

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°: 10000429

Agreement to Implement Employment Equity

(All sections must be completed)

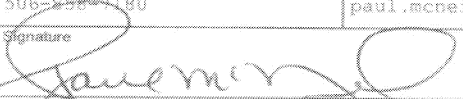
- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Gemtec Limited	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2607/list-liste-eng.htm 541330	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 102 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 191 Doak Road	City Fredericton	Province NB	Postal Code E3C2E6
Telephone Number 506-453-1025			

EMPLOYMENT EQUITY CONTACT		
Name (print) MS Jessie Mathers	Title Vice President Finance and Administration	
Telephone Number 506-453-1025	E-mail Address jessie.mathers@gemtec.ca	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) Paul McNeil	Title President and CEO	
Telephone Number 506-258-1180	E-mail Address paul.mcneil@gemtec.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature 	Date (YYYY-MM-DD) 2016-03-01	

Privacy Notice:
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 • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by



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

Reporting Period 2016-04-21 to 2019-04-25

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	38	0	0	38	Halifax	3	0	0	3
Nova Scotia	5	0	0	5	St. John's	6	0	0	6
New Brunswick	65	2	0	67	Moncton	17	1	0	18
Newfoundland and Labrador	6	0	0	6	Saint John	5	0	0	5
Total Employees in Canada				116	Ottawa - Gatineau	38	0	0	38
					N.B. less CMA	43	1	0	44
					N.S. less CMA	2	0	0	2
					Total Employees in Canada				116



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-21 to 2019-04-25

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	6	1									
	Total	7	6	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	16	13	3	1	1							
	Total	16	13	3	1	1							
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	35	22	13	2	2					1	1	
	Total	35	22	13	2	2					1	1	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	47	40	7	2	2							
	Total	47	40	7	2	2							



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-04-21 to 2019-04-25

003692

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: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2									
	Total	4	2	2									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4		4									
	Total	4		4									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		114	83	31	5	5					1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-04-21 to 2019-04-25

003693

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: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total		2	2									
Total Number of Employees		2	2										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-04-21 to 2019-04-25

003694

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3		1	1							
	Total	3	3		1	1							
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	6	5									
	Total	11	6	5									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	15	3	1	1							
	Total	18	15	3	1	1							



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-04-21 to 2019-04-25

003695

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: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total		2		2								
Total Number of Employees		38	27	11	2	2							



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-04-21 to 2019-04-25

969600

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

003697

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	3	1									
	Total	4	3	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	7	2									
	Total	9	7	2									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	14	6	2	2					1	1	
	Total	20	14	6	2	2					1	1	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	26	22	4	1	1							
	Total	26	22	4	1	1							



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

869600

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: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total	2		2									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		65	48	17	3	3					1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

669600

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: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total		2	2									
Total Number of Employees		2	2										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Newfoundland and Labrador

Reporting Period 2016-04-21 to 2019-04-25

003700

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Halifax

Reporting Period 2016-04-21 to 2019-04-25

003701

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / St. John's

Reporting Period 2016-04-21 to 2019-04-25

003702

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Moncton

Reporting Period 2016-04-21 to 2019-04-25

003703

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Moncton

Reporting Period 2016-04-21 to 2019-04-25

003704

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		17	11	6	2	2							



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Moncton

Reporting Period 2016-04-21 to 2019-04-25

003705

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: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total Number of Employees		1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Saint John

Reporting Period 2016-04-21 to 2019-04-25

003706

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ottawa - Gatineau

Reporting Period 2016-04-21 to 2019-04-25

003707

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3		1	1							
	Total	3	3		1	1							
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	6	5									
	Total	11	6	5									
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	15	3	1	1							
	Total	18	15	3	1	1							



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ottawa - Gatineau

Reporting Period 2016-04-21 to 2019-04-25

003708

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: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total		1		1								
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total		2		2								
Total Number of Employees		38	27	11	2	2							



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

003709

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	6	2									
	Total	8	6	2									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	15	11	4	1	1					1	1	
	Total	15	11	4	1	1					1	1	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	13	12	1									
	Total	13	12	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

003710

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: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total	2		2									
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		43	32	11	1	1					1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

003711

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: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total Number of Employees		1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / N.S. less CMA

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-04-21 to 2019-04-25

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	114	83	31	5	5					1	1	
Total Number of Employees	114	83	31	5	5					1	1	



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 2016-04-21 to 2019-04-25

003714

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

Reporting Period 2016-04-21 to 2019-04-25

003715

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	38	27	11	2	2							
Total Number of Employees	38	27	11	2	2							



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Nova Scotia

Reporting Period 2016-04-21 to 2019-04-25

003716

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

003717

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	65	48	17	3	3					1	1	
Total Number of Employees	65	48	17	3	3					1	1	



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

003718

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Newfoundland and Labrador
 Reporting Period 2016-04-21 to 2019-04-25

003719

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Halifax

Reporting Period 2016-04-21 to 2019-04-25

003720

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / St. John's

Reporting Period 2016-04-21 to 2019-04-25

003721

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Moncton

Reporting Period 2016-04-21 to 2019-04-25

003722

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	17	11	6	2	2							
Total Number of Employees	17	11	6	2	2							



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Moncton

Reporting Period 2016-04-21 to 2019-04-25

003723

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Saint John

Reporting Period 2016-04-21 to 2019-04-25

003724

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ottawa - Gatineau

Reporting Period 2016-04-21 to 2019-04-25

003725

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	38	27	11	2	2							
Total Number of Employees	38	27	11	2	2							



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

003726

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	43	32	11	1	1					1	1	
Total Number of Employees	43	32	11	1	1					1	1	



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

003727

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / N.S. less CMA

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-04-21 to 2019-04-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	3	1									
Professionals	26	16	10							1	1	
Semi-Professionals and Technicians	18	14	4							1		1
Supervisors: Crafts and Trades	1		1									
Administrative and Senior Clerical Personnel	2		2									
Total Number of Employees Hired	51	33	18							2	1	1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Nova Scotia

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Professionals	14	9	5							1	1	
Semi-Professionals and Technicians	5	5										
Supervisors: Crafts and Trades	1		1									
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Hired	22	15	7							1	1	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Full-Time / Newfoundland and Labrador
 Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Halifax

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / St. John's

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Moncton

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Saint John

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ottawa - Gatineau

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / N.S. less CMA

Reporting Period 2016-04-21 to 2019-04-25

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



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Workplace Equity Information Management System

GEMTEC Consulting Engineers and Scientists Limited (volunteer) - 10000429

Period 2016-04-21 to 2019-04-25

FCP Mode

Form 5 - Employees Promoted

1	2	3	4	5	6
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Form 5 - Employees Promoted

Full-Time / Ontario

No data qualified to be reported.

Forms

Form 5 - Employees Promoted

Complete

Full-Time / Ontario

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Date modified: 2017-03-28



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-04-21 to 2019-04-25

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1		1									
Middle and Other Managers	4	3	1									
Professionals	5	4	1									
Semi-Professionals and Technicians	5	3	2							1		1
Administrative and Senior Clerical Personnel	3		3									
Total Number of Employees Terminated	18	10	8							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Nova Scotia

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / New Brunswick

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Halifax

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Moncton

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Saint John

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ottawa - Gatineau

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / N.B. less CMA

Reporting Period 2016-04-21 to 2019-04-25

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



Workplace Equity Information Management System - GEMTEC Consulting Engineers and Scientists Limited (volunteer)

Workforce Analysis - Detailed Report

Date: 2019-04-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers		7	1	14.3 %	15.0 %	1	0	
0016 : Senior managers - construction, transportation, production and utilities	New Brunswick	4	1	25.0 %	14.6 %	1	0	New Brunswick
0016 : Senior managers - construction, transportation, production and utilities	Ontario	3	0	0.0 %	15.6 %	0	0	Ontario
02 : Middle and Other Managers		16	3	18.8 %	10.0 %	2	1	
0211 : Engineering managers	New Brunswick	9	2	22.2 %	6.0 %	1	1	New Brunswick
0211 : Engineering managers	Newfoundland and Labrador	2	1	50.0 %	22.9 %	0	1	Newfoundland and
0211 : Engineering managers	Nova Scotia	2	0	0.0 %	9.0 %	0	0	Nova Scotia
0211 : Engineering managers	Ontario	3	0	0.0 %	13.9 %	0	0	Ontario
03 : Professionals		37	13	35.1 %	22.6 %	8	5	
1111 : Financial auditors and accountants	New Brunswick	1	0	0.0 %	55.1 %	1	-1	New Brunswick
2113 : Geoscientists and oceanographers	New Brunswick	2	0	0.0 %	12.5 %	0	0	New Brunswick
2121 : Biologists and related scientists	New Brunswick	3	3	100.0 %	49.3 %	1	2	New Brunswick
2121 : Biologists and related scientists	Newfoundland and Labrador	1	1	100.0 %	51.8 %	1	0	Newfoundland and
2121 : Biologists and related scientists	Ontario	3	3	100.0 %	53.6 %	2	1	Ontario
2131 : Civil engineers	New Brunswick	16	3	18.8 %	13.1 %	2	1	New Brunswick
2131 : Civil engineers	Newfoundland and Labrador	2	1	50.0 %	16.6 %	0	1	Newfoundland and
2131 : Civil engineers	Nova Scotia	1	0	0.0 %	15.7 %	0	0	Nova Scotia
2131 : Civil engineers	Ontario	6	2	33.3 %	17.0 %	1	1	Ontario
2144 : Geological engineers	Ontario	1	0	0.0 %	14.4 %	0	0	Ontario
2148 : Other professional engineers, n.e.c.	Ontario	1	0	0.0 %	22.8 %	0	0	Ontario
04 : Semi-Professionals and Technicians		47	7	14.9 %	13.9 %	7	0	
2231 : Civil engineering technologists and technicians	New Brunswick	25	4	16.0 %	12.0 %	3	1	New Brunswick
2231 : Civil engineering technologists and technicians	Newfoundland and Labrador	1	0	0.0 %	21.2 %	0	0	Newfoundland and



Workforce Analysis - Detailed Report

Date: 2019-04-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2231 : Civil engineering technologists and technicians	Nova Scotia	2	0	0.0 %	12.3 %	0	0	Nova Scotia
2231 : Civil engineering technologists and technicians	Ontario	18	3	16.7 %	14.9 %	3	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	39.4 %	0	0	New Brunswick
06 : Supervisors: Crafts and Trades		4	2	50.0 %	5.7 %	0	2	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	New Brunswick	3	1	33.3 %	5.6 %	0	1	New Brunswick
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	1	1	100.0 %	5.9 %	0	1	Ontario
07 : Administrative and Senior Clerical Personnel		4	4	100.0 %	93.3 %	4	0	
1241 : Administrative assistants	New Brunswick	1	1	100.0 %	96.8 %	1	0	New Brunswick
1241 : Administrative assistants	Ontario	2	2	100.0 %	94.0 %	2	0	Ontario
1311 : Accounting technicians and bookkeepers	New Brunswick	1	1	100.0 %	88.4 %	1	0	New Brunswick
10 : Clerical Personnel		1	1	100.0 %	91.7 %	1	0	
1414 : Receptionists	New Brunswick	1	1	100.0 %	91.7 %	1	0	New Brunswick
Total		116	31	26.7 %	19.3 %	23	8	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-04-25

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers		7	0	0.0 %	1.7 %	0	0	
0016 : Senior managers - construction, transportation, production and utilities	New Brunswick	4	0	0.0 %	2.1 %	0	0	New Brunswick
0016 : Senior managers - construction, transportation, production and utilities	Ontario	3	0	0.0 %	1.2 %	0	0	Ontario
02 : Middle and Other Managers		16	1	6.3 %	0.9 %	0	1	
0211 : Engineering managers	New Brunswick	9	0	0.0 %	0.0 %	0	0	New Brunswick
0211 : Engineering managers	Newfoundland and Labrador	2	0	0.0 %	4.2 %	0	0	Newfoundland and Labrador
0211 : Engineering managers	Nova Scotia	2	0	0.0 %	2.2 %	0	0	Nova Scotia
0211 : Engineering managers	Ontario	3	1	33.3 %	0.7 %	0	1	Ontario
03 : Professionals		37	2	5.4 %	1.4 %	1	1	
1111 : Financial auditors and accountants	New Brunswick	1	0	0.0 %	0.9 %	0	0	New Brunswick
2113 : Geoscientists and oceanographers	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2121 : Biologists and related scientists	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
2121 : Biologists and related scientists	Newfoundland and Labrador	1	0	0.0 %	5.4 %	0	0	Newfoundland and Labrador
2121 : Biologists and related scientists	Ontario	3	0	0.0 %	1.5 %	0	0	Ontario
2131 : Civil engineers	New Brunswick	16	2	12.5 %	1.2 %	0	2	New Brunswick
2131 : Civil engineers	Newfoundland and Labrador	2	0	0.0 %	5.7 %	0	0	Newfoundland and Labrador
2131 : Civil engineers	Nova Scotia	1	0	0.0 %	4.2 %	0	0	Nova Scotia
2131 : Civil engineers	Ontario	6	0	0.0 %	0.9 %	0	0	Ontario
2144 : Geological engineers	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
2148 : Other professional engineers, n.e.c.	Ontario	1	0	0.0 %	1.1 %	0	0	Ontario
04 : Semi-Professionals and Technicians		47	2	4.3 %	2.5 %	1	1	
2231 : Civil engineering technologists and technicians	New Brunswick	25	1	4.0 %	2.3 %	1	0	New Brunswick
2231 : Civil engineering technologists and technicians	Newfoundland and Labrador	1	0	0.0 %	14.4 %	0	0	Newfoundland and Labrador
2231 : Civil engineering technologists and technicians	Nova Scotia	2	0	0.0 %	4.9 %	0	0	Nova Scotia



Workforce Analysis - Detailed Report

Date: 2019-04-25

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2231 : Civil engineering technologists and technicians	Ontario	18	1	5.6 %	1.9 %	0	1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	2.8 %	0	0	New Brunswick
06 : Supervisors: Crafts and Trades		4	0	0.0 %	3.9 %	0	0	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	New Brunswick	3	0	0.0 %	4.3 %	0	0	New Brunswick
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	1	0	0.0 %	2.7 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	2.7 %	0	0	
1241 : Administrative assistants	New Brunswick	1	0	0.0 %	2.9 %	0	0	New Brunswick
1241 : Administrative assistants	Ontario	2	0	0.0 %	2.7 %	0	0	Ontario
1311 : Accounting technicians and bookkeepers	New Brunswick	1	0	0.0 %	2.7 %	0	0	New Brunswick
10 : Clerical Personnel		1	0	0.0 %	4.3 %	0	0	
1414 : Receptionists	New Brunswick	1	0	0.0 %	4.3 %	0	0	New Brunswick
Total		116	5	4.3 %	2.0 %	2	3	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-04-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers		7	0	0.0 %	6.8 %	0	0	
0016 : Senior managers - construction, transportation, production and utilities	New Brunswick	4	0	0.0 %	2.8 %	0	0	New Brunswick
0016 : Senior managers - construction, transportation, production and utilities	Ontario	3	0	0.0 %	12.2 %	0	0	Ontario
02 : Middle and Other Managers		16	0	0.0 %	8.9 %	1	-1	
0211 : Engineering managers	New Brunswick	9	0	0.0 %	4.0 %	0	0	New Brunswick
0211 : Engineering managers	Newfoundland and Labrador	2	0	0.0 %	6.3 %	0	0	Newfoundland and Labrador
0211 : Engineering managers	Nova Scotia	2	0	0.0 %	5.6 %	0	0	Nova Scotia
0211 : Engineering managers	Ontario	3	0	0.0 %	27.8 %	1	-1	Ontario
03 : Professionals		37	1	2.7 %	13.6 %	5	-4	
1111 : Financial auditors and accountants	New Brunswick	1	0	0.0 %	3.1 %	0	0	New Brunswick
2113 : Geoscientists and oceanographers	New Brunswick	2	1	50.0 %	0.0 %	0	1	New Brunswick
2121 : Biologists and related scientists	New Brunswick	3	0	0.0 %	8.0 %	0	0	New Brunswick
2121 : Biologists and related scientists	Newfoundland and Labrador	1	0	0.0 %	5.4 %	0	0	Newfoundland and Labrador
2121 : Biologists and related scientists	Ontario	3	0	0.0 %	30.6 %	1	-1	Ontario
2131 : Civil engineers	New Brunswick	16	0	0.0 %	3.7 %	1	-1	New Brunswick
2131 : Civil engineers	Newfoundland and Labrador	2	0	0.0 %	8.8 %	0	0	Newfoundland and Labrador
2131 : Civil engineers	Nova Scotia	1	0	0.0 %	9.2 %	0	0	Nova Scotia
2131 : Civil engineers	Ontario	6	0	0.0 %	37.0 %	2	-2	Ontario
2144 : Geological engineers	Ontario	1	0	0.0 %	28.1 %	0	0	Ontario
2148 : Other professional engineers, n.e.c.	Ontario	1	0	0.0 %	41.6 %	0	0	Ontario
04 : Semi-Professionals and Technicians		47	0	0.0 %	10.0 %	5	-5	
2231 : Civil engineering technologists and technicians	New Brunswick	25	0	0.0 %	1.1 %	0	0	New Brunswick
2231 : Civil engineering technologists and technicians	Newfoundland and Labrador	1	0	0.0 %	2.9 %	0	0	Newfoundland and Labrador
2231 : Civil engineering technologists and technicians	Nova Scotia	2	0	0.0 %	6.2 %	0	0	Nova Scotia



Workforce Analysis - Detailed Report

Date: 2019-04-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
2231 : Civil engineering technologists and technicians	Ontario	18	0	0.0 %	23.7 %	4	-4	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	1	0	0.0 %	2.1 %	0	0	New Brunswick
06 : Supervisors: Crafts and Trades		4	0	0.0 %	4.9 %	0	0	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	New Brunswick	3	0	0.0 %	1.2 %	0	0	New Brunswick
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Ontario	1	0	0.0 %	15.7 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	11.5 %	0	0	
1241 : Administrative assistants	New Brunswick	1	0	0.0 %	1.5 %	0	0	New Brunswick
1241 : Administrative assistants	Ontario	2	0	0.0 %	21.7 %	0	0	Ontario
1311 : Accounting technicians and bookkeepers	New Brunswick	1	0	0.0 %	1.2 %	0	0	New Brunswick
10 : Clerical Personnel		1	0	0.0 %	1.5 %	0	0	
1414 : Receptionists	New Brunswick	1	0	0.0 %	1.5 %	0	0	New Brunswick
Total		116	1	0.9 %	10.6 %	11	-10	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-04-25

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area
			Representation #	%	Availability %		
01/02 : Managers		23	0	0.0 %	5.3 %	1	
Employment Equity Occupational Group	New Brunswick	13	0	0.0 %	5.4 %	1	New Brunswick
Employment Equity Occupational Group	Newfoundland and Labrador	2	0	0.0 %	4.4 %	0	Newfoundland and
Employment Equity Occupational Group	Nova Scotia	2	0	0.0 %	5.6 %	0	Nova Scotia
Employment Equity Occupational Group	Ontario	6	0	0.0 %	5.5 %	0	Ontario
03 : Professionals		37	0	0.0 %	9.5 %	4	
Employment Equity Occupational Group	New Brunswick	22	0	0.0 %	9.3 %	2	New Brunswick
Employment Equity Occupational Group	Newfoundland and Labrador	3	0	0.0 %	7.5 %	0	Newfoundland and
Employment Equity Occupational Group	Nova Scotia	1	0	0.0 %	10.6 %	0	Nova Scotia
Employment Equity Occupational Group	Ontario	11	0	0.0 %	10.3 %	1	Ontario
04 : Semi-Professionals and Technicians		47	0	0.0 %	10.9 %	5	
Employment Equity Occupational Group	New Brunswick	26	0	0.0 %	14.6 %	4	New Brunswick
Employment Equity Occupational Group	Newfoundland and Labrador	1	0	0.0 %	7.0 %	0	Newfoundland and
Employment Equity Occupational Group	Nova Scotia	2	0	0.0 %	12.5 %	0	Nova Scotia
Employment Equity Occupational Group	Ontario	18	0	0.0 %	5.8 %	1	Ontario
06 : Supervisors: Crafts and Trades		4	0	0.0 %	2.9 %	0	
Employment Equity Occupational Group	New Brunswick	3	0	0.0 %	0.0 %	0	New Brunswick
Employment Equity Occupational Group	Ontario	1	0	0.0 %	11.4 %	0	Ontario
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	13.2 %	1	
Employment Equity Occupational Group	New Brunswick	2	0	0.0 %	16.8 %	0	New Brunswick
Employment Equity Occupational Group	Ontario	2	0	0.0 %	9.7 %	0	Ontario
10 : Clerical Personnel		1	0	0.0 %	11.3 %	0	
Employment Equity Occupational Group	New Brunswick	1	0	0.0 %	11.3 %	0	New Brunswick



Workforce Analysis - Detailed Report

Date: 2019-04-25

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Recruitment Area	
			Representation #	Availability %	Gap #		
Total		116	0	0.0 %	9.1 %	11	-11

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-04-25

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

Our business is heavily focused in NB with roles specific to engineering.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group

01 : Senior Managers

02 : Middle and Other Managers

03 : Professionals

04 : Semi-Professionals and Technicians

06 : Supervisors: Crafts and Trades

07 : Administrative and Senior Clerical Personnel

10 : Clerical Personnel

Perform Analysis By

NOC (default EEOG)

NOC (default EEOG)

NOC

NOC

NOC

NOC (default EEOG)

NOC (default EEOG)

Recruitment Area

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial

Provincial

Provincial (default CMA)

Provincial (default CMA)



Workforce Analysis - Detailed Report

Date: 2019-04-25

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group

Perform Analysis By

Recruitment Area

01/02 : Managers

EEOG

Provincial (default National)

03 : Professionals

EEOG

Provincial (default National)

04 : Semi-Professionals and Technicians

EEOG

Provincial (default National)

06 : Supervisors: Crafts and Trades

EEOG

Provincial (default National)

07 : Administrative and Senior Clerical Personnel

EEOG

Provincial (default National)

10 : Clerical Personnel

EEOG

Provincial (default National)



Workplace Equity Information Management System - GEMTEC Consulting Engineers and Scientists Limited (volunteer)

Workforce Analysis - Summary Report

Date: 2019-04-25

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	7	1	14.3 %	15.0 %	1	0
02 : Middle and Other Managers	16	3	18.8 %	10.0 %	2	1
03 : Professionals	37	13	35.1 %	22.6 %	8	5
04 : Semi-Professionals and Technicians	47	7	14.9 %	13.9 %	7	0
06 : Supervisors: Crafts and Trades	4	2	50.0 %	5.7 %	0	2
07 : Administrative and Senior Clerical Personnel	4	4	100.0 %	93.3 %	4	0
10 : Clerical Personnel	1	1	100.0 %	91.7 %	1	0
Total	116	31	26.7 %	19.3 %	23	8

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-04-25

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples		Availability %	Gap #
		Representation			
		#	%		
01 : Senior Managers	7	0	0.0 %	1.7 %	0
02 : Middle and Other Managers	16	1	6.3 %	0.9 %	0
03 : Professionals	37	2	5.4 %	1.4 %	1
04 : Semi-Professionals and Technicians	47	2	4.3 %	2.5 %	1
06 : Supervisors: Crafts and Trades	4	0	0.0 %	3.9 %	0
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	2.7 %	0
10 : Clerical Personnel	1	0	0.0 %	4.3 %	0
Total	116	5	4.3 %	2.0 %	2

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-04-25

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	7	0	0.0 %	6.8 %	0	0
02 : Middle and Other Managers	16	0	0.0 %	8.9 %	1	-1
03 : Professionals	37	1	2.7 %	13.6 %	5	-4
04 : Semi-Professionals and Technicians	47	0	0.0 %	10.0 %	5	-5
06 : Supervisors: Crafts and Trades	4	0	0.0 %	4.9 %	0	0
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	11.5 %	0	0
10 : Clerical Personnel	1	0	0.0 %	1.5 %	0	0
Total	116	1	0.9 %	10.6 %	11	-10

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-04-25

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	23	0	0.0 %	5.3 %	1	-1
03 : Professionals	37	0	0.0 %	9.5 %	4	-4
04 : Semi-Professionals and Technicians	47	0	0.0 %	10.9 %	5	-5
06 : Supervisors: Crafts and Trades	4	0	0.0 %	2.9 %	0	0
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	13.2 %	1	-1
10 : Clerical Personnel	1	0	0.0 %	11.3 %	0	0
Total	116	0	0.0 %	9.1 %	11	-11

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-04-25

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

Our business is heavily focused in NB with roles specific to engineering.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group

Perform Analysis By

Recruitment Area

01 : Senior Managers

NOC (default EEOG)

Provincial (default National)

02 : Middle and Other Managers

NOC (default EEOG)

Provincial (default National)

03 : Professionals

NOC

Provincial (default National)

04 : Semi-Professionals and Technicians

NOC

Provincial

06 : Supervisors: Crafts and Trades

NOC

Provincial

07 : Administrative and Senior Clerical Personnel

NOC (default EEOG)

Provincial (default CMA)

10 : Clerical Personnel

NOC (default EEOG)

Provincial (default CMA)



Workforce Analysis - Summary Report

Date: 2019-04-25

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group

01/02 : Managers

03 : Professionals

04 : Semi-Professionals and Technicians

06 : Supervisors: Crafts and Trades

07 : Administrative and Senior Clerical Personnel

10 : Clerical Personnel

Perform Analysis By

EEOG

EEOG

EEOG

EEOG

EEOG

EEOG

Recruitment Area

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)

Provincial (default National)

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	21

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	04	25

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Aboriginal Peoples		Availability*
		Representation		
	#	#	%	%
01	Senior Managers	5	0	0.00
02	Middle & Other Managers	10	0	0.00
03	Professionals	15	2	0.00
04	Semi-Professionals & Technicians	26	1	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	1	0	0.00
07	Administrative & Senior Clerical Personnel	4	0	1.70
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	1	0	4.10
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		62	3	0.2

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Aboriginal Peoples		Availability*
		Representation		
	#	#	%	%
		7	0	1.70
		16	1	0.90
		37	2	1.40
		47	2	2.50
		0	0	0.00
		4	0	3.90
		4	0	2.70
		0	0	0.00
		0	0	0.00
		0	0	0.00
		1	0	4.30
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
Total		116	5	2.0

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

GEMTEC Consulting Engineers and Scientists Limited

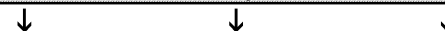
YYYY-MM-DD

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	21

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	04	25

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	5	0	0.00
02	Middle & Other Managers	10	0	0.40
03	Professionals	15	0	4.10
04	Semi-Professionals & Technicians	26	0	2.90
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	1	0	0.00
07	Administrative & Senior Clerical Personnel	4	0	0.80
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	1	0	0.90
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		62	0	2.3

*** Source:**

2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees		Members of Visible Minorities	
		Representation	Availability*
#	#	%	
7	0	6.80	
16	0	8.90	
37	1	13.60	
47	0	10.00	
0	0	0.00	
4	0	4.90	
4	0	11.50	
0	0	0.00	
0	0	0.00	
1	0	1.50	
0	0	0.00	
0	0	0.00	
0	0	0.00	
0	0	0.00	
0	0	0.00	
116	1	10.6	

*** Source:**

2016 Census

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
GEMTEC Consulting Engineers and Scientists Limited
YYYY-MM-DD

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	21

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	04	25

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
01/02	Managers	15	0	2.70
03	Professionals	15	0	3.80
04	Semi-Professionals & Technicians	26	1	5.40
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	1	0	0.00
07	Administrative & Senior Clerical Personnel	4	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	1	0	6.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		62	1	3.9

*** Source:**
2012 Canadian Survey on Disability

Employment Equity Occupational Group (EEOG)		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
		23	0	5.30
		37	0	9.50
		47	0	10.90
		0	0	0.00
		4	0	2.90
		4	0	13.20
		0	0	0.00
		0	0	0.00
		0	0	0.00
		1	0	11.30
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		116	0	9.1

*** Source:**
2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	21

End Date of Flow Data		
YYYY	MM	DD
2019	04	25

**Data from Form 4 - Employees
Hired**

↓ ↓ ↓ ↓

**Data from Form 5 - Employees
Promoted**

↓ ↓ ↓ ↓

**Data from Form 6 - Employees
Terminated**

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	3	0	0	0
02 Middle & Other Managers	10	2	0	0
03 Professionals	30	13	0	0
04 Semi-Professionals & Technicians	28	4	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	2	0	0
07 Administrative & Senior Clerical Personnel	5	5	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	79	26	0	0

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	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	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	0	0
	0	0	0	0
Total	0	0	0	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	1	1	0	0
	4	1	0	0
	8	3	0	0
	7	2	0	0
	0	0	0	0
	0	0	0	0
	5	5	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	0	0	0
	0	0	0	0
	0	0	0	0
Total	25	12	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	21

End Date of Flow Data		
YYYY	MM	DD
2019	04	25

**Data from Form 4 - Employees
Hired**



Table 2: Aboriginal Peoples

**Data from Form 5 - Employees
Promoted**



Table 6: Aboriginal Peoples

**Data from Form 6 - Employees
Terminated**



Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	3	0	0	0	0	0	0	0	1	0	0	0
02 Middle & Other Managers	10	1	0	0	0	0	0	0	4	0	0	0
03 Professionals	30	0	0	0	0	0	0	0	8	0	0	0
04 Semi-Professionals & Technicians	28	1	0	0	0	0	0	0	7	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0	0	0	0	0	5	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	79	2	0	0	0	0	0	0	25	0	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
GEMTEC Consulting Engineers and Scientists Limited
YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	21

End Date of Flow Data		
YYYY	MM	DD
2019	04	25

Data from Form 4 - Employees Hired



Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted



Table 7: Persons with Disabilities

Data from Form 6 - Employees Terminated



Table 11: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Full-time / National				Part-time / National			
	All Employees Hired		Persons with Disabilities Hired		All Employees Hired		Persons with Disabilities Hired	
	#	#	#	#	#	#	#	
01 Senior Managers	3	0	0	0	0	0	0	
02 Middle & Other Managers	10	0	0	0	0	0	0	
03 Professionals	30	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	28	0	0	0	0	0	0	
05 Supervisors	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	3	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	5	0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	
10 Clerical Personnel	0	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	
Total	79	0	0	0	0	0	0	

Employment Equity Occupational Group (EOG)	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	0	0	0	
02 Middle & Other Managers	0	0	0	0	0	0	0	
03 Professionals	0	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	
05 Supervisors	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	
10 Clerical Personnel	0	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	
Total	0	0	0	0	0	0	0	

Employment Equity Occupational Group (EOG)	Full-time / National				Part-time / National			
	All Employees Terminated		Persons with Disabilities Terminated		All Employees Terminated		Persons with Disabilities Terminated	
	#	#	#	#	#	#	#	
01 Senior Managers	1	0	0	0	0	0	0	
02 Middle & Other Managers	4	0	0	0	0	0	0	
03 Professionals	8	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	7	1	0	0	0	0	0	
05 Supervisors	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	5	0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	
10 Clerical Personnel	0	0	0	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	
Total	25	1	0	0	0	0	0	

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
GEMTEC Consulting Engineers and Scientists Limited
YYYY-MM-DD

Start Date of Flow Data		
YYYY	MM	DD
2016	04	21

End Date of Flow Data		
YYYY	MM	DD
2019	04	25

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 (EOG)	Table 4: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	3	0	0	0
02 Middle & Other Managers	10	1	0	0
03 Professionals	30	0	0	0
04 Semi-Professionals & Technicians	28	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	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	79	2	0	0

Employment Equity Occupational Group (EOG)	Table 8: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	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	0	0	0	0

Employment Equity Occupational Group (EOG)	Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	8	0	0	0
04 Semi-Professionals & Technicians	7	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	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	25	1	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003779

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												
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)			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		Turnover	Hires Required Over 3 Years		From - To									
		2016-04-21		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-21		Annually	Over 3 Years	2016	2019									
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%				
01	Senior Managers	5	11.9%		0	16.7%		0	0	2	0.0%	0	-2	0		7.5%	2	2	40.0%	40.0%				
02	Middle & Other Managers	10	17.0%		0	30.8%		0	0	2	0.0%	0	-1	0		13.2%	1	1	20.0%	20.0%				
03	Professionals	15	35.1%		0	30.8%		0	0	3	0.0%	0	-1	0		11.7%	1	1	20.0%	20.0%				
04	Semi-Professionals & Tech	26	21.8%		0	19.2%		0	0	5	0.0%	0	-2	0		9.8%	2	2	19.2%	19.2%				
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
06	Supervisors: Crafts & Trades	1	58.7%		0	0.0%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%				
07	Administrative & Sr Clerical	4	0.0%		0	125.0%		0	0	4	0.0%	0	0	0		92.7%	0	0	100.0%	100.0%				
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
10	Clerical Personnel	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		92.2%	0	0	100.0%	100.0%				
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!				
Total		62	23.2%		0	28.1%		0	0	17	0.0%	0	-6	0		17.2%	6	6	27.4%	27.4%				

† 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	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		0		

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)		All Employees										Aboriginal Peoples											
		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	Actual	Projected		2016-04-21	2016-04-21	Annually	Over 3 Years		2016	2019					
		#	%	%	#	%	%	#	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	5	11.9%	0	0	16.7%	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	
02	Middle & Other Managers	10	17.0%	0	0	30.8%	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	
03	Professionals	15	35.1%	0	0	30.8%	0	0	0	2	0.0%	0	-2	0	0.0%	2	2	13.3%	13.3%	13.3%	13.3%		
04	Semi-Professionals & Tech	26	21.8%	0	0	19.2%	0	0	0	1	0.0%	0	-1	0	0.0%	1	1	3.8%	3.8%	3.8%	3.8%		
05	Supervisors	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	1	58.7%	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%		
07	Administrative & Sr Clerical	4	0.0%	0	0	125.0%	0	0	0	0	0.0%	0	0	0	1.7%	0	0	0.0%	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!	#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!	#DIV/0!	#DIV/0!		
10	Clerical Personnel	1	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	4.1%	0	0	0.0%	0.0%	0.0%	0.0%		
11	Intermediate Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/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	#DIV/0!	#DIV/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!	#DIV/0!	#DIV/0!		
Total		62	23.2%	0	0	28.1%	0	0	0	3	0.0%	0	-3	0	0.2%	3	3	4.8%	4.8%	4.8%	4.8%		

† 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	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0	0	0	

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To YYYY - YYYY						
	2016-04-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-21	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01/02 Managers	15	14.4%		0	23.7%		0	0	0	0.0%		0	0	0	2.7%	0	0	0.0%	0.0%		
03 Professionals	15	35.1%	5.0%	2	30.8%	3.0%	1	3	0	3.0%	0	1	0	5.9%	3.8%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	26	21.8%	5.0%	4	19.2%	3.0%	2	6	1	3.0%	0	1	0	5.7%	5.4%	0	-1	3.8%	3.3%		
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	1	58.7%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	4	0.0%		0	125.0%		0	0	0	0.0%		0	0		0.0%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	1	0.0%		0	0.0%		0	0	0	0.0%		0	0		6.0%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total	62	23.2%	10.0%	19	28.1%	5.0%	9	28	1	5.0%	0	2	0		3.9%	-1	-2	1.6%	1.2%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	5.9	0	3.8	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		0		

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)		First/Previous Short-term Goals																		
		All Employees								Members of Visible Minorities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years					
		2016-04-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-04-21	Annually	Over 3 Years	#	2016	2019	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	5	11.9%		0	16.7%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
02	Middle & Other Managers	10	17.0%		0	30.8%		0	0	0.0%	0	0	0	0.0%	0.4%	0	0	0	0.0%	0.0%
03	Professionals	15	35.1%	5.0%	2	30.8%	3.0%	1	3	3.0%	0	1	0	5.9%	4.1%	-1	-1	0	0.0%	0.0%
04	Semi-Professionals & Tech	26	21.8%	5.0%	4	19.2%	3.0%	2	6	3.0%	0	1	0	2.9%	2.9%	-1	-1	0	0.0%	0.0%
05	Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	1	58.7%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	4	0.0%		0	125.0%		0	0	0.0%	0	0	0	0.8%	0.8%	0	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	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.9%	0.9%	0	0	0	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0	#DIV/0!	#DIV/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	#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		62	23.2%	10.0%	19	28.1%	5.0%	9	28	5.0%	0	2	0	2.3%	2.3%	-1	-2	0	0.0%	0.0%

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	5.9	0	4.1	
04	Semi-Professionals & Tech	0	3.3	0	2.9	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		0		

Federal Contractors Program Achievement Report

Part 3: Goals

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003783

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		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2019-04-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-04-25		Annually	Over 3 Years	Annually	Over 3 Years		2019	2022					
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%				
01	Senior Managers	7	11.9%		0	16.7%		0	0	1	0.0%	0	0	0	0	15.0%	0	0	14.3%	14.3%		
02	Middle & Other Managers	16	17.0%		0	30.8%		0	0	3	0.0%	0	-1	0	10.0%	1	1	18.8%	18.8%			
03	Professionals	37	35.1%		0	30.8%		0	0	13	0.0%	0	-5	0	22.6%	5	5	35.1%	35.1%			
04	Semi-Professionals & Tech	47	21.8%		0	19.2%		0	0	7	0.0%	0	0	0	13.9%	0	0	14.9%	14.9%			
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	4	58.7%		0	0.0%		0	0	2	0.0%	0	-2	0	5.7%	2	2	50.0%	50.0%			
07	Administrative & Sr Clerical	4	0.0%		0	125.0%		0	0	4	0.0%	0	0	0	93.3%	0	0	100.0%	100.0%			
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	91.7%	0	0	100.0%	100.0%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		116	23.2%		0	28.1%		0	0	31	0.0%	0	-9	0	19.3%	9	9	26.7%	26.7%			

† 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		0.0			
03	Professionals		0.0			
04	Semi-Professionals & Tech		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

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003784

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-04-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-04-25	Annually	Over 3 Years	2019	2022							
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	7	11.9%		0	16.7%		0	0	0	0.0%	0	0	0	1.7%	0	0	0.0%	0.0%	
02 Middle & Other Managers	16	17.0%		0	30.8%		0	0	1	0.0%	0	-1	0	0.9%	1	1	6.3%	6.3%	
03 Professionals	37	35.1%		0	30.8%		0	0	2	0.0%	0	-1	0	1.4%	1	1	5.4%	5.4%	
04 Semi-Professionals & Tech	47	21.8%		0	19.2%		0	0	2	0.0%	0	-1	0	2.5%	1	1	4.3%	4.3%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	4	58.7%		0	0.0%		0	0	0	0.0%	0	0	0	3.9%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	4	0.0%		0	125.0%		0	0	0	0.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	4.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	116	23.2%		0	28.1%		0	0	5	0.0%	0	-3	0	2.0%	3	3	4.3%	4.3%	

† 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 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		0.0			
03 Professionals		0.0			
04 Semi-Professionals & Tech		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

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003785

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 (EOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-04-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-04-25	Annually	Over 3 Years	2019	2022							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	23	14.4%		0	23.7%		0	0	0.0%	0	1	0	0	5.3%	-1	-1	0.0%	0.0%	
03 Professionals	37	35.1%	5.0%	6	30.8%	3.0%	3	9	3.0%	0	4	2	25.0%	9.5%	-4	-2	0.0%	4.7%	
04 Semi-Professionals & Tech	47	21.8%	5.0%	7	19.2%	3.0%	4	11	3.0%	0	6	3	25.0%	10.9%	-5	-3	0.0%	5.6%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	4	58.7%		0	0.0%		0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	4	0.0%		0	125.0%		0	0	0.0%	0	1	0	0	13.2%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	11.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	116	23.2%	11.0%	38	28.1%	6.0%	21	59	6.0%	0	14	0	0	9.1%	-11	-14	0.0%	0.0%	

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

‡ 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 (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		0.0			
03 Professionals		25.0			
04 Semi-Professionals & Tech		25.0			
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			

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						
		2019-04-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-04-25	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	7	11.9%		0	16.7%		0	0	0.0%	0	0	0	0	6.8%	0	0	0.0%	0.0%			
02	Middle & Other Managers	16	17.0%		0	30.8%		0	0	0.0%	0	0	1	0	8.9%	-1	-1	0.0%	0.0%			
03	Professionals	37	35.1%	5.0%	6	30.8%	3.0%	3	9	1	3.0%	0	5	2	13.6%	-4	-3	2.7%	7.0%			
04	Semi-Professionals & Tech	47	21.8%	5.0%	7	19.2%	3.0%	4	11	0	3.0%	0	5	3	10.0%	-5	-2	0.0%	5.6%			
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	4	58.7%		0	0.0%		0	0	0	0.0%	0	0	0	4.9%	0	0	0.0%	0.0%			
07	Administrative & Sr Clerical	4	0.0%		0	125.0%		0	0	0	0.0%	0	0	0	11.5%	0	0	0.0%	0.0%			
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09	Skilled Crafts & Trades	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	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.5%	0	0	0.0%	0.0%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		116	23.2%		0	28.1%		0	0	1	0.0%	0	11	0	10.6%	-11	-11	0.9%	0.9%			

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

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

Table 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		8.9	
02	Middle & Other Managers		0.0		7.2	
03	Professionals		25.0		13.6	
04	Semi-Professionals & Tech		25.0		10.0	
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 8: Reasonable Efforts
GEMTEC Consulting Engineers and Scientists Limited
YYYY-MM-DD

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.

GEMTEC Consulting Engineers and Scientists Limited was the parent company of Houle Chevrier Engineering Ltd. (HCEL) in 2016, and the two companies have since amalgamated. The amalgamation took place on Nov 1, 2017. HCEL employees account for the majority of the personnel growth since they were not recognized in the original compliance assesement.

- 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 Achievement Report

Part 4: Results - Women

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003790

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				All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
01 Senior Managers	2016	5	2	40.0	7.5	0	2	533.3																			
	2019	7	1	14.3	15.0	1	0	95.2	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	1	1	100.0	0
02 Middle & Other Managers	2016	10	2	20.0	13.2	1	1	151.5																			
	2019	16	3	18.8	10.0	2	1	187.5	10	2	20.0	1	1	0	0	0.0	0	0	0	0	0	0	4	1	25.0	1	0
03 Professionals	2016	15	3	20.0	11.7	2	1	170.9																			
	2019	37	13	35.1	22.6	8	5	155.5	30	13	43.3	7	6	0	0	0.0	0	0	0	0	0	8	3	37.5	2	1	
04 Semi-Professionals & Technicians	2016	26	5	19.2	9.8	3	2	196.2																			
	2019	47	7	14.9	13.9	7	0	107.1	28	4	14.3	4	0	0	0	0.0	0	0	0	0	0	7	2	28.6	1	1	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																			
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	1	0	0.0	3.8	0	0	0.0																			
	2019	4	2	50.0	5.7	0	2	877.2	3	2	66.7	0	2	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	Women	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	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0									
02 Middle & Other Managers	2019	10	2	20.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	10	2	20.0									
03 Professionals	2019	30	13	43.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	30	13	43.3									
04 Semi-Professionals & Technicians	2019	28	4	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	28	4	14.3									
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
06 Supervisors: Crafts & Trades	2019	3	2	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	2	66.7									

Federal Contractors Program Achievement Report

Part 4: Results - Women

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap				All Employees	Women			All Employees	Women			All Employees	Women						
		#	#	%	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference		
07 Administrative & Senior Clerical	2016	4	4	100.0	92.7	4	0	107.9																	
	2019	4	4	100.0	93.3	4	0	107.2	5	5	100.0	5	0	0	0	0.0	0	0	0	5	5	100.0	5	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	1	1	100.0	92.2	1	0	108.5																	
	2019	1	1	100.0	91.7	1	0	109.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

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			
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07 Administrative & Senior Clerical	2019	5	5	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	5	5	100.0									
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
10 Clerical Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									

Federal Contractors Program Achievement Report

Part 4: Results - Women

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003792

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			EE Result				All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	62	17	27.4	17.2	11	6	159.4																		
	2019	116	31	26.7	19.3	22	9	138.5	79	26	32.9	15	11	0	0	0.0	0	0	0	0	25	12	48.0	7	5	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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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				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	79	26	32.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	79	26	32.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003793

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	5	0	0.0	0.0	0	0	0.0																		
	2019	7	0	0.0	1.7	0	0	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	10	0	0.0	0.0	0	0	0.0																		
	2019	16	1	6.3	0.9	0	1	694.4	10	1	10.0	0	1	0	0	0.0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2016	15	2	13.3	0.0	0	2	0.0																		
	2019	37	2	5.4	1.4	1	1	386.1	30	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	-1
04 Semi-Professionals & Technicians	2016	26	1	3.8	0.0	0	1	0.0																		
	2019	47	2	4.3	2.5	1	1	170.2	28	1	3.6	1	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	1	0	0.0	0.0	0	0	0.0																		
	2019	4	0	0.0	3.9	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0										
02 Middle & Other Managers	2019	10	1	10.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	1	10.0										
03 Professionals	2019	30	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	30	0	0.0										
04 Semi-Professionals & Technicians	2019	28	1	3.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	28	1	3.6										
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
06 Supervisors: Crafts & Trades	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

GEMTEC Consulting Engineers and Scientists Limited

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003794

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples										
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	%	#	#	%	%	#	#	%	%	#									
07 Administrative & Senior Clerical	2016	4	0	0.0	1.7	0	0	0.0																		
	2019	4	0	0.0	2.7	0	0	0.0	5	0	0.0	0	0	0	0	0	0.0	0	0	0	0	5	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	1	0	0.0	4.1	0	0	0.0																		
	2019	1	0	0.0	4.3	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
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

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

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

GEMTEC Consulting Engineers and Scientists Limited

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003795

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				EE Result				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	62	3	4.8	0.2	0	3	2,419.4																	
	2019	116	5	4.3	2.0	2	3	215.5	79	2	2.5	2	0	0	0	0.0	0	0	0	0	0	0	0.0	1	-1

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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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		
#	#	#	%	#	%	%	%	#	%	%	%	
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0
Total	2019	79	2	2.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	79	2	2.5			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003796

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							
			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	2016	15	0	0.0	2.7	0	0	0.0																		
	2019	23	0	0.0	5.5	1	-1	0.0	13	0	0.0	1	-1	0	0	0.0	0	0	0	5	0	0.0	0	0	0	0
03 Professionals	2016	15	0	0.0	3.8	1	-1	0.0																		
	2019	37	0	0.0	9.5	4	-4	0.0	30	0	0.0	3	-3	0	0	0.0	0	0	0	8	0	0.0	0	0	0	0
04 Semi-Professionals & Technicians	2016	26	1	3.8	5.4	1	0	71.2																		
	2019	47	0	0.0	10.9	5	-5	0.0	28	0	0.0	3	-3	0	0	0.0	0	0	0	7	1	14.3	0	0	1	1
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	1	0	0.0	0.0	0	0	0.0																		
	2019	4	0	0.0	2.9	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

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						
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	13	0	0.0			0.0	0.0			0.00	0.0		
03 Professionals	2019	30	0	0.0	0	0.0	5.9	0.0	0	0.0	3.80	0.0		
	2022	30	0	0.0			25.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2019	28	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	28	0	0.0			25.0	0.0			0.00	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	3	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003797

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																	
		Workforce								Hires				Promotions				Terminations									
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
07 Administrative & Senior Clerical	2016	4	0	0.0	0.0	0	0	0.0																			
	2019	4	0	0.0	13.2	1	-1	0.0	5	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	5	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																			
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																			
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	1	0	0.0	6.0	0	0	0.0																			
	2019	1	0	0.0	11.3	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	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																			
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																			
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	

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

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

003798

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				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							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	62	1	1.6	3.9	2	-1	41.4																	
	2019	116	0	0.0	9.1	11	-11	0.0	79	0	0.0	7	-7	0	0	0.0	0	0	0	0	0	0	0.0	25	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		
#	#	%	%	#	%	%	%	#	%	%	%	
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0
Total	2019	79	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	79	0	0.0			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

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						EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
		#	Representation	Availability	Gap	%		%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
01 Senior Managers	2016	5	0	0.0	0.0	0	0	0.0																	
	2019	7	0	0.0	6.8	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
02 Middle & Other Managers	2016	10	0	0.0	0.4	0	0	0.0																	
	2019	16	0	0.0	8.9	1	-1	0.0	10	1	10.0	1	0	0	0	0.0	0	0	0	4	0	0.0	0	0	0
03 Professionals	2016	15	0	0.0	4.1	1	-1	0.0																	
	2019	37	1	2.7	13.6	5	-4	19.9	30	0	0.0	4	-4	0	0	0.0	0	0	0	8	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	26	0	0.0	2.9	1	-1	0.0																	
	2019	47	0	0.0	10.0	5	-5	0.0	28	1	3.6	3	-2	0	0	0.0	0	0	0	7	1	14.3	0	1	1
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	1	0	0.0	0.0	0	0	0.0																	
	2019	4	0	0.0	4.9	0	0	0.0	3	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	$E \div D \times 100$	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		Visible Minorities						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			8.9	0.0		
02 Middle & Other Managers	2019	10	1	10.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	1	10.0			0.0	0.0			7.2	138.9		
03 Professionals	2019	30	0	0.0	0	0.0	5.9	0.0	0	0.0	4.1	0.0		
	2022	30	0	0.0			25.0	0.0			13.6	0.0		
04 Semi-Professionals & Technicians	2019	28	1	3.6	0	0.0	3.3	108.2	0	0.0	2.9	123.2		
	2022	28	1	3.6			25.0	14.3			10.0	35.7		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

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							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability		Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	4	0	0.0	0.8	0	0	0.0																		
	2019	4	0	0.0	11.5	0	0	0.0		5	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2016	1	0	0.0	0.9	0	0	0.0																		
	2019	1	0	0.0	1.5	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0

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	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0										
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
10 Clerical Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										

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Part 7: Results - Members of Visible Minorities

GEMTEC Consulting Engineers and Scientists Limited

YYYY-MM-DD

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				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					
#	#	#	%	#	#	#	%	#	#	%	#	#	#	#	#	%	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	62	0	0.0	2.3	1	-1	0.0																	
	2019	116	1	0.9	10.6	12	-11	8.1	79	2	2.5	8	-6	0	0	0.0	0	0	0	25	1	4.0	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	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	79	2	2.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	79	2	2.5			0.0	0.0			0.0	0.0		

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: GEMTEC Consulting Engineers and Scientists Limited

Primary Location: Moncton, New Brunswick

Number of Employees: 116

- New Brunswick 67
- Newfoundland and Labrador 6
- Nova Scotia 5
- Ontario 38

Organization Overview: NAICS 541330 – Engineering Services

GEMTEC is a New Brunswick based geotechnical engineering, materials testing and environmental engineering firm. They have now expanded into Ontario, Quebec, and across Atlantic Canada. The company is employee-owned with more than 150 engineers, scientists, technical personnel and support staff.

Key Dates – First Year Assessment

Initiated: 2016-05-16
 Received: 2016-04-28
 Closed: 2016-05-16
 Workforce
 Analysis: 2016-04-21

Key Dates – Subsequent Assessment

Initiated: 2019-05-19
 Received: 2019-05-19
 Workforce
 Analysis: 2019-05-10

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

Women and Indigenous Peoples

Assessment/Observations

- There were no gaps in both groups.

Persons with Disabilities

03	Professionals	Goal not met 0%.
04	Semi-Professionals & Technicians	Goal not met 0%.

Assessment/Observations

- In EEOG 03 there were 30 new hires of which none were persons with disabilities. At an LMA rate of 3.8%, at least one person with disabilities would have been expected to be hired.
- In EEOG 04 there were 28 new hires, of which none were persons with disabilities. At an LMA rate of 5.4%, at least one person with disabilities would have been expected to be hired.

Members of Visible Minorities

03	Professionals	Goal not met 0%.
04	Semi-Professionals & Technicians	Goal met 108.2%

Assessment/Observations

- In EEOG 03 there were 30 new hires of which none were visible minorities. At an LMA rate of 13.6%, at least four one would have been expected.

ASSESSMENT OF REASONABLE EFFORTS

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

- GEMTEC Consulting Engineers and Scientists Limited was the parent company of Houle Chevrier Engineering Ltd. (HCEL) in 2016, and the two companies have since amalgamated. The amalgamation took place on Nov 1, 2017.
- GEMTEC dropped below 100 employees after certification and opted to stay in the program on a voluntary basis.
- HCEL employees account for the majority of the personnel growth since they were not recognized in the original compliance assessment.
- Out of four required goals:
 - One was met at 80% or above;
 - Three had zero percent achieved;

ASSESSMENT OF GOALS

Women and Indigenous Peoples

Observations:

There are no gaps in both designated groups.

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	8.9	8.9	0	5.3
03	Professionals	-4	13.6	13.2	0	9.5
04	Semi-Professionals & Technicians	-5	10.0	10.0	0	10.9
07	Administrative & Senior Clerical	-1	13.2	13.2	0	13.2

Observations:

- Goals have been set where all gaps exist. Only one was set equal to the LMA.

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	8.9	8.9	0	8.9
03	Professionals	-4	13.6	13.2	2.7	13.6
04	Semi-Professionals & Technicians	-5	10.0	10.0	0	10.0

Observations:

- Goals have been set appropriately at LMA in every EEOG where a gap existed.

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:

- Given that there are gaps in the persons with disabilities and visible minorities designated groups, the organization may want to consider collaborating or forging links with universities, trade programs, career fairs and professional associations in order to identify qualified individuals who are members of the designated groups as potential employees.

Name of Analyst: Neeta Dhillon

Date: July 9, 2019

Subject: Government of Canada Agreement Number: 10000429 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Paul McNeil:

I am writing to inform you that the subsequent compliance assessment initiated on May 20 2019 has been completed. As a result of the assessment, GEMTEC Consulting Engineers and Scientists Limited 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 GEMTEC Consulting Engineers and Scientists Limited's employment equity program.

- Given that there are gaps in the persons with disabilities and visible minorities designated groups, the organization may want to consider collaborating or forging links with universities, trade programs, career fairs and professional associations in order to identify qualified individuals who are members of the designated groups as potential employees.

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 May 20 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, GEMTEC Consulting Engineers and Scientists Limited 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 GEMTEC Consulting Engineers and Scientists Limited continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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

From: Jessie Mathers <jessie.mathers@gemtec.ca>
Sent: May 14, 2019 9:44 AM
To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Subject: Re: GEMTEC Compliance Assessment
Sensitivity: Confidential

Maurice,

I apologize I completed the goals improperly. I understand how the spreadsheet works now that you've included the updates.

I've now adjusted all of the categories to the availability rate so the spreadsheet is not exactly the same as the one you sent yesterday. Please find the updated spreadsheet attached.

Thank you,
Jessie

From: maurice.yakibonge@labour-travail.gc.ca <maurice.yakibonge@labour-travail.gc.ca>
Sent: Monday, May 13, 2019 12:29 PM
To: Jessie Mathers
Subject: RE: GEMTEC Compliance Assessment

Good morning,

Thank you for submitting the Compliance Assessment for GEMTEC Consulting Engineers and Scientists Limited.

The initial review of your Achievement Report shows that your goals do not comply with the Program requirements. The minimum standard to meet the Program requirements is wherever there is a gap in your workforce (as shown in the Workforce Analysis), a short and long-term goal must be set at least equal to the Availability Rate (i.e. percentage Availability). Please find attached the corrected Achievement report with amended goals. Review the report and send me your approval.

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

Kind regards,

Maurice Ntambwe Yakibonge
Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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From: Jessie Mathers <jessie.mathers@gemtec.ca>
Sent: May-10-19 1:31 PM
To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Subject: GEMTEC Compliance Assessment
Sensitivity: Confidential

Maurice,

Thank you for all of your support through this compliance assessment. Please find GEMTEC's FCP documentation attached along with a letter which explains our efforts (document 1.0).

As discussed on Monday, we are open to the option of treating this assessment as the initial assessment if that is what you recommend.

We also have some questions about our NAICS code. We have run into difficulty with how we are classified in other areas, and we want to ensure the 5413 NAICS code is appropriate for us given the size and composition of our workforce. Is there a way to see the engineering consulting industry's statistics by NOC code? For example, 40% of GEMTEC's workforce are technicians, and 32% are engineers (non management), and we're wondering how we compare to the industry by NOC code. If you have any advice on this, it would be greatly appreciated.

Please let me know if you have any questions about our documentation.

Thank you,
Jessie



Jessie Mathers, CPA, CA
VP Finance & Administration
Fredericton, NB
tel: 506.453.1025 x107 / toll-free: 1.877.243.6832
mobile: 506.440.2215 / fax: 506.453.9470

From: Jessie Mathers <jessie.mathers@gemtec.ca>
Sent: May 10, 2019 1:31 PM
To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Subject: GEMTEC Compliance Assessment
Sensitivity: Confidential

Maurice,

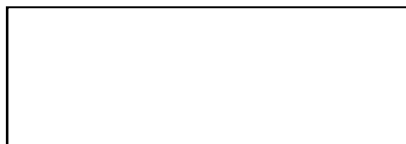
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Jessie Mathers, CPA, CA
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tel: 506.453.1025 x107 / toll-free: 1.877.243.6832
mobile: 506.440.2215 / fax: 506.453.9470

May 10, 2019

File: Human Resources

Federal Contractors Program
Employment and Social Development Canada

Attention: Maurice Yakibonge

Re: GEMTEC Consulting Engineers and Scientists Limited (GEMTEC)

Maurice,

On behalf of GEMTEC, I want to thank you for the support you have provided throughout the 2019 compliance process which was undertaken as part of the Federal Contractors Program (FCP) for employment equity.

GEMTEC has made a number of efforts throughout the past three years to increase representation of the designated employment groups in GEMTEC's workforce, and we will continue working towards this goal. Our workforce statistics do not necessarily reflect the efforts that have been made; however, we feel our strategy will lead to long-term sustainable changes in our workforce. A summary of GEMTEC's efforts, along with other important events, is provided below for your consideration.

MILESTONES

GEMTEC submitted its Agreement to Implement Employment Equity (AIEE) March 1, 2016 and first provided the Self-Identification Questionnaire to GEMTEC's workforce April 1, 2016. The first compliance assessment was undertaken thereafter with a date of April 21, 2016, and we found there was underrepresentation in GEMTEC's workforce for Visible Minorities and Persons with Disabilities. The other designated groups under the FCP are Women and Aboriginal Peoples, and GEMTEC's workforce representation was above average for those groups. At that time, GEMTEC's workforce was largely situated in New Brunswick, Canada.

GEMTEC was notified by Employment and Social Development Canada (ESDC) on May 24, 2016 that GEMTEC was found to be in compliance with the requirements of the FCP for employment equity. The initial compliance assessment found that GEMTEC had less than 100 employees per the definitions under the FCP, and as such, GEMTEC could remain in the FCP program as a volunteer or withdraw from the program. GEMTEC notified ESDC that it wished to remain in the program as a volunteer on May 27, 2016.

On November 1, 2017, GEMTEC amalgamated with its subsidiary company Houle Chevrier Engineering Limited (HCEL). HCEL was purchased by GEMTEC in January 2013, and is based in Ottawa, Ontario. HCEL employees were not considered as part of GEMTEC’s original compliance assessment pursuant to the FCP regulations. In February of 2018, HCEL employees (now GEMTEC employees post-amalgamation) were provided with the Self-Identification Questionnaire and the results of those surveys were used to update GEMTEC’s workforce statistics.

In total, GEMTEC reported an additional twenty-three employees as a result of the amalgamation, and another fourteen employees have been added in Ontario since the amalgamation. We have found that combining our Ontario workforce statistics with our Atlantic Canada workforce statistics has increased our workforce representation gaps for both Visible Minorities and Persons with Disabilities.

GEMTEC is now in the process of completing the 2019 FCP compliance assessment, and we are updating our workforce records and providing supplemental information to the FCP describing the changes in our workforce since 2016.

EFFORTS

Recognizing our gaps in workforce representation, GEMTEC has been working with community and other partners since 2016 to establish new and improved hiring channels. We have been successful in establishing many connections, with our most promising connections being with local colleges and universities. These connections are summarized below, and the connections denoted in red have been where GEMTEC has partnered most often and/or with the most success in its recruiting efforts. The Province of New Brunswick is noted as PNB below.

Community Connections and Partnerships	
University of New Brunswick (UNB) COOP	UNB Student Accessibility Centre
UNB Student Employment Centre	New Brunswick Community College (NBCC)
Eastern College	University of Waterloo COOP
Algonquin College (Ottawa, ON)	Fleming College (Peterborough, ON)
PNB Post-Secondary Education, Training and Labour (PETL)	PNB Youth Employment Fund
PNB Work-Ability Program	PNB Workforce Expansion Program
Atlantic Immigration Pilot Program (AIPP)	YMCA
Multi-Cultural Association	Meridia Recruitment Solutions (Meridia)

As noted above, our most encouraging recruitment activities have been with colleges and universities through the hiring of summer students. Our goal is to create a well-established pool of students and to hire entry level personnel from this pool of candidates. This is a longer term solution to our recruitment challenges as we plan to invest in our future employees and develop their skills from the early stages of their careers. We have historically partnered with post-secondary educational institutions, and this is not entirely new to GEMTEC; however, we have now adopted a more robust policy related to student educational requirements, and we are now accepting the majority of our student applications through COOP programs which provide us with an independent screening process. GEMTEC hires between ten and fifteen students each summer company-wide.

As part of our community partnership efforts, we also hosted an international student from Eastern College in Fredericton, NB during the winter of 2019. This provided a valuable experience for both GEMTEC and the student. We assisted our student to become more familiar with Canadian business practices and provided a welcoming environment to cultivate his language skills.

GEMTEC recruitment challenges are two-fold, in that we are facing challenges within the designated employment groups, but also, we are facing a shortage of qualified labour overall, particularly in the Province of New Brunswick where GEMTEC's head office resides. We are experiencing this most visibly with the recruitment of intermediate and senior roles where we have employed third-party recruitment firms such as Meridia to assist with our recruitment searches. To date, we have had limited success recruiting in the Atlantic region with the assistance of third-party recruitment firms; however, we have had positive results in the Ontario market.

The Province of New Brunswick predicts that the labour shortage will become much worse in the next 10+ years as the baby boomer generation retires (1/3 of the workforce). In 2017, New Brunswick's death rate outpaced its birth rate, and New Brunswick is the only Canadian province reporting a shrinking population. The Province is pursuing more aggressive immigration policies to fuel the New Brunswick economy, and the impact of these measures will only be known well into the future. Working with the Province, GEMTEC has become part of the Atlantic Immigration Pilot Program (AIPP). It is our hope that this program will help us recruit qualified individuals; however, we have had limited short term success.

In 2018, we recruited and hired a Coastal Scientist from China as a result of GEMTEC's regular recruiting efforts which were not part of the AIPP. This employee self-identifies as GEMTEC's only visible minority. In Ottawa, one of our engineers left us in 2018 to relocate to Toronto and live with his fiancé. We also employed a technician in 2017 to cover a maternity leave in Ottawa. These individuals are both members of a visible minority.

We have a number of visible minorities employed with GEMTEC who have not self-identified on their questionnaires. One of which is an employee who immigrated to Canada from Chile and has been working with GEMTEC since 2010 when she started with GEMTEC as a COOP student.

We also have an employee who immigrated from Nigeria as well as a long term employee who immigrated from Serbia.

GEMTEC provides a welcoming environment for all employees, and we scored 96% on our 2018 employee survey under the heading “We welcome diversity in our workplace”. Although we cannot explain why the employees noted above have not self-identified, we feel it has something to do with our welcoming work environment. We feel that GEMTEC’s above-average results for both Women and Aboriginal Peoples is a reflection of our welcoming workplace.

As reported in the initial compliance assessment, GEMTEC had a 30-year employee who identified as a Person with a Disability in its workforce. This employee had faced challenges for many years with a chronic illness, and GEMTEC supported this employee with modified duties and other meaningful work throughout the duration of his illness. Sadly in the summer of 2017, this employee was advised to seek long term disability accommodations by his doctor, and he has not worked since that time. Long term disability and other medical benefits are being paid to this employee through GEMTEC’s employee benefits plan.

Last summer, we had the opportunity to hire an administrator with an intellectual disability through a Temporary Employment Agency, and he briefly worked for us covering vacations. We recently entered into a cleaning contract with a local business who employs Persons with Disabilities, and GEMTEC’s head office staff works with these individuals through that contract. At this time, GEMTEC does not have any active employees who self-identify as Persons with a Disability.

GEMTEC prides itself on being flexible and versatile, and we feel these are some of our greatest strengths. This flexibility is good for both our clients and our employees. Working parents and other caregivers often need flexible work arrangements which we have always accommodated. We feel this is one of the reasons we have been successful recruiting and retaining female employees.

GEMTEC’s human resources (HR) activities are overseen by GEMTEC’s VP Finance with the support of administrative personnel. Acknowledging the importance of our recruitment and other HR activities, GEMTEC also formed an HR Committee in 2018 which is composed of executives, board members, and other personnel. The HR Committee meets regularly with much of its time devoted to recruitment and retention strategies. GEMTEC’s HR Committee enacted our Student Hiring Policy mentioned above, along with a revision of GEMTEC’s Employee Referral Program in the summer of 2018. The HR Committee also undertook an employee survey in the fall of 2018 to better understand how our employees view GEMTEC and what we can do to improve the company. Over 100 employees participated in the survey, and GEMTEC achieved scores of 88% or higher in the areas of equity & fairness and diversity.

A number of new processes have been adopted which support our employment equity mission, with only the highlights being mentioned above.

CLOSING

GEMTEC's management team is committed to the continuous pursuit of employment equity for our workforce. Please accept this summary as support of GEMTEC's efforts to implement employment equity.

Sincerely,



Jessie Mathers, VP Finance