

s.19(1)

s.24(1)

OFFICIAL USE ONLY
Agreement N°: V061015

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>DRS Technologies Canada Ltd</i>	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] (Full Time/Part-Time/Temporary)
Organization's North American Industry Classification System (NAICS) Code N° <i>334220 (Kenia) 334412 (Telephone)</i>	To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-solary2002/naics-solary02-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number <i>878012764PG</i>	Total number of employees in Canada <i>244</i>	Organization's NAICS Code No <i>334220</i>

HEAD OFFICE			
Address (building number, street, suite, etc.) <i>700 Palladium Drive Kenia</i>	City <i>Kenia</i>	Province <i>Ont</i>	Postal Code <i>K2V 1C6</i>
	Telephone Number <i>613 591 6422</i>	Fax Number <i>613 591 6402</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>Tracey McDonald</i>	Title <i>Senior Director, Human Resources</i>
Telephone Number <i>613-591-6422</i>	E-mail Address <i>tmcdonald@drs.ca</i>

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) <i>STEVE ZUBER</i>	Title <i>VICE PRESIDENT AND GENERAL MANAGER</i>
Telephone Number <i>613 591 5896</i>	E-mail Address <i>szuber@drs.ca</i>
Signature [REDACTED]	Date <i>20 JULY 2013</i>

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



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

Reporting Period 2016-02-20 to 2018-11-20

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	225	2	0	227	Halifax	34	0	0	34
Nova Scotia	34	0	0	34	Ottawa - Gatineau	225	2	0	227
Alberta	5	0	0	5	Alta. less CMAs	5	0	0	5
Total Employees in Canada				266	Total Employees in Canada				266



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	35	30	5				4	2	2			
	Total	35	30	5				4	2	2			
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	42	34	8				4	3	1	5	4	1
	Total	42	34	8				4	3	1	5	4	1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	40	36	4				2	2		5	4	1
	Total	40	36	4				2	2		5	4	1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

002831

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	2	3				1		1			
	Total	5	2	3				1		1			
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	1	6									
	Total	7	1	6									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	2	16	3		3				1		1
	Total	18	2	16	3		3				1		1
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	7	12	1		1	1	1				
	Total	19	7	12	1		1	1	1				



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

002832

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	58	17	41	1	1		6	2	4	17	6	11
	Total	58	17	41	1	1		6	2	4	17	6	11
Total Number of Employees		225	130	95	5	1	4	18	10	8	28	14	14



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

002833

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-02-20 to 2018-11-20

002834

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-02-20 to 2018-11-20

002835

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	3	7				2		2	1		1
	Total	10	3	7				2		2	1		1
Total Number of Employees		34	22	12				4	1	3	2	1	1



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2016-02-20 to 2018-11-20

002836

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	225	130	95	5	1	4	18	10	8	28	14	14
Total Number of Employees	225	130	95	5	1	4	18	10	8	28	14	14



DRS Technologies Canada Ltd. (certificate # V061015)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Ontario
Reporting Period 2016-02-20 to 2018-11-20

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



DRS Technologies Canada Ltd. (certificate # V061015)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Nova Scotia
Reporting Period 2016-02-20 to 2018-11-20

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	34	22	12				4	1	3	2	1	1
Total Number of Employees	34	22	12				4	1	3	2	1	1



DRS Technologies Canada Ltd. (certificate # V061015)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta

Reporting Period 2016-02-20 to 2018-11-20

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	9	7	2				1		1			
Professionals	16	13	3				1	1		3	3	
Semi-Professionals and Technicians	3	3					2	2		1	1	
Administrative and Senior Clerical Personnel	3		3	1		1						
Clerical Personnel	5	2	3									
Semi-Skilled Manual Workers	11	7	4				1	1		6	4	2
Total Number of Employees Hired	47	32	15	1		1	5	4	1	10	8	2



DRS Technologies Canada Ltd. (certificate # V061015)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Nova Scotia

Reporting Period 2016-02-20 to 2018-11-20

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



DRS Technologies Canada Ltd. (certificate # V061015)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-02-20 to 2018-11-20

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	9	8	1				2	2				
Professionals	13	10	3				1	1		2	1	1
Semi-Professionals and Technicians	5	4	1									
Supervisors	1	1										
Supervisors: Crafts and Trades	1		1									
Administrative and Senior Clerical Personnel	3		3									
Clerical Personnel	7	4	3				1	1				
Semi-Skilled Manual Workers	22	9	13	1	1		2	2		4	3	1
Total Number of Employees Promoted	62	37	25	1	1		6	6		6	4	2
Total Number of Promotions	62	37	25	1	1		6	6		6	4	2



DRS Technologies Canada Ltd. (certificate # V061015)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Nova Scotia
Reporting Period 2016-02-20 to 2018-11-20

002844

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	8	7	1	1	1					1	1	
Professionals	12	8	4							2		2
Semi-Professionals and Technicians	4	3	1									
Clerical Personnel	4		4									
Semi-Skilled Manual Workers	15	2	13	1		1				1		1
Total Number of Employees Terminated	44	21	23	2	1	1				4	1	3



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Ontario

Reporting Period 2016-02-20 to 2018-11-20

002846

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



Workforce Analysis - Detailed Report

Date: 2018-12-20

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	27.4 %	0	0	National
02 : Middle and Other Managers	National	43	8	18.6 %	38.9 %	17	-9	National
03 : Professionals		48	9	18.8 %	22.9 %	11	-2	
1111 : Financial auditors and accountants	National	2	2	100.0 %	55.1 %	1	1	National
1112 : Financial and investment analysts	National	2	1	50.0 %	50.1 %	1	0	National
1121 : Human resources professionals	National	2	2	100.0 %	71.1 %	1	1	National
2132 : Mechanical engineers	National	3	0	0.0 %	9.0 %	0	0	National
2133 : Electrical and electronics engineers	National	4	0	0.0 %	11.3 %	0	0	National
2141 : Industrial and manufacturing engineers	National	11	1	9.1 %	17.0 %	2	-1	National
2147 : Computer engineers (except software engineers and designers)	National	6	0	0.0 %	12.6 %	1	-1	National
2171 : Information systems analysts and consultants	National	9	3	33.3 %	28.3 %	3	0	National
2173 : Software engineers and designers	National	8	0	0.0 %	17.4 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	17.9 %	0	0	National
04 : Semi-Professionals and Technicians		52	5	9.6 %	13.0 %	7	-2	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	0	0.0 %	19.9 %	2	-2	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Alberta	4	0	0.0 %	9.9 %	0	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	7	1	14.3 %	4.2 %	0	1	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	29	4	13.8 %	12.1 %	4	0	Ontario
2281 : Computer network technicians	Ontario	2	0	0.0 %	20.8 %	0	0	Ontario
2282 : User support technicians	Nova Scotia	1	0	0.0 %	32.1 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	1	0	0.0 %	24.2 %	0	0	Ontario
05 : Supervisors		5	3	60.0 %	50.7 %	3	0	
Employment Equity Occupational Group	Ottawa - Gatineau	5	3	60.0 %	50.7 %	3	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		7	6	85.7 %	31.0 %	2	4	



Workforce Analysis - Detailed Report

Date: 2018-12-20

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
9222 : Supervisors, electronics manufacturing	Ontario	7	6	85.7 %	31.0 %	2	4	Ontario
07 : Administrative and Senior Clerical Personnel		20	17	85.0 %	77.4 %	15	2	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	81.4 %	1	-1	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	19	17	89.5 %	77.2 %	15	2	Ottawa - Gatineau
10 : Clerical Personnel		21	12	57.1 %	66.0 %	14	-2	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	67.7 %	1	-1	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	19	12	63.2 %	65.8 %	13	-1	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		69	49	71.0 %	14.2 %	10	39	
Employment Equity Occupational Group	Halifax	10	7	70.0 %	12.1 %	1	6	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	59	42	71.2 %	14.6 %	9	33	Ottawa - Gatineau
Total		266	109	41.0 %	29.5 %	79	30	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	43	0	0.0 %	2.2 %	1	-1	National
03 : Professionals		48	0	0.0 %	0.9 %	0	0	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	2	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	2	0	0.0 %	2.7 %	0	0	National
2132 : Mechanical engineers	National	3	0	0.0 %	0.7 %	0	0	National
2133 : Electrical and electronics engineers	National	4	0	0.0 %	0.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	11	0	0.0 %	0.8 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	6	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National	9	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	8	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	1.0 %	0	0	National
04 : Semi-Professionals and Technicians		52	0	0.0 %	1.7 %	1	-1	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	0	0.0 %	1.1 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Alberta	4	0	0.0 %	2.1 %	0	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	7	0	0.0 %	1.6 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	29	0	0.0 %	1.8 %	1	-1	Ontario
2281 : Computer network technicians	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
2282 : User support technicians	Nova Scotia	1	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		5	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		7	0	0.0 %	0.0 %	0	0	



Workforce Analysis - Detailed Report

Date: 2018-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
9222 : Supervisors, electronics manufacturing	Ontario	7	0	0.0 %	0.0 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		20	3	15.0 %	3.2 %	1	2	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	19	3	15.8 %	3.2 %	1	2	Ottawa - Gatineau
10 : Clerical Personnel		21	1	4.8 %	2.8 %	1	0	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	19	1	5.3 %	2.8 %	1	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		69	1	1.4 %	3.2 %	2	-1	
Employment Equity Occupational Group	Halifax	10	0	0.0 %	2.9 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	59	1	1.7 %	3.3 %	2	-1	Ottawa - Gatineau
Total		266	5	1.9 %	2.2 %	6	-1	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-12-20

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	43	0	0.0 %	15.0 %	6	-6	National
03 : Professionals		48	6	12.5 %	33.2 %	16	-10	
1111 : Financial auditors and accountants	National	2	0	0.0 %	27.5 %	1	-1	National
1112 : Financial and investment analysts	National	2	0	0.0 %	35.4 %	1	-1	National
1121 : Human resources professionals	National	2	0	0.0 %	14.1 %	0	0	National
2132 : Mechanical engineers	National	3	1	33.3 %	28.6 %	1	0	National
2133 : Electrical and electronics engineers	National	4	1	25.0 %	34.9 %	1	0	National
2141 : Industrial and manufacturing engineers	National	11	0	0.0 %	31.5 %	3	-3	National
2147 : Computer engineers (except software engineers and designers)	National	6	1	16.7 %	38.2 %	2	-1	National
2171 : Information systems analysts and consultants	National	9	2	22.2 %	31.4 %	3	-1	National
2173 : Software engineers and designers	National	8	1	12.5 %	40.5 %	3	-2	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	31.5 %	0	0	National
04 : Semi-Professionals and Technicians		52	5	9.6 %	26.9 %	14	-9	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	1	12.5 %	33.3 %	3	-2	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Alberta	4	0	0.0 %	22.2 %	1	-1	Alberta
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	7	0	0.0 %	2.3 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	29	4	13.8 %	31.4 %	9	-5	Ontario
2281 : Computer network technicians	Ontario	2	0	0.0 %	34.1 %	1	-1	Ontario
2282 : User support technicians	Nova Scotia	1	0	0.0 %	11.3 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	1	0	0.0 %	35.9 %	0	0	Ontario
05 : Supervisors		5	0	0.0 %	14.7 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	14.7 %	1	-1	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		7	0	0.0 %	38.4 %	3	-3	



Workforce Analysis - Detailed Report

Date: 2018-12-20

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
			#	%	%	#		
9222 : Supervisors, electronics manufacturing	Ontario	7	0	0.0 %	38.4 %	3	-3	Ontario
07 : Administrative and Senior Clerical Personnel		20	1	5.0 %	11.8 %	2	-1	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	5.8 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	19	1	5.3 %	12.2 %	2	-1	Ottawa - Gatineau
10 : Clerical Personnel		21	0	0.0 %	14.0 %	3	-3	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	19	0	0.0 %	14.7 %	3	-3	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		69	18	26.1 %	17.9 %	12	6	
Employment Equity Occupational Group	Halifax	10	1	10.0 %	6.1 %	1	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	59	17	28.8 %	19.9 %	12	5	Ottawa - Gatineau
Total		266	30	11.3 %	21.6 %	57	-27	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-12-20

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01/02 : Managers	National	44	4	9.1 %	4.3 %	2	2	National
03 : Professionals	National	48	4	8.3 %	3.8 %	2	2	National
04 : Semi-Professionals and Technicians	National	52	4	7.7 %	4.6 %	2	2	National
05 : Supervisors	National	5	1	20.0 %	13.9 %	1	0	National
06 : Supervisors: Crafts and Trades	National	7	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	20	0	0.0 %	3.4 %	1	-1	National
10 : Clerical Personnel	National	21	1	4.8 %	7.0 %	1	0	National
12 : Semi-Skilled Manual Workers	National	69	8	11.6 %	4.8 %	3	5	National
Total		266	22	8.3 %	4.8 %	13	9	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-12-20

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

02 and 03 - at this level, very few candidates are interested in re-locating out-of-province. DRS offers relocation packages only in rare circumstances, due to affordability. Almost all candidates are recruited within the CMA or surrounding areas.

12 - the skills of electronics assemblers and operators are developed through in-house training certification programs and significant on-the-job experience. These candidates are not readily interchangeable with other semi-skilled manual workers.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-12-20

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Workforce Analysis - Summary Report

Date: 2018-11-22

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	27.4 %	0	0
02 : Middle and Other Managers	43	8	18.6 %	38.9 %	17	-9
03 : Professionals	48	9	18.8 %	22.9 %	11	-2
04 : Semi-Professionals and Technicians	52	5	9.6 %	13.0 %	7	-2
05 : Supervisors	5	3	60.0 %	50.7 %	3	0
06 : Supervisors: Crafts and Trades	7	6	85.7 %	31.0 %	2	4
07 : Administrative and Senior Clerical Personnel	20	17	85.0 %	77.4 %	15	2
10 : Clerical Personnel	21	12	57.1 %	66.0 %	14	-2
12 : Semi-Skilled Manual Workers	69	49	71.0 %	14.2 %	10	39
Total	266	109	41.0 %	29.5 %	79	30

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-22

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	1	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	43	0	0.0 %	2.2 %	1	-1
03 : Professionals	48	0	0.0 %	0.9 %	0	0
04 : Semi-Professionals and Technicians	52	0	0.0 %	1.7 %	1	-1
05 : Supervisors	5	0	0.0 %	2.7 %	0	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	20	3	15.0 %	3.2 %	1	2
10 : Clerical Personnel	21	1	4.8 %	2.8 %	1	0
12 : Semi-Skilled Manual Workers	69	1	1.4 %	3.2 %	2	-1
Total	266	5	1.9 %	2.2 %	6	-1

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-22

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	1	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	43	0	0.0 %	15.0 %	6	-6
03 : Professionals	48	6	12.5 %	33.2 %	16	-10
04 : Semi-Professionals and Technicians	52	5	9.6 %	26.9 %	14	-9
05 : Supervisors	5	0	0.0 %	14.7 %	1	-1
06 : Supervisors: Crafts and Trades	7	0	0.0 %	38.4 %	3	-3
07 : Administrative and Senior Clerical Personnel	20	1	5.0 %	11.8 %	2	-1
10 : Clerical Personnel	21	0	0.0 %	14.0 %	3	-3
12 : Semi-Skilled Manual Workers	69	18	26.1 %	17.9 %	12	6
Total	266	30	11.3 %	21.6 %	57	-27

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-22

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	44	4	9.1 %	4.3 %	2	2
03 : Professionals	48	4	8.3 %	3.8 %	2	2
04 : Semi-Professionals and Technicians	52	4	7.7 %	4.6 %	2	2
05 : Supervisors	5	1	20.0 %	13.9 %	1	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	7.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	20	0	0.0 %	3.4 %	1	-1
10 : Clerical Personnel	21	1	4.8 %	7.0 %	1	0
12 : Semi-Skilled Manual Workers	69	8	11.6 %	4.8 %	3	5
Total	266	22	8.3 %	4.8 %	13	9

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-22

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

02 and 03 - at this level, very few candidates are interested in re-locating out-of-province. DRS offers relocation packages only in rare circumstances, due to affordability. Almost all candidates are recruited within the CMA or surrounding areas.

12 - the skills of electronics assemblers and operators are developed through in-house training certification programs and significant on-the-job experience. These candidates are not readily interchangeable with other semi-skilled manual workers.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-11-22

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
DRS Technologies Canada Ltd.
[Date: 2018-11-30]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	18

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	30

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	%	
01	Senior Managers	1	0	27.4
02	Middle & Other Managers	46	6	20.0
03	Professionals	38	12	23.1
04	Semi-Professionals & Technicians	43	4	13.9
05	Supervisors	3	2	50.7
06	Supervisors: Crafts & Trades	8	6	31.0
07	Administrative & Senior Clerical Personnel	16	13	77.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	18	14	65.8
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	64	51	14.6
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		237	108	26.1

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	%	
		1	0	27.4
		43	8	38.9
		48	9	22.9
		52	5	13.0
		5	3	50.7
		7	6	31.0
		20	17	77.4
		0	0	0.0
		0	0	0.0
		21	12	66.0
		0	0	0.0
		69	49	14.2
		0	0	0.0
		0	0	0.0
Total		266	109	29.5

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

DRS Technologies Canada Ltd.

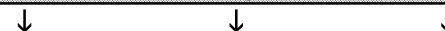
[Date: 2018-11-30]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	18

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	30

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	2.9
02	Middle & Other Managers	46	1	1.2
03	Professionals	38	0	0.9
04	Semi-Professionals & Technicians	43	0	1.6
05	Supervisors	3	0	2.7
06	Supervisors: Crafts & Trades	8	0	0.0
07	Administrative & Senior Clerical Personnel	16	0	3.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	18	0	2.8
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	64	2	3.3
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		237	3	2.0

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		1	0	2.9
		43	0	2.2
		48	0	0.9
		52	0	1.7
		5	0	2.7
		7	0	0.0
		20	3	3.2
		0	0	0.0
		0	0	0.0
		21	1	2.8
		0	0	0.0
		69	1	3.2
		0	0	0.0
		0	0	0.0
Total		266	5	2.2

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
DRS Technologies Canada Ltd.
 [Date: 2018-11-30]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	18

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	30

Table 3: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	10.1
02	Middle & Other Managers	46	1	18.0
03	Professionals	38	5	33.7
04	Semi-Professionals & Technicians	43	4	30.4
05	Supervisors	3	0	14.7
06	Supervisors: Crafts & Trades	8	0	38.4
07	Administrative & Senior Clerical Personnel	16	0	12.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	18	0	14.7
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	64	12	19.9
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		237	22	23.3

*** Source:**
2011 National Household Survey

Table 7: Members of Visible Minorities

		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		1	0	10.1
		43	0	15.0
		48	6	33.2
		52	5	26.9
		5	0	14.7
		7	0	38.4
		20	1	11.8
		0	0	0.0
		0	0	0.0
		21	0	14.0
		0	0	0.0
		69	18	17.9
		0	0	0.0
		0	0	0.0
Total		266	30	21.6

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
DRS Technologies Canada Ltd.
 [Date: 2018-11-30]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	02	18

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	30

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	47	1	4.3
03	Professionals	38	0	3.8
04	Semi-Professionals & Technicians	43	0	4.6
05	Supervisors	3	0	13.9
06	Supervisors: Crafts & Trades	8	0	7.8
07	Administrative & Senior Clerical Personnel	16	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	18	0	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	64	2	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		237	3	4.8

* Source:
2012 Canadian Survey on Disability

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	44	4	4.3	
	48	4	3.8	
	52	2	4.6	
	5	1	13.9	
	7	0	7.8	
	20	0	3.4	
	0	0	0.0	
	0	0	0.0	
	21	1	7.0	
	0	0	0.0	
	69	10	4.8	
	0	0	0.0	
	0	0	0.0	
	266	22	4.8	

* Source:
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
DRS Technologies Canada Ltd.
[Date: 2018-11-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	02	18

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
--

Data from Form 6 - Employees Terminated
--

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	1	0	0	0	1	0	0	0
02 Middle & Other Managers	10	2	0	0	10	1	0	0	8	1	0	0
03 Professionals	18	3	0	0	13	3	0	0	12	4	0	0
04 Semi-Professionals & Technicians	4	0	0	0	6	1	0	0	5	1	0	0
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	1	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	3	0	0	3	3	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	3	0	0	7	3	0	0	4	4	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	15	6	0	0	22	13	0	0	16	14	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	55	17	0	0	64	25	0	0	46	24	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	02	18

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	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	0	0	0	0	1	0	0	0	1	0	0	0
02 Middle & Other Managers	10	0	0	0	10	0	0	0	8	1	0	0
03 Professionals	18	0	0	0	13	0	0	0	12	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0	6	0	0	0	5	0	0	0
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	1	0	0	3	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	0	0	0	7	0	0	0	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	15	0	0	0	22	1	0	0	16	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	55	1	0	0	64	1	0	0	46	2	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
DRS Technologies Canada Ltd.
[Date: 2018-11-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	02	18

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
--

Data from Form 6 - Employees Terminated
--

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	0	0	0	0	1	0	0	0	1	0	0	0
02 Middle & Other Managers	10	1	0	0	10	2	0	0	8	0	0	0
03 Professionals	18	1	0	0	13	1	0	0	12	0	0	0
04 Semi-Professionals & Technicians	4	2	0	0	6	0	0	0	5	0	0	0
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0	3	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	0	0	0	7	1	0	0	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	15	1	0	0	22	3	0	0	16	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	55	5	0	0	64	7	0	0	46	0	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
DRS Technologies Canada Ltd.
[Date: 2018-11-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	02	18

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
--

Data from Form 6 - Employees Terminated
--

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

↓ ↓ ↓ ↓

Table 8: Members of Visible Minorities

↓ ↓ ↓ ↓

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		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	0	0	0	0	1	0	0	0	1	0	0	0
02 Middle & Other Managers	10	0	0	0	10	0	0	0	8	1	0	0
03 Professionals	18	3	0	0	13	2	0	0	12	2	0	0
04 Semi-Professionals & Technicians	4	1	0	0	6	0	0	0	5	0	0	0
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0	3	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	5	0	0	0	7	0	0	0	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	15	7	0	0	22	4	0	0	16	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	55	11	0	0	64	6	0	0	46	4	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002870

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-02-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-02-18	Annually	Over 3 Years	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	27.4%	0	0	0.0%	0.0%		
02 Middle & Other Managers	46	-2.2%		0	18.0%		0	0	6	0.0%	0	3	0	20.0%	-3	-3	13.0%	13.0%		
03 Professionals	38	8.1%		0	27.9%		0	0	12	0.0%	0	-3	0	23.1%	3	3	31.6%	31.6%		
04 Semi-Professionals & Tech	43	6.5%		0	10.5%		0	0	4	0.0%	0	2	0	13.9%	-2	-2	9.3%	9.3%		
05 Supervisors	3	18.6%		0	0.0%		0	0	2	0.0%	0	0	0	50.7%	0	0	66.7%	66.7%		
06 Supervisors: Crafts & Trades	8	-4.4%		0	0.0%		0	0	6	0.0%	0	-4	0	31.0%	4	4	75.0%	75.0%		
07 Administrative & Sr Clerical	16	7.7%		0	0.0%		0	0	13	0.0%	0	-1	0	77.2%	1	1	81.3%	81.3%		
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	18	5.3%		0	20.5%		0	0	14	0.0%	0	-2	0	65.8%	2	2	77.8%	77.8%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	64	2.5%		0	24.1%		0	0	51	0.0%	0	-42	0	14.6%	42	42	79.7%	79.7%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	237	3.9%		0	18.3%		0	0	108	0.0%	0	-46	0	26.1%	46	46	45.6%	45.6%		

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

Table 2: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2016	2019					
	2016-02-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	%	#	#	%	%	
01 Senior Managers	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	46	-2.2%		0	18.0%		0	0	1	0.0%	0	0	0	1.2%	0	0	2.2%	2.2%		
03 Professionals	38	8.1%		0	27.9%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	43	6.5%		0	10.5%		0	0	0	0.0%	0	1	0	1.6%	-1	-1	0.0%	0.0%		
05 Supervisors	3	18.6%		0	0.0%		0	0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	8	-4.4%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	16	7.7%		0	0.0%		0	0	0	0.0%	0	1	0	3.2%	-1	-1	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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	18	5.3%		0	20.5%		0	0	0	0.0%	0	1	0	2.8%	-1	-1	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	64	2.5%		0	24.1%		0	0	2	0.0%	0	0	0	3.3%	0	0	3.1%	3.1%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	237	3.9%		0	18.3%		0	0	3	0.0%	0	2	0	2.0%	-2	-2	1.3%	1.3%		

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

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

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002872

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Over 3 Years			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-02-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-02-18	Annually	Over 3 Years	#	%	2016	2019	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	%	#	%	#	%	%	#	#	%	%
01/02 Managers	47	-1.1%		0	59.0%		0	0	1	0.0%	0	1	0	4.3%	-1	-1	2.1%	2.1%		
03 Professionals	38	8.1%		0	27.9%		0	0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	43	6.5%		0	10.5%		0	0	0	0.0%	0	2	0	4.6%	-2	-2	0.0%	0.0%		
05 Supervisors	3	18.6%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	8	-4.4%		0	0.0%		0	0	0	0.0%	0	1	0	7.8%	-1	-1	0.0%	0.0%		
07 Administrative & Sr Clerical	16	7.7%		0	0.0%		0	0	0	0.0%	0	1	0	3.4%	-1	-1	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	18	5.3%		0	20.5%		0	0	0	0.0%	0	1	0	7.0%	-1	-1	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	64	2.5%		0	24.1%		0	0	2	0.0%	0	1	0	4.8%	-1	-1	3.1%	3.1%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	237	3.9%		0	18.3%		0	0	3	0.0%	0	8	0	4.8%	-8	-8	1.3%	1.3%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	1	0.0	0	0.0	
04 Semi-Professionals & Tech	1	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	1	0.0	0	0.0	
07 Administrative & Sr Clerical	1	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	4		0		

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002873

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-02-18	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-02-18	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	1	0.0%		0	100.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%		
02 Middle & Other Managers	46	-2.2%		0	18.0%		0	0	1	0.0%	0	7	0	18.0%	-7	-7	2.2%	2.2%		
03 Professionals	38	8.1%		0	27.9%		0	0	5	0.0%	0	8	0	33.7%	-8	-8	13.2%	13.2%		
04 Semi-Professionals & Tech	43	6.5%		0	10.5%		0	0	4	0.0%	0	9	0	30.4%	-9	-9	9.3%	9.3%		
05 Supervisors	3	18.6%		0	0.0%		0	0	0	0.0%	0	0	0	14.7%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	8	-4.4%		0	0.0%		0	0	0	0.0%	0	3	0	38.4%	-3	-3	0.0%	0.0%		
07 Administrative & Sr Clerical	16	7.7%		0	0.0%		0	0	0	0.0%	0	2	0	12.2%	-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	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	18	5.3%		0	20.5%		0	0	0	0.0%	0	3	0	14.7%	-3	-3	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	64	2.5%		0	24.1%		0	0	12	0.0%	0	1	0	19.9%	-1	-1	18.8%	18.8%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	237	3.9%		0	18.3%		0	0	22	0.0%	0	33	0	23.3%	-33	-33	9.3%	9.3%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	6	0.0	3	0.0	
03 Professionals	6	0.0	3	0.0	
04 Semi-Professionals & Tech	7	0.0	4	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2	0.0	1	0.0	
07 Administrative & Sr Clerical	1	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	2	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	
Total	24		11		

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002874

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-30	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	%	#	#	%	%	
01 Senior Managers	1	0.0%		0	100.0%	0.0%	0	0	0	0.0%	0	0	0	27.4%	0	0	0.0%	0.0%		
02 Middle & Other Managers	43	-2.2%		0	18.0%	5.0%	6	6	8	5.0%	1	10	2	38.9%	38.9%	-9	-8	18.6%	20.9%	
03 Professionals	48	8.1%	20.0%	29	27.9%	5.0%	7	36	9	5.0%	1	10	8	22.9%	22.9%	-2	-2	18.8%	20.8%	
04 Semi-Professionals & Tech	52	6.5%		0	10.5%	5.0%	8	8	5	5.0%	1	3	1	13.0%	13.0%	-2	-2	9.6%	9.6%	
05 Supervisors	5	18.6%		0	0.0%	5.0%	1	1	3	5.0%	0	0	0	50.7%	0	0	60.0%	60.0%		
06 Supervisors: Crafts & Trades	7	-4.4%		0	0.0%	5.0%	1	1	6	5.0%	1	-3	0	31.0%	4	3	85.7%	71.4%		
07 Administrative & Sr Clerical	20	7.7%		0	0.0%	5.0%	3	3	17	5.0%	3	1	0	77.4%	2	-1	85.0%	70.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	21	5.3%		0	20.5%	5.0%	3	3	12	5.0%	2	4	2	66.0%	66.0%	-2	-2	57.1%	57.1%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	69	2.5%	7.0%	14	24.1%	5.0%	10	24	49	5.0%	7	-30	0	14.2%	39	30	71.0%	50.6%		
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	266	3.9%		0	18.3%		0	0	109	0.0%	0	-31	0	29.5%	31	31	41.0%	41.0%		

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	38.9	38.9	
03 Professionals	22.9	22.9	
04 Semi-Professionals & Tech	13.0	13.0	
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	66.0	66.0	
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002875

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-30	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	1	0.0%		0	100.0%	0.0%	0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	43	-2.2%		0	18.0%	5.0%	6	6	0	5.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	48	8.1%	20.0%	29	27.9%	5.0%	7	36	0	5.0%	0	1	0	0.9%	0	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	52	6.5%		0	10.5%	5.0%	8	8	0	5.0%	0	1	0	1.7%	1.7%	-1	-1	0.0%	0.0%
05 Supervisors	5	18.6%		0	0.0%	5.0%	1	1	0	5.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	7	-4.4%		0	0.0%	5.0%	1	1	0	5.0%	0	0	0	0.0%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	20	7.7%		0	0.0%	5.0%	3	3	3	5.0%	0	-2	0	3.2%	2	2	15.0%	15.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	21	5.3%		0	20.5%	5.0%	3	3	1	5.0%	0	0	0	2.8%	0	0	4.8%	4.8%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	69	2.5%	7.0%	14	24.1%	5.0%	10	24	1	5.0%	0	2	1	3.2%	3.2%	-1	-1	1.4%	2.4%
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	266	3.9%		0	18.3%		0	0	5	0.0%	0	1	0	2.2%	-1	-1	1.9%	1.9%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		2.2		2.2	
03 Professionals		0.0			
04 Semi-Professionals & Tech		1.7		1.7	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		3.2		3.2	
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	2018						2021
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-11-30	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	44	-1.1%		0	59.0%	5.0%	7	7	4	5.0%	1	-1	0		4.3%	2	1	9.1%	6.8%	
03 Professionals	48	8.1%	20.0%	29	27.9%	5.0%	7	36	4	5.0%	1	0	0		3.8%	2	0	8.3%	3.9%	
04 Semi-Professionals & Tech	52	6.5%		0	10.5%	5.0%	8	8	2	5.0%	0	0	0		4.6%	0	0	3.8%	3.8%	
05 Supervisors	5	18.6%		0	0.0%	5.0%	1	1	1	5.0%	0	0	0		13.9%	0	0	20.0%	20.0%	
06 Supervisors: Crafts & Trades	7	-4.4%		0	0.0%	5.0%	1	1	0	5.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	20	7.7%		0	0.0%	5.0%	3	3	0	5.0%	0	1	0	3.4%	3.4%	-1	-1	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	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	21	5.3%		0	20.5%	5.0%	3	3	1	5.0%	0	0	0		7.0%	0	0	4.8%	4.8%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	69	2.5%	7.0%	14	24.1%	5.0%	10	24	10	5.0%	2	-4	0		4.8%	7	4	14.5%	9.6%	
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	266	3.9%		0	18.3%		0	0	22	0.0%	0	-9	0		4.8%	9	9	8.3%	8.3%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		0.0			
03 Professionals		0.0			
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		7.8		7.8	
07 Administrative & Sr Clerical		3.4		3.4	
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002877

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		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	2018					
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-11-30	Annually	Over 3 Years	#	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	1	0.0%		0	100.0%	0.0%	0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	43	-2.2%		0	18.0%	5.0%	6	6	0	5.0%	0	6	1	15.0%	15.0%	-6	-5	0.0%	2.3%
03 Professionals	48	8.1%	20.0%	29	27.9%	5.0%	7	36	6	5.0%	1	21	12	33.2%	33.2%	-10	-9	12.5%	22.1%
04 Semi-Professionals & Tech	52	6.5%		0	10.5%	5.0%	8	8	5	5.0%	1	10	2	26.9%	26.9%	-9	-8	9.6%	11.5%
05 Supervisors	5	18.6%		0	0.0%	5.0%	1	1	0	5.0%	0	1	0	14.7%	14.7%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	7	-4.4%		0	0.0%	5.0%	1	1	0	5.0%	0	3	0	38.4%	38.4%	-3	-3	0.0%	0.0%
07 Administrative & Sr Clerical	20	7.7%		0	0.0%	5.0%	3	3	1	5.0%	0	1	0	11.8%	11.8%	-1	-1	5.0%	5.0%
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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	21	5.3%		0	20.5%	5.0%	3	3	0	5.0%	0	3	0	14.0%	14.0%	-3	-3	0.0%	0.0%
11 Intermediate 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!
12 Semi-Skilled Manual	69	2.5%	7.0%	14	24.1%	5.0%	10	24	18	5.0%	3	0	0	17.9%	17.9%	6	0	26.1%	18.1%
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	266	3.9%		0	18.3%		0	0	30	0.0%	0	27	0	21.6%		-27	-27	11.3%	11.3%

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		15.0		15.0	
03 Professionals		33.2		33.2%	
04 Semi-Professionals & Tech		26.9		26.9%	
05 Supervisors		14.7		14.7%	
06 Supervisors: Crafts & Trades		38.4		38.4%	
07 Administrative & Sr Clerical		11.8		11.8%	
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades					
10 Clerical Personnel		14.0		14.0%	
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002878

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	1	0	0.0	27.4	0	0	0.0																	
	2018	1	0	0.0	27.4	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
02 Middle & Other Managers	2016	46	6	13.0	20.0	9	-3	65.2																	
	2018	43	8	18.6	38.9	17	-9	47.8	10	2	20.0	4	-2	10	1	10.0	1	0	8	1	12.5	1	0		
03 Professionals	2016	38	12	31.6	23.1	9	3	136.7																	
	2018	48	9	18.8	22.9	11	-2	81.9	18	3	16.7	4	-1	13	3	23.1	4	-1	12	4	33.3	4	0		
04 Semi-Professionals & Technicians	2016	43	4	9.3	13.9	6	-2	66.9																	
	2018	52	5	9.6	13.0	7	-2	74.0	4	0	0.0	1	-1	6	1	16.7	1	0	5	1	20.0	0	1		
05 Supervisors	2016	3	2	66.7	50.7	2	0	131.5																	
	2018	5	3	60.0	50.7	3	0	118.3	0	0	0.0	0	0	1	0	0.0	1	-1	0	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	8	6	75.0	31.0	2	4	241.9																	
	2018	7	6	85.7	31.0	2	4	276.5	0	0	0.0	0	0	1	1	100.0	1	0	0	0	0.0	0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
02 Middle & Other Managers	2018	20	3	15.0	2	150.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	20	3	15.0			38.9	38.6			38.9	38.6		
03 Professionals	2018	31	6	19.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	31	6	19.4			22.9	84.5			22.9	84.5		
04 Semi-Professionals & Technicians	2018	10	1	10.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	10	1	10.0			13.0	76.9			13.0	76.9		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	1	100.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002879

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2016	16	13	81.3	77.2	12	1	105.2																
	2018	20	17	85.0	77.4	15	2	109.8	3	3	100.0	2	1	3	3	100.0	2	1	0	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	18	14	77.8	65.8	12	2	118.2																
	2018	21	12	57.1	66.0	14	-2	86.6	5	3	60.0	3	0	7	3	42.9	5	-2	4	4	100.0	3	1	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	64	51	79.7	14.6	9	42	545.8																
	2018	69	49	71.0	14.2	10	39	500.1	15	6	40.0	2	4	22	13	59.1	18	-5	16	14	87.5	13	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			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	6	6	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	6	100.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	12	6	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	12	6	50.0										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	37	19	51.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	37	19	51.4										

Federal Contractors Program Achievement Report

Part 4: Results - Women

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002880

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	237	108	45.6	26.1	62	46	174.6																	
	2018	266	109	41.0	29.5	78	31	138.9	55	17	30.9	16	1	64	25	39.1	29	-4	46	24	52.2	21	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	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	119	42	35.3	3	1400.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	119	42	35.3			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002881

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions					Terminations				
		All Employees	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	1	0	0.0	2.9	0	0	0.0																
	2018	1	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	1	0	0.0	0
02 Middle & Other Managers	2016	46	1	2.2	1.2	1	0	181.2																
	2018	43	0	0.0	2.2	1	-1	0.0	10	0	0.0	0	0	0	10	0	0.0	0	0	8	1	12.5	0	1
03 Professionals	2016	38	0	0.0	0.9	0	0	0.0																
	2018	48	0	0.0	0.9	0	0	0.0	18	0	0.0	0	0	0	13	0	0.0	0	0	12	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	43	0	0.0	1.6	1	-1	0.0																
	2018	52	0	0.0	1.7	1	-1	0.0	4	0	0.0	0	0	0	6	0	0.0	0	0	5	0	0.0	0	0
05 Supervisors	2016	3	0	0.0	2.7	0	0	0.0																
	2018	5	0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	8	0	0.0	0.0	0	0	0.0																
	2018	7	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	20	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	20	0	0.0			2.2	0.0			2.2	0.0		
03 Professionals	2018	31	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	31	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	10	0	0.0			1.7	0.0			1.7	0.0		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002882

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	16	0	0.0	3.2	1	-1	0.0																	
	2018	20	3	15.0	3.2	1	2	468.8	3	1	33.3	0	1	3	0	0.0	0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	18	0	0.0	2.8	1	-1	0.0																	
	2018	21	1	4.8	2.8	1	0	170.1	5	0	0.0	0	0	7	0	0.0	0	0	0	4	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	64	2	3.1	3.3	2	0	94.7																	
	2018	69	1	1.4	3.2	2	-1	45.3	15	0	0.0	0	0	22	1	4.5	1	0	16	1	6.3	1	1	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	6	1	16.7			0.0	0.0			0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
10 Clerical Personnel	2018	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	12	0	0.0			0.0	0.0			0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	37	1	2.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	37	1	2.7			3.2	84.5			3.2	84.5	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002883

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	237	3	1.3	2.0	5	-2	63.3																	
	2018	266	5	1.9	2.2	6	-1	85.4	55	1	1.8	1	0	64	1	1.6	1	0	46	2	4.3	1	1		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	119	2	1.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	119	2	1.7			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002884

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2016	47	1	2.1	4.3	2	-1	49.5																
	2018	44	4	9.1	4.3	2	2	211.4	10	1	10.0	0	1	11	2	18.2	0	2	9	0	0.0	0	0	0
03 Professionals	2016	38	0	0.0	3.8	1	-1	0.0																
	2018	48	4	8.3	3.8	2	2	219.3	18	1	5.6	1	0	13	1	7.7	0	1	12	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	43	0	0.0	4.6	2	-2	0.0																
	2018	52	2	3.8	4.6	2	0	83.6	4	2	50.0	0	2	6	0	0.0	0	0	5	0	0.0	0	0	0
05 Supervisors	2016	3	0	0.0	13.9	0	0	0.0																
	2018	5	1	20.0	13.9	1	0	143.9	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	8	0	0.0	7.8	1	-1	0.0																
	2018	7	0	0.0	7.8	1	-1	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	21	3	14.3	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	21	3	14.3			0.0	0.0			0.00	0.0		
03 Professionals	2018	31	2	6.5	1	200.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	31	2	6.5			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2018	10	2	20.0	1	200.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	10	2	20.0			0.0	0.0			0.00	0.0		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	1	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	1	0	0.0			7.8	0.0			7.80	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002885

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	16	0	0.0	3.4	1	-1	0.0																	
	2018	20	0	0.0	3.4	1	-1	0.0	3	0	0.0	0	0	0	3	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	18	0	0.0	7.0	1	-1	0.0																	
	2018	21	1	4.8	7.0	1	0	68.0	5	0	0.0	0	0	0	7	1	14.3	0	1	4	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	64	2	3.1	4.8	3	-1	65.1																	
	2018	69	10	14.5	4.8	3	7	301.9	15	1	6.7	1	0	22	3	13.6	1	2	16	0	0.0	1	-1	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%	%	%			
07 Administrative & Senior Clerical	2018	6	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	0	0.0			3.4	0.0			3.4	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	12	1	8.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	12	1	8.3			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	37	4	10.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	37	4	10.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002886

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	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	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	237	3	1.3	4.8	11	-8	26.4																	
	2018	266	22	8.3	4.8	13	9	172.3	55	5	9.1	3	2	64	7	10.9	1	6	46	0	0.0	1	-1		

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

Employment Equity Occupational Group (EOG)	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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	119	12	10.1	4	300.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	119	12	10.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002887

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#	#		
01 Senior Managers	2016	1	0	0.0	10.1	0	0	0.0																
	2018	1	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	1	0	0.0	0
02 Middle & Other Managers	2016	46	1	2.2	18.0	8	-7	12.1																
	2018	43	0	0.0	15.0	6	-6	0.0	10	0	0.0	2	-2	10	0	0.0	0	0	0	8	1	12.5	0	1
03 Professionals	2016	38	5	13.2	33.7	13	-8	39.0																
	2018	48	6	12.5	33.2	16	-10	37.7	18	3	16.7	6	-3	13	2	15.4	2	0	12	2	16.7	2	0	
04 Semi-Professionals & Technicians	2016	43	4	9.3	30.4	13	-9	30.6																
	2018	52	5	9.6	26.9	14	-9	35.7	4	1	25.0	1	0	6	0	0.0	1	-1	5	0	0.0	0	0	
05 Supervisors	2016	3	0	0.0	14.7	0	0	0.0																
	2018	5	0	0.0	14.7	1	-1	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	8	0	0.0	38.4	3	-3	0.0																
	2018	7	0	0.0	38.4	3	-3	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	20	0	0.0	6	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2021	20	0	0.0			15.0	0.0			15.0	0.0		
03 Professionals	2018	31	5	16.1	6	83.3	0.0	0.0	3	166.7	0.0	0.0		
	2021	31	5	16.1			33.2	48.6			0.3	4858.1		
04 Semi-Professionals & Technicians	2018	10	1	10.0	7	14.3	0.0	0.0	4	25.0	0.0	0.0		
	2021	10	1	10.0			26.9	37.2			0.3	3717.5		
05 Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			14.7	0.0			0.1	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	2	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	1	0	0.0			38.4	0.0			0.4	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

002888

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							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	16	0	0.0	12.2	2	-2	0.0																	
	2018	20	1	5.0	11.8	2	-1	42.4	3	0	0.0	0	0	0	3	0	0.0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2016	18	0	0.0	14.7	3	-3	0.0																	
	2018	21	0	0.0	14.0	3	-3	0.0	5	0	0.0	1	-1	7	0	0.0	0	0	0	4	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	64	12	18.8	19.9	13	-1	94.2																	
	2018	69	18	26.1	17.9	12	6	145.7	15	7	46.7	3	4	22	4	18.2	4	0	16	1	6.3	3	-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	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	6	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	6	0	0.0			11.8	0.0			0.1	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	12	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	12	0	0.0			14.0	0.0			0.1	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	37	11	29.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	37	11	29.7			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

DRS Technologies Canada Ltd.

[Date: 2018-11-30]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2016	237	22	9.3	23.3	55	-33	39.8	55	11	20.0	12	-1	64	6	9.4	6	0	46	4	8.7	4	0	0
	2018	266	30	11.3	21.6	57	-27	52.2	55	11	20.0	12	-1	64	6	9.4	6	0	46	4	8.7	4	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	119	17	14.3	24	70.8	0.0	0.0	11	154.5	0.0	0.0	0.0	
	2021	119	17	14.3			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
DRS Technologies Canada Ltd.
[Date: 2018-11-30]

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- 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: DRS Technologies Canada Ltd.

Primary Location: Kanata, Ontario

Number of Employees: 266

- Ontario 227
- Nova Scotia 34
- Alberta 5

Organization Overview:

NAICS 3342 (Communications equipment manufacturing)

DRS Technologies Canada Ltd. is an experienced provider of turnkey state-of-the-art electronics manufacturing, integration and test services for various aerospace, defence and space applications. As part of the DRS Naval Electronics business unit, they manufacture and support a broad range of military communications, electro-optics, surveillance, and sensor signal processing systems for naval and ground applications, as well as electronic warfare threat simulation and training systems ranging from computer-based training to high-power threat simulators.

Key Dates – First Year Assessment

Initiated: 2016-03-01
 Received: Date unknown (documents not uploaded into WEIMS)
 Closed: 2016-02-24
 Workforce Analysis: 2016-02-18

Key Dates – Subsequent Assessment

Initiated: 2018-12-18
 Received: 2018-12-20
 Workforce Analysis: 2018-11-22

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: none

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

Yes No

Comments: none

ASSESSMENT OF REASONABLE PROGRESS

- Previous goals were set in both numbers and percentages, therefore progress is being assessed against the percentage goals.

Women

02	Middle & Other Managers	Goal met at 150%
04	Semi-Professionals & Technicians	Goal met at 100%

Assessment/Observations

- None

Aboriginal Peoples

04	Semi-Professionals & Technicians	No goal set
07	Admin. & Senior Clerical Personnel	No goal set
10	Clerical Personnel	No goal set

Assessment/Observations

- EEOG 04: A gap of -1 was revealed but no short-term goal was set and this was accepted during the previous compliance assessment. There remains a gap of -1 however a long-term goal has been set to eliminate the gap.
- EEOG 07: A gap of -1 was revealed but no short-term goal was set and this was accepted during the previous compliance assessment. There is, however, no more gap identified for this category.
- EEOG 10: A gap of -1 was revealed but no short-term goal was set and this was accepted during the previous compliance assessment. There is, however, no more gap identified for this category.

Persons with Disabilities

01/02	Managers	No goal set
03	Professionals	Goal met at 200%
04	Semi-Professionals & Technicians	Goal met at 200%
06	Supervisors: Crafts & Trades	Goal not met - (0% achieved)
07	Admin. & Senior Clerical Personnel	Goal not met - (0% achieved)
10	Clerical Personnel	No goal set
12	Semi-Skilled Manual Workers	No goal set

Assessment/Observations

- EEOG 01/02: A gap of -1 was revealed but no short-term goal was set and this was accepted during the previous compliance assessment. There is, however, no more gap identified for this category.
- EEOG 06: There was one new entrant and is was not a person with disabilities. However with an LMA rate of 7.8%, the goal was unattainable.
- EEOG 07: A gap of -1 was revealed but no short-term goal was set and this was accepted during the previous compliance assessment. There remains a gap of -1 however a long-term goal has been set to eliminate the gap.
- EEOG 10: A gap of -1 was revealed but no short-term goal was set and this was accepted during the previous compliance assessment. There is, however, no more gap identified for this category.
- EEOG 11: A gap of -1 was revealed but no short-term goal was set and this was accepted during the previous compliance assessment. There is, however, no more gap identified for this category.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met - (0% achieved)
03	Professionals	Goal met at 83.3%
04	Semi-Professionals & Technicians	Goal not met - (14% achieved)
06	Supervisors: Crafts & Trades	Goal not met - (0% achieved)
07	Admin. & Senior Clerical Personnel	Goal not met - (0% achieved)
10	Clerical Personnel	Goal not met - (0% achieved)
12	Semi-Skilled Manual Workers	Goal not met - (0% achieved)

Assessment/Observations

- EEOG 02: There were 20 new entrants and none were of a visible minority. At LMA rate of 18%, at least three would have been expected.
- EEOG 04: There were ten new entrants and one was of a visible minority. At LMA rate of 30.4%, at least three would have been expected.
- EEOG 06: There was one new entrant and is was not of a visible minority. However with an LMA rate of 38.4%, the goal was unattainable.
- EEOG 07: There were six new entrants and none were of a visible minority. However with an LMA rate of 12.2%, the goal was unattainable.
- EEOG 10: There were 12 new entrants and none were of a visible minority. At LMA rate of 14.7%, at least one would have been expected.
- EEOG 12: There were 37 new entrants and 11 were of a visible minority. At LMA rate of 19.9%, at least seven would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

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

- Out of 19 required goals:
 - Five were met at 80% or above;
 - One had a percentage of the goal achieved;
 - Eight had zero percent achieved;
 - Six had no identified goal set.

- The Organization indicated that for EEOG 02 (Middle and Other Managers) & EEOG 03 (Professionals), it is very difficult to recruit outside the National recruitment area as very few candidates are willing to relocate out-of-province. Due to affordability, DRS offers relocation packages only in rare circumstances, therefore almost all candidates are recruited within the CMA or surrounding areas.

- As for EEOG 12, the organization states that the skills of electronics assemblers and operators are developed through in-house training certification programs and significant on-the-job experience. These candidates are not readily interchangeable with other semi-skilled manual workers.

ASSESSMENT OF GOALS

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-9	38.9	38.9	18.6	38.9
03	Professionals	-2	22.9	22.9	18.8	22.9
04	Semi-Professionals & Technicians	-2	13.0	13.0	9.6	13.0
10	Clerical Personnel	-2	n/a	n/a	57.1	66.0

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

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	#	%	%	%	%

02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
04	Semi-Professionals & Technicians	-1	1.7	1.7	0.0	1.7
12	Semi-Skilled Manual Workers	-1	3.2	3.2	1.4	3.2

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
07	Admin. & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-6	15.0	15.0	0.0	15.0
03	Professionals	-10	33.0	33.0	12.5	33.2
04	Semi-Professionals & Technicians	-9	26.9	26.9	9.6	26.9
05	Supervisors	-1	14.7	14.7	0.0	14.7
06	Supervisors: Crafts & Trades	-3	38.4	38.4	0.0	38.4
07	Admin. & Senior Clerical Personnel	-1	11.8	11.8	5.0	11.8
10	Clerical Personnel	-3	14.0	14.0	0.0	14.0

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices to identify any potential barriers to the recruitment and retention of individuals in all these designated groups.
 - A guide for completing an ESR can be found at the following link:
<https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations, as well as consider partnering with universities or reaching out to professional associations, in order to identify qualified potential employees that are members of the designated groups.

Name of Analyst: Céline Brown

Date: December 28, 2018

From: Brown, Celine E [NC] **On Behalf Of** EE-EME

Sent: January 16, 2019 8:52 AM

To: 'mmunro@drs.ca' <mmunro@drs.ca>

Cc: 'Iacobucci, Jo' <jiacobuc@drs.ca>

Subject: Government of Canada Agreement Number: V061015 – Notification of Compliance with the Federal Contractors Program (DRS Technologies Canada Ltd.)

Cette information est également disponible en français sur demande.

Dear Martin Munro:

I am writing to inform you that the subsequent compliance assessment initiated on December 18, 2018 has been completed. As a result of the assessment, DRS Technologies Canada Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of DRS Technologies Canada Ltd.'s employment equity program.

- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices to identify any potential barriers to the recruitment and retention of individuals in all these designated groups.
 - A guide for completing an ESR can be found at the following link:
<https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.
- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations, as well as consider partnering with universities or reaching out to professional associations, in order to identify qualified potential employees that are members of the designated groups.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on December 18, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, DRS Technologies Canada Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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