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Employment and Emploi et Social Development Canada Development Social Canada

Labour Program
Federal Contractors Program

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY	
Agreement N°:	

Agreement to Implement Employment Equity

Revised Agreement											
Legal Name of Organization EMS_TECHNOLOGIES_CANADA_LTD Operating Name (if different from Legal Name of Organization) Departing Name (if different from Legal Name of Organization) EBustness Number Total number of employees in Canada (Permanent Full-Time and/or Part-Time) Organization's North American industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2007/iist-liste-eng.htm 336410/541710 HEAD OFFICE Address (building number, street, suite, etc.) Ottawa Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod Title HR Manager Preferred Language of Correspondence											
Legal Name of Organization EMS TECHNOLOGIES CANADA LTD Operating Name (if different from Legal Name of Organization) Departing Name (if different from Legal Name of Organization) Business Number Total number of employees in Canada (Permanent Full-Time and/or Part-Time) Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 336410/541710 HEAD OFFICE Address (building number, street, suite, etc.) OCity Province Postal Code (City Ottawa ON K2V 1B8) Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod E-mall Address Preferred Language of Correspondence o											
EMS TECHNOLOGIES CANADA LTD Yes											
Operating Name (if different from Legal Name of Organization) Business Number Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 2 of Organization's North American industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visil: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/ist-liste-eng.htm Federally Regulated											
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/ist-liste-eng.htm 336410/541710 HEAD OFFICE Address (building number, street, suite, etc.) Address (building number, street, suite, etc.) City Ottawa ON K2V 1B8 Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod Telephone Number Femali Address Preferred Language of Correspondence											
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 336410/541710 HEAD OFFICE Address (building number, street, suite, etc.) ON K2V 1B8 Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod Telephone Number E-mall Address Preferred Language of Correspondence											
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To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm Provincially Regulated Provincially Regulated											
Provincially Regulated Provincially Regulated Provincially Regulated Provincially Regulated Pr											
Address (building number, street, suite, etc.) 400 Maple Grove Road City Ottawa ON K2V 1B8 Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod Telephone Number Fittle HR Manager Freferred Language of Correspondence											
Address (building number, street, suite, etc.) 400 Maple Grove Road City Ottawa ON K2V 1B8 Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod Telephone Number Fittle HR Manager Freferred Language of Correspondence											
400 Maple Grove Road Ottawa Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod Title HR Manager Telephone Number E-mail Address Preferred Language of Correspondence											
Telephone Number 613-591-6040 EMPLOYMENT EQUITY CONTACT Name (print) Christelle Baillod Telephone Number E-mail Address Preferred Language of Correspondence											
EMPLOYMENT EQUITY CONTACT											
Name (print) Christelle Baillod HR Manager Telephone Number E-mail Address Preferred Language of Correspondence											
Name (print) Christelle Baillod HR Manager Telephone Number E-mail Address Preferred Language of Correspondence											
Telephone Number E-mail Address Preferred Language of Correspondence	***************************************										
613-863-5205 christelle.baillod@honevwell.com / English French	\$										
613-863-5205 christelle.baillod@honeywell.com V English											
CERTIFICATION											
The above-named organization:											
 having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND 											
 intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes) 											
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 equit please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml:	y										
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.	٦,										
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.											
Contract on behalf of the organization. Name (print) Title											
Deborah Van Damme Finance Director											
Telephone Number E-mail Address Preferred Language of Correspondent	ce										
905-608-6033 deborah.van.damme@honeywell.com											
Date (YYYY-MM-DD)											
2016-11-29											

The information you provide on this form is collected under the authority of section 42 of the Employment Equity Act to determine your eligibility for the Fed Contractors Program (FCP).	ierai										
Complation of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligib to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.	dity										
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/o disclosures of your personal information will never result in an administrative decision being made about you.	r										
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access your personal information, which is described in Personal information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: https://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.	; to,										
RETURN INSTRUCTIONS											
IMPORTANT											
The signed Agreement to implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.cc.ca.											

Total Number

of Employees

278

278

8

EMS Technologies Canada Ltd (certificate # 10000448)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2017-11-17 to 2020-03-09

Province **Census Metropolitan Areas** Permanent Permanent **Total Number** Permanent Permanent **Temporary** Temporary Full-time Part-time of Employees **Full-time** Part-time Ottawa -2 278 Ontario 268 8 268 2 Gatineau 278 Total Employees in Canada Total Employees in Canada

GEOGRAPHICAL AREAS

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

EMS Technologies Canada Ltd (certificate # 10000448) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2017-11-17 to 2020-03-09

Occupational Group			All Employee:			original Peop			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1		1									
	Total	2	1	1									
Middle and Other Managers	4	1	1										
Top Range: \$100,000 and over	3	1	1										
Bottom Range: \$ 90,000 - \$94,999	2	8	6	2							2	1	1
	1	13	10	3							1	1	
	Total	23	18	5							3	2	1
Professionals	4	7	6	1									
Top Range: \$100,000 and over	3	24	23	1	1	1					2	2	
Bottom Range: \$ 55,000 - \$59,999	2	79	65	14	1		1	3	3		9	7	2
	1	50	39	11	1	1					11	9	2
	Total	160	133	27	3	2	1	3	3		22	18	4
Semi-Professionals and Technicians	4	4	4								1	1	
Top Range: \$ 95,000 - \$99,999	3	2	2										
Bottom Range: \$ 40,000 - \$44,999	2	6	5	1									
	1	16	16								2	2	
	Total	28	27	1							3	3	

Page 1 of 6 Canada

Employment and Social Emploi et Développement Development Canada social Canada

EMS Technologies Canada Ltd (certificate # 10000448) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2017-11-17 to 2020-03-09

Occupational Group		,	All Employee	S		original Peop	oles	Perso	ons with Disa	bilities	Membei	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4	1		1									
Top Range: \$100,000 and over	3												
Bottom Range: \$ 65,000 - \$69,999	2												
	1	1	1										
	Total	2	1	1									
Supervisors: Crafts and Trades	4	1		1									
Top Range: \$ 95,000 - \$99,999	3	1	1										
Bottom Range: \$ 50,000 - \$54,999	2												
	1	3	3										
	Total	5	4	1									
Administrative and Senior Clerical Personnel	4	2	2										
Top Range: \$100,000 and over	3	7	4	3									
Bottom Range: \$ 55,000 - \$59,999	2	3	1	2									
	1	2	2										
	Total	14	9	5									
Skilled Sales and Service Personnel	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2												
	1	1	1										
	Total	2	2										

Page 2 of 6 Canada

Employment and Social Emploi et Développement Development Canada social Canada

EMS Technologies Canada Ltd (certificate # 10000448) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National Reporting Period 2017-11-17 to 2020-03-09

Occupational Group			All Employee:			original Peor			ns with Disa	bilities		s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
	+ -			001. 4	001. 0	001. 0	001. 7	001. 0	001. 3	001. 10	001. 11	001. 12	001. 10
Skilled Crafts and Trades Workers	4	3											
Top Range: \$ 55,000 - \$59,999	3	6	5	1							1	1	
Bottom Range: \$ 40,000 - \$44,999	2	1	1								1	1	
	1	1	1										
	Total	11	10	1							2	2	
Clerical Personnel	4	4	4										
Top Range: \$ 95,000 - \$99,999	3	1		1									
Bottom Range: \$ 40,000 - \$44,999	2	1	1										
	1	5	4	1							1	1	
	Total	11	9	2							1	1	
Semi-Skilled Manual Workers	4	2		2									
Top Range: \$ 60,000 - \$64,999	3	1	1								1	1	
Bottom Range: \$ 45,000 - \$49,999	2	3	2	1							3	2	1
	1	2	2								1	1	
	Total	8	5	3							5	4	1
Other Manual Workers	4	1	1										
Top Range: \$ 70,000 - \$74,999	3												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	1		1									
	Total	2	1	1									

Page 3 of 6 Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2017-11-17 to 2020-03-09

Occupational Group		A	All Employees	S	Ab	original Peop	les	Perso	ns with Disa	bilities	Members of Visible Minorities		
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		268	220	48	3	2	1	3	3		36	30	6

Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2017-11-17 to 2020-03-09

Occupational Group		,	All Employees	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$ 85,000 - \$89,999	2												
	1	1	1										
	Total	2	2										
Total Number of Employees		2	2										

Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Temporary / National

Reporting Period 2017-11-17 to 2020-03-09

Occupational Group		,	All Employees				oles	Perso	ns with Disa	bilities	Members of Visible Minorities		
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-Professionals and Technicians	4												
Top Range: \$ 45,000 - \$49,999	3												
Bottom Range: \$ 45,000 - \$49,999	2												
	1	8	4	4							1		1
	Total	8	4	4							1		1
Total Number of Employees		8	4	4							1		1

Canada

Form 2 C

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2017-11-17 to 2020-03-09

	All Employees Total Men Women			А	boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 40,000 - \$44,999	4	4								1	1	
\$ 45,000 - \$49,999	5	4	1							1	1	
\$ 50,000 - \$59,999	37	33	4							8	7	1
\$ 60,000 - \$69,999	20	14	6	1	1					6	4	2
\$ 70,000 - \$84,999	32	24	8							4	4	
\$ 85,000 - \$99,999	51	40	11							3	3	
\$100,000 and over	119	101	18	2	1	1	3	3		13	10	3
Total Number of Employees	268	220	48	3	2	1	3	3		36	30	6

Canada

Form 3 B

EMS Technologies Canada Ltd (certificate # 10000448)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

Reporting Period 2017-11-17 to 2020-03-09

	All Employees				boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
\$ 50,000 and over	2	2											
Total Number of Employees	2	2											

Employment and Social Emploi et Développement Development Canada social Canada

EMS Technologies Canada Ltd (certificate # 10000448)

Form 3 C

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Temporary / National

Reporting Period 2017-11-17 to 2020-03-09

		All Employees		Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
\$ 40,000 - \$49,999	8	4	4							1		1	
Total Number of Employees	8	4	4							1		1	

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2017-11-17 to 2020-03-09

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities			
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12	
Senior Managers	1		1										
Middle and Other Managers	7	6	1							2	2		
Professionals	68	55	13	2	2		3	3		17	14	3	
Semi-Professionals and Technicians	10	9	1							3	3		
Supervisors: Crafts and Trades	1	1											
Administrative and Senior Clerical Personnel	8	4	4										
Skilled Crafts and Trades Workers	2	2								1	1		
Clerical Personnel	8	6	2							1	1		
Semi-Skilled Manual Workers	6	5	1							5	4	1	
Total Number of Employees Hired	111	88	23	2	2		3	3		29	25	4	

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Temporary / National

Reporting Period 2017-11-17 to 2020-03-09

		All Employees	i	Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Professionals and Technicians	8	4	4							1		1
Total Number of Employees Hired	8	4	4							1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2017-11-17 to 2020-03-09

	Employe	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.)											
Occupational Croup		All Employees		Α	Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Middle and Other Managers	5	3	2							1		1	
Professionals	37	29	8	1		1	1	1		6	5	1	
Semi-Professionals and Technicians	1	1											
Supervisors	1	1											
Administrative and Senior Clerical Personnel	3	2	1										
Total Number of Employees Promoted	47	36	11	1		1	1	1		7	5	2	
Total Number of Promotions	50	39	11	1		1	1	1		7	5	2	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2017-11-17 to 2020-03-09

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	13	8	5	1	1					2	1	1
Professionals	51	42	9				2	2		12	10	2
Semi-Professionals and Technicians	5	4	1							2	2	
Supervisors	1		1									
Administrative and Senior Clerical Personnel	4	4										
Clerical Personnel	5	4	1									
Intermediate Sales and Service Personnel	2		2						_			
Semi-Skilled Manual Workers	2	1	1				1		1	1		1
Total Number of Employees Terminated	83	63	20	1	1		3	2	1	17	13	4

Canada

Workforce Analysis - Detailed Report

Date: 2020-03-21

Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	entation %	Availa %	ability G	ap Recru #	itment Area
01 : Senior Managers	National	2	1	50.0 %	27.6 %	1	0 Nation	al
02 : Middle and Other Managers	National	23	5	21.7 %	39.4 %	9	-4 Nation	al
03 : Professionals		161	27	16.8 %	17.9 %	29	-2	
1122 : Professional occupations in business management consulting	National	11	6	54.5 %	42.7 %	5	1 Nation	al
2132 : Mechanical engineers	National	3	0	0.0 %	9.5 %	0	0 Nation	al
2133 : Electrical and electronics engineers	National	9	0	0.0 %	10.7 %	1	-1 Nation	al
2141 : Industrial and manufacturing engineers	National	23	4	17.4 %	20.4 %	5	-1 Nation	al
2146 : Aerospace engineers	National	49	13	26.5 %	12.4 %	6	7 Nation	al
2148 : Other professional engineers, n.e.c.	National	37	3	8.1 %	19.9 %	7	-4 Nation	al
2173 : Software engineers and designers	National	29	1	3.4 %	16.0 %	5	-4 Nation	al
04 : Semi-Professionals and Technicians		36	5	13.9 %	31.7 %	11	-6	
2232 : Mechanical engineering technologists and technicians	Ontario	8	4	50.0 %	9.1 %	1	3 Ontario)
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	6	0	0.0 %	18.6 %	1	-1 Ontario)
2241 : Electrical and electronics engineering technologists and technicians	Ontario	2	0	0.0 %	11.0 %	0	0 Ontario)
2283 : Information systems testing technicians	Ontario	20	1	5.0 %	46.7 %	9	-8 Ontario)
05 : Supervisors		2	1	50.0 %	51.8 %	1	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	51.8 %	1	0 Ottawa	ı - Gatineau
06 : Supervisors: Crafts and Trades		5	1	20.0 %	9.0 %	0	1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	3	0	0.0 %	4.3 %	0	0 Ontario)
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	1	0	0.0 %	11.6 %	0	0 Ontario)
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	1	100.0 %	20.8 %	0	1 Ontario)
07 : Administrative and Senior Clerical Personnel		14	5	35.7 %	76.8 %	11	-6	
Employment Equity Occupational Group	Ottawa - Gatineau	14	5	35.7 %	76.8 %	11	-6 Ottawa	ı - Gatineau
08 : Skilled Sales and Service Personnel		2	0	0.0 %	27.9 %	1	-1	



Workforce Analysis - Detailed Report

Date: 2020-03-21

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	Ontario	2	0	0.0 %	27.9 %	1	-1	Ontario
09 : Skilled Crafts and Trades Workers		11	1	9.1 %	2.1 %	0	1	
7235 : Structural metal and platework fabricators and fitters	Ontario	11	1	9.1 %	2.1 %	0	1	Ontario
10 : Clerical Personnel		11	2	18.2 %	65.7 %	7	-5	
Employment Equity Occupational Group	Ottawa - Gatineau	11	2	18.2 %	65.7 %	7	-5	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		8	3	37.5 %	11.8 %	1	2	
Employment Equity Occupational Group	Ottawa - Gatineau	8	3	37.5 %	11.8 %	1	2	Ottawa - Gatineau
14 : Other Manual Workers		2	1	50.0 %	9.9 %	0	1	
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	9.9 %	0	1	Ottawa - Gatineau
Total		277	52	18.8 %	25.7 %	71	-19	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2020-03-21

Aboriginal Peoples

Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Represe		Availa	•	Gap "	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	2	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	23	0	0.0 %	2.7 %	1	-1	National
03 : Professionals		161	3	1.9 %	1.0 %	2	1	
1122 : Professional occupations in business management consulting	National	11	1	9.1 %	1.6 %	0	1	National
2132 : Mechanical engineers	National	3	0	0.0 %	1.0 %	0	0	National
2133 : Electrical and electronics engineers	National	9	0	0.0 %	1.0 %	0	0	National
2141 : Industrial and manufacturing engineers	National	23	0	0.0 %	0.9 %	0	0	National
2146 : Aerospace engineers	National	49	2	4.1 %	0.4 %	0	2	National
2148 : Other professional engineers, n.e.c.	National	37	0	0.0 %	2.1 %	1	-1	National
2173 : Software engineers and designers	National	29	0	0.0 %	0.6 %	0	0	National
04 : Semi-Professionals and Technicians		36	0	0.0 %	1.3 %	0	0	
2232 : Mechanical engineering technologists and technicians	Ontario	8	0	0.0 %	1.7 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	6	0	0.0 %	1.4 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	2	0	0.0 %	1.7 %	0	0	Ontario
2283 : Information systems testing technicians	Ontario	20	0	0.0 %	1.0 %	0	0	Ontario
D5 : Supervisors		2	0	0.0 %	3.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		5	0	0.0 %	3.2 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	3	0	0.0 %	4.0 %	0	0	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	1	0	0.0 %	2.4 %	0	0	Ontario
2227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
7 : Administrative and Senior Clerical Personnel		14	0	0.0 %	3.4 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	14	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		2	0	0.0 %	1.2 %	0	0	



Workforce Analysis - Detailed Report

Date: 2020-03-21

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availability		Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	Ontario	2	0	0.0 %	1.2 %	0	0	Ontario
09 : Skilled Crafts and Trades Workers		11	0	0.0 %	2.4 %	0	0	
7235 : Structural metal and platework fabricators and fitters	Ontario	11	0	0.0 %	2.4 %	0	0	Ontario
10 : Clerical Personnel		11	0	0.0 %	3.5 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	11	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		8	0	0.0 %	3.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	8	0	0.0 %	3.7 %	0	0	Ottawa - Gatineau
14 : Other Manual Workers		2	0	0.0 %	4.8 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	4.8 %	0	0	Ottawa - Gatineau
Total		277	3	1.1 %	1.6 %	3	0	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2020-03-21

Members of Visible Minorities

		Members of Visible Minorities					
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		ability Gap	
		#	#	%	%	# #	
01 : Senior Managers	National	2	0	0.0 %	11.5 %	0) National
02 : Middle and Other Managers	National	23	3	13.0 %	17.6 %	4 -	National
03 : Professionals		161	21	13.0 %	31.8 %	51 -3)
1122 : Professional occupations in business management consulting	National	11	0	0.0 %	26.4 %	3 -	3 National
2132 : Mechanical engineers	National	3	0	0.0 %	30.7 %	1 -	National
2133 : Electrical and electronics engineers	National	9	2	22.2 %	39.6 %	4 +	2 National
2141 : Industrial and manufacturing engineers	National	23	3	13.0 %	33.9 %	8 -	National
2146 : Aerospace engineers	National	49	9	18.4 %	25.3 %	12 -	3 National
2148 : Other professional engineers, n.e.c.	National	37	1	2.7 %	27.2 %	10 -	National
2173 : Software engineers and designers	National	29	6	20.7 %	46.7 %	14 -	National
04 : Semi-Professionals and Technicians		36	4	11.1 %	41.6 %	15 -1	
2232 : Mechanical engineering technologists and technicians	Ontario	8	1	12.5 %	26.2 %	2 -	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	6	1	16.7 %	37.0 %	2 -	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	2	0	0.0 %	30.6 %	1 -	Ontario
2283 : Information systems testing technicians	Ontario	20	2	10.0 %	50.3 %	10 -	3 Ontario
05 : Supervisors		2	0	0.0 %	16.2 %	0	*)
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	16.2 %	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		5	0	0.0 %	18.4 %	1 -	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	3	0	0.0 %	12.0 %	0	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	1	0	0.0 %	22.9 %	0) Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	32.8 %	0) Ontario
07 : Administrative and Senior Clerical Personnel		14	0	0.0 %	14.1 %	2 -	
Employment Equity Occupational Group	Ottawa - Gatineau	14	0	0.0 %	14.1 %	2 -	2 Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		2	0	0.0 %	22.8 %	0	~)



Workforce Analysis - Detailed Report

Date: 2020-03-21

Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	Ontario	2	0	0.0 %	22.8 %	0	0	Ontario
09 : Skilled Crafts and Trades Workers		11	2	18.2 %	13.8 %	2	0	
7235 : Structural metal and platework fabricators and fitters	Ontario	11	2	18.2 %	13.8 %	2	0	Ontario
10 : Clerical Personnel		11	1	9.1 %	18.2 %	2	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	11	1	9.1 %	18.2 %	2	-1	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		8	5	62.5 %	20.4 %	2	3	
Employment Equity Occupational Group	Ottawa - Gatineau	8	5	62.5 %	20.4 %	2	3	Ottawa - Gatineau
14 : Other Manual Workers		2	0	0.0 %	13.4 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	13.4 %	0	0	Ottawa - Gatineau
Total		277	36	13.0 %	28.7 %	79	-43	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2020-03-21

Persons with Disabilities

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	25	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	161	3	1.9 %	8.9 %	14	-11	National
04 : Semi-Professionals and Technicians	National	36	0	0.0 %	7.6 %	3	-3	National
05 : Supervisors	National	2	0	0.0 %	27.5 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	5	0	0.0 %	10.1 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	14	0	0.0 %	10.0 %	1	-1	National
08 : Skilled Sales and Service Personnel	National	2	0	0.0 %	8.0 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	11	0	0.0 %	7.8 %	1	-1	National
10 : Clerical Personnel	National	11	0	0.0 %	9.3 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	8	0	0.0 %	10.3 %	1	-1	National
14 : Other Manual Workers	National	2	0	0.0 %	6.8 %	0	0	National
				4.4.07	2.2.7/			
Total		277	3	1.1 %	8.6 %	24	-21	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2020-03-21

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



Workforce Analysis - Detailed Report

Date: 2020-03-21

WFA Defaults - Persons with Disabilities

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



Workforce Analysis - Summary Report

Date: 2020-03-09

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	1	50.0 %	27.6 %	1	0	
02 : Middle and Other Managers	23	5	21.7 %	39.4 %	9	-4	
03 : Professionals	162	27	16.7 %	17.8 %	29	-2	
04 : Semi-Professionals and Technicians	36	5	13.9 %	31.7 %	11	-6	
05 : Supervisors	2	1	50.0 %	51.8 %	1	0	
06 : Supervisors: Crafts and Trades	5	1	20.0 %	9.0 %	0	1	
07 : Administrative and Senior Clerical Personnel	14	5	35.7 %	76.8 %	11	-6	
08 : Skilled Sales and Service Personnel	2	0	0.0 %	27.9 %	1	-1	
09 : Skilled Crafts and Trades Workers	11	1	9.1 %	2.1 %	0	1	
10 : Clerical Personnel	11	2	18.2 %	65.7 %	7	-5	
12 : Semi-Skilled Manual Workers	8	3	37.5 %	11.8 %	1	2	
14 : Other Manual Workers	2	1	50.0 %	9.9 %	0	1	
Total	278	52	18.7 %	25.6 %	71	-19	



Workforce Analysis - Summary Report

Date: 2020-03-09

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	23	0	0.0 %	2.7 %	1	-1	
03 : Professionals	162	3	1.9 %	1.0 %	2	1	
04 : Semi-Professionals and Technicians	36	0	0.0 %	1.3 %	0	0	
05 : Supervisors	2	0	0.0 %	3.2 %	0	0	
06 : Supervisors: Crafts and Trades	5	0	0.0 %	3.2 %	0	0	
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	3.4 %	0	0	
08 : Skilled Sales and Service Personnel	2	0	0.0 %	1.2 %	0	0	
09 : Skilled Crafts and Trades Workers	11	0	0.0 %	2.4 %	0	0	
10 : Clerical Personnel	11	0	0.0 %	3.5 %	0	0	
12 : Semi-Skilled Manual Workers	8	0	0.0 %	3.7 %	0	0	
14 : Other Manual Workers	2	0	0.0 %	4.8 %	0	0	
Total	278	3	1.1 %	1.6 %	3	0	



Workforce Analysis - Summary Report

Date: 2020-03-09

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	11.5 %	0	0	
02 : Middle and Other Managers	23	3	13.0 %	17.6 %	4	-1	
03 : Professionals	162	22	13.6 %	31.8 %	52	-30	
04 : Semi-Professionals and Technicians	36	4	11.1 %	41.6 %	15	-11	
05 : Supervisors	2	0	0.0 %	16.2 %	0	0	
06 : Supervisors: Crafts and Trades	5	0	0.0 %	18.4 %	1	-1	
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	14.1 %	2	-2	
08 : Skilled Sales and Service Personnel	2	0	0.0 %	22.8 %	0	0	
09 : Skilled Crafts and Trades Workers	11	2	18.2 %	13.8 %	2	0	
10 : Clerical Personnel	11	1	9.1 %	18.2 %	2	-1	
12 : Semi-Skilled Manual Workers	8	5	62.5 %	20.4 %	2	3	
14 : Other Manual Workers	2	0	0.0 %	13.4 %	0	0	
Total	278	37	13.3 %	28.7 %	80	-43	



Workforce Analysis - Summary Report

Date: 2020-03-09

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	25	0	0.0 %	5.0 %	1	-1	
03 : Professionals	162	3	1.9 %	8.9 %	14	-11	
04 : Semi-Professionals and Technicians	36	0	0.0 %	7.6 %	3	-3	
05 : Supervisors	2	0	0.0 %	27.5 %	1	-1	
06 : Supervisors: Crafts and Trades	5	0	0.0 %	10.1 %	1	-1	
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	10.0 %	1	-1	
08 : Skilled Sales and Service Personnel	2	0	0.0 %	8.0 %	0	0	
09 : Skilled Crafts and Trades Workers	11	0	0.0 %	7.8 %	1	-1	
10 : Clerical Personnel	11	0	0.0 %	9.3 %	1	-1	
12 : Semi-Skilled Manual Workers	8	0	0.0 %	10.3 %	1	-1	
14 : Other Manual Workers	2	0	0.0 %	6.8 %	0	0	
Total	278	3	1.1 %	8.6 %	24	-21	



Workforce Analysis - Summary Report

Date: 2020-03-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2020-03-09

WFA Defaults - Persons with Disabilities

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



Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2.017	11	17

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

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	03	09

			<mark>Γable 1: Women</mark> evious Workforce Α			
Б. 1	A.E A. C A.C (EEGC)	All Employees	Women			
Employment Equity Occupational Group (EEOG)			Representation	Availability*		
		#	#	%		
01	Senior Managers	2	1	27.40		
02	Middle & Other Managers	19	7	38.90		
03	Professionals	128	21	16.10		
04	Semi-Professionals & Technicians	11	5	18.50		
05	Supervisors	1	1	50.70		
06	Supervisors: Crafts & Trades	0	0	0.00		
07	Administrative & Senior Clerical Personnel	4	0	77.20		
08	Skilled Sales & Service Personnel	0	0	0.00		
09	Skilled Crafts & Trades Workers	0	0	0.00		
10	Clerical Personnel	15	3	65.80		
11	Intermediate Sales & Service Personnel	2	2	61.80		
12	Semi-Skilled Manual Workers	35	8	14.60		
13	Other Sales & Service Personnel	0	0	0.00		
14	Other Manual Workers	0	0	0.00		
Total		217	48	23.2		

Table 5: Women					
Subsequent/Current Workforce Analysis					
All Employees	Won	ien			
	Representation	Availability*			
#	#	%			
2	1	27.6			
23	5	39.4			
162	27	17.8			
36	5	31.7			
2	1	51.8			
5	1	9.0			
14	5	76.8			
2	0	27.9			
11	1	2.1			
11	2	65.7			
0	0	0.0			
8	3	11.8			
0	0	0.0			
2	1	9.9			
278	52	25.6			

* Source:			
2011 Natio	onal Househol	d Survey	

* Source:			
2016 Censu	S		

Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

2017	11	17
VVVV	MM	ממ
Data from Fi	rst/Previous Work	force Analysis

	Analysis	1
Data from Si	absequent/Curi	ent Workforce

2020	03	09
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	0	2.90
02	Middle & Other Managers	19	2	2.20
03	Professionals	128	2	0.80
04	Semi-Professionals & Technicians	11	0	1.30
05	Supervisors	1	0	2.70
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	4	0	3.20
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	15	0	2.80
11	Intermediate Sales & Service Personnel	2	0	3.00
12	Semi-Skilled Manual Workers	35	0	3.30
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		217	4	1.6

Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
2	0	3.2	
23	0	2.7	
162	3	1.0	
36	0	1.3	
2	0	3.2	
2 5	0	3.2	
14	0	3.4	
2	0	1.2	
11	0	2.4	
11	0	3.5	
0	0	0.0	
8	0	3.7	
0	0	0.0	
2	0	4.8	
278	3	1.6	

* Source:	aveabald Survey	
2011 National F	ousehold Survey	

2016 Census		
2016 Census		

Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workt	force Analysis
YYYY	MM	DD
2017	11	17

Data from S	Subsequent/Curr Analysis	ent Workforce
Ţ	1	1

2020	03	09
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

Table 7: Members of Visible Minerities

		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
Emple	syment Equity Occupational Crown (FEOC)	All Employees	Members of Visible Minorities	
Empic	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	0	10.10
02	Middle & Other Managers	19	2	15.00
03	Professionals	128	34	25.00
04	Semi-Professionals & Technicians	11	3	33.30
05	Supervisors	1	0	14.70
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	4	0	12.20
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	15	2	14.70
11	Intermediate Sales & Service Personnel	2	0	22.00
12	Semi-Skilled Manual Workers	35	22	19.90
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		217	63	22.6

lable /: Me	mbers of Visible	e Minorities		
Subsequent/Current Workforce Analysis				
All Employees	Members of Visible Minorities			
	Representation	Availability*		
#	#	%		
2	0	11.5		
23	3	17.6		
162	22	31.8		
36	4	41.6		
2	0	16.2		
2 5	0	18.4		
14	0	14.1		
2	0	22.8		
11	2	13.8		
11	1	18.2		
0	0	0.0		
8	5	20.4		
0	0	0.0		
2	0	13.4		
278	37	28.7		

* Source:	
2016 Census	

Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

Data from Su	ubsequent/Curro Analysis	ent Workforce
\	\	\

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2017	11	17

YYYY	MM	DD
	equent/Current Wo	rkforce Analysis

		Table 4: Persons with Disabilities First/Previous Workforce Analysis			
Employment Equity Occupational Group (EEOG)					
		All Employees	Persons with Disabilities		
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	21	0	4.30	
03	Professionals	128	3	3.80	
04	Semi-Professionals & Technicians	11	0	4.60	
05	Supervisors	1	0	13.90	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	4	0	3.40	
08	Skilled Sales & Service Personnel	0	0	3.50	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	15	1	7.00	
11	Intermediate Sales & Service Personnel	2	0	5.60	
12	Semi-Skilled Manual Workers	35	2	4.80	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	0	0	0.00	
Total		217	6	4.3	

Table 8: Persons with Disabilities				
Subsequent	Subsequent/Current Workforce Analysis Employees Persons with Disabilities Representation Availability* # # 25 0 162 3 36 0 2 0 5 0 14 0 2 0 36 0 7.6 2 5 0 10.1 10.1 14 0 11 0 7.8 11 0 9.3 0 0			
All Employees	Persons with Disabilities			
	Representation	Availability*		
#	#	%		
25	0	5.0		
162	3	8.9		
36	0	7.6		
2	0	27.5		
5	0	10.1		
14	0	10.0		
2	0	8.0		
11	0	7.8		
11	0	9.3		
0	0	0.0		
8	0	10.3		
0	0	0.0		
2	0	6.8		
278	3	8.6		

* Source:			
2012 Canadia	ı Survey on Disabil	ity	

* Source:
2017 Canadian Survey on Disability

Part 2: Flow Data Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Start	Date of Flow	v Data
YYYY	MM	DD
2,017	11	17

End I	Date of Flow	Data
YYYY	MM	DD
2020	03	09

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Table 1: Women			
	Full-time /	National	Part-time / National		
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	
	#	#	#	#	
01 Senior Managers	1	1	0	0	
02 Middle & Other Managers	7	1	0	0	
03 Professionals	68	13	0	0	
04 Semi-Professionals & Technicians	10	1	0	0	
05 Supervisors	0	0	o	0	
06 Supervisors: Crafts & Trades	1	0	0	0	
07 Administrative & Senior Clerical Personnel	8	4	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	2	0	0	0	
10 Clerical Personnel	8	2	0	0	
11 Intermediate Sales & Service Personnel	0	0	o	0	
12 Semi-Skilled Manual Workers	6	1	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	111	23	0	0	

Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted #	
#	#	#		
0	0	0	0	
5	2	0	0	
37	8	0	0	
1	0	0	0	
1	0	0	0	
0	0	0	0	
3	1	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
47	11	0	0	

	Table 9:	Women		
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
13	5	0	0	
51	9	0	0	
5	1	0	0	
1	1	0	0	
0	0	0	0	
4	0	0	0	
0	0	0	0	
0	0	0	0	
5	1	0	0	
2	2	0	0	
2	- 1	0	0	
0	0	0	0	
0	0	0	0	
83	20	0	0	

Part 2: Flow Data Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Start	Date of Flov	v Data
YYYY	MM	DD
2017	11	17

End I	Date of Flow	Data
YYYY	MM	DD
2020	03	09

Data from Form 4 - Employees Hired

 \downarrow

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	•	•	•	•
	Tal	ole 2: Abor	iginal Ped	ples
	Full-time / National Part-time / National			/ National
Employment Equity Occupational Group	All	Aboriginal	All	Aboriginal
(EEOG)	Employees Hired	Aboriginal Peoples Hired	Employees Hired	Aboriginal Peoples Hired
	,,	- ,,	- 11	,,

	Full-time	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
	#	#	#	#	
01 Senior Managers	1	0	0	0	
02 Middle & Other Managers	7	0	0	0	
03 Professionals	68	2	0	0	
04 Semi-Professionals & Technicians	10	0	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	1	0	0	0	
07 Administrative & Senior Clerical Personnel	8	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	2	0	0	o	
10 Clerical Personnel	8	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	
12 Semi-Skilled Manual Workers	6	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	111	2	0	0	

Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	# #		#	
0	0	0	C	
5	0	0	C	
37	1	0	C	
1	0	0	0	
1	0	0	0	
0	0	0	0	
3	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
47	1	0	0	

Tabl	le 10: Abo	riginal Ped	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
13	1	0	0
51	0	0	0
5	0	0	0
1	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0
2	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
83	1	0	0

Part 2: Flow Data Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Start	Date of Flov	v Data
YYYY	MM	DD
2017	11	17

End I	Date of Flow	Data
YYYY	MM	DD
2020	03	09

Data from Form 4 - Employees

Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Table .	3: Persons	with Disa	bilities
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	7	0	0	0
03	Professionals	68	3	0	0
04	Semi-Professionals & Technicians	10	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	1	0	0	0
07	Administrative & Senior Clerical Personnel	8	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	2	l ol	0	0

10 Clerical Personnel

Total

11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel 14 Other Manual Workers

Ψ	Ψ	Ψ			Ψ	Ψ	Ψ
Table '	7: Persons	with Disa	bilities	Table 1	1: Person:	s with Disa	abilities
Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Promoted	All Persons wit Employees Disabilities Promoted Promoted		All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons wit Disabilities Terminated
#	#	#	#	#	#	#	#
0	0	0	0	0	0	0	
5	0	0	0	13	0	0	
37	1	0	0	51	2	0	
1	0	0	0	5	0	0	
1	0	0	0	1	0	0	
0	0	0	0	0	0	0	
3	0	0	0	4	0	0	
0	0	0	0	0	0	0	
0	0	0	0	0	0	0	
0	0	0	0	5	0	0	
0	0	0	0	2	0	0	
0	0	0	0	2	1	0	
0	0	0	0	0	0	0	
0	0	0	0	0	0	0	
47	1	0	0	83	3	0	

Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
13	0	0	0
51	2	0	0
5	0	0	0
1	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0
2	0	0	0
2	1	0	0
0	0	0	0
0	0	0	0
83	3	0	0

Part 2: Flow Data Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Start	Date of Flov	v Data
YYYY	MM	DD
2017	11	17

End I	Date of Flow	Data
YYYY	MM	DD
2020	03	09

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		—	*	₩			
	Table 4:	Members o	f Visible N	Ainorities			
	Full-time	/ National	Part-time / National				
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired			
	#	#	#	#			
01 Senior Managers	1	0	0	0			
02 Middle & Other Managers	7	2	0	0			
03 Professionals	68	17	0	0			
04 Semi-Professionals & Technicians	10	3	0	0			
05 Supervisors	0	0	0	0			
06 Supervisors: Crafts & Trades	1	0	0	0			
07 Administrative & Senior Clerical Personnel	8	0	0	0			
08 Skilled Sales & Service Personnel	0	0	0	0			
09 Skilled Crafts & Trades Workers	2	1	0	0			
10 Clerical Personnel	8	1	0	0			
11 Intermediate Sales & Service Personnel	0	0	0	0			
12 Semi-Skilled Manual Workers	6	5	0	0			
13 Other Sales & Service Personnel	0	0	0	0			
14 Other Manual Workers	0	0	0	0			
Total	111	29	0	0			

Table 8: I	viembers o	1 VISIBLE IV	imornies	Table 12.	Members	UI VISIDIC I	viiiioi ities			
Full-time	/ National	Part-time	/ National	Full-time	/ National	Part-time / National				
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			
#	#	#	#	#	#	#	#			
0	0	0	0	0	0	0	0			
5	1	0	0	13	2	0	0			
37	6	0	o	51	12	0	0			
1	0	0	0	5	2	0	0			
1	0	0	0	1	0	0	0			
0	0	0	0	0	0	0	0			
3	0	0	0	4	0	0	0			
0	o	0	0	0	0	0	0			
0	0	0	0	0	0	0	0			
0	0	0	o	5	0	0	0			
0	0	0	0	2	0	0	0			
0	0	0	0	2	1	0	0			
0	0	0	0	0	0	0	0			
0	0	0	0	0	0	0	0			
47	7	0	0	83	17	0	0			

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
Terminated #	#	#	#
0	0	0	0
13	2	0	0
51	12	0	0
5	2	0	0
1	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0
2	0	0	0
2	- 1	0	0
0	0	0	0
0	0	0	0
83	17	0	0

Federal Contractors Program Achievement Report Part 3: Goals EMS Technologies Canada Ltd

[Date: 2020-02-20]

									Data	for First/F	Previous (Goals							
AB	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	\	Ţ	1	\	Ţ	↓	Ţ	\	Ţ	Ţ	1	Ţ	↓	Ţ	↓	\	1	J	<u> </u>
										Table 1:									
									First/	Previous Sh	ort-term G	oals		•••					
		T		All En	nployees					1					omen				
	Number	Grov	wth (New Posi	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Year						
Employment Equity Occupational								Anticipated Hires Over 3		Terminated	Employees)	Required		1 - To	Present	Present Gan	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	PTO	ected	Actual	rro _l	ected	Years	YYYY-MM-DD	 		Over 3	1111	- YYYY	Availability	r resent Gap	Gap	Representation	Years
	2017-11-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-11-17	Annually	Over 3 Years	Vears	2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	(0.0%		0	0	1	0.0%	0	0	0		27.4%	0	0	50.0%	50.0%
02 Middle & Other Managers	19	6.6%	0.0%	(61.9%		0	0	7	0.0%	0	0	0		38.9%	0	0	36.8%	36.8%
03 Professionals	128	8.2%	0.0%	(35.2%		0	0	21	0.0%	0	0	0		16.1%	0	0	16.4%	16.4%
04 Semi-Professionals & Tech	11	48.5%	0.0%	(21.3%		0	0	5	0.0%	0	-3	0		18.5%	3	3	45.5%	45.5%
05 Supervisors	1	26.0%	0.0%	(66.7%		0	0	1	0.0%	0	0	0		50.7%	0	0	100.0%	100.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	4	51.8%	0.0%	(44.4%	18.0%	2	2	0	18.0%	0	3	2	100.0%	77.2%	-3	-1	0.0%	50.0%
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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	15	-9.8%	4.0%	2	38.5%	0.0%	0	2	3	0.0%	0	8	1	50.0%	65.8%	-7	-7	20.0%	23.5%
11 Intermediate Sales & Service	2	-100.0%	0.0%	(200.0%		0	0	2	0.0%	0	-1	0		61.8%	1	1	100.0%	100.0%
12 Semi-Skilled Manual	35	-38.9%	0.0%	(9.3%		0	0	8	0.0%	0	-3	0		14.6%	3	3	22.9%	22.9%
13 Other Sales & Service	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	217	8.6%	0.0%	(33.5%		0	0	48	0.0%	0	2	0		23.2%	-2	-2	22.1%	22.1%

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

+	Workforce Analysis) ÷ 2) x 10	00.				
						Table 2: Women
EI	Employment Equity Occupational Group (EEOG)		Wome	en		
			Short-term Goals Long-term Goals			Comments
		# %		#	%	
	Senior Managers	(0.0	0	0.0	
02	Middle & Other Managers	(0.0	0	0.0	
03	Professionals	(0.0	0	0.0	
04	Semi-Professionals & Tech	(0.0	0	0.0	
05	Supervisors	(0.0	0	0.0	
06	Supervisors: Crafts & Trades	(0.0	0	0.0	
07	Administrative & Sr Clerical	2	2 100.0	0	0.0	No long-term goals were established
08	Skilled Sales & Service	(0.0	0	0.0	
09	Skilled Crafts & Trades	(0.0	0	0,0	
10	Clerical Personnel	1	1 50.0	0	0.0	No long-term goals were established
11	Intermediate Sales & Service	(0.0	0	0.0	
12	Semi-Skilled Manual	(0.0	0	0.0	
13	Other Sales & Service	(0.0	0	0.0	
14	Other Manual Workers	(0.0	0	0.0	
Total		3	3	0		

Federal Contractors Program Achievement Report Part 3: Goals EMS Technologies Canada Ltd

[Date: 2020-02-20]

									Data	or First/P	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	↓	1	\	\	↓ ·	1	↓	<u> </u>	_ ↓	<u> </u>	\	↓	↓ ·	\	Ų.	↓	↓	1
										: 3: Abori Previous Sh									
				All En	nplovees				FIISO	r revious 31	or t-term G	oais		Aborigi	nal Peoples				
					Turnover (R	enlacement of	Terminated						3 Yea	r Goals		Π			
Employment Equity Occupational	Number	Gros	vth (New Posit	ions)		Employees)		Anticipated	Number	Turnover (Re Terminated		Hires	Froi	m - To				ъ.	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected	Hires Over 3 Years	YYYY-MM-DD		*****	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3 Years
	2017-11-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears	2017-11-17	Annually	Over 3 Years	Years	2017	2020					icars
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	(0.0%		0	0	C	0.0%	0	0	C		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	19	6.6%	0.0%	(61.9%		0	0	2	0.0%	0	-2	C)	2.2%	2	2	10.5%	10.5%
03 Professionals	128	8.2%	0.0%	(35.2%		0	0	2	0.0%	0	-1	0)	0.8%	1	1	1.6%	1.6%
04 Semi-Professionals & Tech	11	48.5%		(21.3%		0	0	C	0.0%	0	0	C)	1.3%	0	0	0.0%	0.0%
05 Supervisors	1	26.0%	0.0%	(66.7%		0	0		0.0%	0	0	0)	2.7%		0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	(0.0%		0	0	1	0.0%	0	0]	0.0%	1 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	4	51.8%			44.4%		0	0		0.0%	0	0]	3.2%		0	0.0%	0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%	0.0%		0.0%		0			0.0%	0	0		(0.0%		0	#DIV/0!	#DIV/0!
1 1	15	0.0% -9.8%	0.0%		0.0%		"	١		0.0% 0.0%	١	١			0.0% 2.8%	1 ,	0	#DIV/0! 0.0%	#DIV/0! 0.0%
	13	-9.8% -100.0%			200.0%		"	"		0.0%	"	١			2.8% 3.0%	1 %	"	0.0%	0.0%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	35	-100.0% -38.9%	3.0%	'	9.3%	3.0%	'			3.0%	"	ا ا	'	10.0%	3.0%	1 1	٥	0.0%	2.6%
13 Other Sales & Service	33	0.0%	0.0%		0.0%	3.076	3			0.0%	١	1	'	10.076	0.0%] -1	٥	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%		0.0%			"	"	0.0%	"	ا ا	"		0.0%] ,	0	#DIV/0!	#DIV/0!
	U	I 0.070	1 0.070	4 ·	71 U.U/0				1	1 0.070		ı ∨ı		, i	0.070	, 0		#D1 V/U:	πD1 V/U:

† 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.

+	Workforce Analysis) ÷ 2) x 10	0.				
						Table 4: Aboriginal Peoples
E1	F3- D		Aboriginal	Peoples		
	oyment Equity Occupational p (EEOG)	Short-ter	rm Goals	Long-te	rm Goals	Comments
		#	%	#	%	
	Senior Managers	C	0.0	0	0.0	
02	Middle & Other Managers	C	0.0	0	0.0	
	Professionals	C	0.0	0	0.0	
	Semi-Professionals & Tech	C	0.0	0	0.0	
	Supervisors	C	0.0	0	0.0	
	Supervisors: Crafts & Trades	C	0.0	0	0.0	
07	Administrative & Sr Clerical	C	0.0	0	0.0	
08	Skilled Sales & Service	C	0.0	0	0.0	
09	Skilled Crafts & Trades	C	0,0	0	0.0	
	Clerical Personnel	C	0.0	0	0.0	
11	Intermediate Sales & Service	C	0.0	0	0.0	
12	Semi-Skilled Manual	1	10.0	0	0.0	No long-term goals were established
	Other Sales & Service	C	0.0	0	0.0	
14	Other Manual Workers	C	0.0	0	0.0	
Total	·	1		0		

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

									Data t	for First/I	Previous (Goals							
[A] B	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	К÷С	(K - M + O) ÷ (C + F)
	↓	1	1	1	↓	↓	1	↓	1	Ţ	\	1	1	1	↓	↓	1	1	1
										: Persons									
									First/	Previous Sl	nort-term G	ioals							
		,		All En	nployees			,		,			,		th Disabilitie	S	,	,	,
	Number	Grov	wth (New Positi	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje		Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-3131-00	Actuai	rioji		Actual	rioj		Years	1111-MM-DD		T	Over 3	1111	· 1111	Availability	Trescut Gap	Gap	Representation	Years
	2017-11-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-11-17	Annually	Over 3 Years	Years	2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	21	3.3%	2.0%	1	31.0%	5.0%	3	4	0	5.0%	0	1	1	25.0%	4.3%	-1	. 0	0.0%	4.5%
03 Professionals	128		4.0%	15	1	3.0%	12	27	3	3.0%	0	2	2	7.0%	3.8%	-2	0	2.3%	3.5%
04 Semi-Professionals & Tech	11	48.5%	3.0%	1	21.3%	3.0%	1	2	0	3.0%	0	1	0	0.0%	4.6%	-1	-1	0.0%	0.0%
05 Supervisors	1	26.0%	0.0%	(66.7%		0	0	0	0.0%	0	0	0		13.9%		이	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		0.0%		이	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	4	51.8%	0.0%	(44.4%		0	0	0	0.0%	0	0	0		3.4%		0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		3.5%	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	9 9	#DIV/0!	#DIV/0!
10 Clerical Personnel	15	-9.8%	0.0%	(38.5%		0	0	1	0.0%	0	0	0		7.0%	0	0	6.7%	6.7%
11 Intermediate Sales & Service	2	-100.0%	0.0%	(200.0%		0	0	0	0.0%	0	0	0		5.6%		0	0.0%	0.0%
12 Semi-Skilled Manual	35	1 00.570	3.0%	3	9.3%		0] 3	2	0.0%	0	0	0		4.8%	0	9 0	5.7%	5.3%
13 Other Sales & Service	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		0.0%	o 0	0 0	#DIV/0!	#DIV/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.

0.0%

33.5%

0.0%

8.6%

217

0.0%

0.0%

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

0.0%

0.0%

4.3%

Workforce Analysis) ÷ 2) x 100.

14 Other Manual Workers

Total

	Workforce / marysis) · 2) x 10					Table 6: Persons with Disabilities
Empl	oyment Equity Occupational		ersons with			Table 6. Fersons with Disabilities
	p (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
01/02	Managers	1	25.0	0		No long-term goals were established
03	Professionals	2	7.0	0	0.0	No long-term goals were established
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	1	10.0	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		

#DIV/0!

2.8%

#DIV/0!

2.8%

Federal Contractors Program Achievement Report Part 3: Goals EMS Technologies Canada Ltd

[Date: 2020-02-20]

									Data	for First/P	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	\	↓	Ţ	Ţ	↓	\	Ţ	Ţ	Ţ	1	↓	Ţ	Ţ	Ţ	↓	↓	↓	\	J
									Table 7: M										
									First	Previous Sh	ort-term G	oals							
				All En	nployees			T							isible Minori	ties		1	
	Number	Grov	vth (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Year						
Employment Equity Occupational	YYYY-MM-DD	Actual	p:	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	Fron	1- 10 - YYYY	Present	Present Gan	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-3131-00	Actuai	F10]		Actuai	rio	1	Years	1111-200-00			Over 3 Years	1111		Availability	rresent Gap	Gap	Representation	Years
	2017-11-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-11-17	Annually	Over 3 Years	tears	2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	0.0%	(0.0%		0	0	C	0.0%	0	0	0		10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	19	6.6%	2.0%	1	61.9%	5.0%	3	4	. 2	5.0%	0	1	1	25,0%	15.0%	-1	0	10.5%	15.0%
03 Professionals	128	8.2%	0.0%	(35.2%		0	0	34	0.0%	0	-2	0		25.0%	2	2	26.6%	26.6%
04 Semi-Professionals & Tech	11	48.5%	3.0%	1	21.3%	3.0%	1	2	3	3.0%	0	1	1	50.0%	33.3%	-1	0	27.3%	33.3%
05 Supervisors	1	26.0%	0.0%	(66.7%		0	0	C	0.0%	0	0	0		14.7%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	(0.0%		0	0	c	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	4	51.8%	0.0%	(44.4%		0	0	c	0.0%	0	0	0		12.2%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%		0	0	C	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	c	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	15	-9.8%	0.0%	(38.5%		0	0	2	0.0%	0	0	0		14.7%	0	0	13.3%	13.3%
11 Intermediate Sales & Service	2	-100.0%	0.0%	(200.0%		0	0	c	0.0%	0	0	0		22.0%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	35	-38.9%	0.0%	(9.3%		0	0	22	0.0%	0	-15	0		19.9%	15	15	62.9%	62.9%
13 Other Sales & Service	0	0.0%	0.0%	(0.0%		0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	217	8.6%	0.0%	(33.5%		0	0	63	0.0%	0	-14	0		22.6%	14	14	29.0%	29.0%

† 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.

+	Workforce Analysis) ÷ 2) x 10	0.				
						Table 8: Members of Visible Minorities
E1	F3- D	Mer	nbers of Visil	ole Minori	ities	
	oyment Equity Occupational p (EEOG)	Short-ter	rm Goals	Long-te	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	25.0	0	0.0	No long-term goals were established
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	1	50.0	0	0.0	No long-term goals were established
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	·	2	2	0)	

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

									Data for	Subseque	nt/Curre	nt Goals							
ABB	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	1	↓	1	↓	↓	\	↓	1	1	↓	↓		↓	↓	↓		<u> </u>
										Table 9:									
				All Em	plovees				Subsequ	ent/Current	t Short-tern	n Goals			omen				
				All Ell	1					T		1	2 1/00	r Goals	omen	T			
	Number	Gree	wth (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number		eplacement of	Hires		r Goais n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	ected	Actual	Proi	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)			<u>"</u>	Over 3		,	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2020-03-09	Annually	Annually	Years	Annually	Annually	Years		2020-03-09	Annually	Years		2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	20.0%	1	0.0%	0.0%	0	1	1	0.0%	0	0	C		27.6%	0	0	50.0%	33.3%
02 Middle & Other Managers	23	6.6%	3.0%	2	61.9%	1.0%	1	3	5	1.0%	0	5	1	39,4%	39.4%	-4	-4	21.7%	24.0%
03 Professionals	162	8.2%	2.0%	10	35.2%	10.0%	49	59	27		8	12	11	17.8%	17.8%	-2	-1	16.7%	17.4%
04 Semi-Professionals & Tech	36	48.5%	3.0%	3	21.3%	3.0%	3	6	5	3.0%	0	7	2	31.7%	31.7%	-6	-5	13.9%	17.9%
05 Supervisors	2	26.0%	0.0%	0	66.7%	20.0%	1	1	1	20.0%	1	1	0		51.8%	0	-1	50.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	3	0.0% 51.8%	0.0%	0	0.0% 44.4%	0.0% 5.0%	0	0	1	0.0%	1 '	-1		50.00/	9.0% 76.8%		1	20.0% 35.7%	20.0% 35.7%
I	14	0.0%	0.0%	0	0.0%	5.0% 0.0%	2	2	3	5.0% 0.0%	1 1	/		50.0% 27.9%	76.8% 27.9%	-6	-6	35.7% 0.0%	35./% 0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	11	0.0%	0.0%	0	0.0%	7.0%	0	0	"	7.0%	1 %	1		27.970	27.9%	1 -1	-1	9.1%	9.1%
10 Clerical Personnel	11	-9.8%	5.0%	2	38.5%	2.5%	1	3	2	2.5%		7	2	50.0%	65.7%	.5	-5	18.2%	30.8%
11 Intermediate Sales & Service	'	-100.0%	0.0%	ءُ ا	200.0%	0.0%	0	0	ء ا	0.0%] ~	ا ا	Ĺ .	30.070	0.0%] -3	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	8	-38.9%	0.0%	٥	9.3%	5.0%	1	1	3	5.0%	l ŏ	-2	ľ		11.8%		2	37.5%	37.5%
13 Other Sales & Service	ا م	0.0%	0.0%	ه ا	0.0%	0.0%	0	م	آ آ	0.0%	J ŏ	0	0		0.0%	هٔ آ	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	2	0.0%	0.0%	0	0.0%	0.0%	o	٥	1	0.0%	l ő	-1			9.9%		1	50.0%	50.0%
Total	278	8.6%	0.0%	0	33.5%		0	0	52	0.0%	0	19	C		25.6%	-19	-19	18.7%	18.7%

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

т.	Workforce Analysis) ÷ 2) x 10	0.		
				Table 10: Women
Emple	oyment Equity Occupational	Wom	en	
	(EEOG)	Short-term Goals	Long-term Goals	Comments
		%	%	
	Senior Managers	0.0		
02	Middle & Other Managers	39.4	39.4	2020 no increase in headcount. Possible workforce deductions in 2020.
03	Professionals	17.8		2020 no increase in headcount. Possible workforce deductions in 2020.
04	Semi-Professionals & Tech	31.7	31.7	2020 no increase in headcount. Possible workforce deductions in 2020.
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	50.0	50.0	2020 no increase in headcount. Possible workforce deductions in 2020.
08	Skilled Sales & Service	27.9	27.9	
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	50.0	50.0	2020 no increase in headcount. Possible workforce deductions in 2020.
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		

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

Federal Contractors Program Achievement Report Part 3: Goals EMS Technologies Canada Ltd [Date: 2020-02-20]

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		1	1	\	↓	1	1	\	↓	1	1	Ţ	↓	Ţ	↓	1	Ţ	\	1
		Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals																	
									Subsequ	ent/Current	Short-tern	1 Goals							
		,		All En	aployees										nal Peoples				
	Number	Crow	vth (New Posit	ionet	Turnover (R		Terminated		Number	. n			3 Year	Goals					
Employment Equity Occupational	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.00	in the Loan	ious;		Employees)		Anticipated	ranaci	Turnover (Re Terminated		Hires Required	Fron	1 - To	Present		Projected	ъ.	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Present Representation	Representation in 3
Group (ELGG)	2020-03-09	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2020-03-09	Annually	Over 3	Years	2020	2023					Years
		·		Years		v	Years			,	Years								
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	20.0%	1	0.0%	0.0%	0	1	C	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	23	1	3.0%	2	61.9%	1.0%	1	3	C	1.0%	0	1	0	2.7%	2.7%	-1	-1	0.0%	0.0%
03 Professionals	162		2.0%	10		10.0%	49	59	3	10.0%	1	0	0		1.0%	1	0	1.9%	1.2%
04 Semi-Professionals & Tech	36	1	3.0%	3	21.3%	3.0%	3	6	C	3.0%	0	1	0		1.3%	0	-1	0.0%	0.0%
05 Supervisors	2	26.0%	0.0%	C	66.7%	20.0%	1	1	C	20.0%	0	0	0		3.2%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	5	0.0%	0.0%	C	0.0%	0.0%	0	0	C	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	14	51.8%	0.0%	C	44.4%	5.0%	2	2	C	5.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	2	0.0%	0.0%	C	0.0%	0.0%	0	0	C	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	11	0.0%	0.0%	C	0.0%	7.0%	2	2	C	7.0%	0	0	0		2.4%	0	0	0.0%	0.0%
10 Clerical Personnel	11	-9.8%	5.0%	2	38.5%	2.5%	1	3	C	2.5%	0	0	0		3.5%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	-100.0%	0.0%	C	200.0%	0.0%	0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	8	-38.9%	0.0%	C	9.3%	5.0%	1	1	C	5.0%	0	0	0		3.7%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%	0.0%	C	0.0%	0.0%	0	0	C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	2	0.0%	0.0%	C	0.0%	0.0%	0	0	C	0.0%	0	0	0		4.8%	0	0	0.0%	0.0%
Total	278	8.6%	0.0%	(C	33.5%		0	0] 3	0.0%	0	1	0		1.6%	-1	-1	1.1%	1.1%

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

+	Workforce Analysis) ÷ 2) x 10	00.		
				Table 12: Aboriginal Peoples
Emn	oyment Equity Occupational	Aboriginal Peoples		
	p (EEOG)	Short-term Goals Long-t	erm Goals	Comments
		%	%	
	Senior Managers	0.0		
	Middle & Other Managers	2.7	2.7	2020 no increase in headcount. Possible workforce deductions in 2020.
	Professionals	0.0		
04	Semi-Professionals & Tech	0.0	0.0	
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	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		

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	Ţ	Ţ	1	Ţ	Ţ	1	↓	↓	Ţ	\	Ţ	Ţ	Ţ	Ţ	\	Ţ	Ţ	1
										: Persons									
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees			1				1			th Disabilities	S			
	Number	Grov	th (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational					 			Anticipated			Employees)	Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj		Actual	Proje		Hires Over 3 Years	YYYY-MM-DD	<u> </u>		Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2020-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-03-09	Annually	Over 3 Years	Years	2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	25	3.3%	20.0%	15	31.0%	0.0%	0	15	C	0.0%	0	2	1	5.0%	5.0%	-1	-1	0.0%	2.5%
03 Professionals	162	8.2%	3.0%	15	35.2%	1.0%	5	20	3	1.0%	0	13	2	8.9%	8.9%	-11	-11	1.9%	2.8%
04 Semi-Professionals & Tech	36	1	2.0%	2	21.3%	10.0%	11	13	C	10.0%	0	3	1	7.6%	7.6%	-3	-2	0.0%	2.6%
05 Supervisors	2	26.0%	3.0%	0	66.7%	3.0%	0	0	C	3.0%	0	1	0	27.5%	27.5%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	5	0.0%	0.0%	0	0.0%	20.0%	3	3	C	20.0%	0	1	C	10.1%	10.1%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	14	51.8%	0.0%	0	44.4%	0.0%	0	0	C	0.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service	2	0.0%	0.0%	0	0.0%	5.0%	0	0	C	5.0%	0	0	C		8.0%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	11	0.0%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	1	C	7.8%	7.8%	-1	-1	0.0%	0.0%
10 Clerical Personnel	11	-9.8%	0.0%	0	38.5%	7.0%	2	2	C	7.0%	0	1	C	9.3%	9.3%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	0	-100.0%	5.0%	0	200.0%	2.5%	0	0	C	2.5%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	8	-38.9%	0.0%	0	9.3%	0.0%	0	0	0	0.0%	0	1	0	10.3%	10.3%	-1	-1	0.0%	0.0%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	5.0%	0	0	C	5.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	2	0.0%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	0	0		6.8%	0	0	0.0%	0.0%

† 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.

33.5%

0.0%

8.6%

Total

0.0%

Calculated by using the following formula: (Terminated full-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.

Workforce Analysis) ÷ 2) x 10	0.		
			Table 14: Persons with Disabilities
Employment Equity Occupational	Persons with	Disabilities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
Group (EEOG)	%	%	
01/02 Managers	5.0	5.0	
03 Professionals	8.9	8.9	
04 Semi-Professionals & Tech	7.6	7.6	
05 Supervisors	27.5	27.5	
06 Supervisors: Crafts & Trades	10.1	10.1	
07 Administrative & Sr Clerical	10.0	10.0	
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	7.8	7.8	
10 Clerical Personnel	9.3	9.3	
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	10.3	10.3	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

8.6%

-21

-21

1.1%

1.1%

Federal Contractors Program Achievement Report Part 3: Goals EMS Technologies Canada Ltd [Date: 2020-02-20]

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
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								1	able 15: N				S						
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	iployees								M	embers of V	isible Minor	ties			
	Number	Cross	eth (New Posis	ione)	Turnover (Re		Terminated		Number				3 Year	r Goals					
Employment Equity Occupational	YYYY-MM-DD Actual Projected					Employees)		Anticipated	паныс	Turnover (Re		Hires Required	Fron	a - To	Present		Projected	Danner	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		• •	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Present Representation	Representation in 3
order (DEOC)	2020-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2020-03-09	Annually	Over 3 Years	Years	2020	2023					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	20.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0		11.5%	1	0	0.0%	0.0%
02 Middle & Other Managers	23	6.6%	3.0%	2	61.9%	1.0%	1	3	3	1.0%	0	1	1	17.6%	17.6%	1	0	13.0%	16.0%
03 Professionals	162	8.2%	2.0%	10		10.0%	49	59	22		7	40	19	31.8%	31.8%	-30	-21	13.6%	19.8%
04 Semi-Professionals & Tech	36	48.5%	3.0%	3	21.3%	3.0%	3	6	4	3.0%	0	12	2	41.6%	41.6%	-11	-10	11.1%	15.4%
05 Supervisors	2	26.0%	0.0%	0	66.7%	20.0%	1	1	0	20.0%	0	0	0		16.2%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	5	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	18.4%	18.4%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	14	51.8%	0.0%	0	44.4%	5.0%	2	2	0	5.0%	0	2	0	14.1%	14.1%	-2	-2	0.0%	0.0%
08 Skilled Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		22.8%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	111	0.0%	0.0%	0	0.0%	7.0%	2	2	2	7.0%	0	0	0		13.8%	1 .	0	18.2%	18.2%
10 Clerical Personnel	11	-9.8%	5.0% 0.0%	2	38.5%	2.5%	1	3		2.5%	0	1	1	18.2%	18.2%	-1	0	9.1%	15.4%
11 Intermediate Sales & Service	"	-100.0% -38.9%	0.0%	0	200.0%	0.0% 5.0%	0	"	0	0.0%	'	0	0		0.0%	1 2	0	#DIV/0! 62.5%	#DIV/0! 50.0%
12 Semi-Skilled Manual 13 Other Sales & Service	8	-38.9% 0.0%	0.0%		9.3% 0.0%	0.0%	1	1	ء ا	5.0% 0.0%		-2	0		20.4% 0.0%	1 3	2	62.5% #DIV/0!	#DIV/0!
13 Other Sales & Service 14 Other Manual Workers	"	0.0%	0.0%	0	0.0%	0.0%	0	"	"	0.0%	"		0		13.4%	"	0	#DIV/0!	#DIV/0! 0.0%
Total	278			0	33.5%	0.076	0	0	37		0	43	0		28.7%	-43	-43	13.3%	13.3%

† 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.

+	Workforce Analysis) ÷ 2) x 10	0.		
				Table 16: Members of Visible Minorities
Emn	oyment Equity Occupational	Members of Visib	le Minorities	
	p (EEOG)	Short-term Goals	Long-term Goals	Comments
		%	%	
	Senior Managers	0.0		
02	Middle & Other Managers	17.6	17.6	2020 no increase in headcount. Possible workforce deductions in 2020.
03	Professionals	31.8	31.8	
04	Semi-Professionals & Tech	41.6	41.6	
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	18.4	18.4	
07	Administrative & Sr Clerical	14.1	14.1	
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	18.2	18.2	
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		

									Feder	ral Contr	actors	Progra	m Achie	evement	Report									
										I	art 4: l	Results	- Wom	en										
										EMS	S Techn	ologies	Canad	a Ltd										
											[Date	: 2020-	02-20]											
Α	В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data so	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			<u> </u>	\	Ţ	J.	1	Ţ	Ţ	↓	\	1	1	<u> </u>	\	T T	Ų.	Ţ	Ŭ.	<u> </u>	1	Ţ	Ų.	
				1		orce An	•									Flow E		•						
**************************************	loyment Equity upational Group	Year		ı	N	orkforce/						Hires				Pr	romotio				Te	rminatio		
(EEC			All Employees	Represe	ntation	Wor Avails		Gap	EE Result	All Employees	Ar	tual	omen Expected	Difference	All Employee	Acti		Expected	Difference	All Employees	Act		omen Expected	Difference
ì	,	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	##	#
01 8	Senior Managers	2017	2	1	50.0	27.4	1	0	182.5															
		2020	2	1	50.0	27.6	1	0	181.2	1	1	100.0	C	1	. (0	0.0	0	(0	0	0.0	0	0
1 () / 1	Middle & Other Managers	2017	19		36.8 21.7	38.9 39.4	7	0	94.7 55.2	7	1	14.3	3	7		5 2	40.0			13	5	38.5	5	
		2020	128	21	16.4	16.1	21	-	101.9	/	1	14.3	3	-2	2 2	2	40.0		(13	3	38.3	3	
03 F	Professionals	2020	162	27	16.7	17.8	29	-2	93.6	68	13	19.1	12	1	. 37	8	21.6	6	2	51	9	17.6	8	1
1 ()/1 [Semi-Professionals &	2017	11	5	45.5	18.5	2	3	245.7															
<u> </u>	Technicians	2020	36	5	13.9	31.7	11	-6	43.8	10	1	10.0	3	-2	2 1	. 0	0.0	0	(5	1	20.0	2	-1
05 8	Supervisors	2017	1	1	100.0	50.7 51.8	1	0	197.2 96.5	0	0	0.0			1	0	0.0	1	_1	1	1	100.0	1	
	Supervisors: Crafts &	2017	0	0	0.0	0.0	0	0	0.0	0	"	0.0			1	. 0	0.0	1	-,	1	1	100.0	1	-
	Trades	2020	5	1	20.0	9.0	0	1	222.2	1	0	0.0	C	C) (0	0.0	0	(0	0	0.0	0	0
				D 42 F1										1										
Data so	urces:		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÷Kx100	Part 3: Goals	F÷M x 100											
			<u> </u>		1	,	1	1	1		1	1	<u> </u>											
				Entrai	its		G.		G	oals	-	~ -		_										
**************************************	loyment Equity	Year	F	low Data Won	nen			rm Goals			Long-ter Won							,	٧,,,,,,	40				
Occu (EEC	ipational Group DG)		All Employees	Acti		Goal	Percent of		Percent of	Goal	Percent of	Goal	Percent of					(Commen	ts				
,,	/		#				Goal Met	Goal	Goal Met	Goal #	Goal Met		Goal Met											
		2020	# 1	# 1	% 100.0	# 0	0.0	0.0	0.0	# 0	0.0	0.0												
01	Senior Managers	2023	1	1	100.0		0,0	0.0	0.0		0.0	0.0		_										
	Middle & Other	2020	12	3	25.0	0	0.0	0.0	0.0	0	0.0	0.0												
J2 N	Managers	2023	12	3	25.0	_		39.4	63.5			39.4	63.5											
03 E	Professionals	2020	105 105	21	20.0	0	0.0	0.0 17.8	0.0	0	0.0	0.0 17.9		_										
	Semi-Professionals &	2023	103	21	9.1	0	0.0	0.0	0.0	0	0.0	0.0												
1 ()/1 [Technicians	2023	11	1	9.1			31.7	28.7	Ů		31.7												
05 5	Supervisors	2020	1	0		l	0.0	0.0	0.0	0	0.0	0.0		_										
		2023	1	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
1 ()() 1	Supervisors: Crafts & Frades	2020	1	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0	_										
		2023	L .	V .	0.0			0.0	0.0			1 0.0	0.0											

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													- Wome Canada											
											[Date	e: 2020-	02-20]											
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
7	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	**************************************	K x G ÷ 100		Part 2: Flow Data Analysis	Part 2: Flow	***************************************	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	
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For	ployment Equity					orce Ana orkforce	alysis					Hires					Data Ai			1	T			
Oc	upational Group	Year	AHE		**	Wom	ien			1071			omen		ANE			omen		AHF	Ter	minatio W	omen .	
(E)	COG)	#	All Employees	Represe	entation %	Availal	oility #	Gap #	EE Result	All Employees	Ac	tual %	Expected #	Differenc	All Employees	Act	ual %	Expected #	Difference	All Employees	Actu	al %	Expected #	Difference #
07	Administrative &	2017	4	0	0.0	77.2	3	-3	0.0	,			,			"		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						
00	Senior Clerical Skilled Sales &	2020 2017	14	5 0		76.8 0.0	11	-6 0	46.5 0.0	8	4	50.0	6		-2 3	1	33.3	0	1	4	0	0.0	0	0
08	Service Personnel	2020	2	0	0.0	27.9	1	-1		0	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017 2020	11	0 1	0.0 9.1	0.0	0	1	0.0 432.9	2	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017 2020	15 11	3 2		65.8 65.7	10	-7 -5		Q	2	25.0	5		_3 0	0	0.0	0	0	5	1	20.0	1	
11	Intermediate Sales &	2017	2	2	100.0	61.8	1	1	161.8	0			,		-5 0	0		U	0	,	1			
12	Service Personnel Semi-Skilled Manual	2020 2017	35	0 8		0.0 14.6	5	3	0.0 156.6	0	0	0.0	0		0 0	0	0.0	0	0	2	2	100.0	2	0
12	Workers	2020	8	3	37.5	11.8	1	2	317.8	6	1	16.7	1		0 0	0	0.0	0	0	2	1	50.0	0	1
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 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											
			1	<u> </u>	J	1	Ţ	↓	1	<u> </u>	1	1	↓											
E	ployment Equity			Entrai			Short-te	rm Goals		oals	Long-ter	m Goals												
Oc	upational Group	Year		Wor			Wo	men			Wor							C	ommen	ts				
(EI	COG)		All Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
07	Administrative &	2020	# 11	# 5	% 45.5	2	% 250.0	% 100.0	% 45.5	# 0	0.0	0.0	0.0											
-	Senior Clerical Skilled Sales &	2023 2020	11	5 0		0	0.0	50.0	90.9	0	0,0	50.0 0.0	90.9											
08	Service Personnel	2023	0	0	0.0	Š		27.9	0.0			27.9	0.0											
09	Skilled Crafts & Trades Workers	2020 2023	2	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0											
10	Clerical Personnel	2020 2023	8	2 2		1	200.0	50.0 50.0		0	0.0	0.0 50.0	0.0 50.0											
11	Intermediate Sales &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
12	Service Personnel Semi-Skilled Manual	2023 2020	6	0	0.0 16.7	0	0.0	0.0		0	0.0	0.0	0.0											
12	Workers	2023	6	1	16.7			0.0				0.0	0.0											

									Fede	ral Contr	ractors l	Prograi	m Achie	vement	Report									
										I	Part 4: I	Results	- Wome	n										
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Data	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	ployment Equity upational Group	Year			W	orkforce Woo						Hires	/omen			P	romotio	ns /omen			Te	minatio	omen	
	og)		All Employees	Represen	tation	Availa		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Acti		Expected	Difference
		#	#	Ħ	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
13	Other Sales & Service Personnel	e 2017 2020	0	0	0.0	0.0	0	0	0.0		0	0.0		0		0	0.0				0	0.0	0	0
		2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	U	0
14	Other Manual Work	2020	2	1	50.0	9.9	0	1	505.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tota	1	2017	217	48	22.1	23.2	50	-2	95.3			20.5						10			20		10	
		2020	278	52	18.7	25.6	71	-19	73.1	111	23	20.7	28	-5	47	11	23.4	10	1	83	20	24.1	18	2
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx100	Part 3: Goals	F ÷ M x 100											
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***************************************	ployment Equity	Year	F	low Data			Short-ter		S		Long-ter													
	upational Group OG)		All Employees	Wom Actu		Goal	Wor Percent of	men Goal	Percent of	Goal	Won Percent of	Goal	Percent of					(ommen	ts				
		н	ш	Actu	ai %	Goai	Goal Met	Goai %	Goal Met	Goai #	Goal Met	Goai %	Goal Met											
4.5	Other Sales & Service	"	0	0	0.0	7 0	0.0	0.0	0.0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.0	0.0	0.0											
1 1 1 1	Personnel	2023	0	0	0.0			0.0	0.0			0.0	0.0											
14	Other Manual Work	2020	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
		2023	0	0	0.0			0.0	0.0			0.0	0.0											

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7	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	ş	K x G ÷ 100		Part 2: Flow Data Analysis	Part 2: Flow		P x F ÷ 100	Q - S		Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Em	ployment Equity			1		orce Ana	ılysis										Data Aı	•		ı	T	. ,.		
Occ	upational Group	Year			···	orkforce Aboriginal	Peoples			40 m - 1		Hires Aborig	inal Peoples				romotioi Aborigi	nal Peoples			1 61	minatio	nal Peoples	
(EI	OG)		All Employees	Represer		Availal	oility #	Gap #	EE Result	All Employees	Ac	tual	Expected #	Difference	All Employee	S Ac		Expected	Difference	All Employees	Actu		Expected #	Difference
01	Senior Managers	# 2017 2020	2	0	% 0.0 0.0	% 2.9 3.2	0	0	0.0	# 1	0	0.0	#	Ŧ	0 () 0	0.0	# 0	#	7	7 0	0.0	0	0
02	Middle & Other	2017	19	2	10.5	2.2	0	2	478.5		v		0			, ,			0	0			0	0
03	Managers Professionals	2020	23 128	2	1.6	2.7 0.8	1	-1	195.3	7	0	0.0	0		5	5 0		1	-1		1	7.7	1	0
0.4	Semi-Professionals &	2020 2017	128 2 1.6 0.8 1 1 195.3															51	0	0.0	1	-1		
04	Technicians	2020	0 162 3 1.9 1.0 2 1 185.2 68 2 2.9 1 1 37 1 2.7 1 0 7 11 0 0.0 1.3 0 0 0.0 0														5	0	0.0	0	0			
05	Supervisors	2017 2020	2	0	0.0 0.0	2.7 3.2	0	0	0.0	0	0	0.0	0		0 1	1 0	0.0	0	0	1	0	0.0	0	0
06	Supervisors: Crafts & Trades	2017 2020	0 5	0	0.0	0.0 3.2	0	0	0.0	1	0	0.0	0		0 (0	0.0	0	0	0	0	0.0	0	0
Data	sources:		Data Analysis	Part 2: Flow Data I Analysis	E÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals		Goals	F ÷ M x 100											
			↓ Nove	↓ Entran	<u> </u>	<u> </u>				↓ oals														
Em	ployment Equity			ow Data	its	Ç	Short-te	rm Goals			Long-ter	m Goals												
Occ	upational Group	Year	All Employees	Aboriginal	Peoples	- 1		al Peoples	I		Aborigina							(ommen	ts				
(EI	(OG)			Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
01	Senior Managers	2020	# 1	0	0.0	0	0.0	0.0	0.0	# 0	0.0	0.0	0.0											
	Middle & Other	2023 2020	1 12	0	0.0	0	0.0	0.0	 	0	0.0	0.0												
02	Managers	2023 2020	12 105	0	0.0 2.9	0	0.0	2.7 0.0	0.0	0	0.0	2.7	0.0											
03	Professionals	2023	105	3	2.9			0.0	0.0	U		0.0	0.0											
04	Semi-Professionals & Technicians	2020 2023	11 11	0	0.0	0	0.0	0.0		0	0.0	0.0												
05	Supervisors	2020 2023	1	0	0.0	0	0.0	0.0		0	0.0	0.0												
06	Supervisors: Crafts & Trades	2020 2023	1	0	0.0	0	0.0	0.0		0	0.0	0.0												

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											Date	2020-	02-20]												
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Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
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Em	ployment Equity					orce An	alysis					***					Data A	•		r					
***********	upational Group	Year			·	orkforce Aborigina	l Peoples					Hires Aborigi	nal Peoples				romotio Aborigi	ns inal Peoples			1 er	minatio Aborigi	ns nal Peoples		
(EI	OG)		All Employees	Represe	ntation	Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	S Act		Expected	Difference	All Employees	Actu		Expected	Difference	
	Administrative 0	# 2017	#	# 0	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	
07	Administrative & Senior Clerical	2017	14	0	0.0	3.2	0	0	0.0	8	0	0.0	0		0 3	3 0	0.0	0	0	4	0	0.0	0	0	
08	Skilled Sales &	2017	0	0	0.0	0.0	0	0	0.0																
-	Service Personnel Skilled Crafts &	2020 2017	2	0	0.0	1.2 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	Trades Workers	2020	11	0	0.0	2.4	0	0	0.0	2	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0	
10	Clerical Personnel	2017	15		0.0	2.8	0	0	0.0			0 0.0 0 0 0 0 0 0 0 0 0 0 0													
-	Intermediate Sales &	2020 2017	11	0	0.0	3.5	0	0	0.0	8	0	0.0	0		0 0	0	0.0	0	0	5	0	0.0	0	0	
11	Service Personnel	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0		0 0	0	0.0	0	0	2	0	0.0	0	0	
12	Semi-Skilled Manual Workers	2017 2020	35	0	0.0	3.3	1	-1	0.0	6	0	0.0	0		0	0	0.0	0	0	2	0	0.0	0		
L	WOIRCIS	2020	0	0	0.0	3./	U		0.0	0	0	0.0			<u> </u>	<u> </u>	0.0	0	0		0	0.0	U	<u> </u>	
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals		Goals	F÷M x 100												
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				Entrai	its		Chout to	rm Goals		oals	Long-ter	m Coole													
2000000	ployment Equity upational Group	Year	r	Aborigina	l Peoples			al Peoples	,		Aborigina							C	Commen	ts					
**********	og)		All Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
		#	Ħ	#	%	#	%	%	%	#	%	%	%												
07	Administrative & Senior Clerical	2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
-	Skilled Sales &	2023 2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
08	Service Personnel	2023	0	0	0.0			0.0				0.0	0.0												
09	Skilled Crafts & Trades Workers	2020 2023	2	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0												
10	Clerical Personnel	2023 2020 2023	8	0	0.0	0	0.0		0.0	0	0.0	0.0	0.0												
11	Intermediate Sales &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
H	Service Personnel Semi-Skilled Manual	2023 2020	0	0	0.0	1	0.0	0.0 10.0		0	0.0	0.0	0.0												
12	Workers	2023	6	0	0.0	1	0.0	0.0		U	0.0	0.0													

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Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis		÷ U x 100	U x F ÷ 100	V - X
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				1	Workfo	orce An	alysis									Flow I	Data A	nalysis						
Employment Equit Occupational Grou		Year			W	orkforce						Hires				Pr	omotio					inatio		
(EEOG)	P		All Employees	Represer	ntation	Aborigin Avail	al Peoples ability	Gap	EE Result	All Employee	Act		nal Peoples Expected	Difference	All Employees	Acti		Expected	Difference	All Employees	Actual	Aborigin	al Peoples Expected	Difference
	F	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Ser	_	2017	0	0	0.0	0.0		0	0.0															
Personnel		2020 2017	0	0	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 Wo	rkers	2017	2	0	0.0	4.8		0	0.0	(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2017	217	4	1.8	1.6		1	115.2					_					_					
Total		2020	278	3	1.1	1.6	4	-1	67.4	111	. 2	1.8	2	0	47	1	2.1	1	0	83	1	1.2	2	-1
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
			1	1	1	1	1	1	Ţ	↓	↓	1	. ↓											
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Employment Equit		Year	FI	ow Data Aboriginal	ъ .		Short-ter Aborigin				Long-teri							_	_					
Occupational Grou (EEOG)	р		All Employees	Adoriginal		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					(Commen	ts				
	F	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Ser		2020	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0												
Personnel		2023	0	0	0.0		0.0	0.0	0.0		0.0	0.0												
14 Other Manual Wo	rkers	2020 2023	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Total		2020	158	3	1.9	1	300.0	0.0	0.0	(0.0	0.0												
Total		2023	158	3	1.9			0.0	0.0			0.0	0.0											

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									l	Part 6: R	esults -	Person	s with I	Disabiliti	es									
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A	В	С	D	Е	F	G	Н	Ī	J	K	L	M	N	О	P	0	R	S	Т	U	V	W	X	Y
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Data sour	ces:		Workforce Analysis	Workforce	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	D-4-	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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(EEO	G)		All Employees	Representa	ation	Availa	ibility	Gap	EE Result	All Employees	Ac	-	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Actua	ı	Expected [Difference
01	# # # % % # # % # # % # 2017 21 0 0.0 4.3 1 -1 0.0														#	#	%	#	#	#	#	%	#	#
& Ma	magers 2017 21 0 0.0 4.3 1 -1 0.0 2 2020 25 0 0.0 5.0 1 -1 0.0 8 0 0.0 0																0.0	0	0	12	0	0.0	0	
02	2020 25 0 0.0 5.0 1 -1 0.0 8 0 0.0 0															0	0.0	0	0	13	0	0.0		
03 Professionals 2017 128 3 2.3 3.8 5 -2 61.7															51	2	3.9	1	1					
1 04 1	03 Professionals 2020 162 3 1.9 8.9 14 -11 20.8 68 3 4.4 6 -3 37 1 2.7 1 0 51 2 3.9 1																							
	pervisors	2017	1	0	0.0	13.9	0	0	0.0							Ů								
	pervisors: Crafts &	2020 2017	2	0	0.0	27.5 0.0	1	-1 0	0.0		0	0.0	0	C	1	0	0.0	0	0	1	0	0.0	0	0
	ades	2020	5	0	0.0	10.1	1	-1	0.0		0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
				Part 2: Flow																				
Data sour	ces:		Part 2: Flow Data Analysis		- D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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				Entrant	S					oals	_													
	yment Equity	Year	F	low Data Persons w			Short-ter Persons with	rm Goals			Long-ter Persons with							•	4	4				
(EEO	ational Group G)		All Employees	Disabiliti			Percent of		Percent of		Percent of		Percent of					•	Commen	LS .				
		#	¥	Actual	%	Goal #	Goal Met	Goal	Goal Met	Goal #	Goal Met	Goal	Goal Met											
01		2020	13	0	0.0	1	0.0	25.0	0.0		0.0	0.00	0.0											
8 Ma	anagers	2023	13	0	0.0			5.0	0.0			5.00	0.0											
03 Pro	ofessionals	2020	105	4	3.8	2	200.0	7.0	54.4	0	0.0	0.00												
O4 Se	mi-Professionals &	2023 2020	105 11	4 0	3.8 0.0	0	0.0	8.9 0.0	42.8 0.0		0.0	8.90 0.00	42.8 0.0											
04 Te	chnicians	2023	11	0	0.0		0.0	7.6	0.0		0.0	7.60	0.0											
05 Su	pervisors	2020 2023	1	0	0.0	0	0.0	0.0 27.5	0.0	0	0.0	0.00 27.50	0.0											
1 06 1	pervisors: Crafts &	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0											
Ir	ades	2023	1	0	0.0			10.1	0.0			10.10	0.0											

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Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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*********	ployment Equity cupational Group	Year				orkforce Persons with						Hires Persons w	ith Disabilitie			P	romotion Persons wi	18 th Disabilitie:				minatio	ns th Disabilitie	
	EOG)		All Employees	Represe		Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	- All Employee	S Act		Expected	Difference	All Employees	Actu		Expected	Difference
	1	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative & Senior Clerical	2017 2020	14	0	0.0	3.4 10.0	0	0 -1	0.0	8	0	0.0	1	_	1 3	3 0	0.0	0	0	4	0	0.0	0	0
08	Skilled Sales &	2017	0	0	0.0	3.5	0	0	0.0			0.0	1			,	0.0	0		<u> </u>		0.0		
08	Service Personnel	2020	2	0	0.0	8.0	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	2017 2020	0	0	0.0	0.0 7.8	0	0 1	0.0	2	0	0.0	0) (0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	15		6.7	7.0	1	0	95.2			0.0		· ·		1	0.0	0				0.0		Ů
10		2020	11	0	0.0	9.3	1	-1	0.0	8	0	0.0	1	-	1 (0	0.0	0	0	5	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017 2020	2	0	0.0	5.6 0.0	0	0	0.0	0	0	0.0	0) () 0	0.0	0	0	2	0	0.0	0	0
12	Semi-Skilled Manual	2017	35		5.7	4.8	2	0	119.0			0.0		,			0.0	0				0.0		Ů
12	Workers	2020	8	0	0.0	10.3	1	-1	0.0	6	0	0.0	1	-	1 (0	0.0	0	0	2	1	50.0	0	1
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F÷M x 100											
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				Entrar	ıts					oals														
	ployment Equity	Year	F	ow Data Person	s with		Short-ter Persons with				Long-ter Persons with							,	,					
2000000	cupational Group EOG)		All Employees	Disabi			Percent of		Percent of		Percent of		Percent of					Ĺ	Commen	TS .				
ì	,			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Administrative &	2020	# 11	# 0	0.0	# 0	% 0.0	% 0.0	%	# 0	0.0	0.0	0.0											
07	Senior Clerical	2023	11	0	0.0	J	0.0	10.0	0.0	Ü	0.0	10.0	0.0											
08	Skilled Sales & Service Personnel	2020 2023	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Skilled Crafts &	2023	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
09	Trades Workers	2023	2	0	0.0			7.8	0.0			7.8	0.0											
10	Clerical Personnel	2020 2023	8 8	0	0.0	0	0.0	0.0 9.3	0.0	0	0.0	0.0 9.3												
11	Intermediate Sales &	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Service Personnel Semi-Skilled Manual	2023 2020	0	0	0.0	1	0.0	0.0 10.0	0.0	0	0.0	0.0												
12	Workers	2023	6	0	0.0	1		10.3		V		10.3	I											

									Fede	ral Contr	actors	Prograi	m Achie	vement	Report									
										Part 6: R	esults -	Person	s with I	Disabiliti	ies									
										EMS	S Techn	ologies	Canada	a Ltd										
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											[Date	. 2020-	02-201											
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data so	urces:		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		0 P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	loyment Equity	Year				orkforce	•					Hires					romotic	•			Te	rminatio	ns	
	pational Group	. cai	All Employees			Persons wit	h Disabilities			All Employees		Persons w	ith Disabilitie	s	All Employees		Persons v	vith Disabilitie	·s	All Employees		Persons wi	h Disabilitie	i
(EEC	JG)		Lucinpayees	Represe		Avail	ability	Gap	EE Result		Ac	tual	Expected	Difference	in Employees	Ac	tual :	Expected	Difference		Act		Expected	Difference
I	Other Sales & Service	# 2017	#	# 0	0.0	%	#	#	0.0	#	#	%	Ħ	#	#	#	%	#	#	#	#	%	#	#
	Personnel	2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0) 0	0	0.0		0		0	0.0	0	0
		2017	0	0	0.0	0.0		0	0.0	, ,	, ·	0.0	Ť		, ,	Ť		1			Ĭ	0.0		
14 (Other Manual Workers	2020	2	0	0.0	6.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	C	0	0.0	0	0
Total		2017	217	6	2.8	4.3	·	-3	64.3															
		2020	278	3	1.1	8.6	24	-21	12.5	111	3	2.7	10	-7	7 47	1	2.1	1 1	0	83	3	3.6	2	1
Data so	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F ÷ M x 100											
			, ↓	1	↓	1	1	1	1	↓	↓	\	1											
			New	Entrai	ıts				G	oals														
Emp	loyment Equity	Van	F	ow Data			Short-ter	m Goals	3		Long-ter	m Goals												
	pational Group	Year	All Employees	Person Disab			Persons with	Disabilities			Persons with	Disabilities						(Commen	ts				
(EEC	OG)		An Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
1 13 1	Other Sales & Service	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
F	Personnel	2023	0	0	0.0		0.5	0.0	0.0	-		0.0												
14	Other Manual Workers	2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
		2023	158	4	2.5	4	100.0	0.0		0	0,0	0.0												
Total		2023	158	4	2.5	7	100.0	0.0			3.0	0.0												

										al Contr		-			-									
									ı aı				Canada		rities									
											[Date	: 2020-	02-20]											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	О	R	S	Т	U	V	w	X	Y
**************************************	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		Part 2: Flow Data Analysis	Part 2: Flow	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Em	ployment Equity					orce Ana	ılysis					111			Т		Data A			T	т.			
Occ	upational Group	Year			···	orkforce Visible M	norities					Hires Visible	Minorities				romotio Visible	Minorities			1 ei	minatio Visible	Minorities	
(EF	OG)		All Employees	Represer		Availa	·	Gap	EE Result	All Employees		tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Actu		Expected	Difference
01	Senior Managers	2017	2	# 0	0.0	10.1	# 0	# 0	0.0	#	#	9/0	#	#	#	#	%	#	#	#	#	%	#	¥
	Middle & Other	2020 2017	19	0	10.5	11.5 15.0	3	-1	70.2	1	0	0.0	C	0	0	0.0	0	0	0	0	0.0	0	0	
02	Managers	2020 2017	23	3	13.0	17.6	4			7	2	1	5	1	20.0	1	0	13	2	15.4	1	1		
03	Professionals	2017	128 34 26.6 25.0 32 2 106.3 0 <td>51</td> <td>12</td> <td>23.5</td> <td>14</td> <td>-2</td>															51	12	23.5	14	-2		
04	Semi-Professionals & Technicians	2017 2020																40.0	1	1				
05	Supervisors	2017	11 3 27.3 33.3 4 -1 81.9 36 4 11.1 41.6 15 -11 26.7 10 3 30.0 4 -1 1 0 0.0 0 0 0 5 1 0 0.0 14.7 0 0 0 0 0 0 0 0																1	1				
	Supervisors: Crafts &	2020 2017	2	0	0.0	16.2	0	0	0.0	0	0	0.0	0	C	1	. 0	0.0	0	0	1	0	0.0	0	0
06	Trades	2020	5	0	0.0	18.4	1	-1	0.0	1	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
Data	sources:		Data Analysis	Part 2: Flow Data Analysis	Ξ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100	Part 3: Goals		Part 3: Goals	F÷M x 100											
			<u> </u>	<u> </u>	<u> </u>	 ↓		↓		\														
r				Entran	its		Short-ter	rm Goals		oals	Long-ter	m Goals												
	ployment Equity upational Group	Year		Visible Mi	inorities		Visible N		,		Visible M							(ommen	ts				
(EF	OG)		All Employees	Actu	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		# 2020	# 1	# 0	0.0	# 0	0.0	% 0.0	% 0.0	# 0	% 0.0	% 0.0	0.0											
01	Senior Managers	2023	1	0	0.0	7		0.0	0.0	Ü		0.0	0.0											
02	Middle & Other Managers	2020 2023	12 12	3	25.0 25.0	1	300.0	25.0 17.6	100.0 142.0	0	0.0	0.0 17.6	0.0 142.0											
03	Professionals	2020	105	23	21.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
04	Semi-Professionals &	2023 2020	105 11	23 3	21.9	1	300.0	31.8 50.0		0	0.0	31.8 0.0												
04	Technicians	2023	11	3	27.3			41.6		^		41.6												
05	Supervisors	2020 2023	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
06	Supervisors: Crafts & Trades	2020 2023	1	0	0.0	0	0.0	0.0 18.4	0.0	0	0.0	0.0 18.4	0.0			-								

									Feder	al Contr	actors	Progra	m Achie	evement	Report									
									Par	t 7: Resu	ılts - M	embers	of Visil	ole Mino	rities									
										EMS	S Techr	ologies	Canad	a Ltd										
											[Date	e: 2020-	-02-20]											
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A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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						orce An											Data Aı	•						
	ployment Equity upational Group	Year		1	N	orkforce/						Hires				P	romotion				Te	rminatio		
	upational Group OG)		All Employees	Represe		Visible M		Gap	EE Result	All Employees		Visible tual	Minorities Expected	Difference	All Employees	Ac		Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference
`	,	#	#	#	**************************************	%	##	Gap #	E.E. Resuit	#	#		Expected #	##	#	#	- %	Expected #	##	#	#	uai %	Expected #	##
	Administrative &	2017	4	0	0.0	12.2	0	0	0.0	,							*					.,		,,
07	Senior Clerical	2020	14	0		14.1	2	-2	0.0	8	0	0.0	1	-	1 3	0	0.0	0	0	4	0	0.0	0	0
08	Skilled Sales &	2017	0			0.0	0	0	0.0															
-	Service Personnel	2020	2	0		22.8	0	0	0.0	0	0	0.0	()	0 0	0	0.0	0	0	0	0	0.0	0	0
	Skilled Crafts & Trades Workers	2017 2020	11	0 2		0.0 13.8	0	0	0.0	2	1	50.0			1 0	0	0.0	0	0		0	0.0	0	
\vdash		2020	15			14.7	2	0	90.7		1	30.0		1	1 0	1 0	0.0	0	0	0	0	0.0	0	
10	Clerical Personnel	2020	11		9.1	18.2	2	-1	50.0	8	1	12.5	1		0 0	0	0.0	0	0	5	0	0.0	1	-1
11	Intermediate Sales &	2017	2	0	0.0	22.0	0	0	0.0															
11	Service Personnel	2020	0	0		0.0	0	0	0.0	0	0	0.0	()	0 0	0	0.0	0	0	2	0	0.0	0	0
	Semi-Skilled Manual Workers	2017	35	22		19.9 20.4	7	15	315.9 306.4	6	5	83.3	l .		4 0	0	0.0	0	0) 2	1	50.0	1	
Ш	WOIKCIS	2020	0	J	02.3	20.4			300.4	0	1 3	65.5	<u>'</u>		4 0	1 0	0.0	U	0	<u> </u>	1	30.0	1	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F ÷ M x 100											
3,,,,,,,,,,			Ţ	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ų	Ţ	Ţ	1											
			Nev	v Entrai	nts				G	oals														
Em	ployment Equity	Year	F	low Data				rm Goals	i	Long-term Goals]											
	upational Group		All Employees	Visible M			Visible N Percent of	linorities	Percent of		Visible M Percent of	T	Percent of	-				(Commen	ts				
(EE	OG)			Act	tual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2020	11			0	0.0	0.0	0.0	0	0.0	0.0												
	Skilled Sales &	2023 2020	11	0		0	0.0	14.1 0.0	0.0	0	0.0	14.1 0.0												
08	Service Personnel	2020	0	0			0.0	0.0	0.0	U	0.0	0.0		-										
00	Skilled Crafts &	2020	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0												
09	Trades Workers	2023	2	1	50.0			0.0	0.0			0.0												
10	Clerical Personnel	2020	8	1		0	0.0	0.0	0.0	0	0.0	0.0		-										
\vdash	Intermediate Selec 9-	2023 2020	8	0	12.5 0.0	0	0.0	18.2 0.0	68.7 0.0	0	0.0	18.2												
11	Intermediate Sales & Service Personnel	2020	0			0	0.0	0.0	0.0	0	0.0	0.0		_										
	Semi-Skilled Manual	2020	6	_		0	0.0	0.0	0.0	0	0.0	0.0												
- 1 12 1	Workers	2023	6	5				0.0	0.0			0.0												

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								Par	t 7: Rest					rities									
									EM	S Techn			a Ltd										
										Date	: 2020-	02-20]											
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
				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 Q ÷ P x 100 P x F ÷ 100 Q - S											
-																							
	Workforce Analysis Flow Data Analysis																						
Employment Equity Occupational Group	Year			W	orkforce					T	Hires	Minorities			Pı	omotio	Minorities			Ter	minatio	ns Minorities	
(EEOG)		All Employees	Represen	tation	Visible M Availe		Gap	EE Result	All Employee:	Act		Expected	Difference	All Employees	Acti		Expected	Difference	All Employees	Actus		Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2017	0	0	0.0	0.0		0	0.0															
Personnel	2020	0	0	0.0	0.0		0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2020	2	0	0.0	13.4	0	0	0.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2017	217	63	29.0	22.6	8	14	128.5															
Total	2020	278	37	13.3	28.7	80	-43	46.4	111	29	26.1	32	-3	47	7	14.9	14	-7	83	17	20.5	24	-7
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
	ı	,	↓	\	\	↓	1	↓	↓	↓	1	↓	ı										
			Entran	ts					oals														
Employment Equity	Year	F	ow Data Visible Mi	norition		Short-ter	rm Goals Imorities			Long-teri													
Occupational Group (EEOG)		All Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Commen	IS .				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Personnel	2023	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
14 Other Manual Workers	2020	0	0	0.0	U	0.0	0.0	0.0		0.0	0.0	0.0											
Total	2020	158	36	22.8	2	1800.0	0.0	0.0	C	0.0	0.0	0.0											
101111	2023	158	36	22.8			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts EMS Technologies Canada Ltd [Date: 2020-02-20]

Efforts

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

Requi	ired	meas	ures:

V	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.
\checkmark	Adjusted survey results to reflect hires, promotions and terminations.
\checkmark	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).
\checkmark	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
\checkmark	Ensured that any new gaps identified are addressed accordingly.
V	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.
V	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
\checkmark	
	Ensured ongoing senior-level support for employment equity and its implementation.
	Ensured ongoing senior-level support for employment equity and its implementation. Established accountability mechanisms to ensure that the short-term goals would be met.
□	
	Established accountability mechanisms to ensure that the short-term goals would be met.
V	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

Undertook initiatives to increase representation where gaps in representation were found. Did all that might reasonably be expected to increase representation, taking into account resource and constraints. Other (please describe): Deerational Context ease check the appropriate boxes and provide a brief overview of the events that have influenced your ganization's activities during the period between the first/previous and subsequent/current compliance sessment. 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).		Put in place a strategy to ensure a barrier-free workplace.										
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Please p	provide any additional information (optional):									

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: EMS Technologies Canada Ltd.

Primary Location: Ottawa, Ontario

Number of Employees: 278

National Capital region (Ottawa + Gatineau) - 278

Organization Overview:

NAICS # 3342 (Communications Equipment Manufacturing)

Ems Technologies Canada Ltd's line of business includes the manufacturing of electronic components such as antennas, switches, and waveguides. EMS Technologies provides manufacturing solution using program management, mechanical and electronic design support, quality control, and supply chain agility.

Key Dates – First Year Assessment

Initiated: 2017-03-22 extension granted: 2017-10-31

Received: 2017-12-18 Closed: 2018-02-09

Workforce

Analysis: 2017-12-01

Key Dates – Subsequent Assessment

Initiated: 2020-03-22 Received: 2020-03-30

Workforce

Analysis: 2020-03-09

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:

 \boxtimes Yes \square No

Comments:

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

	\ / · · ·	N I
IXI	Yes	NΩ

Comments:

The period reported on the Achievement report is 2017-11-17 to 2020-03-09.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, goals were set in both numbers and percentage format. As per the procedure for the purpose of this assessment only percentage (%) format is being used. Progress has been assessed as per the goals set.

Women

07	Admin. & Senior Clerical Personnel	Goal not met (achieved 45.5%)
10	Clerical Personnel	Goal not met (achieved 50.0%)

Assessment/Observations

- EEOG 07 Out of eleven new entrants, five were from this designated group. The market availability is 77.2 %. The company had set a goal of hiring / promoting 100%. Out of this goal, they were able to achieve 45.5% of the goal set and thus did not meet the goal.
- EEOG 10 Out of eight new entrants, two were from this designated group. The market availability is 65.8 %. The company had set a goal of hiring / promoting 50.0%. Out of this goal, they were able to achieve 50.0% of the goal set and thus did not meet the goal.

Aboriginal Peoples

12 Semi-Skilled Manual Workers Goal not met (achieved 0.0%)

Assessment/Observations

EEOG 12 – Out of six new entrants, none were from this designated group. The market availability is 3.3 %. The company had set a goal of hiring / promoting 10.0%. Out of this goal, they achieve 0.0% of the goal set since no new entrants was from this designated group and thus did not meet the goal.

Persons with Disabilities

01/02	Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 54.4%)
04	Semi-Professionals & Technicians	Goal not set

Assessment/Observations



- EEOG 01 & 02 Out of thirteen new entrants, none were from this designated group. The market availability is 4.3 %. The company had set a goal of hiring / promoting 25.0%. Out of this goal, they achieve 0.0% of the goal set since no new entrants was from this designated group and thus did not meet the goal.
- EEOG 03 Out of one hundred and five new entrants, four were from this designated group. The market availability is 3.8 %. The company had set a goal of hiring / promoting 7.0%. Out of this goal, they were able to achieve 54.4% of the goal set and thus did not meet the goal.
- EEOG 04 Out of eleven new entrants, none were from this designated group. The market availability is 4.6 %. The company did not set any goal in the previous assessment which was accepted at the time. Thus cannot access any progress.

Members of Visible Minorities

02	Middle & Other Managers	Goal met (achieved 100.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 54.5%)

Assessment/Observations

- EEOG 02 Out of twelve new entrants, three were from this designated group. The market availability is 15.0 %. The company had set a goal of hiring / promoting 25.0%. Out of this goal, they were able to achieve 100.0% of the goal set and thus me the goal.
- EEOG 04 Out of eleven new entrants, three were from this designated group. The market availability is 33.3 %. The company had set a goal of hiring / promoting 50.0%. Out of this goal, they were able to achieve 54.5% of the goal set and thus did not meet the goal.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2017-11-17 to 2020-03-09. During their initial assessment, the organization had set 7 short-term goals and one goal was met above 80%, while no goals were set for one. There was some progress made towards reducing the gaps in 4 of the goals set.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set as per the labour market availability.

Women

	Workforce Analysis Results		Go	als			
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- Long- term term (1 to 3 (3+		Representation	LMA	
			years)	years)			
#	Description	#	%	%	%	%	
02	Middle & Other Managers	-4	39.4	39.4	21.7	39.4	
03	Professionals	-2	17.8	17.8	16.7	17.8	
04	Semi-Professionals & Technicians	-6	31.7	31.7	13.9	31.7	
07	Admin. & Senior Clerical Personnel	-6	50.0	50.0	35.7	76.8	
08	Skilled Sales & Service Personnel	-1	27.9	27.9	0.0	27.9	
10	Clerical Personnel	-5	50.0	50.0	18.2	65.7	

Observations:

- Although availability is higher in EEOGs 07 & 10, goals were appropriately set at 50% so as not to encourage the occupational clustering of women in these occupations, and to ensure that they are inclusive of all genders.
- All short and long-term goals are set as per the labour market availability.

Aboriginal Peoples

Workforce Analysis Results			Goals			
			Short-	Long-	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)		term	term	Representation	LIVIA
			(1 to 3	(3 +		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.7	2.7	0.0	2.7

Observations:

Short and long-term goals are set as per the labour market availability.

Persons with Disabilities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
			years)	years)		
#	Description	#	%	%	%	%
01/ 02	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-11	8.9	8.9	1.9	8.9
04	Semi-Professionals & Technicians	-3	7.6	7.6	0.0	7.6
05	Supervisors	-1	27.5	27.5	0.0	27.5
06	Supervisors: Crafts & Trades	-1	10.1	10.1	0.0	10.1
07	Admin. & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
09	Skilled Crafts & Trades Workers	-1	7.8	7.8	0.0	7.8
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3
12	Semi-Skilled Manual Workers	-1	10.3	10.3	0.0	10.3

Observations:

• All short and long-term goals are set as per the labour market availability.

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	17.6	17.6	13.0	17.6
03	Professionals	-30	31.8	31.8	13.6	31.8
04	Semi-Professionals & Technicians	-11	41.6	41.6	11.1	41.6
06	Supervisors: Crafts & Trades	-1	18.4	18.4	0.0	18.4
07	Admin. & Senior Clerical Personnel	-2	14.1	14.1	0.0	14.1
10	Clerical Personnel	-1	18.2	18.2	9.1	18.2

Observations:

All short and long-term goals are set as per the labour market availability.

RECOMMENDATION

 \boxtimes in compliance \square 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:

EMS Technologies Canada Ltd has gaps in all designated groups; it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.

Name of Analyst: Neena Sharan

I recommend that the employer be found:

Date: May 27, 2020

From: Sharan, Neena N [NC] Sent: June 22, 2020 1:48 PM

To: 'deborah.van.damme@honeywell.com' <deborah.van.damme@honeywell.com>; 'Baillod, Christelle' <Christelle.Baillod@Honeywell.com>

Subject: Government of Canada Agreement Number: 10000448 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Deborah Van Damme:

I am writing to inform you that the subsequent compliance assessment initiated on March 22, 2020 has been completed. As a result of the assessment, EMS Technologies Canada Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

• EMS Technologies Canada Ltd has gaps in all designated groups; it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these 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 March 22, 2023. 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, EMS 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 underrepresented; 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 EMS 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

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



l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyer-nous <u>un courriel</u> pour vous joindre!

<u>A collaborative space for employers!</u> Join the online Workplace Equity, Diversity and Inclusion

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