

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization EMS TECHNOLOGIES CANADA LTD	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>
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	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 264 <input checked="" type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 400 Maple Grove Road	City Ottawa	Province ON	Postal Code K2V 1B8
Telephone Number 613-591-6040			

EMPLOYMENT EQUITY CONTACT			
Name (print) Christelle Bailod	Title HR Manager		
Telephone Number 613-863-5205	E-mail Address christelle.bailod@honeywell.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY		
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.		
Name (print) Deborah Van Damme	Title Finance Director	
Telephone Number 905-608-6033	E-mail Address deborah.van.damme@honeywell.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
<div style="background-color: #cccccc; width: 100%; height: 20px;"></div>		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 Federal Contractors Program (FCP).

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

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



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

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

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



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	1		1									
	Total	2	1	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 90,000 - \$94,999	4	1	1										
	3	1	1										
	2	8	6	2							2	1	1
	1	13	10	3							1	1	
	Total	23	18	5							3	2	1
Professionals Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	7	6	1									
	3	24	23	1	1	1					2	2	
	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 Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 40,000 - \$44,999	4	4	4								1	1	
	3	2	2										
	2	6	5	1									
	1	16	16								2	2	
	Total	28	27	1							3	3	



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	1		1									
	3												
	2												
	1	1	1										
	Total	2	1	1									
Supervisors: Crafts and Trades Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1									
	3	1	1										
	2												
	1	3	3										
	Total	5	4	1									
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	2	2										
	3	7	4	3									
	2	3	1	2									
	1	2	2										
	Total	14	9	5									
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 40,000 - \$44,999	4	3	3										
	3	6	5	1							1	1	
	2	1	1								1	1	
	1	1	1										
	Total	11	10	1							2	2	
Clerical Personnel Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 40,000 - \$44,999	4	4	4										
	3	1		1									
	2	1	1										
	1	5	4	1							1	1	
	Total	11	9	2							1	1	
Semi-Skilled Manual Workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2									
	3	1	1								1	1	
	2	3	2	1							3	2	1
	1	2	2								1	1	
	Total	8	5	3							5	4	1
Other Manual Workers Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 55,000 - \$59,999	4	1	1										
	3												
	2												
	1	1		1									
	Total	2	1	1									



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		268	220	48	3	2	1	3	3		36	30	6



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / National
Reporting Period 2017-11-17 to 2020-03-09

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$100,000 and over Bottom Range: \$ 85,000 - \$89,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
Total Number of Employees		2	2										



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Temporary / National
 Reporting Period 2017-11-17 to 2020-03-09

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



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2017-11-17 to 2020-03-09

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



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2017-11-17 to 2020-03-09

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 50,000 and over	2	2										
Total Number of Employees	2	2										



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Temporary / National
 Reporting Period 2017-11-17 to 2020-03-09

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 40,000 - \$49,999	8	4	4							1		1
Total Number of Employees	8	4	4							1		1



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2017-11-17 to 2020-03-09

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



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Temporary / National
Reporting Period 2017-11-17 to 2020-03-09

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



EMS Technologies Canada Ltd (certificate # 10000448)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2017-11-17 to 2020-03-09

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

EMS Technologies Canada Ltd (certificate # 10000448)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

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

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



Workforce Analysis - Detailed Report

Date: 2020-03-21

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	2	1	50.0 %	27.6 %	1	0	National
02 : Middle and Other Managers	National	23	5	21.7 %	39.4 %	9	-4	National
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	National
2132 : Mechanical engineers	National	3	0	0.0 %	9.5 %	0	0	National
2133 : Electrical and electronics engineers	National	9	0	0.0 %	10.7 %	1	-1	National
2141 : Industrial and manufacturing engineers	National	23	4	17.4 %	20.4 %	5	-1	National
2146 : Aerospace engineers	National	49	13	26.5 %	12.4 %	6	7	National
2148 : Other professional engineers, n.e.c.	National	37	3	8.1 %	19.9 %	7	-4	National
2173 : Software engineers and designers	National	29	1	3.4 %	16.0 %	5	-4	National
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 - 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 - Gatineau
08 : Skilled Sales and Service Personnel		2	0	0.0 %	27.9 %	1	-1	



Workplace Equity Information Management System - EMS Technologies Canada Ltd

Workforce Analysis - Detailed Report

Date: 2020-03-21

Women

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

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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
05 : 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
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
07 : 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 #	Aboriginal Peoples Representation		Aboriginal Peoples 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



Workplace Equity Information Management System - EMS Technologies Canada Ltd

Workforce Analysis - Detailed Report

Date: 2020-03-21

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	2	0	0.0 %	11.5 %	0	0	National
02 : Middle and Other Managers	National	23	3	13.0 %	17.6 %	4	-1	National
03 : Professionals		161	21	13.0 %	31.8 %	51	-30	
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	-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	-5	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	-9	National
2173 : Software engineers and designers	National	29	6	20.7 %	46.7 %	14	-8	National
04 : Semi-Professionals and Technicians		36	4	11.1 %	41.6 %	15	-11	
2232 : Mechanical engineering technologists and technicians	Ontario	8	1	12.5 %	26.2 %	2	-1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	6	1	16.7 %	37.0 %	2	-1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	2	0	0.0 %	30.6 %	1	-1	Ontario
2283 : Information systems testing technicians	Ontario	20	2	10.0 %	50.3 %	10	-8	Ontario
05 : Supervisors		2	0	0.0 %	16.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	16.2 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		5	0	0.0 %	18.4 %	1	-1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	3	0	0.0 %	12.0 %	0	0	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	1	0	0.0 %	22.9 %	0	0	Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	32.8 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		14	0	0.0 %	14.1 %	2	-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	0	



Workforce Analysis - Detailed Report

Date: 2020-03-21

Members of Visible Minorities

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



Workplace Equity Information Management System - EMS Technologies Canada Ltd

Workforce Analysis - Detailed Report

Date: 2020-03-21

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	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
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	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 - 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

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - EMS Technologies Canada Ltd

Workforce Analysis - Summary Report

Date: 2020-03-09

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2020-03-09

Members of Visible Minorities

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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - EMS Technologies Canada Ltd

Workforce Analysis - Summary Report

Date: 2020-03-09

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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

Total may not equal sum of components due to rounding.



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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2,017	11	17

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	09

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		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

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		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
Total		278	52	25.6

*** Source:**

2011 National Household Survey

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	11	17

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	09

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Aboriginal Peoples	
				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

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		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
		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
Total		278		3	1.6

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	11	17

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	09

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Members of Visible Minorities	
		#	#	Representation	Availability*
				#	%
01	Senior Managers	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	

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		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	
		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	
Total		278	37	28.7	

*** Source:**

2011 National Household Survey

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	11	17

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2020	03	09

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			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

*** Source:**

2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

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:**

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
EMS Technologies Canada Ltd
[Date: 2020-02-20]

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

End Date of Flow Data		
YYYY	MM	DD
2020	03	09

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
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Data from Form 6 - Employees Terminated
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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	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	0	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	0	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

Employment Equity Occupational Group (EEOG)	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	2	0	0
03 Professionals	37	8	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	47	11	0	0

Employment Equity Occupational Group (EEOG)	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	13	5	0	0
03 Professionals	51	9	0	0
04 Semi-Professionals & Technicians	5	1	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	1	0	0
11 Intermediate Sales & Service Personnel	2	2	0	0
12 Semi-Skilled Manual Workers	2	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	83	20	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
EMS Technologies Canada Ltd
[Date: 2020-02-20]

Start Date of Flow Data		
YYYY	MM	DD
2017	11	17

End 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

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	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	0
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

Table 6: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
5	0	0	0
37	1	0	0
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
0	0	0	0
0	0	0	0
47	1	0	0

Table 10: Aboriginal Peoples			
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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Start Date of Flow Data		
YYYY	MM	DD
2017	11	17

End 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

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)

	Table 3: Persons with Disabilities			
	Full-time / National		Part-time / National	
	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	0	0	0
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	3	0	0

	Table 7: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	37	1	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	47	1	0	0

	Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	13	0	0	0
03 Professionals	51	2	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	2	0	0	0
12 Semi-Skilled Manual Workers	2	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	83	3	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals								
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected			YYYY-MM-DD	Over 3 Years	Over 3 Years	From - To								
		2017-11-17	Annually	Over 3 Years	Annually	Over 3 Years	Over 3 Years	2017-11-17	Annually	Over 3 Years	2017	2020								
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	2	0.0%	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%	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%	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%	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%	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	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	4	51.8%	0.0%	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	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	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%	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%	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	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		217	8.6%	0.0%	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.

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

Table 2: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Aboriginal Peoples										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2017-11-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-11-17	Annually	Over 3 Years	#	2017	2020	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	2	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	19	6.6%	0.0%	0	61.9%	0	0	2	0.0%	0	-2	0	2.2%	2	2	10.5%	10.5%		
03	Professionals	128	8.2%	0.0%	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%	0.0%	0	21.3%	0	0	0	0.0%	0	0	0	1.3%	0	0	0.0%	0.0%		
05	Supervisors	1	26.0%	0.0%	0	66.7%	0	0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	4	51.8%	0.0%	0	44.4%	0	0	0	0.0%	0	0	0	3.2%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	15	-9.8%	0.0%	0	38.5%	0	0	0	0.0%	0	0	0	2.8%	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	2	-100.0%	0.0%	0	200.0%	0	0	0	0.0%	0	0	0	3.0%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	35	-38.9%	3.0%	3	9.3%	3.0%	3	6	3.0%	0	1	1	10.0%	3.3%	-1	0	0.0%	2.6%	
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		217	8.6%	0.0%	0	33.5%	0	0	4	0.0%	0	-1	0	1.6%	1	1	1.8%	1.8%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	1	10.0	0	0.0	No long-term goals were established
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		1		0		

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
		2017-11-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-11-17	Annually	Over 3 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	8.2%	4.0%	15	35.2%	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%	0	66.7%		0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	4	51.8%	0.0%	0	44.4%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		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%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	15	-9.8%	0.0%	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%	0	200.0%		0	0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	35	-38.9%	3.0%	3	9.3%		0	3	2	0.0%	0	0	0		4.8%	0	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		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		217	8.6%	0.0%	0	33.5%		0	0	6	0.0%	0	3	0		4.3%	-3	-3	2.8%	2.8%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	1	25.0	0	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		

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees																	Members of Visible Minorities				
		First/Previous Short-term Goals																	3 Year Goals				
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	YYYY-MM-DD	Annually		Over 3 Years	Annually	Over 3 Years	YYYY - YYYY		2017	2020					
		2017-11-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-11-17	Annually	Over 3 Years	Annually	Over 3 Years	2017	2020	%	%	%	%	%	%		
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%				
01	Senior Managers	2	0.0%	0.0%	0	0.0%		0	0	0	0.0%	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%	0	35.2%		0	0	34	0.0%	0	-2	0	25.0%	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%	0	66.7%		0	0	0	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	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
07	Administrative & Sr Clerical	4	51.8%	0.0%	0	44.4%		0	0	0	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	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	15	-9.8%	0.0%	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%	0	200.0%		0	0	0	0.0%	0	0	0		22.0%	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	35	-38.9%	0.0%	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	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!			
Total		217	8.6%	0.0%	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.

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	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		0		

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		Subsequent/Current Short-term Goals																			
		All Employees							Women												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To		YYYY - YYYY								
		2020-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-03-09	Annually	Over 3 Years	2020	2023	%	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	2	0.0%	20.0%	1	0.0%	0.0%	0	1	0.0%	0	0	0	0	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	39.4%	-4	-4	21.7%	24.0%			
03	Professionals	162	8.2%	2.0%	10	35.2%	10.0%	49	59	27	10.0%	8	12	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	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	5	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	9.0%	1	1	20.0%	20.0%		
07	Administrative & Sr Clerical	14	51.8%	0.0%	0	44.4%	5.0%	2	2	5	5.0%	1	7	50.0%	76.8%	-6	-6	35.7%	35.7%		
08	Skilled Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	27.9%	27.9%	-1	-1	0.0%	0.0%	
09	Skilled Crafts & Trades	11	0.0%	0.0%	0	0.0%	7.0%	2	2	1	7.0%	0	-1	0	2.1%	1	1	9.1%	9.1%		
10	Clerical Personnel	11	-9.8%	5.0%	2	38.5%	2.5%	1	3	2	2.5%	0	7	50.0%	65.7%	-5	-5	18.2%	30.8%		
11	Intermediate Sales & Service	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	8	-38.9%	0.0%	0	9.3%	5.0%	1	1	3	5.0%	0	-2	0	11.8%	2	2	37.5%	37.5%		
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	2	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	9.9%	1	1	50.0%	50.0%		
Total		278	8.6%	0.0%	0	33.5%		0	0	52	0.0%	0	19	0	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.

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	39.4		39.4 2020 no increase in headcount. Possible workforce deductions in 2020.
03	Professionals	17.8		17.9 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		

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples												
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		From - To		YYYY - YYYY									
	2020-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-03-09	Annually	Over 3 Years	2020	2023									
	#	%	%	#	%	%	#	#	%	#	#	%	%								
01 Senior Managers	2	0.0%	20.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	23	6.6%	3.0%	2	61.9%	1.0%	1	3	0	1.0%	0	1	0	0	2.7%	2.7%	-1	-1	0.0%	0.0%	
03 Professionals	162	8.2%	2.0%	10	35.2%	10.0%	49	59	3	10.0%	1	0	0	0	1.0%	1.0%	1	0	1.9%	1.2%	
04 Semi-Professionals & Tech	36	48.5%	3.0%	3	21.3%	3.0%	3	6	0	3.0%	0	1	0	0	1.3%	1.3%	0	-1	0.0%	0.0%	
05 Supervisors	2	26.0%	0.0%	0	66.7%	20.0%	1	1	0	20.0%	0	0	0	0	3.2%	3.2%	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	0	0	0	3.2%	3.2%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	14	51.8%	0.0%	0	44.4%	5.0%	2	2	0	5.0%	0	0	0	0	3.4%	3.4%	0	0	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	0	1.2%	1.2%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	11	0.0%	0.0%	0	0.0%	7.0%	2	2	0	7.0%	0	0	0	0	2.4%	2.4%	0	0	0.0%	0.0%	
10 Clerical Personnel	11	-9.8%	5.0%	2	38.5%	2.5%	1	3	0	2.5%	0	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	8	-38.9%	0.0%	0	9.3%	5.0%	1	1	0	5.0%	0	0	0	0	3.7%	3.7%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	4.8%	4.8%	0	0	0.0%	0.0%	
Total	278	8.6%	0.0%	0	33.5%		0	0	3	0.0%	0	1	0	0	1.6%	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.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	2.7	2.7	2020 no increase in headcount. Possible workforce deductions in 2020.
03 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		

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2020
	2020-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-03-09	Annually	Over 3 Years	2020	2023	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	25	3.3%	20.0%	15	31.0%	0.0%	0	15	0	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	48.5%	2.0%	2	21.3%	10.0%	11	13	0	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	0	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	0	20.0%	0	1	0	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	0	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	0	5.0%	0	0	0	8.0%	8.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	11	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	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	0	7.0%	0	1	0	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	0	2.5%	0	0	0	0.0%	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	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	6.8%	6.8%	0	0	0.0%	0.0%	
Total	278	8.6%	0.0%	0	33.5%	0.0%	0	0	3	0.0%	0	21	0	8.6%	8.6%	-21	-21	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.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		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		0.0	
09 Skilled Crafts & Trades		7.8		7.8	
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		10.3		10.3	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

EMS Technologies Canada Ltd

[Date: 2020-02-20]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To YYYY - YYYY						
		2020-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-03-09	Annually	Over 3 Years	Annually	Over 3 Years	2020	2023							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	2	0.0%	20.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0	11.5%	0	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	17.6%	17.6%	-1	0	13.0%	16.0%			
03	Professionals	162	8.2%	2.0%	10	35.2%	10.0%	49	59	22	10.0%	7	40	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	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	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	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	11	0.0%	0.0%	0	0.0%	7.0%	2	2	2	7.0%	0	0	0	13.8%	0	0	18.2%	18.2%			
10	Clerical Personnel	11	-9.8%	5.0%	2	38.5%	2.5%	1	3	1	2.5%	0	1	18.2%	18.2%	-1	0	9.1%	15.4%			
11	Intermediate Sales & Service	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	8	-38.9%	0.0%	0	9.3%	5.0%	1	1	5	5.0%	1	-2	0	20.4%	3	2	62.5%	50.0%			
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	13.4%	0	0	0.0%	0.0%			
Total		278	8.6%	0.0%	0	33.5%		0	0	37	0.0%	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.

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0			
02	Middle & Other Managers		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			

Federal Contractors Program Achievement Report

Part 4: Results - Women

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	#	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
01 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	0	1	0	0	0.0	0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2017	19	7	36.8	38.9	7	0	94.7																	
	2020	23	5	21.7	39.4	9	-4	55.2	7	1	14.3	3	-2	5	2	40.0	2	0	13	5	38.5	5	0		
03 Professionals	2017	128	21	16.4	16.1	21	0	101.9																	
	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		
04 Semi-Professionals & Technicians	2017	11	5	45.5	18.5	2	3	245.7																	
	2020	36	5	13.9	31.7	11	-6	43.8	10	1	10.0	3	-2	1	0	0.0	0	0	5	1	20.0	2	-1		
05 Supervisors	2017	1	1	100.0	50.7	1	0	197.2																	
	2020	2	1	50.0	51.8	1	0	96.5	0	0	0.0	0	0	1	0	0.0	1	-1	1	1	100.0	1	0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	5	1	20.0	9.0	0	1	222.2	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%		
01 Senior Managers	2020	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	1	100.0									
02 Middle & Other Managers	2020	12	3	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	12	3	25.0			39.4	63.5			39.4	63.5	
03 Professionals	2020	105	21	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	105	21	20.0			17.8	112.4			17.9	111.7	
04 Semi-Professionals & Technicians	2020	11	1	9.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	11	1	9.1			31.7	28.7			31.7	28.7	
05 Supervisors	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	%	#	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference
07 Administrative & Senior Clerical	2017	4	0	0.0	77.2	3	-3	0.0																
	2020	14	5	35.7	76.8	11	-6	46.5	8	4	50.0	6	-2	3	1	33.3	0	1	4	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	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	0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																
	2020	11	1	9.1	2.1	0	1	432.9	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2017	15	3	20.0	65.8	10	-7	30.4																
	2020	11	2	18.2	65.7	7	-5	27.7	8	2	25.0	5	-3	0	0	0.0	0	0	5	1	20.0	1	0	
11 Intermediate Sales & Service Personnel	2017	2	2	100.0	61.8	1	1	161.8																
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	2	2	100.0	2	0	
12 Semi-Skilled Manual Workers	2017	35	8	22.9	14.6	5	3	156.6																
	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 ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07 Administrative & Senior Clerical	2020	11	5	45.5	2	250.0	100.0	45.5	0	0.0	0.0	0.0	
	2023	11	5	45.5			50.0	90.9			50.0	90.9	
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0			27.9	0.0			27.9	0.0	
09 Skilled Crafts & Trades Workers	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	2	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2020	8	2	25.0	1	200.0	50.0	50.0	0	0.0	0.0	0.0	
	2023	8	2	25.0			50.0	50.0			50.0	50.0	
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	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	
12 Semi-Skilled Manual Workers	2020	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	6	1	16.7			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
		#	#	%	%	#	#	%	#	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference					
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																		
	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	0	0	
Total	2017	217	48	22.1	23.2	50	-2	95.3																		
	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 sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women	Women		Women		Women		Women				
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
13 Other Sales & Service Personnel	2020	0	0.0	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	
14 Other Manual Workers	2020	0	0.0	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	
Total	2020	158	34	21.5	3	1133.3	0.0	0.0	0	0.0	0	0.0	0	0.0
	2023	158	34	21.5			0.0	0.0			0	0.0		0.0

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples				Hires				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2017	2	0	0.0	2.9	0	0	0.0																		
	2020	2	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	0.0	0	0
02 Middle & Other Managers	2017	19	2	10.5	2.2	0	2	478.5																		
	2020	23	0	0.0	2.7	1	-1	0.0	7	0	0.0	0	0	0	5	0	0.0	1	-1	13	1	7.7	1	0		
03 Professionals	2017	128	2	1.6	0.8	1	1	195.3																		
	2020	162	3	1.9	1.0	2	1	185.2	68	2	2.9	1	1	37	1	2.7	1	0	51	0	0.0	1	-1			
04 Semi-Professionals & Technicians	2017	11	0	0.0	1.3	0	0	0.0																		
	2020	36	0	0.0	1.3	0	0	0.0	10	0	0.0	0	0	1	0	0.0	0	0	5	0	0.0	0	0			
05 Supervisors	2017	1	0	0.0	2.7	0	0	0.0																		
	2020	2	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0			
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	5	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	0			

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
		Actual	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	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2020	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	12	0	0.0			2.7	0.0			2.7	0.0	
03 Professionals	2020	105	3	2.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	105	3	2.9			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	11	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	
06 Supervisors: Crafts & Trades	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	1	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				Hires				Promotions				Terminations										
			Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	%	#	#								
07 Administrative & Senior Clerical	2017	4	0	0.0	3.2	0	0	0.0																	
	2020	14	0	0.0	3.4	0	0	0.0	8	0	0.0	0	0	3	0	0.0	0	0	4	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	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 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
10 Clerical Personnel	2017	15	0	0.0	2.8	0	0	0.0																	
	2020	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	0	0
11 Intermediate Sales & Service Personnel	2017	2	0	0.0	3.0	0	0	0.0																	
	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	0	0
12 Semi-Skilled Manual Workers	2017	35	0	0.0	3.3	1	-1	0.0																	
	2020	8	0	0.0	3.7	0	0	0.0	6	0	0.0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%				
07 Administrative & Senior Clerical	2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	11	0	0.0									
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0									
09 Skilled Crafts & Trades Workers	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	2	0	0.0									
10 Clerical Personnel	2020	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	8	0	0.0									
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	0	0	0.0									
12 Semi-Skilled Manual Workers	2020	6	0	0.0	1	0.0	10.0	0.0	0	0.0	0.0	0.0	
	2023	6	0	0.0									

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	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	0	0	0	0
Total	2017	217	4	1.8	1.6	3	1	115.2																		
	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 Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2020	0	0	0.0	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	
14 Other Manual Workers	2020	0	0	0.0	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	
Total	2020	158	3	1.9	1	300.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	158	3	1.9			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions					Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities					Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 & 02 Managers	2017	21	0	0.0	4.3	1	-1	0.0																		
	2020	25	0	0.0	5.0	1	-1	0.0	8	0	0.0	0	0	0	5	0	0.0	0	0	0	13	0	0.0	0	0	0
03 Professionals	2017	128	3	2.3	3.8	5	-2	61.7																		
	2020	162	3	1.9	8.9	14	-11	20.8	68	3	4.4	6	-3	37	1	2.7	1	0	0	51	2	3.9	1	1	1	
04 Semi-Professionals & Technicians	2017	11	0	0.0	4.6	1	-1	0.0																		
	2020	36	0	0.0	7.6	3	-3	0.0	10	0	0.0	1	-1	1	0	0.0	0	0	0	5	0	0.0	0	0	0	
05 Supervisors	2017	1	0	0.0	13.9	0	0	0.0																		
	2020	2	0	0.0	27.5	1	-1	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	5	0	0.0	10.1	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%				
01 & 02 Managers	2020	13	0	0.0	1	0.0	25.0	0.0	0	0.0	0.00	0.0		
	2023	13	0	0.0			5.0	0.0			5.00	0.0		
03 Professionals	2020	105	4	3.8	2	200.0	7.0	54.4	0	0.0	0.00	0.0		
	2023	105	4	3.8			8.9	42.8			8.90	42.8		
04 Semi-Professionals & Technicians	2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2023	11	0	0.0			7.6	0.0			7.60	0.0		
05 Supervisors	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2023	1	0	0.0			27.5	0.0			27.50	0.0		
06 Supervisors: Crafts & Trades	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2023	1	0	0.0			10.1	0.0			10.10	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
07 Administrative & Senior Clerical	2017	4	0	0.0	3.4	0	0	0.0																	
	2020	14	0	0.0	10.0	1	-1	0.0	8	0	0.0	1	-1	3	0	0.0	0	0	0	4	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	3.5	0	0	0.0																	
	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	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	11	0	0.0	7.8	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2017	15	1	6.7	7.0	1	0	95.2																	
	2020	11	0	0.0	9.3	1	-1	0.0	8	0	0.0	1	-1	0	0	0.0	0	0	0	5	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2017	2	0	0.0	5.6	0	0	0.0																	
	2020	0	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	0
12 Semi-Skilled Manual Workers	2017	35	2	5.7	4.8	2	0	119.0																	
	2020	8	0	0.0	10.3	1	-1	0.0	6	0	0.0	1	-1	0	0	0.0	0	0	0	2	1	50.0	0	1	1

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
		#	#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	11	0	0.0			10.0	0.0			10.0	0.0	
08 Skilled Sales & Service Personnel	2020	0	0	0.0	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	
09 Skilled Crafts & Trades Workers	2020	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	2	0	0.0			7.8	0.0			7.8	0.0	
10 Clerical Personnel	2020	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	8	0	0.0			9.3	0.0			9.3	0.0	
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	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	
12 Semi-Skilled Manual Workers	2020	6	0	0.0	1	0.0	10.0	0.0	0	0.0	0.0	0.0	
	2023	6	0	0.0			10.3	0.0			10.3	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	2	0	0.0	6.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
Total	2017	217	6	2.8	4.3	9	-3	64.3																	
	2020	278	3	1.1	8.6	24	-21	12.5	111	3	2.7	10	-7	47	1	2.1	1	0	83	3	3.6	2	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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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Persons with Disabilities	Short-term Goals				Long-term Goals					
				Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities			
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2020	0	0	0.0	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	
14 Other Manual Workers	2020	0	0	0.0	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	
Total	2020	158	4	2.5	4	100.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	158	4	2.5			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
01 Senior Managers	2017	2	0	0.0	10.1	0	0	0.0																	
	2020	2	0	0.0	11.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2017	19	2	10.5	15.0	3	-1	70.2																	
	2020	23	3	13.0	17.6	4	-1	74.1	7	2	28.6	1	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																	
	2020	162	22	13.6	31.8	52	-30	42.7	68	17	25.0	22	-5	37	6	16.2	10	-4	51	12	23.5	14	-2		
04 Semi-Professionals & Technicians	2017	11	3	27.3	33.3	4	-1	81.9																	
	2020	36	4	11.1	41.6	15	-11	26.7	10	3	30.0	4	-1	1	0	0.0	0	0	5	2	40.0	1	1		
05 Supervisors	2017	1	0	0.0	14.7	0	0	0.0																	
	2020	2	0	0.0	16.2	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	1	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0.0	0	0	0.0																	
	2020	5	0	0.0	18.4	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%	
01 Senior Managers	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	1	0	0.0			0.0	0.0			0.0	0.0
02 Middle & Other Managers	2020	12	3	25.0	1	300.0	25.0	100.0	0	0.0	0.0	0.0
	2023	12	3	25.0			17.6	142.0			17.6	142.0
03 Professionals	2020	105	23	21.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	105	23	21.9			31.8	68.9			31.8	68.9
04 Semi-Professionals & Technicians	2020	11	3	27.3	1	300.0	50.0	54.5	0	0.0	0.0	0.0
	2023	11	3	27.3			41.6	65.6			41.6	65.6
05 Supervisors	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	1	0	0.0			0.0	0.0			0.0	0.0
06 Supervisors: Crafts & Trades	2020	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2023	1	0	0.0			18.4	0.0			18.4	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Visible Minorities				Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability						Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	4	0	0.0	12.2	0	0	0.0																		
	2020	14	0	0.0	14.1	2	-2	0.0	8	0	0.0	1	-1	3	0	0.0	0	0	0	4	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	2	0	0.0	22.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	11	2	18.2	13.8	2	0	131.8	2	1	50.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
10 Clerical Personnel	2017	15	2	13.3	14.7	2	0	90.7																		
	2020	11	1	9.1	18.2	2	-1	50.0	8	1	12.5	1	0	0	0	0.0	0	0	0	5	0	0.0	1	-1		
11 Intermediate Sales & Service Personnel	2017	2	0	0.0	22.0	0	0	0.0																		
	2020	0	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	0	0
12 Semi-Skilled Manual Workers	2017	35	22	62.9	19.9	7	15	315.9																		
	2020	8	5	62.5	20.4	2	3	306.4	6	5	83.3	1	4	0	0	0.0	0	0	0	2	1	50.0	1	0		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2020	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	11	0	0.0			14.1	0.0			14.1	0.0	
08 Skilled Sales & Service Personnel	2020	0	0	0.0	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	
09 Skilled Crafts & Trades Workers	2020	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	2	1	50.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2020	8	1	12.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	8	1	12.5			18.2	68.7			18.2	68.7	
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	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	
12 Semi-Skilled Manual Workers	2020	6	5	83.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2023	6	5	83.3			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

EMS Technologies Canada Ltd

[Date: 2020-02-20]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							All Employees	Hires				All Employees	Promotions				All Employees	Terminations					
			Visible Minorities								Visible Minorities					Visible Minorities										
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual		Expected	Difference									
#	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%										
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0																		
	2020	2	0	0.0	13.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
Total	2017	217	63	29.0	22.6	49	14	128.5																		
	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 Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	%	#	%	%	#	%	%	#	%	%				
13 Other Sales & Service Personnel	2020	0	0	0.0	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		
14 Other Manual Workers	2020	0	0	0.0	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		
Total	2020	158	36	22.8	2	1800.0	0.0	0.0	0	0.0	0.0	0.0		
	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.

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: 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:

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 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%)
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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 met 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ 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			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	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

I recommend that the employer be found:

in compliance in non-compliance

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

- 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

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

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

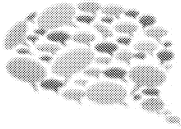
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish 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



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