0	0	0	16	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0	1	0	0	0	4	0	0	0
12 Semi-Skilled Manual Workers	12	1	0	0	5	0	0	0	39	3	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	100	4	0	0	16	0	0	0	165	5	0	0
<b>Total</b>	<b>577</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>225</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,149</b>	<b>21</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2019	06	12

**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)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	8	0	0	0	3	0	0	0	16	0	0	0
02 Middle & Other Managers	9	0	0	0	10	0	0	0	21	0	0	0
03 Professionals	24	0	0	0	4	0	0	0	30	0	0	0
04 Semi-Professionals & Technicians	29	0	0	0	9	0	0	0	69	3	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	9	0	0	0	25	0	0	0	43	0	0	0
07 Administrative & Senior Clerical Personnel	15	0	0	0	3	0	0	0	27	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	368	2	0	0	147	0	0	0	717	9	0	0
10 Clerical Personnel	1	0	0	0	2	0	0	0	16	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0	1	0	0	0	4	0	0	0
12 Semi-Skilled Manual Workers	12	0	0	0	5	0	0	0	39	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	100	0	0	0	16	0	0	0	165	1	0	0
<b>Total</b>	<b>577</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>225</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,149</b>	<b>14</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2019	06	12

**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)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	8	0	0	0	3	1	0	0	16	1	0	0
02 Middle & Other Managers	9	0	0	0	10	0	0	0	21	2	0	0
03 Professionals	24	1	0	0	4	1	0	0	30	3	0	0
04 Semi-Professionals & Technicians	29	0	0	0	9	0	0	0	69	4	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	9	0	0	0	25	0	0	0	43	1	0	0
07 Administrative & Senior Clerical Personnel	15	1	0	0	3	0	0	0	27	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	368	34	0	0	147	3	0	0	717	42	0	0
10 Clerical Personnel	1	0	0	0	2	0	0	0	16	1	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0	1	0	0	0	4	0	0	0
12 Semi-Skilled Manual Workers	12	0	0	0	5	0	0	0	39	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	100	4	0	0	16	1	0	0	165	5	0	0
<b>Total</b>	<b>577</b>	<b>40</b>	<b>0</b>	<b>0</b>	<b>225</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1,149</b>	<b>60</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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									
	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	YYYY - YYYY						
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	%	#	#	%	%							
01 Senior Managers	7	50.8%		0	103.2%		0	0	3	0.0%	0	-1	0	27.4%	1	1	42.9%	42.9%		
02 Middle & Other Managers	43	-20.0%		0	64.6%		0	0	5	0.0%	0	12	0	38.9%	-12	-12	11.6%	11.6%		
03 Professionals	28	-9.1%		0	122.4%		0	0	8	0.0%	0	3	0	39.2%	-3	-3	28.6%	28.6%		
04 Semi-Professionals & Tech	62	-15.8%		0	139.4%		0	0	7	0.0%	0	4	0	17.1%	-4	-4	11.3%	11.3%		
05 Supervisors	6	-100.0%		0	0.0%		0	0	4	0.0%	0	-1	0	52.6%	1	1	66.7%	66.7%		
06 Supervisors: Crafts & Trades	60	-15.7%		0	89.6%		0	0	1	0.0%	0	3	0	7.0%	-3	-3	1.7%	1.7%		
07 Administrative & Sr Clerical	11	13.3%		0	200.0%		0	0	8	0.0%	0	1	0	80.9%	-1	-1	72.7%	72.7%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	504	-20.8%		0	190.2%		0	0	14	0.0%	0	4	0	3.6%	-4	-4	2.8%	2.8%		
10 Clerical Personnel	33	-15.4%		0	60.4%		0	0	8	0.0%	0	12	0	61.6%	-12	-12	24.2%	24.2%		
11 Intermediate Sales & Service	5	26.0%		0	53.3%		0	0	0	0.0%	0	3	0	60.8%	-3	-3	0.0%	0.0%		
12 Semi-Skilled Manual	82	-29.3%		0	70.3%		0	0	1	0.0%	0	10	0	13.2%	-10	-10	1.2%	1.2%		
13 Other Sales & Service	3	0.0%		0	66.7%		0	0	2	0.0%	0	0	0	51.9%	0	0	66.7%	66.7%		
14 Other Manual Workers	99	-19.3%		0	218.5%		0	0	1	0.0%	0	15	0	16.6%	-15	-15	1.0%	1.0%		
<b>Total</b>	<b>943</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>62</b>	<b>0.0%</b>	<b>0</b>	<b>64</b>	<b>0</b>	<b>13.4%</b>	<b>-64</b>	<b>-64</b>	<b>6.6%</b>	<b>6.6%</b>		

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

<sup>‡</sup> 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	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	1	0.0	2	0.0	
04 Semi-Professionals & Tech	0	0.0	7	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	1	0.0	3	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	5	0.0	5	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	5	0.0	10	0.0	
<b>Total</b>	<b>12</b>		<b>27</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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**

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		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	YYYY - YYYY								
		2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019								
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	7	50.8%		0	103.2%		0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%		
02	Middle & Other Managers	43	-20.0%		0	64.6%		0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%			
03	Professionals	28	-9.1%		0	122.4%		0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%			
04	Semi-Professionals & Tech	62	-15.8%		0	139.4%		0	0	0.0%	0	0	0	1.8%	0	0	1.6%	1.6%			
05	Supervisors	6	-100.0%		0	0.0%		0	0	0.0%	0	0	0	1.2%	0	0	0.0%	0.0%			
06	Supervisors: Crafts & Trades	60	-15.7%		0	89.6%		0	0	0.0%	0	1	0	1.4%	-1	-1	0.0%	0.0%			
07	Administrative & Sr Clerical	11	13.3%		0	200.0%		0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	504	-20.8%		0	190.2%		0	0	0.0%	0	6	0	2.1%	-6	-6	1.0%	1.0%			
10	Clerical Personnel	33	-15.4%		0	60.4%		0	0	0.0%	0	0	0	0.6%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	5	26.0%		0	53.3%		0	0	0.0%	0	0	0	1.2%	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	82	-29.3%		0	70.3%		0	0	0.0%	0	0	0	0.8%	0	0	1.2%	1.2%			
13	Other Sales & Service	3	0.0%		0	66.7%		0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%			
14	Other Manual Workers	99	-19.3%		0	218.5%		0	0	0.0%	0	0	0	1.2%	0	0	1.0%	1.0%			
<b>Total</b>		<b>943</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>1.7%</b>	<b>-8</b>	<b>-8</b>	<b>0.8%</b>	<b>0.8%</b>			

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

<sup>‡</sup> 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	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	1	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	1	0.0	5	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	
14	Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>		<b>1</b>		<b>6</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals									
	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	YYYY - YYYY						
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	%	#	#	%	%							
01/02 Managers	50	15.4%		0	83.9%		0	0	0	0.0%	0	2	0	4.3%	-2	-2	0.0%	0.0%		
03 Professionals	28	-9.1%		0	122.4%		0	0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	62	-15.8%		0	139.4%		0	0	3	0.0%	0	0	0	4.6%	0	0	4.8%	4.8%		
05 Supervisors	6	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0	13.9%	0	0	16.7%	16.7%		
06 Supervisors: Crafts & Trades	60	-15.7%		0	89.6%		0	0	0	0.0%	0	5	0	7.8%	-5	-5	0.0%	0.0%		
07 Administrative & Sr Clerical	11	13.3%		0	200.0%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	504	-20.8%		0	190.2%		0	0	8	0.0%	0	11	0	3.8%	-11	-11	1.6%	1.6%		
10 Clerical Personnel	33	-15.4%		0	60.4%		0	0	0	0.0%	0	2	0	7.0%	-2	-2	0.0%	0.0%		
11 Intermediate Sales & Service	5	26.0%		0	53.3%		0	0	0	0.0%	0	0	0	5.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	82	-29.3%		0	70.3%		0	0	2	0.0%	0	2	0	4.8%	-2	-2	2.4%	2.4%		
13 Other Sales & Service	3	0.0%		0	66.7%		0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%		
14 Other Manual Workers	99	-19.3%		0	218.5%		0	0	1	0.0%	0	4	0	5.3%	-4	-4	1.0%	1.0%		
<b>Total</b>	<b>943</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>15</b>	<b>0.0%</b>	<b>0</b>	<b>27</b>	<b>0</b>	<b>4.5%</b>	<b>-27</b>	<b>-27</b>	<b>1.6%</b>	<b>1.6%</b>		

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	5	0.0	6	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	2	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	2	0.0	2	0.0	
<b>Total</b>	<b>9</b>		<b>8</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals									
	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	YYYY - YYYY						
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-07-19	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	7	50.8%		0	103.2%		0	0	0	0.0%	0	1	0	10.1%	-1	-1	0.0%	0.0%		
02 Middle & Other Managers	43	-20.0%		0	64.6%		0	0	5	0.0%	0	1	0	15.0%	-1	-1	11.6%	11.6%		
03 Professionals	28	-9.1%		0	122.4%		0	0	5	0.0%	0	2	0	25.3%	-2	-2	17.9%	17.9%		
04 Semi-Professionals & Tech	62	-15.8%		0	139.4%		0	0	2	0.0%	0	2	0	5.8%	-2	-2	3.2%	3.2%		
05 Supervisors	6	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.3%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	60	-15.7%		0	89.6%		0	0	1	0.0%	0	1	0	3.7%	-1	-1	1.7%	1.7%		
07 Administrative & Sr Clerical	11	13.3%		0	200.0%		0	0	1	0.0%	0	-1	0	1.5%	1	1	9.1%	9.1%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	504	-20.8%		0	190.2%		0	0	12	0.0%	0	7	0	3.7%	-7	-7	2.4%	2.4%		
10 Clerical Personnel	33	-15.4%		0	60.4%		0	0	2	0.0%	0	-1	0	2.0%	1	1	6.1%	6.1%		
11 Intermediate Sales & Service	5	26.0%		0	53.3%		0	0	1	0.0%	0	-1	0	3.0%	1	1	20.0%	20.0%		
12 Semi-Skilled Manual	82	-29.3%		0	70.3%		0	0	3	0.0%	0	-1	0	2.3%	1	1	3.7%	3.7%		
13 Other Sales & Service	3	0.0%		0	66.7%		0	0	0	0.0%	0	0	0	4.6%	0	0	0.0%	0.0%		
14 Other Manual Workers	99	-19.3%		0	218.5%		0	0	1	0.0%	0	2	0	3.1%	-2	-2	1.0%	1.0%		
<b>Total</b>	<b>943</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>33</b>	<b>0.0%</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>4.8%</b>	<b>-12</b>	<b>-12</b>	<b>3.5%</b>	<b>3.5%</b>		

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

<sup>‡</sup> 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	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	1	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	4	0.0	2	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	
14 Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>	<b>4</b>		<b>3</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)

**Table 9: Women**

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		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	Terminated Employees		YYYY - YYYY								
		2019-06-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-12	Annually	Over 3 Years	2019	2022								
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	24	50.8%	0.0%	0	103.2%	2.0%	1	3	2.0%	0	4	0	27.6%	27.6%	-4	-4	12.5%	12.5%		
02	Middle & Other Managers	22	-20.0%	6.0%	4	64.6%	0.0%	0	4	0.0%	0	5	2	39.4%	39.4%	-4	-3	22.7%	26.9%		
03	Professionals	21	-9.1%	19.0%	12	122.4%	0.0%	0	12	0.0%	0	8	5	37.6%	37.6%	-4	-3	19.0%	27.3%		
04	Semi-Professionals & Tech	37	-15.8%	10.0%	11	139.4%	0.0%	0	11	3	0.0%	0	6	2	18.0%	18.0%	-4	-4	8.1%	10.4%	
05	Supervisors	0	-100.0%	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!	
06	Supervisors: Crafts & Trades	36	-15.7%	33.3%	36	89.6%	0.0%	0	36	1	0.0%	0	5	3	8.1%	8.1%	-2	-2	2.8%	5.6%	
07	Administrative & Sr Clerical	16	13.3%	5.0%	2	200.0%	0.0%	0	2	11	0.0%	0	3	0	0.0%	80.4%	-2	-3	68.8%	61.1%	
08	Skilled 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!	
09	Skilled Crafts & Trades	250	-20.8%	30.0%	225	190.2%	0.0%	0	225	3	0.0%	0	17	10	4.3%	4.3%	-8	-7	1.2%	2.7%	
10	Clerical Personnel	20	-15.4%	4.0%	2	60.4%	0.0%	0	2	7	0.0%	0	6	1	50.0%	58.6%	-5	-5	35.0%	36.4%	
11	Intermediate Sales & Service	10	26.0%	0.0%	0	53.3%	0.0%	0	0	0	0.0%	0	6	0	50.0%	62.6%	-6	-6	0.0%	0.0%	
12	Semi-Skilled Manual	29	-29.3%	1.0%	1	70.3%	0.0%	0	1	0	0.0%	0	4	0	12.5%	12.5%	-4	-4	0.0%	0.0%	
13	Other Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	1	0.0%	0	0	0	0.0%	49.1%	0	0	33.3%	33.3%	
14	Other Manual Workers	52	-19.3%	24.5%	38	218.5%	0.0%	0	38	0	0.0%	0	16	7	17.5%	17.5%	-9	-9	0.0%	7.8%	
<b>Total</b>		<b>520</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>38</b>	<b>0.0%</b>	<b>0</b>	<b>50</b>	<b>0</b>	<b>17.0%</b>		<b>-50</b>	<b>-50</b>	<b>7.3%</b>	<b>7.3%</b>	

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

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

**Table 10: Women**

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.6	27.6%	
02 Middle & Other Managers	39.4	39.4%	
03 Professionals	37.6	37.6%	
04 Semi-Professionals & Tech	18.0	18.0%	
05 Supervisors	0.0	0.0%	
06 Supervisors: Crafts & Trades	8.1	8.1%	
07 Administrative & Sr Clerical	0.0	0.0%	Goal not required since present representation is 68.8%
08 Skilled Sales & Service	0.0	0.0%	
09 Skilled Crafts & Trades	4.3	4.3%	Following our analysis of the GBA program, we are including assessments of gender/diversity requirements in our planned/future facility improvements.
10 Clerical Personnel	50.0	50.0%	In order to avoid segregation goal is set at 50.0%
11 Intermediate Sales & Service	50.0	50.0%	In order to avoid segregation goal is set at 50.0%
12 Semi-Skilled Manual	12.5	0.0%	
13 Other Sales & Service	0.0	0.0%	
14 Other Manual Workers	17.5	0.0%	
<b>Total</b>	<b>0.0</b>		



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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**

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals														
		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
		Number	Growth (New Positions)		Actual		Projected			Number	Turnover (Replacement of Terminated Employees)		From - To										
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		YYYY - YYYY										
		2019-06-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-12	Annually	Over 3 Years	2019	2022										
#	%	%	#	%	%	#	#	%	#	#	%												
01	Senior Managers	24	50.8%	0.0%	0	103.2%	2.0%	1	1	0	2.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%			
02	Middle & Other Managers	22	-20.0%	6.0%	4	64.6%	0.0%	0	4	0	0.0%	0	1	0	2.7%	2.7%	-1	-1	0.0%	0.0%			
03	Professionals	21	-9.1%	19.0%	12	122.4%	0.0%	0	12	0	0.0%	0	1	0	1.7%	1.7%	0	-1	0.0%	0.0%			
04	Semi-Professionals & Tech	37	-15.8%	10.0%	11	139.4%	0.0%	0	11	0	0.0%	0	1	0	2.1%	2.1%	-1	-1	0.0%	0.0%			
05	Supervisors	0	-100.0%	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!			
06	Supervisors: Crafts & Trades	36	-15.7%	33.3%	36	89.6%	0.0%	0	36	0	0.0%	0	2	1	2.1%	2.1%	-1	-1	0.0%	1.4%			
07	Administrative & Sr Clerical	16	13.3%	5.0%	2	200.0%	0.0%	0	2	0	0.0%	0	0	0	1.4%	1.4%	0	0	0.0%	0.0%			
08	Skilled 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!			
09	Skilled Crafts & Trades	250	-20.8%	30.0%	225	190.2%	0.0%	0	225	2	0.0%	0	9	5	2.4%	2.4%	-4	-4	0.8%	1.5%			
10	Clerical Personnel	20	-15.4%	4.0%	2	60.4%	0.0%	0	2	0	0.0%	0	0	0	1.6%	1.6%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	10	26.0%	0.0%	0	53.3%	0.0%	0	0	0	0.0%	0	0	0	1.6%	1.6%	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	29	-29.3%	1.0%	1	70.3%	0.0%	0	1	0	0.0%	0	0	0	1.6%	1.6%	0	0	0.0%	0.0%			
13	Other Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	0	0.0%	0	0	0	1.8%	1.8%	0	0	0.0%	0.0%			
14	Other Manual Workers	52	-19.3%	24.5%	38	218.5%	0.0%	0	38	0	0.0%	0	2	1	2.0%	2.0%	-1	-1	0.0%	1.1%			
<b>Total</b>		<b>520</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>2.2%</b>	<b>2.2%</b>	<b>-9</b>	<b>-9</b>	<b>0.4%</b>	<b>0.4%</b>			

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

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

**Table 12: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		3.2		3.2%	
02	Middle & Other Managers		2.7		2.7%	
03	Professionals		0.0		0.0%	
04	Semi-Professionals & Tech		2.1		2.1%	
05	Supervisors		0.0		0.0%	
06	Supervisors: Crafts & Trades		2.1		2.1%	
07	Administrative & Sr Clerical		0.0		0.0%	
08	Skilled Sales & Service		0.0		0.0%	
09	Skilled Crafts & Trades		2.4		2.4%	Further develop the relationship with Wendake to increase awareness of trades opportunities in shipbuilding and strengthen ties with the Huron nation while presenting Davie as an employer of choice
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		2.0		2.0%	
<b>Total</b>			<b>0.0</b>			

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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**

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals									
	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	YYYY - YYYY						2019
	2019-06-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-12	Annually	Over 3 Years	2019	2022	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	46	15.4%	2.7%	4	83.9%	1.0%	1	5	1	1.0%	0	2	0	5.0%	5.0%	-1	-2	2.2%	2.0%	
03 Professionals	21	-9.1%	19.0%	12	122.4%	0.0%	0	12	0	0.0%	0	3	1	8.9%	8.9%	-2	-2	0.0%	3.0%	
04 Semi-Professionals & Tech	37	-15.8%	10.0%	11	139.4%	0.0%	0	11	0	0.0%	0	4	1	7.6%	7.6%	-3	-3	0.0%	2.1%	
05 Supervisors	0	-100.0%	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!	
06 Supervisors: Crafts & Trades	36	-15.7%	33.3%	36	89.6%	0.0%	0	36	0	0.0%	0	7	4	10.1%	10.1%	-4	-3	0.0%	5.6%	
07 Administrative & Sr Clerical	16	13.3%	5.0%	2	200.0%	0.0%	0	2	0	0.0%	0	2	0	10.0%	10.0%	-2	-2	0.0%	0.0%	
08 Skilled 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!	
09 Skilled Crafts & Trades	250	-20.8%	30.0%	225	190.2%	0.0%	0	225	6	0.0%	0	31	18	7.8%	7.8%	-14	-13	2.4%	5.1%	
10 Clerical Personnel	20	-15.4%	4.0%	2	60.4%	0.0%	0	2	0	0.0%	0	2	0	9.3%	9.3%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	10	26.0%	0.0%	0	53.3%	0.0%	0	0	0	0.0%	0	1	0	10.8%	10.8%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	29	-29.3%	1.0%	1	70.3%	0.0%	0	1	1	0.0%	0	2	0	10.3%	10.3%	-2	-2	3.4%	3.3%	
13 Other Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	0	0.0%	0	0	0	10.7%	10.7%	0	0	0.0%	0.0%	
14 Other Manual Workers	52	-19.3%	24.5%	38	218.5%	0.0%	0	38	0	0.0%	0	6	3	6.8%	6.8%	-4	-3	0.0%	3.3%	
<b>Total</b>	<b>520</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>8</b>	<b>0.0%</b>	<b>0</b>	<b>34</b>	<b>0</b>	<b>8.0%</b>	<b>8.0%</b>	<b>-34</b>	<b>-34</b>	<b>1.5%</b>	<b>1.5%</b>	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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	10.1	10.1%	
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%	
12 Semi-Skilled Manual	10.3	10.3%	
13 Other Sales & Service	0.0	0.0%	
14 Other Manual Workers	6.8	6.8%	
<b>Total</b>	<b>0.0</b>		Following our analysis of the GBA program, we are including assessments of gender/diversity requirements in our planned/future facility improvements.



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	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**

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-06-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-06-12	Annually	Over 3 Years	2019	2022	%	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	24	50.8%	0.0%	0	103.2%	2.0%	1	1	0	2.0%	0	3	0	11.5%	11.5%	-3	-3	0.0%	0.0%
02 Middle & Other Managers	22	-20.0%	6.0%	4	64.6%	0.0%	0	4	0	0.0%	0	5	1	17.6%	17.6%	-4	-4	0.0%	3.8%
03 Professionals	21	-9.1%	19.0%	12	122.4%	0.0%	0	12	3	0.0%	0	7	4	30.4%	30.4%	-3	-3	14.3%	21.2%
04 Semi-Professionals & Tech	37	-15.8%	10.0%	11	139.4%	0.0%	0	11	2	0.0%	0	1	0		6.7%	0	-1	5.4%	4.2%
05 Supervisors	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	36	-15.7%	33.3%	36	89.6%	0.0%	0	36	0	0.0%	0	3	2	4.5%	4.5%	-2	-1	0.0%	2.8%
07 Administrative & Sr Clerical	16	13.3%	5.0%	2	200.0%	0.0%	0	2	3	0.0%	0	-2	0		3.3%	2	2	18.8%	16.7%
08 Skilled 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!
09 Skilled Crafts & Trades	250	-20.8%	30.0%	225	190.2%	0.0%	0	225	6	0.0%	0	13	9	3.9%	3.9%	-4	-4	2.4%	3.2%
10 Clerical Personnel	20	-15.4%	4.0%	2	60.4%	0.0%	0	2	0	0.0%	0	1	0	4.1%	4.1%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	10	26.0%	0.0%	0	53.3%	0.0%	0	0	1	0.0%	0	0	0		6.4%	0	0	10.0%	10.0%
12 Semi-Skilled Manual	29	-29.3%	1.0%	1	70.3%	0.0%	0	1	0	0.0%	0	1	0	3.9%	3.9%	-1	-1	0.0%	0.0%
13 Other Sales & Service	3	0.0%	0.0%	0	66.7%	0.0%	0	0	0	0.0%	0	0	0		7.7%	0	0	0.0%	0.0%
14 Other Manual Workers	52	-19.3%	24.5%	38	218.5%	0.0%	0	38	2	0.0%	0	3	2	5.6%	5.6%	-1	-1	3.8%	4.4%
<b>Total</b>	<b>520</b>	<b>-18.0%</b>		<b>0</b>	<b>157.1%</b>		<b>0</b>	<b>0</b>	<b>17</b>	<b>0.0%</b>	<b>0</b>	<b>16</b>	<b>0</b>		<b>6.4%</b>	<b>-16</b>	<b>-16</b>	<b>3.3%</b>	<b>3.3%</b>

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

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		11.5		11.5%	
02 Middle & Other Managers		17.6		17.6%	
03 Professionals		30.4		30.4%	
04 Semi-Professionals & Tech		0.0		0.0%	
05 Supervisors		0.0		0.0%	
06 Supervisors: Crafts & Trades		4.5		4.5%	
07 Administrative & Sr Clerical		0.0		0.0%	
08 Skilled Sales & Service		0.0		0.0%	
09 Skilled Crafts & Trades		3.9		3.9%	
10 Clerical Personnel		4.1		4.1%	
11 Intermediate Sales & Service		0.0		0.0%	
12 Semi-Skilled Manual		3.9		3.9%	
13 Other Sales & Service		0.0		0.0%	
14 Other Manual Workers		5.6		5.6%	
<b>Total</b>		<b>0.0</b>			

Working to connect with immigrant settlement association(s) in the Quebec City area to present Davie as an employer of choice.

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

001860

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
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		Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	7	3	42.9	27.4	2	1	156.4																	
	2019	24	3	12.5	27.6	7	-4	45.3	8	1	12.5	2	-1	3	1	33.3	1	0	16	3	18.8	7	-4		
02 Middle & Other Managers	2016	43	5	11.6	38.9	17	-12	29.9																	
	2019	22	5	22.7	39.4	9	-4	57.7	9	3	33.3	4	-1	10	0	0.0	1	-1	21	2	9.5	2	0		
03 Professionals	2016	28	8	28.6	39.2	11	-3	72.9																	
	2019	21	4	19.0	37.6	8	-4	50.7	24	5	20.8	9	-4	4	1	25.0	1	0	30	5	16.7	9	-4		
04 Semi-Professionals & Technicians	2016	62	7	11.3	17.1	11	-4	66.0																	
	2019	37	3	8.1	18.0	7	-4	45.0	29	3	10.3	5	-2	9	2	22.2	1	1	69	11	15.9	8	3		
05 Supervisors	2016	6	4	66.7	52.6	3	1	126.7																	
	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	
06 Supervisors: Crafts & Trades	2016	60	1	1.7	7.0	4	-3	23.8																	
	2019	36	1	2.8	8.1	3	-2	34.3	9	0	0.0	1	-1	25	1	4.0	0	1	43	1	2.3	1	0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments		
		Flow Data			Short-term Goals				Long-term Goals						
		All Employees	Women		Women				Women						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	#	%	%	#	%				
01 Senior Managers	2019	11	2	18.2	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	11	2	18.2			27.6	65.9			0.3	6587.6			
02 Middle & Other Managers	2019	19	3	15.8	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	19	3	15.8			39.4	40.1			0.4	4007.5			
03 Professionals	2019	28	6	21.4	1	600.0	0.0	0.0	0.0	0.0	2	300.0	0.0	0.0	
	2022	28	6	21.4			37.6	57.0			0.4	5699.1			
04 Semi-Professionals & Technicians	2019	38	5	13.2	0	0.0	0.0	0.0	0.0	0.0	7	71.4	0.0	0.0	
	2022	38	5	13.2			18.0	73.1			0.2	7309.9			
05 Supervisors	2019	0	0	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	0.0	
06 Supervisors: Crafts & Trades	2019	34	1	2.9	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	34	1	2.9			8.1	36.3			0.1	3631.1			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Chantier Davie Inc.

[Date: 2019-06-12]

001861

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		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	11	8	72.7	80.9	9	-1	89.9																
	2019	16	11	68.8	80.4	13	-2	85.5	15	10	66.7	12	-2	3	2	66.7	2	0	27	17	63.0	20	-3	
08 Skilled 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	
09 Skilled Crafts & Trades Workers	2016	504	14	2.8	3.6	18	-4	77.2																
	2019	250	3	1.2	4.3	11	-8	27.9	368	14	3.8	16	-2	147	5	3.4	4	1	717	28	3.9	20	8	
10 Clerical Personnel	2016	33	8	24.2	61.6	20	-12	39.4																
	2019	20	7	35.0	58.6	12	-5	59.7	1	0	0.0	1	-1	2	0	0.0	0	0	16	2	12.5	4	-2	
11 Intermediate Sales & Service Personnel	2016	5	0	0.0	60.8	3	-3	0.0																
	2019	10	0	0.0	62.6	6	-6	0.0	2	0	0.0	1	-1	1	0	0.0	0	0	4	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	82	1	1.2	13.2	11	-10	9.2																
	2019	29	0	0.0	12.5	4	-4	0.0	12	0	0.0	2	-2	5	0	0.0	0	0	39	2	5.1	0	2	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments	
		Flow Data			Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2019	18	12	66.7	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	18	12	66.7			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	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	515	19	3.7	1	1900.0	0.0	0.0	0.0	3	633.3	0.0	0.0	
	2022	515	19	3.7			4.3	85.8			0.0	8579.8		
10 Clerical Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			50.0	0.0			0.5	0.0		
11 Intermediate Sales & Service Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0			50.0	0.0			0.5	0.0		
12 Semi-Skilled Manual Workers	2019	17	0	0.0	5	0.0	0.0	0.0	0.0	5	0.0	0.0	0.0	
	2022	17	0	0.0			12.5	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Chantier Davie Inc.

[Date: 2019-06-12]

001862

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	3	2	66.7	51.9	2	0	128.5																
	2019	3	1	33.3	49.1	1	0	67.9	0	0	0.0	0	0	0	0	0.0	0	0	0	2	1	50.0	1	0
14 Other Manual Workers	2016	99	1	1.0	16.6	16	-15	6.1																
	2019	52	0	0.0	17.5	9	-9	0.0	100	3	3.0	18	-15	16	0	0.0	0	0	0	165	3	1.8	2	1
Total	2016	943	62	6.6	13.4	126	-64	49.1																
	2019	520	38	7.3	17.0	88	-50	43.0	577	39	6.8	98	-59	225	12	5.3	15	-3	1,149	75	6.5	76	-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	Women			Goal	Women			Goal	Women			
			Actual	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	116	3	2.6	5	60.0	0.0	0.0	10	30.0	0.0	0.0		
	2022	116	3	2.6			17.5	14.8			0.0	0.0		
Total	2019	802	51	6.4	12	425.0	0.0	0.0	27	188.9	0.0	0.0		
	2022	802	51	6.4			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Chantier Davie Inc.

[Date: 2019-06-12]

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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	24	0	0.0	3.2	1	-1	0.0	8	0	0.0	0	0	3	0	0.0	0	0	16	0	0.0	0	0	0
02 Middle & Other Managers	2016	43	0	0.0	2.2	1	-1	0.0																
	2019	22	0	0.0	2.7	1	-1	0.0	9	0	0.0	0	0	10	0	0.0	0	0	21	0	0.0	0	0	0
03 Professionals	2016	28	0	0.0	1.6	0	0	0.0																
	2019	21	0	0.0	1.7	0	0	0.0	24	0	0.0	0	0	4	0	0.0	0	0	30	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	62	1	1.6	1.8	1	0	89.6																
	2019	37	0	0.0	2.1	1	-1	0.0	29	0	0.0	1	-1	9	0	0.0	0	0	69	1	1.4	1	0	0
05 Supervisors	2016	6	0	0.0	1.2	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
06 Supervisors: Crafts & Trades	2016	60	0	0.0	1.4	1	-1	0.0																
	2019	36	0	0.0	2.1	1	-1	0.0	9	0	0.0	0	0	25	0	0.0	0	0	43	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	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	11	0	0.0			3.2	0.0			0.0	0.0	
02 Middle & Other Managers	2019	19	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	19	0	0.0			2.7	0.0			0.0	0.0	
03 Professionals	2019	28	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	28	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2019	38	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	38	0	0.0			2.1	0.0			0.0	0.0	
05 Supervisors	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	
06 Supervisors: Crafts & Trades	2019	34	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2022	34	0	0.0			2.1	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Chantier Davie Inc.

[Date: 2019-06-12]

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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	11	0	0.0	0.7	0	0	0.0																
	2019	16	0	0.0	1.4	0	0	0.0	15	0	0.0	0	0	0	3	0	0.0	0	0	27	0	0.0	0	0
08 Skilled 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
09 Skilled Crafts & Trades Workers	2016	504	5	1.0	2.1	11	-6	47.2																
	2019	250	2	0.8	2.4	6	-4	33.3	368	7	1.9	9	-2	147	0	0.0	1	-1	717	12	1.7	7	5	
10 Clerical Personnel	2016	33	0	0.0	0.6	0	0	0.0																
	2019	20	0	0.0	1.6	0	0	0.0	1	0	0.0	0	0	2	0	0.0	0	0	16	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	5	0	0.0	1.2	0	0	0.0																
	2019	10	0	0.0	1.6	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	4	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	82	1	1.2	0.8	1	0	152.4																
	2019	29	0	0.0	1.6	0	0	0.0	12	1	8.3	0	1	5	0	0.0	0	0	39	3	7.7	0	3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments	
		Flow Data			Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%				
07 Administrative & Senior Clerical	2019	18	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	18	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	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	515	7	1.4	1	700.0	0.0	0.0	0.0	5	140.0	0.0	0.0	
	2022	515	7	1.4			2.4	56.6				0.0	5663.4	
10 Clerical Personnel	2019	3	0	0.0	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	0	0.0	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		
12 Semi-Skilled Manual Workers	2019	17	1	5.9	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	17	1	5.9			0.0	0.0			0.0	0.0		



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	3	0	0.0	0.9	0	0	0.0																
	2019	3	0	0.0	1.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	99	1	1.0	1.2	1	0	84.2																
	2019	52	0	0.0	2.0	1	-1	0.0	100	4	4.0	2	2	16	0	0.0	0	0	165	5	3.0	2	3	
Total	2016	943	8	0.8	1.7	16	-8	49.9																
	2019	520	2	0.4	2.2	11	-9	17.5	577	12	2.1	13	-1	225	0	0.0	2	-2	1,149	21	1.8	10	11	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	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	116	4	3.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	116	4	3.4			2.0	172.4			0.0	17241.4		
Total	2019	802	12	1.5	1	1200.0	0.0	0.0	6	200.0	0.0	0.0		
	2022	802	12	1.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Chantier Davie Inc.

[Date: 2019-06-12]

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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	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V + U \times 100$	$U \times F + 100$	$V - X$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

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	50	0	0.0	4.3	2	-2	0.0																
	2019	46	1	2.2	5.0	2	-1	43.5	17	0	0.0	1	-1	13	0	0.0	0	0	0	37	0	0.0	0	0
03 Professionals	2016	28	0	0.0	3.8	1	-1	0.0																
	2019	21	0	0.0	8.9	2	-2	0.0	24	0	0.0	2	-2	4	0	0.0	0	0	0	30	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	62	3	4.8	4.6	3	0	105.2																
	2019	37	0	0.0	7.6	3	-3	0.0	29	0	0.0	2	-2	9	0	0.0	0	0	0	69	3	4.3	3	0
05 Supervisors	2016	6	1	16.7	13.9	1	0	119.9																
	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
06 Supervisors: Crafts & Trades	2016	60	0	0.0	7.8	5	-5	0.0																
	2019	36	0	0.0	10.1	4	-4	0.0	9	0	0.0	1	-1	25	0	0.0	0	0	0	43	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	30	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	30	0	0.0			5.0	0.0			0.05	0.0		
03 Professionals	2019	28	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	28	0	0.0			8.9	0.0			0.09	0.0		
04 Semi-Professionals & Technicians	2019	38	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	38	0	0.0			7.6	0.0			0.08	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	34	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	34	0	0.0			10.1	0.0			0.10	0.0		



Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Chantier Davie Inc.

[Date: 2019-06-12]

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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					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	11	0	0.0	3.4	0	0	0.0																
	2019	16	0	0.0	10.0	2	-2	0.0	15	0	0.0	2	-2	3	0	0.0	0	0	0	27	0	0.0	0	0
08 Skilled 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
09 Skilled Crafts & Trades Workers	2016	504	8	1.6	3.8	19	-11	41.8																
	2019	250	6	2.4	7.8	20	-14	30.8	368	2	0.5	29	-27	147	0	0.0	2	-2	717	9	1.3	11	-2	
10 Clerical Personnel	2016	33	0	0.0	7.0	2	-2	0.0																
	2019	20	0	0.0	9.3	2	-2	0.0	1	0	0.0	0	0	2	0	0.0	0	0	16	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	5	0	0.0	5.6	0	0	0.0																
	2019	10	0	0.0	10.8	1	-1	0.0	2	0	0.0	0	0	1	0	0.0	0	0	4	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	82	2	2.4	4.8	4	-2	50.8																
	2019	29	1	3.4	10.3	3	-2	33.5	12	0	0.0	1	-1	5	0	0.0	0	0	39	1	2.6	1	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	18	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	18	0	0.0			10.0	0.0			0.1	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	515	2	0.4	5	40.0	0.0	0.0	6	33.3	0.0	0.0		
	2022	515	2	0.4			7.8	5.0			0.1	497.9		
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			0.1	0.0		
11 Intermediate Sales & Service 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			10.8	0.0			0.1	0.0		
12 Semi-Skilled Manual Workers	2019	17	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	17	0	0.0			10.3	0.0			0.1	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Chantier Davie Inc.

[Date: 2019-06-12]

001868

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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × F ÷ 100	V - X
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	3	0	0.0	6.3	0	0	0.0																
	2019	3	0	0.0	10.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	99	1	1.0	5.3	5	-4	19.1																
	2019	52	0	0.0	6.8	4	-4	0.0	100	0	0.0	7	-7	16	0	0.0	0	0	165	1	0.6	2	-1	
Total	2016	943	15	1.6	4.5	42	-27	35.3																
	2019	520	8	1.5	8.0	42	-34	19.2	577	2	0.3	46	-44	225	0	0.0	4	-4	1,149	14	1.2	18	-4	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	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	
14 Other Manual Workers	2019	116	0	0.0	2	0.0	0.0	0.0	0.0	2	0.0	0.0	0.0	
	2022	116	0	0.0			6.8	0.0				0.1	0.0	
Total	2019	802	2	0.2	9	22.2	0.0	0.0	0.0	8	25.0	0.0	0.0	
	2022	802	2	0.2			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Chantier Davie Inc.

[Date: 2019-06-12]

001869

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#					
01 Senior Managers	2016	7	0	0.0	10.1	1	-1	0.0																
	2019	24	0	0.0	11.5	3	-3	0.0	8	0	0.0	1	-1	3	1	33.3	0	1	16	1	6.3	0	1	
02 Middle & Other Managers	2016	43	5	11.6	15.0	6	-1	77.5																
	2019	22	0	0.0	17.6	4	-4	0.0	9	0	0.0	2	-2	10	0	0.0	1	-1	21	2	9.5	2	0	
03 Professionals	2016	28	5	17.9	25.3	7	-2	70.6																
	2019	21	3	14.3	30.4	6	-3	47.0	24	1	4.2	7	-6	4	1	25.0	1	0	30	3	10.0	5	-2	
04 Semi-Professionals & Technicians	2016	62	2	3.2	5.8	4	-2	55.6																
	2019	37	2	5.4	6.7	2	0	80.7	29	0	0.0	2	-2	9	0	0.0	0	0	69	4	5.8	2	2	
05 Supervisors	2016	6	0	0.0	2.3	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	
06 Supervisors: Crafts & Trades	2016	60	1	1.7	3.7	2	-1	45.0																
	2019	36	0	0.0	4.5	2	-2	0.0	9	0	0.0	0	0	25	0	0.0	0	0	43	1	2.3	1	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%					
01 Senior Managers	2019	11	1	9.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	11	1	9.1			11.5	79.1			0.1	7905.1		
02 Middle & Other Managers	2019	19	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	19	0	0.0			17.6	0.0			0.2	0.0		
03 Professionals	2019	28	2	7.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	28	2	7.1			30.4	23.5			0.3	2349.6		
04 Semi-Professionals & Technicians	2019	38	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	38	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	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		
06 Supervisors: Crafts & Trades	2019	34	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	34	0	0.0			4.5	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Chantier Davie Inc.**

**[Date: 2019-06-12]**

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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
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						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	11	1	9.1	1.5	0	1	606.1																
	2019	16	3	18.8	3.3	1	2	568.2	15	1	6.7	0	1	3	0	0.0	0	0	0	27	0	0.0	2	-2
08 Skilled 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
09 Skilled Crafts & Trades Workers	2016	504	12	2.4	3.7	19	-7	64.4																
	2019	250	6	2.4	3.9	10	-4	61.5	368	34	9.2	14	20	147	3	2.0	4	-1	717	42	5.9	17	25	
10 Clerical Personnel	2016	33	2	6.1	2.0	1	1	303.0																
	2019	20	0	0.0	4.1	1	-1	0.0	1	0	0.0	0	0	2	0	0.0	0	0	16	1	6.3	1	0	
11 Intermediate Sales & Service Personnel	2016	5	1	20.0	3.0	0	1	666.7																
	2019	10	1	10.0	6.4	1	0	156.3	2	0	0.0	0	0	1	0	0.0	0	0	4	0	0.0	1	-1	
12 Semi-Skilled Manual Workers	2016	82	3	3.7	2.3	2	1	159.1																
	2019	29	0	0.0	3.9	1	-1	0.0	12	0	0.0	0	0	5	0	0.0	0	0	39	1	2.6	1	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	18	1	5.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	18	1	5.6			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	515	37	7.2	4	925.0	0.0	0.0	2	1850.0	0.0	0.0	
	2022	515	37	7.2			3.9	184.2			0.0	18421.7	
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			4.1	0.0			0.0	0.0	
11 Intermediate Sales & Service 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	
12 Semi-Skilled Manual Workers	2019	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	17	0	0.0			3.9	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Chantier Davie Inc.

[Date: 2019-06-12]

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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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 100	K × G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P × 100	P × F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U × 100	U × 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			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	3	0	0.0	4.6	0	0	0.0																
	2019	3	0	0.0	7.7	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2016	99	1	1.0	3.1	3	-2	32.6																
	2019	52	2	3.8	5.6	3	-1	68.7	100	4	4.0	6	-2	16	1	6.3	0	1	165	5	3.0	2	3	
Total	2016	943	33	3.5	4.8	45	-12	72.9																
	2019	520	17	3.3	6.4	33	-16	51.1	577	40	6.9	37	3	225	6	2.7	8	-2	1,149	60	5.2	40	20	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 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	
#	#	#	%	#	%	%	%	#	%	%	%			
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	116	5	4.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	116	5	4.3			5.6	77.0			0.1	7697.0		
Total	2019	802	46	5.7	4	1150.0	0.0	0.0	3	1533.3	0.0	0.0		
	2022	802	46	5.7			0.0	0.0			0.0	0.0		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Chantier Davie Inc.</b>
<b>[Date: 2019-06-12]</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

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

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

**Additional Details**

Please provide any additional information (optional):



## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Chantier Davie Inc.

**Primary Location:** Levis, Quebec

**Number of Employees:** 520

**Organization Overview:**

NAICS # 3366 (Ship and Boat Building)

Chantier Davie builds ships and also provide end-to-end turnkey solutions to clients across a broad range of industries including natural resources, rail, hydro-electric and nuclear power, defence and more. Davie has also been involved with numerous civil construction projects from port terminals to bridge building to the construction of sporting stadiums.

**Key Dates – First Year Assessment**

Initiated: 2016-03-06  
 Received: 2016-10-12  
 Closed: 2016-10-14  
 Workforce  
 Analysis: 2016-07-19

**Key Dates – Subsequent Assessment**

Initiated: 2019-03-06  
 Received: 2019-06-21  
 Workforce  
 Analysis: 2019-06-12

**DATA VERIFICATION**

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

Yes  No

Comments:

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

Yes  No

**Comments:**

The period reported on the Achievement report is 2016-07-20 to 2019-06-12.

**ASSESSMENT OF REASONABLE PROGRESS**

In the previous assessment, goals were set in numbers format while some were not set. Progress has been assessed as per the goals set.

**Women**

02	Middle & Other Managers	Goal not set
03	Professionals	Goal met (achieved 600% ).
04	Semi-Professionals & Technicians	Goal not set
06	Supervisors: Crafts & Trades	Goal not set
07	Admin. & Senior Clerical Personnel	Goal not set
09	Skilled Crafts & Trades Workers	Goal met (achieved 1900%)
10	Clerical Personnel	Goal not set
11	Inter. Sales & Service Personnel	Goal not set
12	Semi-Skilled Manual Workers	Goal not met (achieved 0.0%)
14	Other Manual Workers	Goal not met (achieved 60.0%)

**Assessment/Observations**

- EEOG 02 - Out of nineteen new entrants in this EEOG, three were from this designated group. The market availability is 38.9%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 03 – Out of twenty-eight new entrants in this EEOG, six were from this designated group. The market availability is 39.2 %. The company had set a goal of hiring / promoting one individual while they hired / promoted six. Thus achieved 600% of the goal set.
- EEOG 04 - Out of thirty-eight new entrants in this EEOG, five were from this designated group. The market availability is 17.1%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 06 - Out of thirty-four new entrants in this EEOG, one was from this designated group. The market availability is 7.0%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 07 - Out of eighteen new entrants in this EEOG, twelve were from this designated group. The market availability is 80.9%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 09 - Out of five hundred and fifteen new entrants in this EEOG, nineteen were from this designated group. The market availability is 3.6%. The company had set a goal of hiring / promoting one individual while they hired / promoted nineteen. Thus achieved 1900% of the goal set.

- EEOG 10- Out of three new entrants in this EEOG, none were from this designated group. The market availability is 61.6%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 11 - Out of three new entrants in this EEOG, none were from this designated group. The market availability is 60.8%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 12 - Out of one hundred and sixteen new entrants in this EEOG, three were from this designated group. The market availability is 13.2%. The company had set a goal of hiring / promoting five individuals while they hired / promoted none. Thus achieved 0.0% of the goal set.
- EEOG 14 - Out of nineteen new entrants in this EEOG, three were from this designated group. The market availability is 51.9%. The company had set a goal of hiring / promoting five individuals while they hired / promoted three. Thus achieved 60.0% of the goal set.

### **Aboriginal Peoples**

02	Middle & Other Managers	Goal not set
06	Supervisors: Crafts & Trades	Goal not set
09	Skilled Crafts & Trades Workers	Goal met (achieved 700.0%)

#### Assessment/Observations

- EEOG 02 - Out of nineteen new entrants in this EEOG, none were from this designated group. The market availability is 2.9%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 06 - Out of thirty-four new entrants in this EEOG, none were from this designated group. The market availability is 1.4%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 09 - Out of five hundred and fifteen new entrants in this EEOG, seven were from this designated group. The market availability is 2.1%. The company had set a goal of hiring / promoting one individual while they hired / promoted seven. Thus achieved 700.0% of the goal set.

### **Persons with Disabilities**

01/02	Managers	Goal not set
03	Professionals	Goal not set
06	Supervisors: Crafts & Trades	Goal not set
09	Skilled Crafts & Trades Workers	Goal not met (achieved 40.0%)
10	Clerical Personnel	Goal not set
12	Semi-Skilled Manual Workers	Goal not met (achieved 0.0%)
14	Other Manual Workers	Goal not met (achieved 0.0%)

### Assessment/Observations

- EEOG 01/02 - Out of thirty new entrants in this EEOG, none were from this designated group. The market availability is 4.3%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 03 - Out of twenty-eight new entrants in this EEOG, none were from this designated group. The market availability is 3.8%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 06 - Out of thirty-four new entrants in this EEOG, none were from this designated group. The market availability is 7.8%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 09 - Out of five hundred and fifteen new entrants in this EEOG, two were from this designated group. The market availability is 3.8%. The company had set a goal of hiring / promoting 5 individuals while they hired / promoted two. Thus achieved 40.0% of the goal set.
- EEOG 10 - Out of three new entrants in this EEOG, none were from this designated group. The market availability is 7.0%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 12 - Out of seventeen new entrants in this EEOG, none were from this designated group. The market availability is 4.8%. The company had set a goal of hiring / promoting 2 individuals while they hired / promoted none. Thus achieved 0.0% of the goal set.
- EEOG 14 - Out of one hundred and sixteen new entrants in this EEOG, none were from this designated group. The market availability is 6.8%. The company had set a goal of hiring / promoting 2 individuals while they hired / promoted none. Thus achieved 0.0% of the goal set.

### Members of Visible Minorities

01	Senior Managers	Goal not set
02	Middle & Other Managers	Goal not set
03	Professionals	Goal not set
04	Semi-Professionals & Technicians	Goal not set
06	Supervisors: Crafts & Trades	Goal not set
09	Skilled Crafts & Trades Workers	Goal met (achieved 925.0%)
14	Other Manual Workers	Goal not set

### Assessment/Observations

- EEOG 01 - Out of eleven new entrants in this EEOG, one was from this designated group. The market availability is 10.1%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 02 - Out of nineteen new entrants in this EEOG, none were from this designated group. The market availability is 15.0%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.

- EEOG 03 - Out of twenty-eight new entrants in this EEOG, two were from this designated group. The market availability is 25.3%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 04 - Out of thirty-eight new entrants in this EEOG, none were from this designated group. The market availability is 5.8%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 06 - Out of thirty-four new entrants in this EEOG, none were from this designated group. The market availability is 3.7%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 09 - Out of five hundred and fifteen new entrants in this EEOG, thirty-seven were from this designated group. The market availability is 7.2%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.
- EEOG 14 - Out of one hundred and sixteen new entrants in this EEOG, five were from this designated group. The market availability is 3.1%. The company did not set a goal in the previous assessment and thus was not able to assess any progress.

**ASSESSMENT OF REASONABLE EFFORTS**

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2016-07-20 to 2019-06-12. During their initial assessment, the organization had set nine short-term and long-term goals, and four were met above the 80%. No goals were set for the other eighteen different EEOG’s and that was accepted at that time.
- The Company stated that they are trying to develop relationship with Wendake in order to increase awareness of trade opportunities in shipbuilding and also strengthening ties with the Huron nation while presenting Davie as an employer of choice.
- The organization is also working to connect with immigrant settlement association(s) in the Quebec City area to present Davie as an employer of choice.

**ASSESSMENT OF GOALS**

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at market availability.

**Women**

Workforce Analysis Results		Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)	Present Gap	Short-term	Long-term		

#	Description	#	(1 to 3 years)	(3+ years)	%	%
			%	%		
01	Senior Managers	-4	27.6	27.6	12.5	27.6
02	Middle & Other Managers	-4	39.4	39.4	22.7	39.4
03	Professionals	-4	37.6	19.0	19.0	37.6
04	Semi-Professionals & Technicians	-4	18.0	18.0	8.1	18.0
06	Supervisors: Crafts & Trades	-2	8.1	8.1	2.8	8.1
07	Admin. & Senior Clerical Personnel	-2	NR	NR	68.8	80.4
09	Skilled Crafts & Trades Workers	-8	4.3	4.3	1.2	4.3
10	Clerical Personnel	-5	50.0	50.0	35.0	58.6
11	Inter. Sales & Service Personnel	-6	50.0	50.0	0.0	62.6
12	Semi-Skilled Manual Workers	-4	12.5	12.5	0.0	12.5
14	Other Manual Workers	-9	17.5	17.5	0.0	17.5

Observations:

- EEOG 07 - the organization is not required to set any short and long-term goals since the current representation of women is already at 68.8 %.
- EEOG 10 & EEOG 11 – The short term and long term goal is set at 50.0 even though the market availability is 58.6 % and 62.6 % resp. in order void segregation.
- All short and long-term goals are set at market availability.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 + years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	3.2	3.2	0.0	3.2
02	Middle & Other Managers	-1	2.7	2.7	0.0	2.7
04	Semi-Professionals & Technicians	-1	2.1	2.1	0.0	2.7
06	Supervisors: Crafts & Trades	-1	2.1	2.1	0.0	2.1
09	Skilled Crafts & Trades Workers	-4	2.4	2.4	0.8	2.4
14	Other Manual Workers	-1	2.0	2.0	0.0	2.0

Observations:

- All short and long-term goals are set at market availability.

**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)	(3+ years)	%
01/02	Managers	-1	5.0	5.0	2.2	5.0
03	Professionals	-2	8.9	8.9	0.0	8.9
04	Semi-Professionals & Technicians	-3	7.6	7.6	0.0	7.6
06	Supervisors: Crafts & Trades	-4	10.1	10.1	0.0	10.1
07	Admin. & Senior Clerical Personnel	-2	10.0	10.0	0.0	10.0
09	Skilled Crafts & Trades Workers	-14	7.8	7.8	2.4	7.8
10	Clerical Personnel	-2	9.3	9.3	0.0	9.3
11	Inter. Sales & Service Personnel	-1	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	-2	10.3	10.3	3.4	10.3
14	Other Manual Workers	-4	6.8	6.8	0.0	6.8

## Observations:

- All short and long-term goals are set at market availability.

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-3	11.5	11.5	0.0	11.5
02	Middle & Other Managers	-4	17.6	17.6	0.0	17.6
03	Professionals	-3	30.4	30.4	14.3	30.4
06	Supervisors: Crafts & Trades	-2	4.5	4.5	0.0	4.5
09	Skilled Crafts & Trades Workers	-4	3.9	3.9	2.4	3.9
10	Clerical Personnel	-1	4.1	4.1	0.0	4.1

12	Semi-Skilled Manual Workers	-1	3.9	3.9	0.0	3.9
14	Other Manual Workers	-1	5.6	5.6	3.8	5.6

Observations:

- All short and long-term goals are set at market availability.

**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:

- Chantier Davie Inc. has minor gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

**Name of Analyst:** Neena Sharan

**Date:** January 8, 2020



## Nyirasafari, Ange AN [NC]

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**From:** Sharan, Neena N [NC] on behalf of EE-EME  
**Sent:** January 16, 2020 9:40 AM  
**To:** 'melissa.morrison@davie.ca'; 'tanya.radkey@davie.ca'  
**Subject:** Government of Canada Agreement Number: 050480 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Melissa Morrison:

I am writing to inform you that the subsequent compliance assessment initiated on March 6, 2019 has been completed. As a result of the assessment, Chantier Davie 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 Chantier Davie Inc.'s employment equity program.

- Chantier Davie Inc. has minor gaps in all four designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on March 6, 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, Chantier Davie 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.

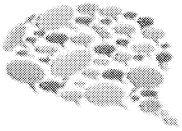
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Chantier Davie 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@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyez-nous un courriel pour vous joindre!

A collaborative space for employers! Join the online Workplace Equity, Diversity and Inclusion

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