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|-------------------|
| OFFICIAL USE ONLY |
| Agreement N°: |

Labour Program
Federal Contractors Program

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

| ORGANIZATION | |
|--|---|
| Legal Name of Organization General Dynamics Produits de Defense et Systemes Tactiques-Canada Valleyfield Inc. | 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) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TYD=118464 325920 | Total number of employees in Canada (Permanent Full-time and/or Part-time) 345 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated |

| HEAD OFFICE | | | |
|--|--------------------|----------------|------------------------|
| Address (building number, street, suite, etc.) 5, montee des Arsenaux | City Repentigny | Province Qc | Postal Code J5Z 2P4 |
| Telephone Number 450-581-3080 | | | |

| EMPLOYMENT EQUITY CONTACT | | | |
|----------------------------------|--|---|--|
| Name (print) Nancy Leshoux | Title Human Resources Advisor | | |
| Telephone Number 450-582-6288 | E-mail Address nancy.leshoux@can.gd-ots.com | Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" 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/or 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 contact the Labour Program at the email address provided at the bottom of this form. |
| 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) Philippe Robert | Title Human Resources Vice-President | | |
| Telephone Number 450-582-6317 | E-mail Address philippe.robert@can.gd-ots.com | Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French | |
| Signature [REDACTED] | Date (YYYY-MM-DD) 2016-06-02 | | |

| Privacy Notice: |
|---|
| The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> 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. |

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



General Dynamics Defence Products and Tactical Systems - Canada Valleyfield (Certificate # 10000421)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Expiry Date: 2020-01-17

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

| | Province | | | | Census Metropolitan Area | |
|--|---------------------|---------------------|-----------|---------------------------|--|------|
| | Permanent full time | Permanent part-time | Temporary | Total number of employees | | |
| Quebec | 349 | 2 | 0 | 351 | Montreal | 3492 |
| | | | | | | 0 |
| | | | | | | 351 |
| Total number of employees in Canada | | | | | Total number of employees in Canada | |
| | | | | 351 | | 351 |

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2017-02-20 to 2020-01-17

| Occupational Category Salary Range Col. 1 | Quarter | All employees | | | Aboriginal | | | 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 management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 15 | 11 | 4 | | | | 1 | 1 | | | | |
| | Total | 15 | 11 | 4 | | | | 1 | 1 | | | | |
| Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 27 | 20 | 7 | | | | 1 | 1 | | | | |
| | Total | 27 | 20 | 7 | | | | 1 | 1 | | | | |
| Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 35 | 23 | 12 | | | | 1 | | 1 | | | |
| | Total | 35 | 23 | 12 | | | | 1 | | 1 | | | |
| Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 2 | | 2 | | | | | | | | | |
| | Total | 2 | | 2 | | | | | | | | | |

General Dynamics Defence Products and Tactical Systems - Canada Valleyfield (Certificate # 10000421)

Form 2 A

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2017-02-20 to 2020-01-17

| Occupational Category Salary Range Col. 1 | Quarter | All employees | | | Aboriginal | | | 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 |
| Foremen Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 7 | 7 | | 1 | 1 | | | | | | | |
| | Total | 7 | 7 | | 1 | 1 | | | | | | | |
| Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 4 | | 4 | | | | | | | | | |
| | Total | 4 | | 4 | | | | | | | | | |
| Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 38 | 38 | | | | | | | | | | |
| | Total | 38 | 38 | | | | | | | | | | |
| Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 9 | 5 | 4 | | | | 1 | 1 | | | | |
| | Total | 9 | 5 | 4 | | | | 1 | 1 | | | | |

General Dynamics Defence Products and Tactical Systems - Canada Valleyfield (Certificate # 10000421)

Form 2 A

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2017-02-20 to 2020-01-17

| Occupational Category Salary Range Col. 1 | Quarter | All employees | | | Aboriginal | | | 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 |
| Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 13 | 13 | | | | | | | | | | |
| | Total | 13 | 13 | | | | | | | | | | |
| Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 198 | 178 | 20 | 1 | 1 | | 3 | 3 | | 3 | 3 | |
| | Total | 198 | 178 | 20 | 1 | 1 | | 3 | 3 | | 3 | 3 | |
| Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 1 | 1 | | | | | | | | | | |
| | Total | 1 | 1 | | | | | | | | | | |
| Total number of employees | | 349 | 296 | 53 | 2 | 2 | | 7 | 6 | 1 | 3 | 3 | |

General Dynamics Defence Products and Tactical Systems - Canada Valleyfield (Certificate # 10000421)

Form 2 B

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES
Part-time / National
Reporting period 2017-02-20 to 2020-01-17

| Occupational Category Salary Range Col. 1 | Quarter | All employees | | | Aboriginal | | | 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 |
| Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000 | 4 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 1 | 2 | 2 | | | | | | | | | | |
| | Total | 2 | 2 | | | | | | | | | | |
| Total number of employees | | 2 | 2 | | | | | | | | | | |



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2017-02-20 to 2020-01-17

| Salary Range | All employees | | | Aboriginal | | | 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 |
| Less than \$15,000 | 349 | 296 | 53 | 2 | 2 | | 7 | 6 | 1 | 3 | 3 | |
| Total number of employees | 349 | 296 | 53 | 2 | 2 | | 7 | 6 | 1 | 3 | 3 | |

General Dynamics Defence Products and Tactical Systems - Canada Valleyfield (Certificate # 10000421)

Form 3 B

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE
Part-time / National
Reporting period 2017-02-20 to 2020-01-17

| Salary Range | All employees | | | Aboriginal | | | 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 |
| Less than \$5,000 | 2 | 2 | | | | | | | | | | |
| Total number of employees | 2 | 2 | | | | | | | | | | |

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2017-02-20 to 2020-01-17

| Occupational Category | All employees | | | Aboriginal | | | 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 management and other directors | 6 | 3 | 3 | | | | | | | | | |
| Professionals | 12 | 9 | 3 | | | | 1 | 1 | | | | |
| Semi-professional and technical staff | 13 | 7 | 6 | | | | 1 | | 1 | | | |
| Supervisors | 1 | | 1 | | | | | | | | | |
| Foremen | 8 | 8 | | 1 | 1 | | | | | | | |
| Administrative and main office staff | 1 | | 1 | | | | | | | | | |
| Skilled workers and artisans | 7 | 7 | | | | | | | | | | |
| Intermediate sales and service personnel | 1 | 1 | | | | | | | | | | |
| Skilled Manual Workers | 74 | 61 | 13 | 1 | 1 | | 2 | 2 | | 3 | 3 | |
| Total number of employees hired | 123 | 96 | 27 | 2 | 2 | | 4 | 3 | 1 | 3 | 3 | |

General Dynamics Defence Products and Tactical Systems - Canada Valleyfield (Certificate # 10000421)

Form 4 B

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS
Part-time / National
Reporting period 2017-02-20 to 2020-01-17

| Occupational Category | All employees | | | Aboriginal | | | 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 |
| Intermediate sales and service personnel | 1 | 1 | | | | | | | | | | |
| Total number of employees hired | 1 | 1 | | | | | | | | | | |

General Dynamics Defence Products and Tactical Systems - Canada Valleyfield (Certificate # 10000421)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

~~Reporting period 2017-02-29 to 2020-01-17~~

| Occupational Category | Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.) | | | | | | | | | | | |
|--|--|------------|--------------|--------------|------------|--------------|---------------------------|------------|--------------|-------------------------------|-------------|---------------|
| | All employees | | | Aboriginal | | | 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 management and other directors | 2 | 2 | | | | | | | | | | |
| Semi-professional and technical staff | 1 | | 1 | | | | | | | | | |
| Total number of employees promoted | 3 | 2 | 1 | | | | | | | | | |
| Total number of promotions | 3 | 2 | 1 | | | | | | | | | |

FEDERAL CONTRACT PROGRAMS: EMPLOYMENT TERMINATIONS

Full time / National

Reporting period 2017-02-20 to 2020-01-17

| Occupational Category | All employees | | | Aboriginal | | | 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 management and other directors | 6 | 3 | 3 | | | | | | | | | |
| Professionals | 2 | 1 | 1 | | | | | | | | | |
| Semi-professional and technical staff | 12 | 6 | 6 | | | | | | | | | |
| Foremen | 4 | 4 | | | | | | | | | | |
| Skilled workers and artisans | 10 | 10 | | | | | | | | | | |
| Clerical staff | 1 | 1 | | | | | | | | | | |
| Intermediate sales and service personnel | 3 | 3 | | | | | | | | | | |
| Skilled Manual Workers | 34 | 32 | 2 | | | | 1 | 1 | | | | |
| Other sales and service personnel | 1 | 1 | | | | | | | | | | |
| Other manual workers | 2 | 2 | | | | | | | | | | |
| Total number of employees whose employment was terminated | 75 | 63 | 12 | | | | 1 | 1 | | | | |

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Women

| Employment Equity Occupational Group | Internal location | All employees # | Representation | | Availability | | Difference # | Place of recruitment |
|--|-------------------|-----------------|----------------|---------|--------------|----|--------------|----------------------|
| | | | # | % | % | # | | |
| 02: Middle management and other directors | National | 15 | 4 | 26.7 % | 39.4 % | 6 | -2 | National |
| 03: Professionals | | 27 | 7 | 25.9 % | 36.3 % | 10 | -3 | |
| 1121: Human Resources Professionals | National | 2 | 2 | 100.0 % | 73.2 % | 1 | 1 | National |
| 2112 : Chemists | National | 10 | 2 | 20.0 % | 41.9 % | 4 | -2 | National |
| 2132 : Mechanical engineers | National | 3 | 0 | 0.0 % | 9.5 % | 0 | 0 | National |
| 2134 : Chemical engineers | National | 11 | 2 | 18.2 % | 26.8 % | 3 | -1 | National |
| 3012: Registered Nurses and Registered Psychiatric Nurses | National | 1 | 1 | 100.0 % | 91.9 % | 1 | 0 | National |
| 04: Semi-professional and technical staff | | 35 | 12 | 34.3 % | 34.6 % | 12 | 0 | |
| 2211 : Chemical technologists and technicians | Quebec | 16 | 6 | 37.5 % | 54.4 % | 9 | -3 | Quebec |
| 2232 : Mechanical Engineering Technologists and Technicians | Quebec | 1 | 0 | 0.0 % | 8.6 % | 0 | 0 | Quebec |
| 2233: Industrial and Manufacturing Engineering Technologists and Technicians | Quebec | 7 | 2 | 28.6 % | 24.6 % | 2 | 0 | Quebec |
| 2241 : Electronic and Electrical Engineering Technologists and Technicians | Quebec | 1 | 0 | 0.0 % | 8.4 % | 0 | 0 | Quebec |
| 2243 : Industrial Instrument Technicians and Mechanics | Quebec | 5 | 1 | 20.0 % | 3.9 % | 0 | 1 | Quebec |
| 2262: Engineering Inspectors and Regulatory Officers | Quebec | 3 | 2 | 66.7 % | 24.1 % | 1 | 1 | Quebec |
| 2263: Public Health, Environmental and Occupational Health and Safety Inspectors | security Quebec | 1 | 1 | 100.0 % | 44.8 % | 0 | 1 | Quebec |
| 2281 : Computer Network Technicians | Quebec | 1 | 0 | 0.0 % | 14.0 % | 0 | 0 | Quebec |
| 05: Supervisors | | 2 | 2 | 100.0 % | 50.5 % | 1 | 1 | |
| Employment Equity Occupational Group | Montreal | 2 | 2 | 100.0 % | 50.5 % | 1 | 1 | Montreal |
| 06 : Foremen | | 7 | 0 | 0.0 % | 20.8 % | 1 | -1 | |
| 9227: Supervisors in manufacturing and assembly of miscellaneous products | Quebec | 7 | 0 | 0.0 % | 20.8 % | 1 | -1 | Quebec |
| 07: Administrative and Senior Clerical Staff | | 4 | 4 | 100.0 % | 80.9 % | 3 | 1 | |
| Employment Equity Occupational Group | Montreal | 4 | 4 | 100.0 % | 80.9 % | 3 | 1 | Montreal |
| 09: Skilled workers and artisans | | 38 | 0 | 0.0 % | 3.7 % | 1 | -1 | |
| 7231 : Machinists and Machining and Tooling Inspectors | Quebec | 7 | 0 | 0.0 % | 5.1 % | 0 | 0 | Quebec |

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Women

| Employment Equity Occupational Group | Internal location | All employees # | Representation | | Availability | | Difference # | Place of recruitment |
|---|-------------------|--------------------|----------------|-------|--------------|----|-----------------|----------------------|
| | | | # | % | % | # | | |
| 7233 : Sheet metal workers | Quebec | 2 | 0 | 0.0% | 3.2% | 0 | 0 | Quebec |
| 7237: Welders and Related Machine Operators | Quebec | 1 | 0 | 0.0% | 4.1% | 0 | 0 | Quebec |
| 7242 : Industrial Electricians | Quebec | 2 | 0 | 0.0% | 2.0% | 0 | 0 | Quebec |
| 7251 : Plumbers | Quebec | 3 | 0 | 0.0% | 1.4% | 0 | 0 | Quebec |
| 7271 : Carpenters | Quebec | 5 | 0 | 0.0% | 1.2% | 0 | 0 | Quebec |
| 7293: Insulators | Quebec | 1 | 0 | 0.0% | 6.3% | 0 | 0 | Quebec |
| 7294 : Painters and decorators (except interior decorators) | Quebec | 2 | 0 | 0.0% | 13.5% | 0 | 0 | Quebec |
| 7311: Construction millwrights and industrial mechanics | Quebec | 8 | 0 | 0.0% | 1.4% | 0 | 0 | Quebec |
| 7321: Motor Vehicle, Truck and Bus Mechanics and Repairers | Quebec | 2 | 0 | 0.0% | 1.7% | 0 | 0 | Quebec |
| 9241: Power Plant Mechanics and Power System Operators | Quebec | 5 | 0 | 0.0% | 6.2% | 0 | 0 | Quebec |
| 10 : Office staff | | 9 | 4 | 44.4% | 61.6% | 6 | -2 | |
| Employment Equity Occupational Group | Montreal | 9 | 4 | 44.4% | 61.6% | 6 | -2 | Montreal |
| 11: Intermediate sales and service personnel | | 15 | 0 | 0.0% | 63.2% | 9 | -9 | |
| Employment Equity Occupational Group | Montreal | 15 | 0 | 0.0% | 63.2% | 9 | -9 | Montreal |
| 12: Skilled Manual Workers | | 198 | 20 | 10.1% | 15.9% | 31 | -11 | |
| Employment Equity Occupational Group | Montreal | 198 | 20 | 10.1% | 15.9% | 31 | -11 | Montreal |
| 14: Other manual workers | | 1 | 0 | 0.0% | 23.6% | 0 | 0 | |
| Employment Equity Occupational Group | Montreal | 1 | 0 | 0.0% | 23.6% | 0 | 0 | Montreal |
| Total | | 351 | 53 | 15.1% | 23.3% | 80 | -27 | |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Aboriginal

| Employment Equity Occupational Group | Location | All employees internal# | Aboriginal | | | | Place of recruitment | |
|--|----------|----------------------------|---------------------|-------|-------------------|-----------------|----------------------|----------|
| | | | Representation # | % | Availability % | Difference # | | |
| 02: Middle management and other directors | | National15 | 0 | 0.0% | 2.7% | 0 | 0 | National |
| 03: Professionals | | 27 | 0 | 0.0% | 1.0% | 0 | 0 | |
| 1121: Human Resources Professionals | | National2 | 0 | 0.0% | 3.1% | 0 | 0 | National |
| 2112 : Chemists | | National10 | 0 | 0.0% | 0.7% | 0 | 0 | National |
| 2132 : Mechanical engineers | | National3 | 0 | 0.0% | 1.0% | 0 | 0 | National |
| 2134 : Chemical engineers | | National11 | 0 | 0.0% | 0.8% | 0 | 0 | National |
| 3012: Registered Nurses and Registered Psychiatric Nurses | | National1 | 0 | 0.0% | 3.0% | 0 | 0 | National |
| 04: Semi-professional and technical staff | | 35 | 0 | 0.0% | 1.5% | 1 | -1 | |
| 2211 : Chemical technologists and technicians | | Quebec16 | 0 | 0.0% | 1.4% | 0 | 0 | Quebec |
| 2232 : Mechanical Engineering Technologists and Technicians | | Quebec1 | 0 | 0.0% | 1.0% | 0 | 0 | Quebec |
| 2233: Industrial and Manufacturing Engineering Technologists and Technicians | | Quebec7 | 0 | 0.0% | 1.1% | 0 | 0 | Quebec |
| 2241 : Electronic and Electrical Engineering Technologists and Technicians | | Quebec1 | 0 | 0.0% | 1.6% | 0 | 0 | Quebec |
| 2243 : Industrial Instrument Technicians and Mechanics | | Quebec5 | 0 | 0.0% | 2.4% | 0 | 0 | Quebec |
| 2262: Engineering Inspectors and Regulatory Officers | | Quebec3 | 0 | 0.0% | 1.4% | 0 | 0 | Quebec |
| 2263: Public Health, Environmental and Occupational Health and Safety Inspectors | | Quebec1 | 0 | 0.0% | 2.1% | 0 | 0 | Quebec |
| 2281 : Computer Network Technicians | | Quebec1 | 0 | 0.0% | 1.1% | 0 | 0 | Quebec |
| 05: Supervisors | | 2 | 0 | 0.0% | 0.8% | 0 | 0 | |
| Employment Equity Occupational Group | | Montreal2 | 0 | 0.0% | 0.8% | 0 | 0 | Montreal |
| 06 : Foremen | | 7 | 1 | 14.3% | 1.5% | 0 | 1 | |
| 9227: Supervisors in manufacturing and assembly of miscellaneous products | | Quebec7 | 1 | 14.3% | 1.5% | 0 | 1 | Quebec |
| 07: Administrative and Senior Clerical Staff | | 4 | 0 | 0.0% | 0.8% | 0 | 0 | |
| Employment Equity Occupational Group | | Montreal4 | 0 | 0.0% | 0.8% | 0 | 0 | Montreal |
| 09: Skilled workers and artisans | | 38 | 0 | 0.0% | 2.6% | 1 | -1 | |
| 7231 : Machinists and Machining and Tooling Inspectors | | Quebec7 | 0 | 0.0% | 0.9% | 0 | 0 | Quebec |

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Aboriginal

| Employment Equity Occupational Group | Internal location | All employees # | Aboriginal | | Availability % | Differ ence # | Place of recruitment |
|---|-------------------|--------------------|---------------------|------|-------------------|---------------------|----------------------|
| | | | Representation # | % | | | |
| 7233 : Sheet metal workers | Quebec | 2 | 0 | 0.0% | 1.9% | 0 | Quebec |
| 7237: Welders and Related Machine Operators | Quebec | 1 | 0 | 0.0% | 2.3% | 0 | Quebec |
| 7242 : Industrial Electricians | Quebec | 2 | 0 | 0.0% | 2.0% | 0 | Quebec |
| 7251 : Plumbers | Quebec | 3 | 0 | 0.0% | 2.8% | 0 | Quebec |
| 7271 : Carpenters | Quebec | 5 | 0 | 0.0% | 3.6% | 0 | Quebec |
| 7293: Insulators | Quebec | 1 | 0 | 0.0% | 3.3% | 0 | Quebec |
| 7294 : Painters and decorators (except interior decorators) | Quebec | 2 | 0 | 0.0% | 2.6% | 0 | Quebec |
| 7311: Construction millwrights and industrial mechanics | Quebec | 8 | 0 | 0.0% | 2.7% | 0 | Quebec |
| 7321: Motor Vehicle, Truck and Bus Mechanics and Repairers | Quebec | 2 | 0 | 0.0% | 2.2% | 0 | Quebec |
| 9241: Power Plant Mechanics and Power System Operators | Quebec | 5 | 0 | 0.0% | 4.0% | 0 | Quebec |
| 10 : Office staff | | 9 | 0 | 0.0% | 1.0% | 0 | |
| Employment Equity Occupational Group | Montreal | 9 | 0 | 0.0% | 1.0% | 0 | Montreal |
| 11: Intermediate sales and service personnel | | 15 | 0 | 0.0% | 0.8% | 0 | |
| Employment Equity Occupational Group | Montreal | 15 | 0 | 0.0% | 0.8% | 0 | Montreal |
| 12: Skilled Manual Workers | | 198 | 1 | 0.5% | 1.0% | 2 | -1 |
| Employment Equity Occupational Group | Montreal | 198 | 1 | 0.5% | 1.0% | 2 | -1 |
| 14: Other manual workers | | 1 | 0 | 0.0% | 1.0% | 0 | 0 |
| Employment Equity Occupational Group | Montreal | 1 | 0 | 0.0% | 1.0% | 0 | Montreal |
| Total | | 351 | 2 | 0.6% | 1.3% | 4 | -2 |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Members of Visible Minorities

| Employment Equity Occupational Group | Internal location | All employees # | Members of Visible Minorities | | | | Differ ence # | Place of recruitment |
|--|-------------------|--------------------|-------------------------------|-------------------|---------------------|-------------------|---------------------|----------------------|
| | | | Representation # | Availability % | Representation % | Availability % | | |
| 02: Middle management and other directors | National | 15 | 0 | 0.0% | 17.6% | 3 | -3 | National |
| 03: Professionals | | 27 | 0 | 0.0% | 37.7% | 10 | -10 | |
| 1121: Human Resources Professionals | National | 2 | 0 | 0.0% | 16.7% | 0 | 0 | National |
| 2112 : Chemists | National | 10 | 0 | 0.0% | 44.1% | 4 | -4 | National |
| 2132 : Mechanical engineers | National | 3 | 0 | 0.0% | 30.7% | 1 | -1 | National |
| 2134 : Chemical engineers | National | 11 | 0 | 0.0% | 39.0% | 4 | -4 | National |
| 3012: Registered Nurses and Registered Psychiatric Nurses | National | 1 | 0 | 0.0% | 21.1% | 0 | 0 | National |
| 04: Semi-professional and technical staff | | 35 | 0 | 0.0% | 14.2% | 5 | -5 | |
| 2211 : Chemical technologists and technicians | Quebec | 16 | 0 | 0.0% | 19.3% | 3 | -3 | Quebec |
| 2232 : Mechanical Engineering Technologists and Technicians | Quebec | 1 | 0 | 0.0% | 9.0% | 0 | 0 | Quebec |
| 2233: Industrial and Manufacturing Engineering Technologists and Technicians | Quebec | 7 | 0 | 0.0% | 11.4% | 1 | -1 | Quebec |
| 2241 : Electronic and Electrical Engineering Technologists and Technicians | Quebec | 1 | 0 | 0.0% | 11.4% | 0 | 0 | Quebec |
| 2243 : Industrial Instrument Technicians and Mechanics | Quebec | 5 | 0 | 0.0% | 3.9% | 0 | 0 | Quebec |
| 2262: Engineering Inspectors and Regulatory Officers | Quebec | 3 | 0 | 0.0% | 14.5% | 0 | 0 | Quebec |
| 2263: Public Health, Environmental and Occupational Health and Safety Inspectors | security Quebec | 1 | 0 | 0.0% | 7.6% | 0 | 0 | Quebec |
| 2281 : Computer Network Technicians | Quebec | 1 | 0 | 0.0% | 16.5% | 0 | 0 | Quebec |
| 05: Supervisors | | 2 | 0 | 0.0% | 20.4% | 0 | 0 | |
| Employment Equity Occupational Group | Montreal | 2 | 0 | 0.0% | 20.4% | 0 | 0 | Montreal |
| 06 : Foremen | | 7 | 0 | 0.0% | 10.8% | 1 | -1 | |
| 9227: Supervisors in manufacturing and assembly of miscellaneous products | Quebec | 7 | 0 | 0.0% | 10.8% | 1 | -1 | Quebec |
| 07: Administrative and Senior Clerical Staff | | 4 | 0 | 0.0% | 14.6% | 1 | -1 | |
| Employment Equity Occupational Group | Montreal | 4 | 0 | 0.0% | 14.6% | 1 | -1 | Montreal |
| 09: Skilled workers and artisans | | 38 | 0 | 0.0% | 5.6% | 2 | -2 | |
| 7231 : Machinists and Machining and Tooling Inspectors | Quebec | 7 | 0 | 0.0% | 11.4% | 1 | -1 | Quebec |

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Members of Visible Minorities

| Employment Equity Occupational Group | Internal location | All employees # | Members of Visible Minorities | | | | Differ ence # | Place of recruitment |
|---|-------------------|--------------------|-------------------------------|-------------------|---------------------|-------------------|---------------------|----------------------|
| | | | Representation # | Availability % | Representation % | Availability % | | |
| 7233 : Sheet metal workers | Quebec | 2 | 0 | 0.0% | 2.3% | 0 | 0 | Quebec |
| 7237: Welders and Related Machine Operators | Quebec | 1 | 0 | 0.0% | 6.4% | 0 | 0 | Quebec |
| 7242 : Industrial Electricians | Quebec | 2 | 0 | 0.0% | 5.5% | 0 | 0 | Quebec |
| 7251 : Plumbers | Quebec | 3 | 0 | 0.0% | 4.3% | 0 | 0 | Quebec |
| 7271 : Carpenters | Quebec | 5 | 0 | 0.0% | 1.7% | 0 | 0 | Quebec |
| 7293: Insulators | Quebec | 1 | 0 | 0.0% | 4.0% | 0 | 0 | Quebec |
| 7294 : Painters and decorators (except interior decorators) | Quebec | 2 | 0 | 0.0% | 7.8% | 0 | 0 | Quebec |
| 7311: Construction millwrights and industrial mechanics | Quebec | 8 | 0 | 0.0% | 3.6% | 0 | 0 | Quebec |
| 7321: Motor Vehicle, Truck and Bus Mechanics and Repairers | Quebec | 2 | 0 | 0.0% | 7.9% | 0 | 0 | Quebec |
| 9241: Power Plant Mechanics and Power System Operators | Quebec | 5 | 0 | 0.0% | 4.8% | 0 | 0 | Quebec |
| 10 : Office staff | | 9 | 0 | 0.0% | 20.4% | 2 | -2 | |
| Employment Equity Occupational Group | Montreal | 9 | 0 | 0.0% | 20.4% | 2 | -2 | Montreal |
| 11: Intermediate sales and service personnel | | 15 | 0 | 0.0% | 26.6% | 4 | -4 | |
| Employment Equity Occupational Group | Montreal | 15 | 0 | 0.0% | 26.6% | 4 | -4 | Montreal |
| 12: Skilled Manual Workers | | 198 | 3 | 1.5% | 26.1% | 52 | -49 | |
| Employment Equity Occupational Group | Montreal | 198 | 3 | 1.5% | 26.1% | 52 | -49 | Montreal |
| 14: Other manual workers | | 1 | 0 | 0.0% | 27.1% | 0 | 0 | |
| Employment Equity Occupational Group | Montreal | 1 | 0 | 0.0% | 27.1% | 0 | 0 | Montreal |
| Total | | 351 | 3 | 0.8% | 22.6% | 80 | -77 | |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2016 Census and internal employer data

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Persons with disabilities

| Employment Equity Occupational Group | Internal location | All employees # | Persons with disabilities | | | | Differ ence | Place of recruitment |
|--|-------------------|--------------------|---------------------------|-------------------|-------------------|---------------------|----------------|----------------------|
| | | | Representation # | Availability % | Availability % | Representation # | | |
| 01/02 : Executives | National | 15 | 1 | 6.7% | 5.0% | 1 | 0 | National |
| 03: Professionals | National | 27 | 1 | 3.7% | 8.9% | 2 | -1 | National |
| 04: Semi-professional and technical staff | National | 35 | 1 | 2.9% | 7.6% | 3 | -2 | National |
| 05: Supervisors | National | 2 | 0 | 0.0% | 27.5% | 1 | -1 | National |
| 06 : Foremen | National | 7 | 0 | 0.0% | 10.1% | 1 | -1 | National |
| 07: Administrative and Senior Clerical Staff | National | 4 | 0 | 0.0% | 10.0% | 0 | 0 | National |
| 09: Skilled workers and artisans | National | 38 | 0 | 0.0% | 7.8% | 3 | -3 | National |
| 10 : Office staff | National | 9 | 1 | 11.1% | 9.3% | 1 | 0 | National |
| 11: Intermediate sales and service personnel | National | 15 | 0 | 0.0% | 10.8% | 2 | -2 | National |
| 12: Skilled Manual Workers | National | 198 | 3 | 1.5% | 10.3% | 20 | -17 | National |
| 14: Other manual workers | National | 1 | 0 | 0.0% | 6.8% | 0 | 0 | National |
| Total | | 351 | 7 | 2.0% | 9.5% | 34 | -27 | |

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2017 Canadian Disability Survey and internal employer data.



Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

| Employment Equity Occupational Group | Perform an analysis by | Place of recruitment |
|---|------------------------|----------------------|
| 02: Middle and Other Managers 03: Professionals | EEOG | National |
| 04: Semi-professional and technical staff | NOC | National |
| | NOC | Provincial |
| 05: Supervisors | EEOG | CMA |
| 06 : Foremen | CNP | Provincial |
| 07: Administrative and Senior Clerical Staff | EEOG | CMA |
| 09: Skilled workers and artisans | CNP | Provincial |
| 10 : Office staff | EEOG | CMA |
| 11: Intermediate sales and service personnel | EEOG | CMA |
| 12: Skilled Manual Workers | EEOG | CMA |
| 13: Other sales and service personnel | EEOG | CMA |
| 14: Other manual workers | EEOG | CMA |

Default Workforce Analysis System - Detailed Report

Date: 2020-01-28

Default Data for Workforce Analysis - Persons with Disabilities

| Employment Equity Occupational Group | Perform an analysis by | Place of recruitment |
|---|------------------------|----------------------|
| 01/02 : Executives | CPEME | National |
| 3. : Professionals | CPEME | National |
| 4.: Semi-professional and technical staff 05 : Supervisors | CPEME | National |
| 6. Foremen | CPEME | National |
| 7.09: Skilled Workers and Craftspeople | CPEME | National |
| 10 : Clerical staff | CPEME | National |
| 1111: Intermediate sales and service personnel 12: Skilled manual workers | CPEME | National |
| 13: Other sales and service personnel 14: Other manual workers | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |



Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Summary Report

Date: 2020-01-17

Women

| Employment Equity Occupational Group | All employees # | Representation | | Women Availability | | Differ ence # |
|--|--------------------|----------------|---------------|-----------------------|-----------|---------------------|
| | | # | % | % | # | |
| 02: Middle management and other directors | 15 | 4 | 26.7 % | 39.4 % | 6 | -2 |
| 03: Professionals | 27 | 7 | 25.9 % | 36.3 % | 10 | -3 |
| 04: Semi-professional and technical staff | 35 | 12 | 34.3 % | 34.6 % | 12 | 0 |
| 05: Supervisors | 2 | 2 | 100.0 % | 50.5 % | 1 | 1 |
| 06 : Foremen | 7 | 0 | 0.0 % | 20.8 % | 1 | -1 |
| 07: Administrative and Senior Clerical Staff | 4 | 4 | 100.0 % | 80.9 % | 3 | 1 |
| 09: Skilled workers and artisans | 38 | 0 | 0.0 % | 3.7 % | 1 | -1 |
| 10 : Office staff | 9 | 4 | 44.4 % | 61.6 % | 6 | -2 |
| 11: Intermediate sales and service personnel | 15 | 0 | 0.0 % | 63.2 % | 9 | -9 |
| 12: Skilled Manual Workers | 198 | 20 | 10.1 % | 15.9 % | 31 | -11 |
| 14: Other manual workers | 1 | 0 | 0.0 % | 23.6 % | 0 | 0 |
| Total | 351 | 53 | 15.1 % | 23.3 % | 80 | -27 |

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Summary Report

Date: 2020-01-17

Aboriginal

| Employment Equity Occupational Group | All employees # | Aboriginal Representation | | Aboriginal Availability | | Difference # |
|--|--------------------|------------------------------|--------------|----------------------------|----------|-----------------|
| | | # | % | % | # | |
| 02: Middle management and other directors | 15 | 0 | 0.0% | 2.7% | 0 | 0 |
| 03: Professionals | 27 | 0 | 0.0% | 1.0% | 0 | 0 |
| 04: Semi-professional and technical staff | 35 | 0 | 0.0% | 1.5% | 1 | -1 |
| 05: Supervisors | 2 | 0 | 0.0% | 0.8% | 0 | 0 |
| 06 : Foremen | 7 | 1 | 14.3% | 1.5% | 0 | 1 |
| 07: Administrative and Senior Clerical Staff | 4 | 0 | 0.0% | 0.8% | 0 | 0 |
| 09: Skilled workers and artisans | 38 | 0 | 0.0% | 2.6% | 1 | -1 |
| 10 : Office staff | 9 | 0 | 0.0% | 1.0% | 0 | 0 |
| 11: Intermediate sales and service personnel | 15 | 0 | 0.0% | 0.8% | 0 | 0 |
| 12: Skilled Manual Workers | 198 | 1 | 0.5% | 1.0% | 2 | -1 |
| 14: Other manual workers | 1 | 0 | 0.0% | 1.0% | 0 | 0 |
| Total | 351 | 2 | 0.6 % | 1.3 % | 4 | -2 |

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Summary Report

Date: 2020-01-17

Members of Visible Minorities

| Employment Equity Occupational Group | All employees # | Members of Visible Minorities | | | | Differ ence # |
|--|--------------------|-------------------------------|-------------------|---------------------|-------------------|---------------------|
| | | Representation # | Availability % | Representation % | Availability % | |
| 02: Middle management and other directors | 15 | 0 | 0.0% | 17.6% | 3 | -3 |
| 03: Professionals | 27 | 0 | 0.0% | 37.7% | 10 | -10 |
| 04: Semi-professional and technical staff | 35 | 0 | 0.0% | 14.2% | 5 | -5 |
| 05: Supervisors | 2 | 0 | 0.0% | 20.4% | 0 | 0 |
| 06 : Foremen | 7 | 0 | 0.0% | 10.8% | 1 | -1 |
| 07: Administrative and Senior Clerical Staff | 4 | 0 | 0.0% | 14.6% | 1 | -1 |
| 09: Skilled workers and artisans | 38 | 0 | 0.0% | 5.6% | 2 | -2 |
| 10 : Office staff | 9 | 0 | 0.0% | 20.4% | 2 | -2 |
| 11: Intermediate sales and service personnel | 15 | 0 | 0.0% | 26.6% | 4 | -4 |
| 12: Skilled Manual Workers | 198 | 3 | 1.5% | 26.1% | 52 | -49 |
| 14: Other manual workers | 1 | 0 | 0.0% | 27.1% | 0 | 0 |
| Total | 351 | 3 | 0.8% | 22.6% | 80 | -77 |

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Summary Report

Date: 2020-01-17

Persons with disabilities

| Employment Equity Occupational Group | All employees # | Persons with disabilities | | Differ ence # | | |
|--|--------------------|---------------------------|-------------------|---------------------|-----------|------------|
| | | Representation # | Availability % | | | |
| 01/02 : Executives | 15 | 1 | 6.7% | 5.0% | 1 | 0 |
| 03: Professionals | 27 | 1 | 3.7% | 8.9% | 2 | -1 |
| 04: Semi-professional and technical staff | 35 | 1 | 2.9% | 7.6% | 3 | -2 |
| 05: Supervisors | 2 | 0 | 0.0% | 27.5% | 1 | -1 |
| 06 : Foremen | 7 | 0 | 0.0% | 10.1% | 1 | -1 |
| 07: Administrative and Senior Clerical Staff | 4 | 0 | 0.0% | 10.0% | 0 | 0 |
| 09: Skilled workers and artisans | 38 | 0 | 0.0% | 7.8% | 3 | -3 |
| 10 : Office staff | 9 | 1 | 11.1% | 9.3% | 1 | 0 |
| 11: Intermediate sales and service personnel | 15 | 0 | 0.0% | 10.8% | 2 | -2 |
| 12: Skilled Manual Workers | 198 | 3 | 1.5% | 10.3% | 20 | -17 |
| 14: Other manual workers | 1 | 0 | 0.0% | 6.8% | 0 | 0 |
| Total | 351 | 7 | 2.0% | 9.5% | 34 | -27 |

The total does not necessarily equal the sum of the components due to rounding.



Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Summary Report

Date: 2020-01-17

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

| Employment Equity Occupational Group | Perform an analysis by | Place of recruitment |
|---|------------------------|----------------------|
| 02: Middle and Other Managers 03: Professionals | EEOG | National |
| 04: Semi-professional and technical staff | NOC | National |
| | NOC | Provincial |
| 05: Supervisors | EEOG | CMA |
| 06 : Foremen | CNP | Provincial |
| 07: Administrative and Senior Clerical Staff | EEOG | CMA |
| 09: Skilled workers and artisans | CNP | Provincial |
| 10 : Office staff | EEOG | CMA |
| 11: Intermediate sales and service personnel | EEOG | CMA |
| 12: Skilled Manual Workers | EEOG | CMA |
| 13: Other sales and service personnel | EEOG | CMA |
| 14: Other manual workers | EEOG | CMA |



Workplace Equity Information Management System - General Dynamics Defence Products and Tactical Systems - Canada Valleyfield

Default Workforce Analysis System - Summary Report

Date: 2020-01-17

Default Data for Workforce Analysis - Persons with Disabilities

| Employment Equity Occupational Group | Perform an analysis by | Place of recruitment |
|--|------------------------|----------------------|
| 01/02 : Executives | CPEME | National |
| 3. : Professionals | CPEME | National |
| 4.: Semi-professional and technical staff 05 : Supervisors | CPEME | National |
| 6. Foremen | CPEME | National |
| 7.09: Skilled Workers and Craftspeople | CPEME | National |
| 10 : Clerical staff | CPEME | National |
| 1111: Intermediate sales and service personnel 12: Skilled manual workers | CPEME | National |
| 13: Other sales and service personnel 14: Other manual workers | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |
| | CPEME | National |

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

Data from First/Previous Workforce Analysis



| Data from First/Previous Workforce Analysis | | |
|---|----|----|
| YYYY | MM | DD |
| 2017 | 02 | 20 |

Data from Subsequent/Current Workforce Analysis



| Data from Subsequent/Current Workforce Analysis | | |
|---|----|----|
| YYYY | MM | DD |
| 2020 | 01 | 17 |

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

| Employment Equity Occupational Group (EEOG) | | All Employees | Aboriginal Peoples | |
|---|--|---------------|--------------------|---------------|
| | | | Representation | Availability* |
| | | # | # | % |
| 01 | Senior Managers | 0 | 0 | 0.0 |
| 02 | Middle & Other Managers | 15 | 0 | 2.2 |
| 03 | Professionals | 17 | 0 | 1.0 |
| 04 | Semi-Professionals & Technicians | 35 | 0 | 0.8 |
| 05 | Supervisors | 2 | 0 | 0.8 |
| 06 | Supervisors: Crafts & Trades | 4 | 0 | 0.0 |
| 07 | Administrative & Senior Clerical Personnel | 3 | 0 | 0.7 |
| 08 | Skilled Sales & Service Personnel | 0 | 0 | 0.0 |
| 09 | Skilled Crafts & Trades Workers | 36 | 0 | 1.8 |
| 10 | Clerical Personnel | 11 | 0 | 0.8 |
| 11 | Intermediate Sales & Service Personnel | 16 | 0 | 0.9 |
| 12 | Semi-Skilled Manual Workers | 150 | 0 | 0.9 |
| 13 | Other Sales & Service Personnel | 1 | 0 | 0.8 |
| 14 | Other Manual Workers | 1 | 0 | 0.8 |
| Total | | 291 | 0 | 1.1 |

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

| All Employees | | Aboriginal Peoples | |
|---------------|----------|--------------------|---------------|
| | | Representation | Availability* |
| # | # | % | |
| 0 | 0 | 0.0 | |
| 15 | 0 | 2.7 | |
| 27 | 0 | 1.0 | |
| 35 | 0 | 1.5 | |
| 2 | 0 | 0.8 | |
| 7 | 1 | 1.5 | |
| 4 | 0 | 0.8 | |
| 0 | 0 | 0.0 | |
| 38 | 0 | 2.6 | |
| 9 | 0 | 1.0 | |
| 15 | 0 | 0.8 | |
| 198 | 1 | 1.0 | |
| 0 | 0 | 0.0 | |
| 1 | 0 | 1.0 | |
| 351 | 2 | 1.3 | |

*** Source:**

2016 Census

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

Data from First/Previous Workforce Analysis



| Data from First/Previous Workforce Analysis | | |
|---|----|----|
| YYYY | MM | DD |
| 2017 | 02 | 20 |

Data from Subsequent/Current Workforce Analysis



| Data from Subsequent/Current Workforce Analysis | | |
|---|----|----|
| YYYY | MM | DD |
| 2020 | 01 | 17 |

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

| Employment Equity Occupational Group (EEOG) | | All Employees | Persons with Disabilities | |
|---|--|---------------|---------------------------|---------------|
| | | | Representation | Availability* |
| | | # | # | % |
| 01/02 | Managers | 15 | 1 | 4.3 |
| 03 | Professionals | 17 | 0 | 3.8 |
| 04 | Semi-Professionals & Technicians | 35 | 1 | 4.6 |
| 05 | Supervisors | 2 | 0 | 13.9 |
| 06 | Supervisors: Crafts & Trades | 4 | 0 | 7.8 |
| 07 | Administrative & Senior Clerical Personnel | 3 | 0 | 3.4 |
| 08 | Skilled Sales & Service Personnel | 0 | 0 | 0.0 |
| 09 | Skilled Crafts & Trades Workers | 36 | 0 | 3.8 |
| 10 | Clerical Personnel | 11 | 2 | 7.0 |
| 11 | Intermediate Sales & Service Personnel | 16 | 0 | 5.6 |
| 12 | Semi-Skilled Manual Workers | 150 | 2 | 4.8 |
| 13 | Other Sales & Service Personnel | 1 | 0 | 6.3 |
| 14 | Other Manual Workers | 1 | 0 | 5.3 |
| Total | | 291 | 6 | 4.8 |

* Source:

2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

| | | All Employees | Persons with Disabilities | |
|--|--|---------------|---------------------------|---------------|
| | | | Representation | Availability* |
| | | # | # | % |
| | | 15 | 1 | 5.0 |
| | | 27 | 1 | 8.9 |
| | | 35 | 1 | 7.6 |
| | | 2 | 0 | 27.5 |
| | | 7 | 0 | 10.1 |
| | | 4 | 0 | 10.0 |
| | | 0 | 0 | 0.0 |
| | | 38 | 0 | 7.8 |
| | | 9 | 1 | 9.3 |
| | | 15 | 0 | 10.8 |
| | | 198 | 3 | 10.3 |
| | | 0 | 0 | 0.0 |
| | | 1 | 0 | 6.8 |
| | | 351 | 7 | 9.5 |

* Source:

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| Start Date of Flow Data | | |
|-------------------------|----|----|
| YYYY | MM | DD |
| 2017 | 02 | 20 |

| End Date of Flow Data | | |
|-----------------------|----|----|
| YYYY | MM | DD |
| 2020 | 01 | 17 |

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 1: Women

Table 5: Women

Table 9: Women

| Employment Equity Occupational Group (EEOG) | Full-time / National | | Part-time / National | |
|---|----------------------|-------------|----------------------|-------------|
| | All Employees Hired | Women Hired | All Employees Hired | Women Hired |
| | # | # | # | # |
| | 01 Senior Managers | 0 | 0 | 0 |
| 02 Middle & Other Managers | 6 | 3 | 0 | 0 |
| 03 Professionals | 12 | 3 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 13 | 6 | 0 | 0 |
| 05 Supervisors | 1 | 1 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 8 | 0 | 0 | 0 |
| 07 Administrative & Senior Clerical Personnel | 1 | 1 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 7 | 0 | 0 | 0 |
| 10 Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 1 | 0 | 1 | 0 |
| 12 Semi-Skilled Manual Workers | 74 | 13 | 0 | 0 |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 |
| Total | 123 | 27 | 1 | 0 |

| Full-time / National | | Part-time / National | |
|------------------------|----------------|------------------------|----------------|
| All Employees Promoted | Women Promoted | All Employees Promoted | Women Promoted |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 1 | 1 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 3 | 1 | 0 | 0 |

| Full-time / National | | Part-time / National | |
|--------------------------|------------------|--------------------------|------------------|
| All Employees Terminated | Women Terminated | All Employees Terminated | Women Terminated |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 6 | 3 | 0 | 0 |
| 2 | 1 | 0 | 0 |
| 12 | 6 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 4 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 |
| 34 | 2 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 75 | 12 | 0 | 0 |

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| Start Date of Flow Data | | |
|-------------------------|----|----|
| YYYY | MM | DD |
| 2017 | 02 | 20 |

| End Date of Flow Data | | |
|-----------------------|----|----|
| YYYY | MM | DD |
| 2020 | 01 | 17 |

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

| Employment Equity Occupational Group (EEOG) | Full-time / National | | Part-time / National | |
|---|----------------------|--------------------------|----------------------|--------------------------|
| | All Employees Hired | Aboriginal Peoples Hired | All Employees Hired | Aboriginal Peoples Hired |
| | # | # | # | # |
| | 01 Senior Managers | 0 | 0 | 0 |
| 02 Middle & Other Managers | 6 | 0 | 0 | 0 |
| 03 Professionals | 12 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 13 | 0 | 0 | 0 |
| 05 Supervisors | 1 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 8 | 1 | 0 | 0 |
| 07 Administrative & Senior Clerical Personnel | 1 | 0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 7 | 0 | 0 | 0 |
| 10 Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 1 | 0 | 1 | 0 |
| 12 Semi-Skilled Manual Workers | 74 | 1 | 0 | 0 |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 |
| Total | 123 | 2 | 1 | 0 |

| Full-time / National | | Part-time / National | |
|------------------------|-----------------------------|------------------------|-----------------------------|
| All Employees Promoted | Aboriginal Peoples Promoted | All Employees Promoted | Aboriginal Peoples Promoted |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 |

| Full-time / National | | Part-time / National | |
|--------------------------|-------------------------------|--------------------------|-------------------------------|
| All Employees Terminated | Aboriginal Peoples Terminated | All Employees Terminated | Aboriginal Peoples Terminated |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 6 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 12 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 4 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 |
| 34 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 75 | 0 | 0 | 0 |

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| Start Date of Flow Data | | |
|-------------------------|----|----|
| YYYY | MM | DD |
| 2017 | 02 | 20 |

| End Date of Flow Data | | |
|-----------------------|----|----|
| YYYY | MM | DD |
| 2020 | 01 | 17 |

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

| Employment Equity Occupational Group (EEOG) | Full-time / National | | Part-time / National | |
|---|----------------------|---------------------------------|----------------------|---------------------------------|
| | All Employees Hired | Persons with Disabilities Hired | All Employees Hired | Persons with Disabilities Hired |
| | # | # | # | # |
| | 01 Senior Managers | 0 | 0 | 0 |
| 02 Middle & Other Managers | 6 | 0 | 0 | 0 |
| 03 Professionals | 12 | 1 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 13 | 1 | 0 | 0 |
| 05 Supervisors | 1 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 8 | 0 | 0 | 0 |
| 07 Administrative & Senior Clerical Personnel | 1 | 0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 7 | 0 | 0 | 0 |
| 10 Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 1 | 0 | 1 | 0 |
| 12 Semi-Skilled Manual Workers | 74 | 0 | 0 | 0 |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 |
| Total | 123 | 2 | 1 | 0 |

| Full-time / National | | Part-time / National | |
|------------------------|------------------------------------|------------------------|------------------------------------|
| All Employees Promoted | Persons with Disabilities Promoted | All Employees Promoted | Persons with Disabilities Promoted |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 |

| Full-time / National | | Part-time / National | |
|--------------------------|--------------------------------------|--------------------------|--------------------------------------|
| All Employees Terminated | Persons with Disabilities Terminated | All Employees Terminated | Persons with Disabilities Terminated |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 6 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 12 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 4 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 |
| 34 | 1 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 75 | 1 | 0 | 0 |

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| Start Date of Flow Data | | |
|-------------------------|----|----|
| YYYY | MM | DD |
| 2017 | 02 | 20 |

| End Date of Flow Data | | |
|-----------------------|----|----|
| YYYY | MM | DD |
| 2020 | 01 | 17 |

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

| Employment Equity Occupational Group (EEOG) | Full-time / National | | Part-time / National | |
|---|----------------------|-------------------------------------|----------------------|-------------------------------------|
| | All Employees Hired | Members of Visible Minorities Hired | All Employees Hired | Members of Visible Minorities Hired |
| | # | # | # | # |
| | 01 Senior Managers | 0 | 0 | 0 |
| 02 Middle & Other Managers | 6 | 0 | 0 | 0 |
| 03 Professionals | 12 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 13 | 0 | 0 | 0 |
| 05 Supervisors | 1 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 8 | 0 | 0 | 0 |
| 07 Administrative & Senior Clerical Personnel | 1 | 0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 7 | 0 | 0 | 0 |
| 10 Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 1 | 0 | 1 | 0 |
| 12 Semi-Skilled Manual Workers | 74 | 3 | 0 | 0 |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 |
| Total | 123 | 3 | 1 | 0 |

| Full-time / National | | Part-time / National | |
|------------------------|--|------------------------|--|
| All Employees Promoted | Members of Visible Minorities Promoted | All Employees Promoted | Members of Visible Minorities Promoted |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 |

| Full-time / National | | Part-time / National | |
|--------------------------|--|--------------------------|--|
| All Employees Terminated | Members of Visible Minorities Terminated | All Employees Terminated | Members of Visible Minorities Terminated |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 6 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 12 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 4 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 3 | 0 | 0 | 0 |
| 34 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 75 | 0 | 0 | 0 |

Federal Contractors Program Achievement Report

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Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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 (EOG) | First/Previous 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 | From - To | | | | | |
| | 2017-02-20 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | # | Annually | Over 3 Years | # | # | % | % | # | # | % | % | |
| # | % | % | # | % | % | # | # | % | # | # | % | % | % | # | # | % | % | | |
| 01 Senior Managers | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | |
| 02 Middle & Other Managers | 15 | 0.0% | | 0 | 40.0% | | 0 | 0 | 0.0% | 0 | 2 | 0 | 0 | 38.9% | -2 | -2 | 26.7% | 26.7% | |
| 03 Professionals | 17 | 16.7% | | 0 | 9.1% | | 0 | 0 | 0.0% | 0 | 2 | 0 | 0 | 38.8% | -2 | -2 | 29.4% | 29.4% | |
| 04 Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 11 | 0.0% | 0 | 1 | 0 | 0 | 34.5% | -1 | -1 | 31.4% | 31.4% | |
| 05 Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 2 | 0.0% | 0 | -1 | 0 | 0 | 50.8% | 1 | 1 | 100.0% | 100.0% | |
| 06 Supervisors: Crafts & Trades | 4 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0.0% | 0 | 1 | 0 | 0 | 24.9% | -1 | -1 | 0.0% | 0.0% | |
| 07 Administrative & Sr Clerical | 3 | 10.1% | | 0 | 0.0% | | 0 | 3 | 0.0% | 0 | -1 | 0 | 0 | 80.8% | 1 | 1 | 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 | 36 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0.0% | 0 | 1 | 0 | 0 | 3.3% | -1 | -1 | 0.0% | 0.0% | |
| 10 Clerical Personnel | 11 | -6.5% | | 0 | 10.0% | | 0 | 4 | 0.0% | 0 | 3 | 0 | 0 | 62.5% | -3 | -3 | 36.4% | 36.4% | |
| 11 Intermediate Sales & Service | 16 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0.0% | 0 | 10 | 0 | 0 | 61.8% | -10 | -10 | 0.0% | 0.0% | |
| 12 Semi-Skilled Manual | 150 | 9.7% | | 0 | 19.5% | | 0 | 6 | 0.0% | 0 | 22 | 0 | 0 | 18.4% | -22 | -22 | 4.0% | 4.0% | |
| 13 Other Sales & Service | 1 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0.0% | 0 | 1 | 0 | 0 | 51.1% | -1 | -1 | 0.0% | 0.0% | |
| 14 Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 23.8% | 0 | 0 | 0.0% | 0.0% | |
| Total | 291 | 6.4% | | 0 | 23.4% | | 0 | 0 | 0.0% | 0 | 35 | 0 | 0 | 25.9% | -40 | -40 | 12.0% | 12.0% | |

† 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 2: Women

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

Federal Contractors Program Achievement Report

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Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| | | | | | |
|-------|----------------------|--|-----|--|-----|
| 14 | Other Manual Workers | | 0.0 | | 0.0 |
| Total | | | 0.0 | | 0.0 |

Federal Contractors Program Achievement Report

003923

Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

| Employment Equity Occupational Group (EEOG) | All Employees | | | | | | | | Aboriginal Peoples | | | | | | | | | | |
|---|---------------|------------------------|----------|--------------|--|----------|--------------|--------------------------------|--------------------|--|----------|-----------------------------|--------------|-----------|----------------------|-------------|---------------|------------------------|-------------------------------------|
| | Number | Growth (New Positions) | | | Turnover (Replacement of Terminated Employees) | | | Anticipated Hires Over 3 Years | Number | Turnover (Replacement of Terminated Employees) | | Hires Required Over 3 Years | 3 Year Goals | | Present Availability | Present Gap | Projected Gap | Present Representation | Projected Representation in 3 Years |
| | | YYYY-MM-DD | Actual | Projected | | Actual | Projected | | | YYYY-MM-DD | Annually | | Over 3 Years | From - To | | | | | |
| | 2017-02-20 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | 2017-02-20 | Annually | Over 3 Years | # | % | % | # | # | % | % | | |
| | # | % | % | # | % | % | # | # | % | % | # | % | % | # | # | % | % | | |
| 01 Senior Managers | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 02 Middle & Other Managers | 15 | 0.0% | | 0 | 40.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 2.2% | 0 | 0 | 0.0% | 0.0% |
| 03 Professionals | 17 | 16.7% | | 0 | 9.1% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 1.0% | 0 | 0 | 0.0% | 0.0% |
| 04 Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.8% | 0 | 0 | 0.0% | 0.0% |
| 05 Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.8% | 0 | 0 | 0.0% | 0.0% |
| 06 Supervisors: Crafts & Trades | 4 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | 0.0% | 0.0% |
| 07 Administrative & Sr Clerical | 3 | 10.1% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.7% | 0 | 0 | 0.0% | 0.0% |
| 08 Skilled Sales & Service | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 09 Skilled Crafts & Trades | 36 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 0 | 1.8% | -1 | -1 | 0.0% | 0.0% |
| 10 Clerical Personnel | 11 | -6.5% | | 0 | 10.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.8% | 0 | 0 | 0.0% | 0.0% |
| 11 Intermediate Sales & Service | 16 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.9% | 0 | 0 | 0.0% | 0.0% |
| 12 Semi-Skilled Manual | 150 | 9.7% | | 0 | 19.5% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 0 | 0.9% | -1 | -1 | 0.0% | 0.0% |
| 13 Other Sales & Service | 1 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.8% | 0 | 0 | 0.0% | 0.0% |
| 14 Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.8% | 0 | 0 | 0.0% | 0.0% |
| Total | 291 | 6.4% | | 0 | 23.4% | | 0 | 0 | 0 | 0.0% | 0 | 3 | 0 | 0 | 1.1% | -3 | -3 | 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 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

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Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| | | | | | |
|-------|----------------------|--|-----|--|-----|
| 14 | Other Manual Workers | | 0.0 | | 0.0 |
| Total | | | 0.0 | | 0.0 |

Federal Contractors Program Achievement Report

003925

Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

| Employment Equity Occupational Group (EEOG) | | First/Previous Short-term Goals | | | | | | | | | | | | | | | | | | |
|---|------------------------------|---------------------------------|------------------------|----------|--------------|--|----------|--------------|--------------------------------|---------------------------|--|--------------|-----------------------------|--------------|-----------|----------------------|-------------|---------------|------------------------|-------------------------------------|
| | | All Employees | | | | | | | | Persons with Disabilities | | | | | | | | | | |
| | | Number | Growth (New Positions) | | | Turnover (Replacement of Terminated Employees) | | | Anticipated Hires Over 3 Years | Number | Turnover (Replacement of Terminated Employees) | | Hires Required Over 3 Years | 3 Year Goals | | Present Availability | Present Gap | Projected Gap | Present Representation | Projected Representation in 3 Years |
| | | | YYYY-MM-DD | Actual | Projected | | Actual | Projected | | | YYYY-MM-DD | Annually | | Over 3 Years | From - To | | | | | |
| | | 2017-02-20 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | # | 2017-02-20 | Annually | Over 3 Years | # | # | % | % | # | # | % | % |
| # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % | | |
| 01/02 | Managers | 15 | 0.0% | | 0 | 20.0% | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4.3% | 0 | 0 | 6.7% | 6.7% | |
| 03 | Professionals | 17 | 16.7% | | 0 | 9.1% | | 0 | 0 | 0 | 0 | 1 | 0 | 3.8% | -1 | -1 | 0.0% | 0.0% | | |
| 04 | Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 0 | 1 | 0 | 1 | 0 | 4.6% | -1 | -1 | 2.9% | 2.9% | | |
| 05 | Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0 | 0 | 0 | 13.9% | 0 | 0 | 0.0% | 0.0% | | |
| 06 | Supervisors: Crafts & Trades | 4 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0 | 0 | 0 | 0 | 7.8% | 0 | 0 | 0.0% | 0.0% | | |
| 07 | Administrative & Sr Clerical | 3 | 10.1% | | 0 | 0.0% | | 0 | 0 | 0 | 0 | 0 | 0 | 3.4% | 0 | 0 | 0.0% | 0.0% | | |
| 08 | Skilled Sales & Service | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | | |
| 09 | Skilled Crafts & Trades | 36 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0 | 0 | 1 | 0 | 3.8% | -1 | -1 | 0.0% | 0.0% | | |
| 10 | Clerical Personnel | 11 | -6.5% | | 0 | 10.0% | | 0 | 0 | 2 | 0 | -1 | 0 | 7.0% | 1 | 1 | 18.2% | 18.2% | | |
| 11 | Intermediate Sales & Service | 16 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0 | 0 | 1 | 0 | 5.6% | -1 | -1 | 0.0% | 0.0% | | |
| 12 | Semi-Skilled Manual | 150 | 9.7% | | 0 | 19.5% | | 0 | 0 | 2 | 0 | 5 | 0 | 4.8% | -5 | -5 | 1.3% | 1.3% | | |
| 13 | Other Sales & Service | 1 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0 | 0 | 0 | 6.3% | 0 | 0 | 0.0% | 0.0% | | |
| 14 | Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0 | 0 | 0 | 5.3% | 0 | 0 | 0.0% | 0.0% | | |
| Total | | 291 | 6.4% | | 0 | 23.4% | | 0 | 0 | 6 | 0.0% | 0 | 8 | 0 | 4.8% | -8 | -8 | 2.1% | 2.1% | |

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

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

Table 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 | |
| 03 | Professionals | 0.0 | | 0.0 | |
| 04 | Semi-Professionals & Tech | 0.0 | | 0.0 | |
| 05 | Supervisors | 0.0 | | 0.0 | |
| 06 | Supervisors: Crafts & Trades | 0.0 | | 0.0 | |
| 07 | Administrative & Sr Clerical | 0.0 | | 0.0 | |
| 08 | Skilled Sales & Service | 0.0 | | 0.0 | |
| 09 | Skilled Crafts & Trades | 0.0 | | 0.0 | |
| 10 | Clerical Personnel | 0.0 | | 0.0 | |
| 11 | Intermediate Sales & Service | 0.0 | | 0.0 | |
| 12 | Semi-Skilled Manual | 0.0 | | 0.0 | |
| 13 | Other Sales & Service | 0.0 | | 0.0 | |
| 14 | Other Manual Workers | 0.0 | | 0.0 | |
| Total | | 0.0 | | 0.0 | |

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Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

| Employment Equity Occupational Group (EEOG) | All Employees | First/Previous Short-term Goals | | | | | | | | | | | | | | | | | | |
|---|------------------------------|---------------------------------|------------------------|-----------|--------------|--|-----------|--------------|--------------------------------|----------|--|------|-----------------------------|--------------|------|----------------------|-------------|---------------|------------------------|-------------------------------------|
| | | Number | Growth (New Positions) | | | Turnover (Replacement of Terminated Employees) | | | Anticipated Hires Over 3 Years | Number | Turnover (Replacement of Terminated Employees) | | Hires Required Over 3 Years | 3 Year Goals | | Present Availability | Present Gap | Projected Gap | Present Representation | Projected Representation in 3 Years |
| | | | Actual | Projected | Over 3 Years | Actual | Projected | Over 3 Years | | | From - To | 2017 | | 2020 | | | | | | |
| | | YYYY-MM-DD | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | YYYY-MM-DD | Annually | Over 3 Years | 2017 | 2020 | | | | | | | |
| | | 2017-02-20 | % | % | # | % | % | % | # | % | % | # | % | % | | | | | | |
| 01 | Senior Managers | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | |
| 02 | Middle & Other Managers | 15 | 0.0% | | 0 | 40.0% | | 0 | 0 | 0.0% | 0 | 2 | 0 | 15.0% | -2 | -2 | 0.0% | 0.0% | | |
| 03 | Professionals | 17 | 16.7% | | 0 | 9.1% | | 0 | 0 | 0.0% | 0 | 5 | 0 | 30.5% | -5 | -5 | 0.0% | 0.0% | | |
| 04 | Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 0 | 0.0% | 0 | 4 | 0 | 11.3% | -4 | -4 | 0.0% | 0.0% | | |
| 05 | Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 16.7% | 0 | 0 | 0.0% | 0.0% | | |
| 06 | Supervisors: Crafts & Trades | 4 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0.0% | 0 | 1 | 0 | 14.6% | -1 | -1 | 0.0% | 0.0% | | |
| 07 | Administrative & Sr Clerical | 3 | 10.1% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 12.2% | 0 | 0 | 0.0% | 0.0% | | |
| 08 | Skilled Sales & Service | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | | |
| 09 | Skilled Crafts & Trades | 36 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0.0% | 0 | 2 | 0 | 4.2% | -2 | -2 | 0.0% | 0.0% | | |
| 10 | Clerical Personnel | 11 | -6.5% | | 0 | 10.0% | | 0 | 0 | 0.0% | 0 | 2 | 0 | 17.4% | -2 | -2 | 0.0% | 0.0% | | |
| 11 | Intermediate Sales & Service | 16 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0.0% | 0 | 4 | 0 | 22.2% | -4 | -4 | 0.0% | 0.0% | | |
| 12 | Semi-Skilled Manual | 150 | 9.7% | | 0 | 19.5% | | 0 | 0 | 0.0% | 0 | 34 | 0 | 22.7% | -34 | -34 | 0.0% | 0.0% | | |
| 13 | Other Sales & Service | 1 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 24.3% | 0 | 0 | 0.0% | 0.0% | | |
| 14 | Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 22.1% | 0 | 0 | 0.0% | 0.0% | | |
| Total | | 291 | 6.4% | | 0 | 23.4% | | 0 | 0 | 0.0% | 0 | 54 | 0 | 18.6% | -54 | -54 | 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 | |
| 02 | Middle & Other Managers | 0.0 | | 0.0 | |
| 03 | Professionals | 0.0 | | 0.0 | |
| 04 | Semi-Professionals & Tech | 0.0 | | 0.0 | |
| 05 | Supervisors | 0.0 | | 0.0 | |
| 06 | Supervisors: Crafts & Trades | 0.0 | | 0.0 | |
| 07 | Administrative & Sr Clerical | 0.0 | | 0.0 | |
| 08 | Skilled Sales & Service | 0.0 | | 0.0 | |
| 09 | Skilled Crafts & Trades | 0.0 | | 0.0 | |
| 10 | Clerical Personnel | 0.0 | | 0.0 | |
| 11 | Intermediate Sales & Service | 0.0 | | 0.0 | |
| 12 | Semi-Skilled Manual | 0.0 | | 0.0 | |
| 13 | Other Sales & Service | 0.0 | | 0.0 | |

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Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

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| | | | | | |
|-------|----------------------|--|-----|--|-----|
| 14 | Other Manual Workers | | 0.0 | | 0.0 |
| Total | | | 0.0 | | 0.0 |

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Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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 (EOG) | 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 | From - To | | | | | |
| | 2020-01-17 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | # | 2020-01-17 | Annually | Over 3 Years | # | # | % | % | # | # | % | % |
| # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % | |
| 01 Senior Managers | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | #DIV/0! | #DIV/0! |
| 02 Middle & Other Managers | 15 | 0.0% | | 0 | 40.0% | | 0 | 0 | 4 | 0.0% | 0 | 2 | 0 | 39.4% | 39.4% | -2 | -2 | 26.7% | 26.7% |
| 03 Professionals | 27 | 16.7% | | 0 | 9.1% | | 0 | 0 | 7 | 0.0% | 0 | 3 | 0 | 36.3% | 36.3% | -3 | -3 | 25.9% | 25.9% |
| 04 Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 0 | 12 | 0.0% | 0 | 0 | 0 | 34.6% | 34.6% | 0 | 0 | 34.3% | 34.3% |
| 05 Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 0 | 2 | 0.0% | 0 | -1 | 0 | 50.5% | 50.5% | 1 | 1 | 100.0% | 100.0% |
| 06 Supervisors: Crafts & Trades | 7 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 20.8% | 20.8% | -1 | -1 | 0.0% | 0.0% |
| 07 Administrative & Sr Clerical | 4 | 10.1% | | 0 | 0.0% | | 0 | 0 | 4 | 0.0% | 0 | -1 | 0 | 80.9% | 80.9% | 1 | 1 | 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% | 0 | 0 | #DIV/0! | #DIV/0! |
| 09 Skilled Crafts & Trades | 38 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 3.7% | 3.7% | -1 | -1 | 0.0% | 0.0% |
| 10 Clerical Personnel | 9 | -6.5% | | 0 | 10.0% | | 0 | 0 | 4 | 0.0% | 0 | 2 | 0 | 50.0% | 61.6% | -2 | -2 | 44.4% | 44.4% |
| 11 Intermediate Sales & Service | 15 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0 | 0.0% | 0 | 9 | 0 | 50.0% | 63.2% | -9 | -9 | 0.0% | 0.0% |
| 12 Semi-Skilled Manual | 198 | 9.7% | | 0 | 19.5% | | 0 | 0 | 20 | 0.0% | 0 | 11 | 0 | 15.9% | 15.9% | -11 | -11 | 10.1% | 10.1% |
| 13 Other Sales & Service | 0 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 14 Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 23.6% | 23.6% | 0 | 0 | 0.0% | 0.0% |
| Total | 351 | 6.4% | | 0 | 23.4% | | 0 | 0 | 53 | 0.0% | 0 | 29 | 0 | 23.3% | 23.3% | -29 | -29 | 15.1% | 15.1% |

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

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

Table 10: Women

| Employment Equity Occupational Group (EOG) | Women | | | | Comments |
|--|------------------|------|-----------------|------|----------|
| | Short-term Goals | | Long-term Goals | | |
| | | % | | % | |
| 01 Senior Managers | | 0.0 | | 0.0 | |
| 02 Middle & Other Managers | | 39.4 | | 39.4 | |
| 03 Professionals | | 36.3 | | 36.3 | |
| 04 Semi-Professionals & Tech | | 0.0 | | 0.0 | |
| 05 Supervisors | | 0.0 | | 0.0 | |
| 06 Supervisors: Crafts & Trades | | 20.8 | | 20.8 | |
| 07 Administrative & Sr Clerical | | 0.0 | | 0.0 | |
| 08 Skilled Sales & Service | | 0.0 | | 0.0 | |
| 09 Skilled Crafts & Trades | | 3.7 | | 3.7 | |
| 10 Clerical Personnel | | 50.0 | | 50.0 | |
| 11 Intermediate Sales & Service | | 50.0 | | 50.0 | |
| 12 Semi-Skilled Manual | | 15.9 | | 15.9 | |
| 13 Other Sales & Service | | 0.0 | | 0.0 | |
| 14 Other Manual Workers | | 0.0 | | 0.0 | |

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Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

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| | | | |
|-------|--|-----|-----|
| Total | | 0.0 | 0.0 |
|-------|--|-----|-----|

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Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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 |
| | | | Actual | Projected | | Actual | Projected | | | | From - To | 2020 | | 2023 | | | | | | |
| | | YYYY-MM-DD | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | YYYY-MM-DD | Annually | Over 3 Years | 2020 | 2023 | % | # | # | % | % | | |
| | | 2020-01-17 | % | % | # | % | % | # | 2020-01-17 | % | # | # | % | % | % | # | # | % | % | |
| 01 | Senior Managers | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | #DIV/0! | #DIV/0! |
| 02 | Middle & Other Managers | 15 | 0.0% | | 0 | 40.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 2.7% | 0 | 0 | 0 | 0.0% | 0.0% |
| 03 | Professionals | 27 | 16.7% | | 0 | 9.1% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | 0.0% | 0.0% |
| 04 | Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 0 | 0.0% | 0 | 1 | 0 | 1.5% | 1.5% | -1 | -1 | 0 | 0.0% | 0.0% |
| 05 | Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.8% | 0 | 0 | 0 | 0.0% | 0.0% |
| 06 | Supervisors: Crafts & Trades | 7 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0.0% | 0 | -1 | 0 | 1.5% | 1 | 1 | 14.3% | 14.3% | 0.0% | 0.0% |
| 07 | Administrative & Sr Clerical | 4 | 10.1% | | 0 | 0.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 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 | #DIV/0! | #DIV/0! |
| 09 | Skilled Crafts & Trades | 38 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0.0% | 0 | 1 | 0 | 2.6% | 2.6% | -1 | -1 | 0 | 0.0% | 0.0% |
| 10 | Clerical Personnel | 9 | -6.5% | | 0 | 10.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | 0.0% | 0.0% |
| 11 | Intermediate Sales & Service | 15 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.8% | 0 | 0 | 0 | 0.0% | 0.0% |
| 12 | Semi-Skilled Manual | 198 | 9.7% | | 0 | 19.5% | | 0 | 1 | 0.0% | 0 | 1 | 0 | 1.0% | 1.0% | -1 | -1 | 0 | 0.5% | 0.5% |
| 13 | Other Sales & Service | 0 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | #DIV/0! | #DIV/0! |
| 14 | Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 1.0% | 0 | 0 | 0 | 0.0% | 0.0% |
| Total | | 351 | 6.4% | | 0 | 23.4% | | 0 | 0 | 0.0% | 0 | 3 | 0 | | 1.3% | -3 | -3 | | 0.6% | 0.6% |

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

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

Table 12: Aboriginal Peoples

| Employment Equity Occupational Group (EEOG) | Aboriginal Peoples | | | | Comments |
|---|------------------------------|-----|-----------------|-----|----------|
| | Short-term Goals | | Long-term Goals | | |
| | % | % | % | % | |
| 01 | Senior Managers | 0.0 | | 0.0 | |
| 02 | Middle & Other Managers | 0.0 | | 0.0 | |
| 03 | Professionals | 0.0 | | 0.0 | |
| 04 | Semi-Professionals & Tech | 1.5 | | 1.5 | |
| 05 | Supervisors | 0.0 | | 0.0 | |
| 06 | Supervisors: Crafts & Trades | 0.0 | | 0.0 | |
| 07 | Administrative & Sr Clerical | 0.0 | | 0.0 | |
| 08 | Skilled Sales & Service | 0.0 | | 0.0 | |
| 09 | Skilled Crafts & Trades | 2.6 | | 2.6 | |
| 10 | Clerical Personnel | 0.0 | | 0.0 | |
| 11 | Intermediate Sales & Service | 0.0 | | 0.0 | |
| 12 | Semi-Skilled Manual | 1.0 | | 1.0 | |
| 13 | Other Sales & Service | 0.0 | | 0.0 | |
| 14 | Other Manual Workers | 0.0 | | 0.0 | |

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| | | | |
|-------|--|-----|-----|
| Total | | 0.0 | 0.0 |
|-------|--|-----|-----|

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Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

| Employment Equity Occupational Group (EEOG) | All Employees | Persons with Disabilities | | | | | | | | | | | | | | | | | | | |
|---|------------------------------|---------------------------|------------------------|----------|--------------|--|-----------|--------------|--------------------------------|----------|--|-----------|------|-----------------------------|--------------|-------|----------------------|-------------|---------------|------------------------|-------------------------------------|
| | | Number | Growth (New Positions) | | | Turnover (Replacement of Terminated Employees) | | | Anticipated Hires Over 3 Years | Number | Turnover (Replacement of Terminated Employees) | | | Hires Required Over 3 Years | 3 Year Goals | | Present Availability | Present Gap | Projected Gap | Present Representation | Projected Representation in 3 Years |
| | | | YYYY-MM-DD | Actual | Projected | Actual | Projected | Actual | | | Projected | From - To | 2020 | | 2023 | | | | | | |
| | | 2020-01-17 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | 2020-01-17 | Annually | Over 3 Years | 2020 | 2023 | % | % | % | # | # | % | % | |
| | | # | % | % | # | % | % | # | # | % | # | % | # | % | % | % | # | # | % | % | |
| 01/02 | Managers | 15 | 0.0% | | 0 | 20.0% | | 0 | 0 | 1 | 0.0% | 0 | 0 | 0 | 0 | 5.0% | 0 | 0 | 6.7% | 6.7% | |
| 03 | Professionals | 27 | 16.7% | | 0 | 9.1% | | 0 | 0 | 1 | 0.0% | 0 | 1 | 0 | 8.9% | 8.9% | -1 | -1 | 3.7% | 3.7% | |
| 04 | Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 0 | 1 | 0.0% | 0 | 2 | 0 | 7.6% | 7.6% | -2 | -2 | 2.9% | 2.9% | |
| 05 | Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 27.5% | 27.5% | -1 | -1 | 0.0% | 0.0% | |
| 06 | Supervisors: Crafts & Trades | 7 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 10.1% | 10.1% | -1 | -1 | 0.0% | 0.0% | |
| 07 | Administrative & Sr Clerical | 4 | 10.1% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 10.0% | 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 | #DIV/0! | #DIV/0! | | |
| 09 | Skilled Crafts & Trades | 38 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0 | 0.0% | 0 | 3 | 0 | 7.8% | 7.8% | -3 | -3 | 0.0% | 0.0% | |
| 10 | Clerical Personnel | 9 | -6.5% | | 0 | 10.0% | | 0 | 0 | 1 | 0.0% | 0 | 0 | 0 | 9.3% | 0 | 0 | 11.1% | 11.1% | | |
| 11 | Intermediate Sales & Service | 15 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0 | 0.0% | 0 | 2 | 0 | 10.8% | 10.8% | -2 | -2 | 0.0% | 0.0% | |
| 12 | Semi-Skilled Manual | 198 | 9.7% | | 0 | 19.5% | | 0 | 0 | 3 | 0.0% | 0 | 17 | 0 | 10.3% | 10.3% | -17 | -17 | 1.5% | 1.5% | |
| 13 | Other Sales & Service | 0 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | | |
| 14 | Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 6.8% | 0 | 0 | 0.0% | 0.0% | | |
| Total | | 351 | 6.4% | | 0 | 23.4% | | 0 | 0 | 7 | 0.0% | 0 | 26 | 0 | 9.5% | -26 | -26 | 2.0% | 2.0% | | |

† 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 (EEOG) | Persons with Disabilities | | | | Comments |
|---|------------------------------|------|-----------------|---|----------|
| | Short-term Goals | | Long-term Goals | | |
| | | % | | % | |
| 01/02 | Managers | 0.0 | 0.0 | | |
| 03 | Professionals | 8.9 | 8.9 | | |
| 04 | Semi-Professionals & Tech | 7.6 | 7.6 | | |
| 05 | Supervisors | 27.5 | 27.5 | | |
| 06 | Supervisors: Crafts & Trades | 10.1 | 10.1 | | |
| 07 | Administrative & Sr Clerical | 0.0 | 0.0 | | |
| 08 | Skilled Sales & Service | 0.0 | 0.0 | | |
| 09 | Skilled Crafts & Trades | 7.8 | 7.8 | | |
| 10 | Clerical Personnel | 0.0 | 0.0 | | |
| 11 | Intermediate Sales & Service | 10.8 | 10.8 | | |
| 12 | Semi-Skilled Manual | 10.3 | 10.3 | | |
| 13 | Other Sales & Service | 0.0 | 0.0 | | |
| 14 | Other Manual Workers | 0.0 | 0.0 | | |
| Total | | 0.0 | 0.0 | | |

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Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

| Employment Equity Occupational Group (EEOG) | All Employees | | | | | | | | Members of Visible Minorities | | | | | | | | | | | |
|---|---------------|------------------------|----------|--------------|--|----------|--------------|--------------------------------|-------------------------------|--|----------|--------------|-----------------------------|--------------|-------|----------------------|-------------|---------------|------------------------|-------------------------------------|
| | Number | Growth (New Positions) | | | Turnover (Replacement of Terminated Employees) | | | Anticipated Hires Over 3 Years | Number | Turnover (Replacement of Terminated Employees) | | | Hires Required Over 3 Years | 3 Year Goals | | Present Availability | Present Gap | Projected Gap | Present Representation | Projected Representation in 3 Years |
| | | YYYY-MM-DD | Actual | Projected | | Actual | Projected | | | YYYY-MM-DD | Annually | Over 3 Years | | 2020 | 2023 | | | | | |
| | 2020-01-17 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | 2020-01-17 | Annually | Over 3 Years | # | % | % | # | # | % | % | | | |
| | # | % | % | # | % | % | # | # | % | % | # | # | % | % | # | # | % | % | | |
| 01 Senior Managers | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | |
| 02 Middle & Other Managers | 15 | 0.0% | | 0 | 40.0% | | 0 | 0 | 0 | 0.0% | 0 | 3 | 0 | 17.6% | 17.6% | -3 | -3 | 0.0% | 0.0% | |
| 03 Professionals | 27 | 16.7% | | 0 | 9.1% | | 0 | 0 | 0 | 0.0% | 0 | 10 | 0 | 37.7% | 37.7% | -10 | -10 | 0.0% | 0.0% | |
| 04 Semi-Professionals & Tech | 35 | 0.0% | | 0 | 34.3% | | 0 | 0 | 0 | 0.0% | 0 | 5 | 0 | 14.2% | 14.2% | -5 | -5 | 0.0% | 0.0% | |
| 05 Supervisors | 2 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 20.4% | 20.4% | 0 | 0 | 0.0% | 0.0% | |
| 06 Supervisors: Crafts & Trades | 7 | 20.5% | | 0 | 72.7% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 10.8% | 10.8% | -1 | -1 | 0.0% | 0.0% | |
| 07 Administrative & Sr Clerical | 4 | 10.1% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 1 | 0 | 14.6% | 14.6% | -1 | -1 | 0.0% | 0.0% | |
| 08 Skilled Sales & Service | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | |
| 09 Skilled Crafts & Trades | 38 | 1.8% | | 0 | 27.0% | | 0 | 0 | 0 | 0.0% | 0 | 2 | 0 | 5.6% | 5.6% | -2 | -2 | 0.0% | 0.0% | |
| 10 Clerical Personnel | 9 | -6.5% | | 0 | 10.0% | | 0 | 0 | 0 | 0.0% | 0 | 2 | 0 | 20.4% | 20.4% | -2 | -2 | 0.0% | 0.0% | |
| 11 Intermediate Sales & Service | 15 | -2.1% | | 0 | 19.4% | | 0 | 0 | 0 | 0.0% | 0 | 4 | 0 | 26.6% | 26.6% | -4 | -4 | 0.0% | 0.0% | |
| 12 Semi-Skilled Manual | 198 | 9.7% | | 0 | 19.5% | | 0 | 3 | 0 | 0.0% | 0 | 49 | 0 | 26.1% | 26.1% | -49 | -49 | 1.5% | 1.5% | |
| 13 Other Sales & Service | 0 | -100.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! | |
| 14 Other Manual Workers | 1 | 0.0% | | 0 | 200.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | 27.1% | 27.1% | 0 | 0 | 0.0% | 0.0% | |
| Total | 351 | 6.4% | | 0 | 23.4% | | 0 | 0 | 3 | 0.0% | 0 | 76 | 0 | 22.6% | 22.6% | -76 | -76 | 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 | | 0.0 | |
| 02 Middle & Other Managers | | 17.6 | | 17.6 | |
| 03 Professionals | | 37.7 | | 37.7 | |
| 04 Semi-Professionals & Tech | | 14.2 | | 14.2 | |
| 05 Supervisors | | 0.0 | | 0.0 | |
| 06 Supervisors: Crafts & Trades | | 10.8 | | 10.8 | |
| 07 Administrative & Sr Clerical | | 14.6 | | 14.6 | |
| 08 Skilled Sales & Service | | 0.0 | | 0.0 | |
| 09 Skilled Crafts & Trades | | 5.6 | | 5.6 | |
| 10 Clerical Personnel | | 20.4 | | 20.4 | |
| 11 Intermediate Sales & Service | | 26.6 | | 26.6 | |
| 12 Semi-Skilled Manual | | 26.1 | | 26.1 | |
| 13 Other Sales & Service | | 0.0 | | 0.0 | |
| 14 Other Manual Workers | | 0.0 | | 0.0 | |

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Part 3: Goals

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

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| | | | |
|-------|--|-----|-----|
| Total | | 0.0 | 0.0 |
|-------|--|-----|-----|

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Part 4: Results - Women

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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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 | EE Result | All Employees | Women | | | All Employees | Women | | | All Employees | Women | | | | | | | | |
| | | | Representation | Availability | % | | | | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | | | | |
| # | # | % | % | # | % | # | # | % | # | # | # | % | # | # | # | % | # | # | # | # | # | | | | |
| 01 Senior Managers | 2017 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 02 Middle & Other Managers | 2017 | 15 | 4 | 26.7 | 38.9 | 6 | -2 | 68.6 | | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 4 | 26.7 | 39.4 | 6 | -2 | 67.7 | 6 | 3 | 50.0 | 2 | 1 | 2 | 0 | 0.0 | 1 | -1 | 6 | 3 | 50.0 | 2 | 1 | | |
| 03 Professionals | 2017 | 17 | 5 | 29.4 | 38.8 | 7 | -2 | 75.8 | | | | | | | | | | | | | | | | | |
| | 2020 | 27 | 7 | 25.9 | 36.3 | 10 | -3 | 71.4 | 12 | 3 | 25.0 | 4 | -1 | 0 | 0 | 0.0 | 0 | 0 | 2 | 1 | 50.0 | 1 | 0 | | |
| 04 Semi-Professionals & Technicians | 2017 | 35 | 11 | 31.4 | 34.5 | 12 | -1 | 91.1 | | | | | | | | | | | | | | | | | |
| | 2020 | 35 | 12 | 34.3 | 34.6 | 12 | 0 | 99.1 | 13 | 6 | 46.2 | 4 | 2 | 1 | 1 | 100.0 | 0 | 1 | 12 | 6 | 50.0 | 4 | 2 | | |
| 05 Supervisors | 2017 | 2 | 2 | 100.0 | 50.8 | 1 | 1 | 196.9 | | | | | | | | | | | | | | | | | |
| | 2020 | 2 | 2 | 100.0 | 50.5 | 1 | 1 | 198.0 | 1 | 1 | 100.0 | 1 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | | |
| 06 Supervisors: Crafts & Trades | 2017 | 4 | 0 | 0.0 | 24.9 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 7 | 0 | 0.0 | 20.8 | 1 | -1 | 0.0 | 8 | 0 | 0.0 | 2 | -2 | 0 | 0 | 0.0 | 0 | 0 | 4 | 0 | 0.0 | 0 | 0 | | |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|--------|-------|---------------------|------------------|---------------------|------|---------------------|-----------------|---------------------|-----|--|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Women | | | Women | | | | Women | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | |
| # | # | % | % | # | % | % | % | # | % | % | % | | | |
| 01 Senior Managers | 2020 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 0 | 0 | 0.0 | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | |
| 02 Middle & Other Managers | 2020 | 2 | 3 | 150.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 3 | 150.0 | | 39.4 | 380.7 | | | 39.4 | 380.7 | | | |
| 03 Professionals | 2020 | 10 | 3 | 30.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 10 | 3 | 30.0 | | 36.3 | 82.6 | | | 36.3 | 82.6 | | | |
| 04 Semi-Professionals & Technicians | 2020 | 2 | 7 | 350.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 7 | 350.0 | | | | | | | | | | |
| 05 Supervisors | 2020 | 1 | 1 | 100.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 1 | 100.0 | | | | | | | | | | |
| 06 Supervisors: Crafts & Trades | 2020 | 4 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 4 | 0 | 0.0 | | 20.8 | 0.0 | | | 20.8 | 0.0 | | | |

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Part 4: Results - Women

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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

| Employment Equity Occupational Group (EEOG) | Year | Workforce Analysis | | | | | | | | Flow Data Analysis | | | | | | | | | | | | | | | |
|---|------|--------------------|----------------|--------------|------|-----|-----------|---------------|--------|--------------------|------------|---------------|--------|------------|------------|---------------|--------|--------------|------------|----|----|-----|-----|---|---|
| | | Workforce | | | | | | | | Hires | | | | Promotions | | | | Terminations | | | | | | | |
| | | All Employees | Women | | | Gap | EE Result | All Employees | Women | | | All Employees | Women | | | All Employees | Women | | | | | | | | |
| | | | Representation | Availability | % | | | | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | | | | |
| # | # | % | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | # | % | | |
| 07 Administrative & Senior Clerical | 2017 | 3 | 3 | 100.0 | 80.8 | 2 | 1 | 123.8 | | | | | | | | | | | | | | | | | |
| | 2020 | 4 | 4 | 100.0 | 80.9 | 3 | 1 | 123.6 | 1 | 1 | 100.0 | 1 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 2017 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 2017 | 36 | 0 | 0.0 | 3.3 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 38 | 0 | 0.0 | 3.7 | 1 | -1 | 0.0 | 7 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 10 | 0 | 0.0 | 0 | 0 |
| 10 Clerical Personnel | 2017 | 11 | 4 | 36.4 | 62.5 | 7 | -3 | 58.2 | | | | | | | | | | | | | | | | | |
| | 2020 | 9 | 4 | 44.4 | 61.6 | 6 | -2 | 72.2 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 2017 | 16 | 0 | 0.0 | 61.8 | 10 | -10 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 0 | 0.0 | 63.2 | 9 | -9 | 0.0 | 2 | 0 | 0.0 | 1 | -1 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 3 | 0 | 0.0 | 0 | 0 |
| 12 Semi-Skilled Manual Workers | 2017 | 150 | 6 | 4.0 | 18.4 | 28 | -22 | 21.7 | | | | | | | | | | | | | | | | | |
| | 2020 | 198 | 20 | 10.1 | 15.9 | 31 | -11 | 63.5 | 74 | 13 | 17.6 | 12 | 1 | 0 | 0 | 0.0 | 0 | 0 | 0 | 34 | 2 | 5.9 | 1 | 1 | |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|--------|-------|---------------------|------------------|---------------------|-------|---------------------|-----------------|---------------------|-------|--|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Women | | | Women | | | | Women | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | |
| # | # | % | % | # | % | % | % | # | % | % | % | | | |
| 07 Administrative & Senior Clerical | 2020 | 1 | 1 | 100.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 1 | 100.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| 08 Skilled Sales & Service Personnel | 2020 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| 09 Skilled Crafts & Trades Workers | 2020 | -3 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -3 | 0 | 0.0 | | | 3.7 | 0.0 | | | 3.7 | 0.0 | | |
| 10 Clerical Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | | 50.0 | 0.0 | | | 50.0 | 0.0 | | |
| 11 Intermediate Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | | 50.0 | 0.0 | | | 50.0 | 0.0 | | |
| 12 Semi-Skilled Manual Workers | 2020 | 40 | 13 | 32.5 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 40 | 13 | 32.5 | | | 15.9 | 204.4 | | | 15.9 | 204.4 | | |

Federal Contractors Program Achievement Report

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Part 4: Results - Women

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------|---|----------------------------|----------------------------|-------------|----------------------------|-------------|-------|-------------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|---|
| 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 | | | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | | | | |
| # | # | % | % | # | # | % | # | # | # | % | # | # | # | % | # | # | # | % | # | # | | | | |
| 13 Other Sales & Service Personnel | 2017 | 1 | 0 | 0.0 | 51.1 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 2017 | 1 | 0 | 0.0 | 23.8 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 1 | 0 | 0.0 | 23.6 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 | 0 |
| Total | 2017 | 291 | 35 | 12.0 | 25.9 | 75 | -40 | 46.4 | | | | | | | | | | | | | | | | |
| | 2020 | 351 | 53 | 15.1 | 23.3 | 82 | -29 | 64.8 | 124 | 27 | 21.8 | 29 | -2 | 3 | 1 | 33.3 | 0 | 1 | 75 | 12 | 16.0 | 9 | 3 | |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | Goals | | | | | | | | Comments | |
|---|------|---------------|--------|------------------|---------------------|------|---------------------|-----------------|---------------------|------|---------------------|----------|--|
| | | Flow Data | | Short-term Goals | | | | Long-term Goals | | | | | |
| | | All Employees | Women | | Women | | | | Women | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | |
| # | # | % | # | % | % | # | % | % | % | | | | |
| 13 Other Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | -1 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | |
| 14 Other Manual Workers | 2020 | -2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | -2 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | |
| Total | 2020 | 52 | 28 | 53.8 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | 52 | 28 | 53.8 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | |

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------|---|----------------------------|----------------------------|-------------|----------------------------|-------------|-------|-------------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|---|
| 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 | 2017 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 02 Middle & Other Managers | 2017 | 15 | 0 | 0.0 | 2.2 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 0 | 0.0 | 2.7 | 0 | 0 | 0.0 | 6 | 0 | 0.0 | 0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 | 6 | 0 | 0.0 | 0 | 0 | 0 |
| 03 Professionals | 2017 | 17 | 0 | 0.0 | 1.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 27 | 0 | 0.0 | 1.0 | 0 | 0 | 0.0 | 12 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 2017 | 35 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 35 | 0 | 0.0 | 1.5 | 1 | -1 | 0.0 | 13 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 | 12 | 0 | 0.0 | 0 | 0 | 0 |
| 05 Supervisors | 2017 | 2 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 2 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | 1 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 2017 | 4 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 7 | 1 | 14.3 | 1.5 | 0 | 1 | 952.4 | 8 | 1 | 12.5 | 0 | 1 | 0 | 0 | 0 | 0.0 | 0 | 0 | 4 | 0 | 0.0 | 0 | 0 | 0 |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|--------------------|------|---------------------|--------------------|---------------------|------|---------------------|--------------------|---------------------|-----|--|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Aboriginal Peoples | | | Aboriginal Peoples | | | | Aboriginal Peoples | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | |
| # | # | # | % | # | % | % | % | # | % | % | % | | | |
| 01 Senior Managers | 2020 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| 02 Middle & Other Managers | 2020 | 2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| 03 Professionals | 2020 | 10 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 10 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| 04 Semi-Professionals & Technicians | 2020 | 2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 0 | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | 1.5 | 0.0 | 0.0 | 0.0 | | |
| 05 Supervisors | 2020 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| 06 Supervisors: Crafts & Trades | 2020 | 4 | 1 | 25.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 4 | 1 | 25.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------|---|----------------------------|----------------------------|-------------|----------------------------|-------------|-------|-------------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|---|
| 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 | | Actual | Expected | Difference | | | |
| # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # | | |
| 07 Administrative & Senior Clerical | 2017 | 3 | 0 | 0.0 | 0.7 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 4 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | 1 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 |
| 08 Skilled Sales & Service Personnel | 2017 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 |
| 09 Skilled Crafts & Trades Workers | 2017 | 36 | 0 | 0.0 | 1.8 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 38 | 0 | 0.0 | 2.6 | 1 | -1 | 0.0 | 7 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 10 | 0 | 0.0 | 0 |
| 10 Clerical Personnel | 2017 | 11 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 9 | 0 | 0.0 | 1.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 |
| 11 Intermediate Sales & Service Personnel | 2017 | 16 | 0 | 0.0 | 0.9 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | 2 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 3 | 0 | 0.0 | 0 |
| 12 Semi-Skilled Manual Workers | 2017 | 150 | 0 | 0.0 | 0.9 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 198 | 1 | 0.5 | 1.0 | 2 | -1 | 50.5 | 74 | 1 | 1.4 | 1 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 34 | 0 | 0.0 | 0 |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|--------------------|------|---------------------|--------------------|---------------------|-------|---------------------|--------------------|---------------------|-------|---------------------|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Aboriginal Peoples | | | Aboriginal Peoples | | | | Aboriginal Peoples | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | |
| # | # | # | % | # | % | % | % | # | % | % | % | | | |
| 07 Administrative & Senior Clerical | 2020 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 0 | 0.0 | | | | | | | | | | |
| 08 Skilled Sales & Service Personnel | 2020 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 0 | 0 | 0.0 | | | | | | | | | | |
| 09 Skilled Crafts & Trades Workers | 2020 | -3 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -3 | 0 | 0.0 | | | 2.6 | 0.0 | | | 2.6 | 0.0 | | |
| 10 Clerical Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | | | | | | | | | |
| 11 Intermediate Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | | | | | | | | | |
| 12 Semi-Skilled Manual Workers | 2020 | 40 | 1 | 2.5 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 40 | 1 | 2.5 | | | 1.0 | 250.0 | | | 1.0 | 250.0 | | |

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------|---|----------------------------|----------------------------|-------------|----------------------------|-------------|-------|-------------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|----------------------------|----------------------------|-------------|-------------|-------|---|
| 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 | | Actual | Expected | Difference | | | |
| # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # | | |
| 13 Other Sales & Service Personnel | 2017 | 1 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 2017 | 1 | 0 | 0.0 | 0.8 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 1 | 0 | 0.0 | 1.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 |
| Total | 2017 | 291 | 0 | 0.0 | 1.1 | 3 | -3 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 351 | 2 | 0.6 | 1.3 | 5 | -3 | 43.8 | 124 | 2 | 1.6 | 2 | 0 | 3 | 0 | 0.0 | 0 | 0 | 0 | 75 | 0 | 0.0 | 0 | 0 |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|--------------------|------|---------------------|--------------------|---------------------|------|---------------------|--------------------|---------------------|------|---------------------|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Aboriginal Peoples | | | Aboriginal Peoples | | | | Aboriginal Peoples | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | |
| # | # | # | % | # | % | % | # | % | % | # | % | % | | |
| 13 Other Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | -1 | 0 | 0.0 | | | 0.0 | 0.0 | 0.0 | | | 0.0 | 0.0 | |
| 14 Other Manual Workers | 2020 | -2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | -2 | 0 | 0.0 | | | 0.0 | 0.0 | 0.0 | | | 0.0 | 0.0 | |
| Total | 2020 | 52 | 2 | 3.8 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | 52 | 2 | 3.8 | | | 0.0 | 0.0 | 0.0 | | | 0.0 | 0.0 | |

Federal Contractors Program Achievement Report

003942

Part 6: Results - Persons with Disabilities

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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

| Employment Equity Occupational Group (EEOG) | Year | Workforce Analysis | | | | | | | | Flow Data Analysis | | | | | | | | | | | | | | |
|---|------|--------------------|---------------------------|--------------|------|-----------|--------|----------|------------|--------------------|---------------------------|----------|------------|---------------|---------------------------|----------|------------|---------------|---------------------------|----------|------------|---|---|--|
| | | Workforce | | | | | | | | Hires | | | | Promotions | | | | Terminations | | | | | | |
| | | All Employees | Persons with Disabilities | | | | | | | All Employees | Persons with Disabilities | | | All Employees | Persons with Disabilities | | | All Employees | Persons with Disabilities | | | | | |
| | | | Representation | Availability | Gap | EE Result | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | |
| # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # | | |
| 01&02 Managers | 2017 | 15 | 1 | 6.7 | 4.3 | 1 | 0 | 155.0 | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 1 | 6.7 | 5.0 | 1 | 0 | 133.3 | 6 | 0 | 0.0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 | 6 | 0 | 0.0 | 0 | 0 | |
| 03 Professionals | 2017 | 17 | 0 | 0.0 | 3.8 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 27 | 1 | 3.7 | 8.9 | 2 | -1 | 41.6 | 12 | 1 | 8.3 | 1 | 0 | 0 | 0 | 0.0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 | |
| 04 Semi-Professionals & Technicians | 2017 | 35 | 1 | 2.9 | 4.6 | 2 | -1 | 62.1 | | | | | | | | | | | | | | | | |
| | 2020 | 35 | 1 | 2.9 | 7.6 | 3 | -2 | 37.6 | 13 | 1 | 7.7 | 1 | 0 | 1 | 0 | 0.0 | 0 | 0 | 12 | 0 | 0.0 | 0 | 0 | |
| 05 Supervisors | 2017 | 2 | 0 | 0.0 | 13.9 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 2 | 0 | 0.0 | 27.5 | 1 | -1 | 0.0 | 1 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | |
| 06 Supervisors: Crafts & Trades | 2017 | 4 | 0 | 0.0 | 7.8 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 7 | 0 | 0.0 | 10.1 | 1 | -1 | 0.0 | 8 | 0 | 0.0 | 1 | -1 | 0 | 0 | 0.0 | 0 | 0 | 4 | 0 | 0.0 | 0 | 0 | |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|---------------------------|------|---------------------|---------------------------|---------------------|-------|---------------------|---------------------------|---------------------|-------|---------------------|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Persons with Disabilities | | | Persons with Disabilities | | | | Persons with Disabilities | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | |
| # | # | # | % | # | % | % | % | # | % | % | % | | | |
| 01&02 Managers | 2020 | 2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| 03 Professionals | 2020 | 10 | 1 | 10.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 10 | 1 | 10.0 | | | 8.9 | 112.4 | | | 8.9 | 112.4 | | |
| 04 Semi-Professionals & Technicians | 2020 | 2 | 1 | 50.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 1 | 50.0 | | | 7.6 | 657.9 | | | 7.6 | 657.9 | | |
| 05 Supervisors | 2020 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 0 | 0.0 | | | 27.5 | 0.0 | | | 27.5 | 0.0 | | |
| 06 Supervisors: Crafts & Trades | 2020 | 4 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 4 | 0 | 0.0 | | | 10.1 | 0.0 | | | 10.1 | 0.0 | | |

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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

| Employment Equity Occupational Group (EEOG) | Year | Workforce Analysis | | | | | | | | Flow Data Analysis | | | | | | | | | | | | | | | |
|---|------|--------------------|---------------------------|--------------|------|-----------|--------|----------|------------|--------------------|---------------------------|----------|------------|---------------|---------------------------|----------|------------|---------------|---------------------------|---|----|---|-----|---|---|
| | | Workforce | | | | | | | | Hires | | | | Promotions | | | | Terminations | | | | | | | |
| | | All Employees | Persons with Disabilities | | | | | | | All Employees | Persons with Disabilities | | | All Employees | Persons with Disabilities | | | All Employees | Persons with Disabilities | | | | | | |
| | | | Representation | Availability | Gap | EE Result | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | | | | | | |
| # | # | % | % | # | # | % | # | % | # | % | # | # | # | % | # | # | # | % | # | # | # | | | | |
| 07 Administrative & Senior Clerical | 2017 | 3 | 0 | 0.0 | 3.4 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 4 | 0 | 0.0 | 10.0 | 0 | 0 | 0.0 | 1 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 2017 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 2017 | 36 | 0 | 0.0 | 3.8 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 38 | 0 | 0.0 | 7.8 | 3 | -3 | 0.0 | 7 | 0 | 0.0 | 1 | -1 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 10 | 0 | 0.0 | 0 | 0 |
| 10 Clerical Personnel | 2017 | 11 | 2 | 18.2 | 7.0 | 1 | 1 | 259.7 | | | | | | | | | | | | | | | | | |
| | 2020 | 9 | 1 | 11.1 | 9.3 | 1 | 0 | 119.5 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 2017 | 16 | 0 | 0.0 | 5.6 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 0 | 0.0 | 10.8 | 2 | -2 | 0.0 | 2 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 3 | 0 | 0.0 | 0 | 0 |
| 12 Semi-Skilled Manual Workers | 2017 | 150 | 2 | 1.3 | 4.8 | 7 | -5 | 27.8 | | | | | | | | | | | | | | | | | |
| | 2020 | 198 | 3 | 1.5 | 10.3 | 20 | -17 | 14.7 | 74 | 0 | 0.0 | 8 | -8 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 34 | 1 | 2.9 | 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 |
| | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ |

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|---------------------------|------|---------------------|---------------------------|---------------------|------|---------------------|---------------------------|---------------------|-----|--|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Persons with Disabilities | | | Persons with Disabilities | | | | Persons with Disabilities | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | |
| # | # | % | % | # | % | % | % | # | % | % | % | | | |
| 07 Administrative & Senior Clerical | 2020 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| 08 Skilled Sales & Service Personnel | 2020 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| 09 Skilled Crafts & Trades Workers | 2020 | -3 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -3 | 0 | 0.0 | | | 7.8 | 0.0 | | | 7.8 | 0.0 | | |
| 10 Clerical Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| 11 Intermediate Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | | 10.8 | 0.0 | | | 10.8 | 0.0 | | |
| 12 Semi-Skilled Manual Workers | 2020 | 40 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 40 | 0 | 0.0 | | | 10.3 | 0.0 | | | 10.3 | 0.0 | | |

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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

| Employment Equity Occupational Group (EEOG) | Year | Workforce Analysis | | | | | | | | Flow Data Analysis | | | | | | | | | | | | | | |
|---|------|--------------------|---------------------------|--------------|-----|-----------|--------|----------|------------|--------------------|---------------------------|----------|------------|---------------|---------------------------|----------|------------|---------------|---------------------------|----------|------------|-----|---|----|
| | | Workforce | | | | | | | | Hires | | | | Promotions | | | | Terminations | | | | | | |
| | | All Employees | Persons with Disabilities | | | | | | | All Employees | Persons with Disabilities | | | All Employees | Persons with Disabilities | | | All Employees | Persons with Disabilities | | | | | |
| | | | Representation | Availability | Gap | EE Result | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | |
| # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # | | |
| 13 Other Sales & Service Personnel | 2017 | 1 | 0 | 0.0 | 6.3 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 2017 | 1 | 0 | 0.0 | 5.3 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | |
| | 2020 | 1 | 0 | 0.0 | 6.8 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 |
| Total | 2017 | 291 | 6 | 2.1 | 4.8 | 14 | -8 | 43.0 | | | | | | | | | | | | | | | | |
| | 2020 | 351 | 7 | 2.0 | 9.5 | 33 | -26 | 21.0 | 124 | 2 | 1.6 | 12 | -10 | 3 | 0 | 0.0 | 0 | 0 | 0 | 75 | 1 | 1.3 | 2 | -1 |

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

| 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 | Goal | Percent of Goal Met | |
| # | # | # | % | # | % | % | % | # | % | % | % | | | |
| 13 Other Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| 14 Other Manual Workers | 2020 | -2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -2 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |
| Total | 2020 | 52 | 2 | 3.8 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 52 | 2 | 3.8 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | |

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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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 | 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 | | | | | | | |
| # | # | % | % | # | # | % | # | # | % | # | # | # | % | # | # | # | # | % | # | # | # | | | | |
| 01 Senior Managers | 2017 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 02 Middle & Other Managers | 2017 | 15 | 0 | 0.0 | 15.0 | 2 | -2 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 0 | 0.0 | 17.6 | 3 | -3 | 0.0 | 6 | 0 | 0.0 | 1 | -1 | 2 | 0 | 0.0 | 0 | 0 | 0 | 6 | 0 | 0.0 | 0 | 0 | 0 |
| 03 Professionals | 2017 | 17 | 0 | 0.0 | 30.5 | 5 | -5 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 27 | 0 | 0.0 | 37.7 | 10 | -10 | 0.0 | 12 | 0 | 0.0 | 5 | -5 | 0 | 0 | 0.0 | 0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 2017 | 35 | 0 | 0.0 | 11.3 | 4 | -4 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 35 | 0 | 0.0 | 14.2 | 5 | -5 | 0.0 | 13 | 0 | 0.0 | 2 | -2 | 1 | 0 | 0.0 | 0 | 0 | 0 | 12 | 0 | 0.0 | 0 | 0 | 0 |
| 05 Supervisors | 2017 | 2 | 0 | 0.0 | 16.7 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 2 | 0 | 0.0 | 20.4 | 0 | 0 | 0.0 | 1 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 2017 | 4 | 0 | 0.0 | 14.6 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 7 | 0 | 0.0 | 10.8 | 1 | -1 | 0.0 | 8 | 0 | 0.0 | 1 | -1 | 0 | 0 | 0.0 | 0 | 0 | 0 | 4 | 0 | 0.0 | 0 | 0 | 0 |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|--------------------|------|---------------------|--------------------|---------------------|------|---------------------|--------------------|---------------------|-----|--|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | Visible Minorities | | | Visible Minorities | | | | Visible Minorities | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | |
| # | # | % | % | # | % | % | % | # | % | % | % | | | |
| 01 Senior Managers | 2020 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| 02 Middle & Other Managers | 2020 | 2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 0 | 0.0 | 17.6 | 0.0 | 17.6 | 0.0 | 17.6 | 0.0 | 17.6 | 0.0 | | |
| 03 Professionals | 2020 | 10 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 10 | 0 | 0.0 | 37.7 | 0.0 | 37.7 | 0.0 | 37.7 | 0.0 | 37.7 | 0.0 | | |
| 04 Semi-Professionals & Technicians | 2020 | 2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 2 | 0 | 0.0 | 14.2 | 0.0 | 14.2 | 0.0 | 14.2 | 0.0 | 14.2 | 0.0 | | |
| 05 Supervisors | 2020 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| 06 Supervisors: Crafts & Trades | 2020 | 4 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 4 | 0 | 0.0 | 10.8 | 0.0 | 10.8 | 0.0 | 10.8 | 0.0 | 10.8 | 0.0 | | |

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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

| Employment Equity Occupational Group (EEOG) | Year | Workforce Analysis | | | | | | | | Flow Data Analysis | | | | | | | | | | | | | | | |
|---|------|--------------------|--------------------|--------------|------|-----------|---------------|--------------------|----------|--------------------|---------------|--------------------|----------|------------|---------------|--------------------|----------|--------------|---|---|----|---|-----|---|---|
| | | Workforce | | | | | | | | Hires | | | | Promotions | | | | Terminations | | | | | | | |
| | | All Employees | Visible Minorities | | | | All Employees | Visible Minorities | | | All Employees | Visible Minorities | | | All Employees | Visible Minorities | | | | | | | | | |
| | | | Representation | Availability | Gap | EE Result | | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | | | | | |
| # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # | # | | | |
| 07 Administrative & Senior Clerical | 2017 | 3 | 0 | 0.0 | 12.2 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 4 | 0 | 0.0 | 14.6 | 1 | -1 | 0.0 | 1 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 2017 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 2017 | 36 | 0 | 0.0 | 4.2 | 2 | -2 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 38 | 0 | 0.0 | 5.6 | 2 | -2 | 0.0 | 7 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 10 | 0 | 0.0 | 0 | 0 |
| 10 Clerical Personnel | 2017 | 11 | 0 | 0.0 | 17.4 | 2 | -2 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 9 | 0 | 0.0 | 20.4 | 2 | -2 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 2017 | 16 | 0 | 0.0 | 22.2 | 4 | -4 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 15 | 0 | 0.0 | 26.6 | 4 | -4 | 0.0 | 2 | 0 | 0.0 | 1 | -1 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 3 | 0 | 0.0 | 0 | 0 |
| 12 Semi-Skilled Manual Workers | 2017 | 150 | 0 | 0.0 | 22.7 | 34 | -34 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 198 | 3 | 1.5 | 26.1 | 52 | -49 | 5.8 | 74 | 3 | 4.1 | 19 | -16 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 34 | 0 | 0.0 | 0 | 0 |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | | | Goals | | | | | | | | Comments |
|---|------|---------------|--------------------|------|---------------------|--------------------|---------------------|------|---------------------|--------------------|---------------------|------|---------------------|----------|
| | | Flow Data | | | | Short-term Goals | | | | Long-term Goals | | | | |
| | | All Employees | 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 | |
| # | # | % | % | # | % | % | % | # | % | % | % | | | |
| 07 Administrative & Senior Clerical | 2020 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 1 | 0 | 0.0 | | 14.6 | 0.0 | | | 14.6 | 0.0 | | | |
| 08 Skilled Sales & Service Personnel | 2020 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 0 | 0 | 0.0 | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | |
| 09 Skilled Crafts & Trades Workers | 2020 | -3 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -3 | 0 | 0.0 | | 5.6 | 0.0 | | | 5.6 | 0.0 | | | |
| 10 Clerical Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | 20.4 | 0.0 | | | 20.4 | 0.0 | | | |
| 11 Intermediate Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | -1 | 0 | 0.0 | | 26.6 | 0.0 | | | 26.6 | 0.0 | | | |
| 12 Semi-Skilled Manual Workers | 2020 | 40 | 3 | 7.5 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | |
| | 2023 | 40 | 3 | 7.5 | | 26.1 | 28.7 | | | 26.1 | 28.7 | | | |

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield

2020-01-23

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

| Employment Equity Occupational Group (EEOG) | Year | Workforce Analysis | | | | | | | | Flow Data Analysis | | | | | | | | | | | | | | | |
|---|------|--------------------|--------------------|--------------|------|-----------|---------------|--------------------|----------|--------------------|---------------|--------------------|----------|------------|---------------|--------------------|----------|--------------|---|----|---|-----|-----|---|---|
| | | Workforce | | | | | | | | Hires | | | | Promotions | | | | Terminations | | | | | | | |
| | | All Employees | Visible Minorities | | | | All Employees | Visible Minorities | | | All Employees | Visible Minorities | | | All Employees | Visible Minorities | | | | | | | | | |
| | | | Representation | Availability | Gap | EE Result | | Actual | Expected | Difference | | Actual | Expected | Difference | | Actual | Expected | Difference | | | | | | | |
| # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # | | | | |
| 13 Other Sales & Service Personnel | 2017 | 1 | 0 | 0.0 | 24.3 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 2017 | 1 | 0 | 0.0 | 22.1 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 1 | 0 | 0.0 | 27.1 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 2 | 0 | 0.0 | 0 | 0 |
| Total | 2017 | 291 | 0 | 0.0 | 18.6 | 54 | -54 | 0.0 | | | | | | | | | | | | | | | | | |
| | 2020 | 351 | 3 | 0.9 | 22.6 | 79 | -76 | 3.8 | 124 | 3 | 2.4 | 28 | -25 | 3 | 0 | 0.0 | 0 | 0 | 0 | 75 | 0 | 0.0 | 0 | 0 | |

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

| Employment Equity Occupational Group (EEOG) | Year | New Entrants | | Goals | | | | | | | | Comments | | |
|---|------|---------------|--------------------|------------------|---------------------|------|---------------------|-----------------|---------------------|------|---------------------|----------|-----|--|
| | | Flow Data | | Short-term Goals | | | | Long-term Goals | | | | | | |
| | | All Employees | Visible Minorities | | Visible Minorities | | | | Visible Minorities | | | | | |
| | | | Actual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | |
| # | # | % | # | % | % | # | % | % | # | % | | | | |
| 13 Other Sales & Service Personnel | 2020 | -1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | -1 | 0 | 0.0 | | | 0.0 | 0.0 | 0.0 | | | 0.0 | 0.0 | |
| 14 Other Manual Workers | 2020 | -2 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | -2 | 0 | 0.0 | | | 0.0 | 0.0 | 0.0 | | | 0.0 | 0.0 | |
| Total | 2020 | 52 | 3 | 5.8 | 0 | 0.0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | |
| | 2023 | 52 | 3 | 5.8 | | | 0.0 | 0.0 | 0.0 | | | 0.0 | 0.0 | |

| |
|--|
| Federal Contractors Program Achievement Report |
| Part 8: Reasonable Efforts |
| Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield |
| 2020-01-23 |

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):

The following recruitment methods were used for our recent hires: websites, local radio and newspaper advertisements, open-house event and employee referrals.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Général Dynamics Produits de Défense et Systèmes Tactiques

Primary Location: Montréal (Québec)

Number of Employees: 351

Organization Overview:

NAICS 3259 – Other Chemical Product Manufacturing

Général Dynamics Produits de Défense et Systèmes Tactiques develops and manufactures all-caliber ammunition and energetic materials intended for the military and armed police forces.

Key Dates – First Year Assessment

Initiated: 2017-02-22

Received: 2017-02-20

Closed: 2017-02-22

Workforce Analysis: 2017-02-20

Key Dates – Subsequent Assessment

Initiated: 2020-01-29

Received: 2020-01-29

Workforce Analysis: 2020-01-17

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:

- Major discrepancies were noted in the Workforce Analysis tab of the Achievement Report. Corrections were made based on the Workforce Analysis Summary Report and the corrected Achievement Report was sent to the employer for approval. The data from the current workforce analysis included in the Achievement Report is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

- The previous compliance assessment revealed 24 gaps and no goals were set. The previous assessment accepted that the company be found in compliance without setting goals for all the area of under-representation.

Women

| | | |
|----|--|-----------------------|
| 02 | Middle & Other Managers | No goal set (gap -2) |
| 03 | Professionals | No goal set (gap -2) |
| 04 | Semi-Professionals & Technicians | No goal set (gap -1) |
| 06 | Supervisors: Crafts & Trades | No goal set (gap -1) |
| 09 | Skilled Crafts & Trades Workers | No goal set (gap -1) |
| 10 | Clerical Personnel | No goal set (gap -3) |
| 11 | Intermediate Sales & Service Personnel | No goal set (gap -10) |
| 12 | Semi-Skilled Manual Workers | No goal set (gap -22) |
| 13 | Other Sales & Service Personnel | No goal set (gap -1) |

Assessment/Observations

- None

Aboriginal Peoples

| | | |
|----|---------------------------------|----------------------|
| 09 | Skilled Crafts & Trades Workers | No goal set (gap -1) |
| 12 | Semi-Skilled Manual Workers | No goal set (gap -1) |

Assessment/Observations

- None

Persons with Disabilities

| | | |
|----|--|----------------------|
| 03 | Professionals | No goal set (gap -1) |
| 04 | Semi-Professionals & Technicians | No goal set (gap -1) |
| 09 | Skilled Crafts & Trades Workers | No goal set (gap -1) |
| 11 | Intermediate Sales & Service Personnel | No goal set (gap -1) |
| 12 | Semi-Skilled Manual Workers | No goal set (gap -5) |

Assessment/Observations

- None

Members of Visible Minorities

| | | |
|----|----------------------------------|----------------------|
| 02 | Middle & Other Managers | No goal set (gap -2) |
| 03 | Professionals | No goal set (gap -5) |
| 04 | Semi-Professionals & Technicians | No goal set (gap -4) |

| | | |
|----|--|-----------------------|
| 06 | Supervisors: Crafts & Trades | No goal set (gap -1) |
| 09 | Skilled Crafts & Trades Workers | No goal set (gap -2) |
| 10 | Clerical Personnel | No goal set (gap -2) |
| 11 | Intermediate Sales & Service Personnel | No goal set (gap -4) |
| 12 | Semi-Skilled Manual Workers | No goal set (gap -34) |

Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization did not set goals during the previous assessment. Therefore, an assessment of progress is not possible.

ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

| Workforce Analysis Results | | | Goals | | Representation | LMA |
|---|--|-----|------------------------------|-------------------------|----------------|------|
| Employment Equity Occupational Group (EEOG) | | Gap | Short-term (1 to 3 years) | Long-term (+3 years) | | |
| # | Description | # | % | % | % | % |
| 02 | Middle & Other Managers | -2 | 39.4 | 39.4 | 26.7 | 39.4 |
| 03 | Professionals | -3 | 36.3 | 36.3 | 25.9 | 36.3 |
| 06 | Supervisors: Crafts & Trades | -1 | 20.8 | 20.8 | 0.0 | 20.8 |
| 09 | Skilled Crafts & Trades Workers | -1 | 3.7 | 3.7 | 0.0 | 3.7 |
| 10 | Clerical Personnel | -2 | 50.0 | 50.0 | 44.4 | 61.6 |
| 11 | Intermediate Sales & Service Personnel | -9 | 50.0 | 50.0 | 0.0 | 63.2 |
| 12 | Semi-Skilled Manual Workers | -11 | 15.9 | 15.9 | 10.1 | 15.9 |

Observations: None

Aboriginal Peoples

| Workforce Analysis Results | | | Goals | | Representation | LMA |
|---|----------------------------------|-----|------------|----------------|----------------|-----|
| Employment Equity Occupational Group (EEOG) | | Gap | Short-term | Long-term | | |
| # | Description | | # | (1 to 3 years) | (+3 years) | % |
| 04 | Semi-Professionals & Technicians | -1 | 1.5 | 1.5 | 0.0 | 1.5 |
| 09 | Skilled Crafts & Trades Workers | -1 | 2.6 | 2.6 | 0.0 | 2.6 |
| 12 | Semi-Skilled Manual Workers | -1 | 1.0 | 1.0 | 0.5 | 1.0 |

Observations: None

Persons with Disabilities

| Workforce Analysis Results | | | Goals | | Representation | LMA |
|---|--|-----|------------|----------------|----------------|------|
| Employment Equity Occupational Group (EEOG) | | Gap | Short-term | Long-term | | |
| # | Description | | # | (1 to 3 years) | (+3 years) | % |
| 03 | Professionals | -1 | 8.9 | 8.9 | 3.7 | 8.9 |
| 04 | Semi-Professionals & Technicians | -2 | 7.6 | 7.6 | 2.9 | 7.6 |
| 05 | Supervisors | -1 | 27.5 | 27.5 | 0.0 | 27.5 |
| 06 | Supervisors: Crafts & Trades | -1 | 10.1 | 10.1 | 0.0 | 10.1 |
| 09 | Skilled Crafts & Trades Workers | -3 | 7.8 | 7.8 | 0.0 | 7.8 |
| 11 | Intermediate Sales & Service Personnel | -2 | 10.8 | 10.8 | 0.0 | 10.8 |
| 12 | Semi-Skilled Manual Workers | -17 | 10.3 | 10.3 | 1.5 | 10.3 |

Observations: None

Members of Visible Minorities

| Workforce Analysis Results | | | Goals | | Representation | LMA |
|---|-------------|-----|------------|----------------|----------------|-----|
| Employment Equity Occupational Group (EEOG) | | Gap | Short-term | Long-term | | |
| # | Description | | # | (1 to 3 years) | (+3 years) | % |

| | | | | | | |
|----|--|-----|------|------|-----|------|
| 02 | Middle & Other Managers | -3 | 17.6 | 17.6 | 0.0 | 17.6 |
| 03 | Professionals | -10 | 37.7 | 37.7 | 0.0 | 37.7 |
| 04 | Semi-Professionals & Technicians | -5 | 14.2 | 14.2 | 0.0 | 14.2 |
| 06 | Supervisors: Crafts & Trades | -1 | 10.8 | 10.8 | 0.0 | 10.8 |
| 07 | Admin & Senior Clerical Personnel | -1 | 14.6 | 14.6 | 0.0 | 14.6 |
| 09 | Skilled Crafts & Trades Workers | -2 | 5.6 | 5.6 | 0.0 | 5.6 |
| 10 | Clerical Personnel | -2 | 20.4 | 20.4 | 0.0 | 20.4 |
| 11 | Intermediate Sales & Service Personnel | -4 | 26.6 | 26.6 | 0.0 | 26.6 |
| 12 | Semi-Skilled Manual Workers | -49 | 26.1 | 26.1 | 1.5 | 26.1 |

Observations: None

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, considering their unique circumstances, I recommend the closing letter include the following:

- Since no short-term objectives were set during the first evaluation, no assessment of reasonable efforts was made for this evaluation.
- This workforce analysis revealed an under-representation of members of the four designated groups in the organization. Women represent 15.1% of the workforce despite an availability of 23.3%. The representation of Aboriginal peoples and persons with disabilities is 0.6% and 2.0% respectively for an availability of 1.3% and 9.5%. The representation of members of visible minorities is 0.8%, while the labour market availability is 22.6%.
- We encourage General Dynamics Defence Products and Tactical Systems to conduct an employment systems review to identify barriers to the recruitment and retention of designated group employees. Completion of this study should assist the organization in achieving its objectives by identifying and removing barriers that may prevent the achievement of full representation of members of the four designated groups. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules).
- We also encourage General Dynamics Defence Products and Tactical Systems to implement special measures to ensure the achievement of the objectives set out in this assessment and thereby increase the representation of designated group members.

Name of Analyst: Maurice N. Yakibonge

Date: 2020-02-18

From: Yakibonge, Ntambwe Maurice N [NC]
Sent: June 12, 2020 2:05 PM
To: 'philippe.robert@can.gd-ots.com'
Cc: 'claudine.drolet@can.gd-ots.com'
Subject: Government of Canada Agreement Number 10000421 - Notice of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mr. Robert:

I am writing to inform you that the subsequent compliance assessment initiated on January 29, 2020, has been completed. As a result of the assessment, Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield 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 Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield's employment equity program.

- Given that no short-term objectives were set during the first assessment, no assessment of reasonable efforts was done for this assessment.
- The current workforce analysis revealed an under-representation of members of the four designated groups in the organization. Women represent 15.1% of the workforce despite a 23.3% availability rate. The representation of Aboriginal peoples and persons with disabilities is 0.6% and 2.0% respectively, for an availability of 1.3% and 9.5%. For members of visible minorities, representation is 0.8% while labour market availability is 22.6%.
- We encourage Général Dynamics Produits de Défense et Systèmes Tactiques to conduct an employment systems review in order to identify barriers to the recruitment and retention of employees in the designated groups. The completion of this review should assist the organization in achieving its objectives by identifying and removing barriers that may prevent achieving full representation of the four designated groups. Guidance on how to conduct an employment systems review is available on the Workplace Equity Information Management [help](#) page ([Step 2-2 of the training modules](#)).
- We also encourage Général Dynamics Produits de Défense et Systèmes Tactiques to implement special measures to ensure the achievement of the goals set out in this assessment and thus increase the representation of members of designated groups.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on January 29, 2023. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been

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The logo for the Government of Canada, featuring the word "Canada" in a stylized serif font with a small Canadian flag icon to the right.

made, Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield 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 Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield 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!