

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

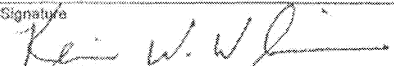
ORGANIZATION	
Legal Name of Organization GENERAL MOTORS OF CANADA LIMITED	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 336110	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 11000 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan021-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No <u>3361</u>

HEAD OFFICE			
Address (building number, street, suite, etc.) 1908 COLONEL SAM DRIVE	City OSHAWA	Province ON	Postal Code L1E 1J2
	Telephone Number 905-644-7111	Fax Number 905-644-7872	

EMPLOYMENT EQUITY CONTACT	
Name (print) KEN BRACKEN	Title HUMAN RESOURCES SPECIALIST
Telephone Number 905-644-6740	E-mail Address ken.bracken@gm.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) KEVIN W. WILLIAMS	Title PRESIDENT & MANAGING DIRECTOR
Telephone Number 905-644-6181	E-mail Address kevin.l.williams@gm.com
Signature 	Date 08/08/2013

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ce-emc@hrsdc.rhdcc.gc.ca



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

Reporting Period 2016-05-30 to 2018-06-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	7413	0	0	7413	Calgary	22	0	0	22
Québec	76	0	0	76	Edmonton	40	0	0	40
Nova Scotia	2	0	0	2	Halifax	2	0	0	2
New Brunswick	4	0	0	4	Montréal	41	0	0	41
Manitoba	3	0	0	3	Vancouver	22	0	0	22
British Columbia	25	0	0	25	Winnipeg	2	0	0	2
Saskatchewan	4	0	0	4	Moncton	3	0	0	3
Alberta	62	0	0	62	Saint John	1	0	0	1
Total Employees in Canada				7589	Québec	1	0	0	1
					Oshawa	3157	0	0	3157
					St. Catharines - Niagara	1361	0	0	1361
					Kitchener - Cambridge - Waterloo	1	0	0	1
					Greater Sudbury	1	0	0	1
					Thunder Bay	1	0	0	1
					Saskatoon	2	0	0	2
					Kelowna	2	0	0	2



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

Reporting Period 2016-05-30 to 2018-06-30

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
B.C. less CMAs	1	0	0	1
Man. less CMA	1	0	0	1
Ont. less CMAs	2892	0	0	2892
Que. less CMAs	34	0	0	34
Sask. less CMA	2	0	0	2
Total Employees in Canada				7589



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	72	57	15				2	1	1	13	12	1
	Total	72	57	15				2	1	1	13	12	1
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	199	151	48	1	1		4	3	1	32	25	7
	Total	199	151	48	1	1		4	3	1	32	25	7
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1033	806	227	8	6	2	29	24	5	378	297	81
	Total	1033	806	227	8	6	2	29	24	5	378	297	81
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	165	136	29	1	1		6	4	2	21	18	3
	Total	165	136	29	1	1		6	4	2	21	18	3



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

003962

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	140	105	35	3	2	1	7	5	2	15	11	4
	Total	140	105	35	3	2	1	7	5	2	15	11	4
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	268	229	39	9	9		15	14	1	29	24	5
	Total	268	229	39	9	9		15	14	1	29	24	5
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	36	8	28							6	3	3
	Total	36	8	28							6	3	3
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	16	5							6	5	1
	Total	21	16	5							6	5	1



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

003963

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	867	845	22	27	27		81	79	2	46	46	
	Total	867	845	22	27	27		81	79	2	46	46	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	73	40	33	1		1	5	5		6	1	5
	Total	73	40	33	1		1	5	5		6	1	5
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	85	63	22	1	1		2	1	1	19	13	6
	Total	85	63	22	1	1		2	1	1	19	13	6
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4630	3673	957	130	106	24	323	290	33	245	197	48
	Total	4630	3673	957	130	106	24	323	290	33	245	197	48



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		7589	6129	1460	181	153	28	474	426	48	816	652	164



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

003965

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	70	55	15				2	1	1	12	11	1
	Total	70	55	15				2	1	1	12	11	1
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	191	146	45	1	1		4	3	1	31	25	6
	Total	191	146	45	1	1		4	3	1	31	25	6
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1026	800	226	8	6	2	29	24	5	378	297	81
	Total	1026	800	226	8	6	2	29	24	5	378	297	81
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	161	132	29	1	1		6	4	2	21	18	3
	Total	161	132	29	1	1		6	4	2	21	18	3



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

996300

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	119	90	29	2	2		7	5	2	11	9	2
	Total	119	90	29	2	2		7	5	2	11	9	2
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	267	228	39	9	9		15	14	1	29	24	5
	Total	267	228	39	9	9		15	14	1	29	24	5
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	34	8	26							5	3	2
	Total	34	8	26							5	3	2
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	7	4							4	3	1
	Total	11	7	4							4	3	1



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

003967

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	867	845	22	27	27		81	79	2	46	46	
	Total	867	845	22	27	27		81	79	2	46	46	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	64	33	31	1		1	4	4		6	1	5
	Total	64	33	31	1		1	4	4		6	1	5
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	33	23	10				1		1	5	2	3
	Total	33	23	10				1		1	5	2	3
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4570	3623	947	129	105	24	320	287	33	243	195	48
	Total	4570	3623	947	129	105	24	320	287	33	243	195	48



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		7413	5990	1423	178	151	27	469	421	48	791	634	157



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec

Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec

003970

Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	3	2									
	Total	5	3	2									
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	15	12	3	1	1					2	2	
	Total	15	12	3	1	1					2	2	
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	29	24	5							1	1	
	Total	29	24	5							1	1	
Total Number of Employees		76	60	16	1	1					6	4	2



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Nova Scotia
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / New Brunswick
Reporting Period 2016-05-30 to 2018-06-30

003973

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Manitoba
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / British Columbia
Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	9	2				2	2				
	Total	11	9	2				2	2				
Total Number of Employees		25	18	7				3	3		3	1	2



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Saskatchewan
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta

003978

Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta

003979

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	7	3	1		1				3	2	1
	Total	10	7	3	1		1				3	2	1
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4					1	1				
	Total	4	4					1	1				
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	17	14	3							6	5	1
	Total	17	14	3							6	5	1



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Alberta

Reporting Period 2016-05-30 to 2018-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	17	3	1	1		1	1		1	1	
	Total	20	17	3	1	1		1	1		1	1	
Total Number of Employees		62	51	11	2	1	1	2	2		11	9	2



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2016-05-30 to 2018-06-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	7589	6129	1460	181	153	28	474	426	48	816	652	164
Total Number of Employees	7589	6129	1460	181	153	28	474	426	48	816	652	164



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Ontario

Reporting Period 2016-05-30 to 2018-06-30

003982

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	7413	5990	1423	178	151	27	469	421	48	791	634	157
Total Number of Employees	7413	5990	1423	178	151	27	469	421	48	791	634	157



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Québec
Reporting Period 2016-05-30 to 2018-06-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	76	60	16	1	1					6	4	2
Total Number of Employees	76	60	16	1	1					6	4	2



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Nova Scotia
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / New Brunswick
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Manitoba

Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / British Columbia
Reporting Period 2016-05-30 to 2018-06-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	25	18	7				3	3		3	1	2
Total Number of Employees	25	18	7				3	3		3	1	2



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Saskatchewan
Reporting Period 2016-05-30 to 2018-06-30

803688

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta

Reporting Period 2016-05-30 to 2018-06-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	62	51	11	2	1	1	2	2		11	9	2
Total Number of Employees	62	51	11	2	1	1	2	2		11	9	2



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2016-05-30 to 2018-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	14	10	4							2	2	
Middle and Other Managers	15	12	3							7	7	
Professionals	360	278	82	3	2	1	3	2	1	199	149	50
Semi-Professionals and Technicians	6	3	3									
Supervisors	16	10	6	1		1	1	1		2	1	1
Supervisors: Crafts and Trades	31	24	7	1	1		1	1		6	3	3
Administrative and Senior Clerical Personnel	16	5	11	1	1					4	3	1
Skilled Crafts and Trades Workers	45	45					2	2		3	3	
Clerical Personnel	5	3	2							1		1
Intermediate Sales and Service Personnel	27	20	7							9	7	2
Semi-Skilled Manual Workers	471	363	108	17	10	7	13	12	1	26	25	1
Total Number of Employees Hired	1006	773	233	23	14	9	20	18	2	259	200	59



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario
Reporting Period 2016-05-30 to 2018-06-30

003991

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	13	9	4							2	2	
Middle and Other Managers	15	12	3							7	7	
Professionals	358	276	82	3	2	1	3	2	1	199	149	50
Semi-Professionals and Technicians	6	3	3									
Supervisors	12	8	4				1	1		1	1	
Supervisors: Crafts and Trades	31	24	7	1	1		1	1		6	3	3
Administrative and Senior Clerical Personnel	16	5	11	1	1					4	3	1
Skilled Crafts and Trades Workers	45	45					2	2		3	3	
Clerical Personnel	5	3	2							1		1
Intermediate Sales and Service Personnel	4	4										
Semi-Skilled Manual Workers	466	358	108	17	10	7	13	12	1	25	24	1
Total Number of Employees Hired	971	747	224	22	14	8	20	18	2	248	192	56



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Québec
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / New Brunswick
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2016-05-30 to 2018-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	1		1									
Intermediate Sales and Service Personnel	3	2	1									
Total Number of Employees Hired	4	2	2									



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Saskatchewan
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Alberta
Reporting Period 2016-05-30 to 2018-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors	2	1	1	1		1				1		1
Intermediate Sales and Service Personnel	8	6	2							5	4	1
Semi-Skilled Manual Workers	3	3										
Total Number of Employees Hired	13	10	3	1		1				6	4	2



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-05-30 to 2018-06-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	16	15	1							4	4	
Middle and Other Managers	53	39	14							13	10	3
Professionals	193	150	43	1		1	2	2		60	50	10
Semi-Professionals and Technicians	30	25	5				2		2	6	5	1
Supervisors	33	22	11				1		1	3	2	1
Supervisors: Crafts and Trades	46	38	8				1	1		9	7	2
Administrative and Senior Clerical Personnel	6	2	4							1	1	
Skilled Sales and Service Personnel	2	1	1							2	1	1
Clerical Personnel	7	5	2				1	1		1		1
Intermediate Sales and Service Personnel	30	17	13				1		1	10	4	6
Total Number of Employees Promoted	416	314	102	1		1	8	4	4	109	84	25
Total Number of Promotions	450	341	109	1		1	8	4	4	124	97	27



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-05-30 to 2018-06-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	16	15	1							4	4	
Middle and Other Managers	51	38	13							12	10	2
Professionals	193	150	43	1		1	2	2		60	50	10
Semi-Professionals and Technicians	29	24	5				2		2	6	5	1
Supervisors	31	21	10				1		1	3	2	1
Supervisors: Crafts and Trades	45	37	8				1	1		9	7	2
Administrative and Senior Clerical Personnel	6	2	4							1	1	
Skilled Sales and Service Personnel	1		1							1		1
Clerical Personnel	7	5	2				1	1		1		1
Intermediate Sales and Service Personnel	13	7	6				1		1	5	2	3
Total Number of Employees Promoted	392	299	93	1		1	8	4	4	102	81	21
Total Number of Promotions	422	324	98	1		1	8	4	4	116	94	22



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2016-05-30 to 2018-06-30

666600

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors: Crafts and Trades	1	1										
Skilled Sales and Service Personnel	1	1							1	1		
Intermediate Sales and Service Personnel	5	3	2									
Total Number of Employees Promoted	7	5	2							1	1	
Total Number of Promotions	7	5	2							1	1	



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / New Brunswick
Reporting Period 2016-05-30 to 2018-06-30

000500

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Manitoba
Reporting Period 2016-05-30 to 2018-06-30

100400

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-05-30 to 2018-06-30

004002

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Saskatchewan
Reporting Period 2016-05-30 to 2018-06-30

004003

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2016-05-30 to 2018-06-30

004004

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1										
Semi-Professionals and Technicians	1	1										
Supervisors	2	1	1									
Intermediate Sales and Service Personnel	7	5	2						2	1	1	
Total Number of Employees Promoted	11	8	3						2	1	1	
Total Number of Promotions	14	10	4						2	1	1	



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National
Reporting Period 2016-05-30 to 2018-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	26	24	2							1	1	
Middle and Other Managers	26	18	8				1		1	1		1
Professionals	125	88	37	2	2		6	4	2	25	19	6
Semi-Professionals and Technicians	16	11	5				1	1		1	1	
Supervisors	18	11	7									
Supervisors: Crafts and Trades	39	34	5	2	1	1				1	1	
Administrative and Senior Clerical Personnel	5	2	3	1	1					1	1	
Skilled Sales and Service Personnel	6	4	2									
Skilled Crafts and Trades Workers	159	158	1	4	4		14	14		10	10	
Clerical Personnel	14	7	7									
Intermediate Sales and Service Personnel	11	6	5							1	1	
Semi-Skilled Manual Workers	1109	855	254	34	25	9	52	39	13	83	70	13
Other Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1555	1219	336	43	33	10	74	58	16	124	104	20



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ontario
Reporting Period 2016-05-30 to 2018-06-30

900400

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	23	21	2							1	1	
Middle and Other Managers	25	17	8				1		1	1		1
Professionals	124	87	37	2	2		6	4	2	25	19	6
Semi-Professionals and Technicians	15	10	5				1	1		1	1	
Supervisors	14	8	6									
Supervisors: Crafts and Trades	39	34	5	2	1	1				1	1	
Administrative and Senior Clerical Personnel	5	2	3	1	1					1	1	
Skilled Sales and Service Personnel	2	1	1									
Skilled Crafts and Trades Workers	159	158	1	4	4		14	14		10	10	
Clerical Personnel	14	7	7									
Intermediate Sales and Service Personnel	4	1	3									
Semi-Skilled Manual Workers	1105	852	253	34	25	9	52	39	13	83	70	13
Other Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1530	1199	331	43	33	10	74	58	16	123	103	20



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Québec

Reporting Period 2016-05-30 to 2018-06-30

004007

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Nova Scotia
Reporting Period 2016-05-30 to 2018-06-30

8004008

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / New Brunswick
Reporting Period 2016-05-30 to 2018-06-30

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



General Motors of Canada Company (certificate # 060100)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2016-05-30 to 2018-06-30

004010

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Alberta

Reporting Period 2016-05-30 to 2018-06-30

004011

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



Workplace Equity Information Management System - General Motors of Canada Company

Workforce Analysis - Detailed Report

Date: 2018-06-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	72	15	20.8 %	27.4 %	20	-5	National
02 : Middle and Other Managers	National	199	48	24.1 %	38.9 %	77	-29	National
03 : Professionals		1033	227	22.0 %	23.0 %	238	-11	
1111 : Financial auditors and accountants	National	66	25	37.9 %	55.1 %	36	-11	National
1112 : Financial and investment analysts	National	2	1	50.0 %	50.1 %	1	0	National
1121 : Human resources professionals	National	32	21	65.6 %	71.1 %	23	-2	National
1122 : Professional occupations in business management consulting	National	8	1	12.5 %	42.0 %	3	-2	National
1123 : Professional occupations in advertising, marketing and public relations	National	23	8	34.8 %	66.4 %	15	-7	National
2131 : Civil engineers	National	14	4	28.6 %	15.3 %	2	2	National
2132 : Mechanical engineers	National	165	14	8.5 %	9.0 %	15	-1	National
2133 : Electrical and electronics engineers	National	222	35	15.8 %	11.3 %	25	10	National
2141 : Industrial and manufacturing engineers	National	162	17	10.5 %	17.0 %	28	-11	National
2171 : Information systems analysts and consultants	National	67	31	46.3 %	28.3 %	19	12	National
2172 : Database analysts and data administrators	National	8	0	0.0 %	35.2 %	3	-3	National
2173 : Software engineers and designers	National	185	39	21.1 %	17.4 %	32	7	National
2174 : Computer programmers and interactive media developers	National	21	6	28.6 %	17.9 %	4	2	National
3011 : Nursing co-ordinators and supervisors	National	1	1	100.0 %	88.2 %	1	0	National
3012 : Registered nurses and registered psychiatric nurses	National	6	5	83.3 %	92.9 %	6	-1	National
4021 : College and other vocational instructors	National	1	1	100.0 %	53.8 %	1	0	National
4112 : Lawyers and Quebec notaries	National	5	3	60.0 %	42.5 %	2	1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	1	100.0 %	41.0 %	0	1	National
4163 : Business development officers and marketing researchers and consultants	National	43	14	32.6 %	50.7 %	22	-8	National
4165 : Health policy researchers, consultants and program officers	National	1	0	0.0 %	73.5 %	1	-1	National
04 : Semi-Professionals and Technicians		165	29	17.6 %	22.7 %	37	-8	



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004013

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2232 : Mechanical engineering technologists and technicians	Alberta	2	0	0.0 %	11.6 %	0	0	Alberta
2232 : Mechanical engineering technologists and technicians	Ontario	5	0	0.0 %	6.3 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	2	0	0.0 %	9.4 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	10	1	10.0 %	19.9 %	2	-1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	1	0	0.0 %	12.1 %	0	0	Ontario
2252 : Industrial designers	Ontario	23	1	4.3 %	26.5 %	6	-5	Ontario
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	26.4 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Ontario	4	0	0.0 %	20.7 %	1	-1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	15	5	33.3 %	35.1 %	5	0	Ontario
2281 : Computer network technicians	Ontario	100	21	21.0 %	20.8 %	21	0	Ontario
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	46.8 %	0	0	Ontario
4211 : Paralegal and related occupations	Ontario	1	1	100.0 %	82.0 %	1	0	Ontario
05 : Supervisors		140	35	25.0 %	58.3 %	82	-47	
Employment Equity Occupational Group	Edmonton	10	3	30.0 %	56.2 %	6	-3	Edmonton
Employment Equity Occupational Group	Montréal	7	2	28.6 %	50.8 %	4	-2	Montréal
Employment Equity Occupational Group	Ont. less CMAs	46	13	28.3 %	62.9 %	29	-16	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	69	16	23.2 %	56.6 %	39	-23	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	4	0	0.0 %	58.9 %	2	-2	St. Catharines - Niagara
Employment Equity Occupational Group	Vancouver	4	1	25.0 %	51.4 %	2	-1	Vancouver
06 : Supervisors: Crafts and Trades		268	39	14.6 %	12.4 %	33	6	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	78	3	3.8 %	5.3 %	4	-1	Ontario
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Québec	1	0	0.0 %	5.1 %	0	0	Québec
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Ontario	3	0	0.0 %	20.4 %	1	-1	Ontario
9221 : Supervisors, motor vehicle assembling	Ontario	186	36	19.4 %	15.3 %	28	8	Ontario



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004014

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
07 : Administrative and Senior Clerical Personnel		36	28	77.8 %	84.2 %	30	-2	
Employment Equity Occupational Group	Montréal	2	2	100.0 %	80.8 %	2	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	4	3	75.0 %	87.1 %	3	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	29	22	75.9 %	84.1 %	24	-2	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	81.8 %	1	0	St. Catharines - Niagara
08 : Skilled Sales and Service Personnel		21	5	23.8 %	27.9 %	6	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	2	0	0.0 %	20.5 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	26.3 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	0	0.0 %	27.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	11	4	36.4 %	28.7 %	3	1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	1	16.7 %	29.1 %	2	-1	Québec
09 : Skilled Crafts and Trades Workers		867	22	2.5 %	1.9 %	16	6	
7231 : Machinists and machining and tooling inspectors	Ontario	2	0	0.0 %	4.4 %	0	0	Ontario
7232 : Tool and die makers	Ontario	129	1	0.8 %	3.1 %	4	-3	Ontario
7237 : Welders and related machine operators	Ontario	4	0	0.0 %	5.1 %	0	0	Ontario
7242 : Industrial electricians	Ontario	335	7	2.1 %	1.0 %	3	4	Ontario
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	30	0	0.0 %	1.2 %	0	0	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	286	1	0.3 %	1.6 %	5	-4	Ontario
7322 : Motor vehicle body repairers	Ontario	52	12	23.1 %	3.5 %	2	10	Ontario
7334 : Motorcycle, all-terrain vehicle and other related mechanics	Ontario	4	1	25.0 %	0.0 %	0	1	Ontario
9241 : Power engineers and power systems operators	Ontario	25	0	0.0 %	8.8 %	2	-2	Ontario
10 : Clerical Personnel		73	33	45.2 %	69.7 %	51	-18	
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	70.3 %	3	-3	Edmonton
Employment Equity Occupational Group	Montréal	5	2	40.0 %	62.5 %	3	-1	Montréal



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004015

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	27	15	55.6 %	72.4 %	20	-5	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	18	11	61.1 %	67.3 %	12	-1	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	19	5	26.3 %	69.8 %	13	-8	St. Catharines - Niagara
11 : Intermediate Sales and Service Personnel		85	22	25.9 %	67.1 %	57	-35	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	72.4 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	12	3	25.0 %	66.1 %	8	-5	Calgary
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	67.0 %	3	-3	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	68.7 %	1	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	2	1	50.0 %	65.5 %	1	0	Halifax
Employment Equity Occupational Group	Kelowna	2	1	50.0 %	68.4 %	1	0	Kelowna
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	72.9 %	1	-1	Man. less CMA
Employment Equity Occupational Group	Moncton	3	1	33.3 %	63.9 %	2	-1	Moncton
Employment Equity Occupational Group	Montréal	13	3	23.1 %	61.8 %	8	-5	Montréal
Employment Equity Occupational Group	Oshawa	31	9	29.0 %	69.8 %	22	-13	Oshawa
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	70.2 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	60.8 %	1	-1	Québec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	68.1 %	1	-1	Saint John
Employment Equity Occupational Group	Sask. less CMA	2	1	50.0 %	75.2 %	2	-1	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	67.9 %	1	-1	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	68.3 %	1	-1	Thunder Bay
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	64.2 %	3	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	65.5 %	1	-1	Winnipeg
12 : Semi-Skilled Manual Workers		4630	957	20.7 %	18.8 %	870	87	
Employment Equity Occupational Group	Edmonton	20	3	15.0 %	16.0 %	3	0	Edmonton



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004016

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	2060	470	22.8 %	20.7 %	426	44	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1648	383	23.2 %	17.0 %	280	103	Oshawa
Employment Equity Occupational Group	Que. less CMAs	29	5	17.2 %	17.3 %	5	0	Que. less CMAs
Employment Equity Occupational Group	St. Catharines - Niagara	862	94	10.9 %	17.8 %	153	-59	St. Catharines - Niagara
Employment Equity Occupational Group	Vancouver	11	2	18.2 %	17.1 %	2	0	Vancouver
Total		7589	1460	19.3 %	20.0 %	1517	-57	

Total may not equal sum of components due to rounding.

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



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004017

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	Representation %	Availability %			
01 : Senior Managers	National	72	0	0.0 %	2.9 %	2	-2	National
02 : Middle and Other Managers	National	199	1	0.5 %	2.2 %	4	-3	National
03 : Professionals		1033	8	0.8 %	1.0 %	10	-2	
1111 : Financial auditors and accountants	National	66	0	0.0 %	1.3 %	1	-1	National
1112 : Financial and investment analysts	National	2	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	32	1	3.1 %	2.7 %	1	0	National
1122 : Professional occupations in business management consulting	National	8	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	23	0	0.0 %	2.1 %	0	0	National
2131 : Civil engineers	National	14	1	7.1 %	1.0 %	0	1	National
2132 : Mechanical engineers	National	165	1	0.6 %	0.7 %	1	0	National
2133 : Electrical and electronics engineers	National	222	2	0.9 %	0.7 %	2	0	National
2141 : Industrial and manufacturing engineers	National	162	0	0.0 %	0.8 %	1	-1	National
2171 : Information systems analysts and consultants	National	67	0	0.0 %	1.1 %	1	-1	National
2172 : Database analysts and data administrators	National	8	1	12.5 %	1.3 %	0	1	National
2173 : Software engineers and designers	National	185	1	0.5 %	0.6 %	1	0	National
2174 : Computer programmers and interactive media developers	National	21	0	0.0 %	1.0 %	0	0	National
3011 : Nursing co-ordinators and supervisors	National	1	0	0.0 %	3.0 %	0	0	National
3012 : Registered nurses and registered psychiatric nurses	National	6	0	0.0 %	2.3 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	2.4 %	0	0	National
4112 : Lawyers and Quebec notaries	National	5	0	0.0 %	1.6 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	2.7 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	43	1	2.3 %	2.0 %	1	0	National
4165 : Health policy researchers, consultants and program officers	National	1	0	0.0 %	4.4 %	0	0	National
04 : Semi-Professionals and Technicians		165	1	0.6 %	1.3 %	2	-1	



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004018

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2232 : Mechanical engineering technologists and technicians	Alberta	2	0	0.0 %	3.5 %	0	0	Alberta
2232 : Mechanical engineering technologists and technicians	Ontario	5	0	0.0 %	1.4 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	2	0	0.0 %	0.4 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	10	0	0.0 %	1.1 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	1	0	0.0 %	1.8 %	0	0	Ontario
2252 : Industrial designers	Ontario	23	0	0.0 %	0.6 %	0	0	Ontario
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	1.3 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Ontario	4	0	0.0 %	0.0 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	15	0	0.0 %	2.1 %	0	0	Ontario
2281 : Computer network technicians	Ontario	100	1	1.0 %	1.4 %	1	0	Ontario
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	1.0 %	0	0	Ontario
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	1.5 %	0	0	Ontario
05 : Supervisors		140	3	2.1 %	3.5 %	5	-2	
Employment Equity Occupational Group	Edmonton	10	1	10.0 %	4.6 %	0	1	Edmonton
Employment Equity Occupational Group	Montréal	7	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	46	2	4.3 %	4.9 %	2	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	69	0	0.0 %	2.9 %	2	-2	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	4	0	0.0 %	1.4 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	2.6 %	0	0	Vancouver
06 : Supervisors: Crafts and Trades		268	9	3.4 %	1.6 %	4	5	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	78	2	2.6 %	2.5 %	2	0	Ontario
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Québec	1	0	0.0 %	1.3 %	0	0	Québec
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Ontario	3	0	0.0 %	2.9 %	0	0	Ontario
9221 : Supervisors, motor vehicle assembling	Ontario	186	7	3.8 %	1.2 %	2	5	Ontario



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004019

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
07 : Administrative and Senior Clerical Personnel		36	0	0.0 %	2.1 %	1	-1	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	29	0	0.0 %	2.0 %	1	-1	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	1.5 %	0	0	St. Catharines - Niagara
08 : Skilled Sales and Service Personnel		21	0	0.0 %	1.4 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	2	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	11	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	0	0.0 %	1.0 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		867	27	3.1 %	2.1 %	18	9	
7231 : Machinists and machining and tooling inspectors	Ontario	2	0	0.0 %	2.7 %	0	0	Ontario
7232 : Tool and die makers	Ontario	129	5	3.9 %	0.9 %	1	4	Ontario
7237 : Welders and related machine operators	Ontario	4	0	0.0 %	2.6 %	0	0	Ontario
7242 : Industrial electricians	Ontario	335	11	3.3 %	2.2 %	7	4	Ontario
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	30	0	0.0 %	2.0 %	1	-1	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	286	10	3.5 %	2.7 %	8	2	Ontario
7322 : Motor vehicle body repairers	Ontario	52	1	1.9 %	1.8 %	1	0	Ontario
7334 : Motorcycle, all-terrain vehicle and other related mechanics	Ontario	4	0	0.0 %	3.5 %	0	0	Ontario
9241 : Power engineers and power systems operators	Ontario	25	0	0.0 %	2.4 %	1	-1	Ontario
10 : Clerical Personnel		73	1	1.4 %	2.7 %	2	-1	
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.8 %	0	0	Montréal



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Date: 2018-06-30

004020

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	27	1	3.7 %	4.7 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	18	0	0.0 %	1.0 %	0	0	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	19	0	0.0 %	1.6 %	0	0	St. Catharines - Niagara
11 : Intermediate Sales and Service Personnel		85	1	1.2 %	3.1 %	3	-2	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	9.6 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	12	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	8.3 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Halifax	2	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Kelowna	2	0	0.0 %	4.5 %	0	0	Kelowna
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	21.9 %	0	0	Man. less CMA
Employment Equity Occupational Group	Moncton	3	0	0.0 %	1.4 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	13	1	7.7 %	0.9 %	0	1	Montréal
Employment Equity Occupational Group	Oshawa	31	0	0.0 %	1.8 %	1	-1	Oshawa
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	3.1 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	0	Québec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.6 %	0	0	Saint John
Employment Equity Occupational Group	Sask. less CMA	2	0	0.0 %	17.5 %	0	0	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	8.2 %	0	0	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	7.0 %	0	0	Thunder Bay
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	2.3 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.8 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		4630	130	2.8 %	3.5 %	162	-32	
Employment Equity Occupational Group	Edmonton	20	1	5.0 %	5.6 %	1	0	Edmonton



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	2060	55	2.7 %	4.4 %	91	-36	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1648	51	3.1 %	2.9 %	48	3	Oshawa
Employment Equity Occupational Group	Que. less CMAs	29	0	0.0 %	2.7 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	St. Catharines - Niagara	862	23	2.7 %	2.5 %	22	1	St. Catharines - Niagara
Employment Equity Occupational Group	Vancouver	11	0	0.0 %	2.2 %	0	0	Vancouver
Total		7589	181	2.4 %	2.8 %	213	-32	

Total may not equal sum of components due to rounding.

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



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	72	13	18.1 %	10.1 %	7	6	National
02 : Middle and Other Managers	National	199	32	16.1 %	15.0 %	30	2	National
03 : Professionals		1033	378	36.6 %	31.5 %	325	53	
1111 : Financial auditors and accountants	National	66	22	33.3 %	27.5 %	18	4	National
1112 : Financial and investment analysts	National	2	0	0.0 %	35.4 %	1	-1	National
1121 : Human resources professionals	National	32	2	6.3 %	14.1 %	5	-3	National
1122 : Professional occupations in business management consulting	National	8	1	12.5 %	21.6 %	2	-1	National
1123 : Professional occupations in advertising, marketing and public relations	National	23	5	21.7 %	16.9 %	4	1	National
2131 : Civil engineers	National	14	7	50.0 %	26.0 %	4	3	National
2132 : Mechanical engineers	National	165	46	27.9 %	28.6 %	47	-1	National
2133 : Electrical and electronics engineers	National	222	111	50.0 %	34.9 %	77	34	National
2141 : Industrial and manufacturing engineers	National	162	27	16.7 %	31.5 %	51	-24	National
2171 : Information systems analysts and consultants	National	67	8	11.9 %	31.4 %	21	-13	National
2172 : Database analysts and data administrators	National	8	0	0.0 %	32.3 %	3	-3	National
2173 : Software engineers and designers	National	185	131	70.8 %	40.5 %	75	56	National
2174 : Computer programmers and interactive media developers	National	21	7	33.3 %	31.5 %	7	0	National
3011 : Nursing co-ordinators and supervisors	National	1	0	0.0 %	11.8 %	0	0	National
3012 : Registered nurses and registered psychiatric nurses	National	6	0	0.0 %	18.3 %	1	-1	National
4021 : College and other vocational instructors	National	1	0	0.0 %	13.4 %	0	0	National
4112 : Lawyers and Quebec notaries	National	5	2	40.0 %	12.5 %	1	1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	13.6 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	43	9	20.9 %	21.9 %	9	0	National
4165 : Health policy researchers, consultants and program officers	National	1	0	0.0 %	21.0 %	0	0	National
04 : Semi-Professionals and Technicians		165	21	12.7 %	30.0 %	50	-29	



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2232 : Mechanical engineering technologists and technicians	Alberta	2	0	0.0 %	21.3 %	0	0	Alberta
2232 : Mechanical engineering technologists and technicians	Ontario	5	1	20.0 %	20.5 %	1	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	2	0	0.0 %	7.3 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	10	0	0.0 %	33.3 %	3	-3	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	1	0	0.0 %	31.4 %	0	0	Ontario
2252 : Industrial designers	Ontario	23	0	0.0 %	25.5 %	6	-6	Ontario
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	30.2 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Ontario	4	1	25.0 %	18.9 %	1	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	15	0	0.0 %	16.6 %	2	-2	Ontario
2281 : Computer network technicians	Ontario	100	18	18.0 %	34.1 %	34	-16	Ontario
2283 : Information systems testing technicians	Ontario	1	1	100.0 %	46.6 %	0	1	Ontario
4211 : Paralegal and related occupations	Ontario	1	0	0.0 %	22.3 %	0	0	Ontario
05 : Supervisors		140	15	10.7 %	9.6 %	13	2	
Employment Equity Occupational Group	Edmonton	10	3	30.0 %	21.6 %	2	1	Edmonton
Employment Equity Occupational Group	Montréal	7	1	14.3 %	16.7 %	1	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	46	3	6.5 %	1.9 %	1	2	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	69	8	11.6 %	10.5 %	7	1	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	4	0	0.0 %	7.0 %	0	0	St. Catharines - Niagara
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	43.4 %	2	-2	Vancouver
06 : Supervisors: Crafts and Trades		268	29	10.8 %	16.2 %	43	-14	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	78	13	16.7 %	11.9 %	9	4	Ontario
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Québec	1	0	0.0 %	4.3 %	0	0	Québec
9212 : Supervisors, petroleum, gas and chemical processing and utilities	Ontario	3	0	0.0 %	16.9 %	1	-1	Ontario
9221 : Supervisors, motor vehicle assembling	Ontario	186	16	8.6 %	18.1 %	34	-18	Ontario



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
07 : Administrative and Senior Clerical Personnel		36	6	16.7 %	8.2 %	3	3	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	12.2 %	0	1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	4	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	29	5	17.2 %	9.0 %	3	2	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	4.2 %	0	0	St. Catharines - Niagara
08 : Skilled Sales and Service Personnel		21	6	28.6 %	15.9 %	3	3	
6221 : Technical sales specialists - wholesale trade	Alberta	2	0	0.0 %	11.3 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	24.7 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	1	1	100.0 %	7.8 %	0	1	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	11	4	36.4 %	20.8 %	2	2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	6	1	16.7 %	8.5 %	1	0	Québec
09 : Skilled Crafts and Trades Workers		867	46	5.3 %	14.8 %	128	-82	
7231 : Machinists and machining and tooling inspectors	Ontario	2	0	0.0 %	22.9 %	0	0	Ontario
7232 : Tool and die makers	Ontario	129	5	3.9 %	19.0 %	25	-20	Ontario
7237 : Welders and related machine operators	Ontario	4	0	0.0 %	22.5 %	1	-1	Ontario
7242 : Industrial electricians	Ontario	335	19	5.7 %	13.4 %	45	-26	Ontario
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	30	2	6.7 %	6.5 %	2	0	Ontario
7311 : Construction millwrights and industrial mechanics	Ontario	286	19	6.6 %	14.1 %	40	-21	Ontario
7322 : Motor vehicle body repairers	Ontario	52	0	0.0 %	21.2 %	11	-11	Ontario
7334 : Motorcycle, all-terrain vehicle and other related mechanics	Ontario	4	0	0.0 %	6.2 %	0	0	Ontario
9241 : Power engineers and power systems operators	Ontario	25	1	4.0 %	15.4 %	4	-3	Ontario
10 : Clerical Personnel		73	6	8.2 %	6.7 %	5	1	
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	17.5 %	1	-1	Edmonton
Employment Equity Occupational Group	Montréal	5	0	0.0 %	17.4 %	1	-1	Montréal



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	27	2	7.4 %	1.7 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	18	4	22.2 %	9.8 %	2	2	Oshawa
Employment Equity Occupational Group	St. Catharines - Niagara	19	0	0.0 %	5.7 %	1	-1	St. Catharines - Niagara
11 : Intermediate Sales and Service Personnel		85	19	22.4 %	17.9 %	15	4	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	5.3 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	12	5	41.7 %	29.7 %	4	1	Calgary
Employment Equity Occupational Group	Edmonton	5	1	20.0 %	24.8 %	1	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	1	100.0 %	3.1 %	0	1	Greater Sudbury
Employment Equity Occupational Group	Halifax	2	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	Kelowna	2	0	0.0 %	7.1 %	0	0	Kelowna
Employment Equity Occupational Group	Man. less CMA	1	0	0.0 %	2.7 %	0	0	Man. less CMA
Employment Equity Occupational Group	Moncton	3	1	33.3 %	4.1 %	0	1	Moncton
Employment Equity Occupational Group	Montréal	13	2	15.4 %	22.2 %	3	-1	Montréal
Employment Equity Occupational Group	Oshawa	31	4	12.9 %	13.0 %	4	0	Oshawa
Employment Equity Occupational Group	Que. less CMAs	1	0	0.0 %	0.9 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	3.0 %	0	0	Québec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	2.8 %	0	0	Saint John
Employment Equity Occupational Group	Sask. less CMA	2	1	50.0 %	2.7 %	0	1	Sask. less CMA
Employment Equity Occupational Group	Saskatoon	2	2	100.0 %	11.6 %	0	2	Saskatoon
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	3.2 %	0	0	Thunder Bay
Employment Equity Occupational Group	Vancouver	5	2	40.0 %	47.5 %	2	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	23.2 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		4630	245	5.3 %	5.1 %	236	9	
Employment Equity Occupational Group	Edmonton	20	1	5.0 %	22.3 %	4	-3	Edmonton



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	2060	102	5.0 %	1.6 %	33	69	Ont. less CMAs
Employment Equity Occupational Group	Oshawa	1648	104	6.3 %	8.5 %	140	-36	Oshawa
Employment Equity Occupational Group	Que. less CMAs	29	1	3.4 %	0.7 %	0	1	Que. less CMAs
Employment Equity Occupational Group	St. Catharines - Niagara	862	37	4.3 %	5.8 %	50	-13	St. Catharines - Niagara
Employment Equity Occupational Group	Vancouver	11	0	0.0 %	48.9 %	5	-5	Vancouver
Total		7589	816	10.8 %	11.3 %	858	-42	

Total may not equal sum of components due to rounding.

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



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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	271	6	2.2 %	4.3 %	12	-6	National
03 : Professionals	National	1033	29	2.8 %	3.8 %	39	-10	National
04 : Semi-Professionals and Technicians	National	165	6	3.6 %	4.6 %	8	-2	National
05 : Supervisors	National	140	7	5.0 %	13.9 %	19	-12	National
06 : Supervisors: Crafts and Trades	National	268	15	5.6 %	7.8 %	21	-6	National
07 : Administrative and Senior Clerical Personnel	National	36	0	0.0 %	3.4 %	1	-1	National
08 : Skilled Sales and Service Personnel	National	21	0	0.0 %	3.5 %	1	-1	National
09 : Skilled Crafts and Trades Workers	National	867	81	9.3 %	3.8 %	33	48	National
10 : Clerical Personnel	National	73	5	6.8 %	7.0 %	5	0	National
11 : Intermediate Sales and Service Personnel	National	85	2	2.4 %	5.6 %	5	-3	National
12 : Semi-Skilled Manual Workers	National	4630	323	7.0 %	4.8 %	222	101	National
Total		7589	474	6.3 %	4.8 %	366	108	

Total may not equal sum of components due to rounding.

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



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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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WFA Defaults - Persons with Disabilities

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



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Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	72	15	20.8 %	27.4 %	20	-5
02 : Middle and Other Managers	199	48	24.1 %	38.9 %	77	-29
03 : Professionals	1033	227	22.0 %	23.0 %	238	-11
04 : Semi-Professionals and Technicians	165	29	17.6 %	22.7 %	37	-8
05 : Supervisors	140	35	25.0 %	58.3 %	82	-47
06 : Supervisors: Crafts and Trades	268	39	14.6 %	12.4 %	33	6
07 : Administrative and Senior Clerical Personnel	36	28	77.8 %	84.2 %	30	-2
08 : Skilled Sales and Service Personnel	21	5	23.8 %	27.9 %	6	-1
09 : Skilled Crafts and Trades Workers	867	22	2.5 %	1.9 %	16	6
10 : Clerical Personnel	73	33	45.2 %	69.7 %	51	-18
11 : Intermediate Sales and Service Personnel	85	22	25.9 %	67.1 %	57	-35
12 : Semi-Skilled Manual Workers	4630	957	20.7 %	18.8 %	870	87
Total	7589	1460	19.3 %	20.0 %	1517	-57

Total may not equal sum of components due to rounding.



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Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					Gap
	All Employees	Representation		Availability		
	#	#	%	%	#	
01 : Senior Managers	72	0	0.0 %	2.9 %	2	-2
02 : Middle and Other Managers	199	1	0.5 %	2.2 %	4	-3
03 : Professionals	1033	8	0.8 %	1.0 %	10	-2
04 : Semi-Professionals and Technicians	165	1	0.6 %	1.3 %	2	-1
05 : Supervisors	140	3	2.1 %	3.5 %	5	-2
06 : Supervisors: Crafts and Trades	268	9	3.4 %	1.6 %	4	5
07 : Administrative and Senior Clerical Personnel	36	0	0.0 %	2.1 %	1	-1
08 : Skilled Sales and Service Personnel	21	0	0.0 %	1.4 %	0	0
09 : Skilled Crafts and Trades Workers	867	27	3.1 %	2.1 %	18	9
10 : Clerical Personnel	73	1	1.4 %	2.7 %	2	-1
11 : Intermediate Sales and Service Personnel	85	1	1.2 %	3.1 %	3	-2
12 : Semi-Skilled Manual Workers	4630	130	2.8 %	3.5 %	162	-32
Total	7589	181	2.4 %	2.8 %	213	-32

Total may not equal sum of components due to rounding.



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Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	72	13	18.1 %	10.1 %	7	6
02 : Middle and Other Managers	199	32	16.1 %	15.0 %	30	2
03 : Professionals	1033	378	36.6 %	31.5 %	325	53
04 : Semi-Professionals and Technicians	165	21	12.7 %	30.0 %	50	-29
05 : Supervisors	140	15	10.7 %	9.6 %	13	2
06 : Supervisors: Crafts and Trades	268	29	10.8 %	16.2 %	43	-14
07 : Administrative and Senior Clerical Personnel	36	6	16.7 %	8.2 %	3	3
08 : Skilled Sales and Service Personnel	21	6	28.6 %	15.9 %	3	3
09 : Skilled Crafts and Trades Workers	867	46	5.3 %	14.8 %	128	-82
10 : Clerical Personnel	73	6	8.2 %	6.7 %	5	1
11 : Intermediate Sales and Service Personnel	85	19	22.4 %	17.9 %	15	4
12 : Semi-Skilled Manual Workers	4630	245	5.3 %	5.1 %	236	9
Total	7589	816	10.8 %	11.3 %	858	-42

Total may not equal sum of components due to rounding.



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Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	271	6	2.2 %	4.3 %	12	-6
03 : Professionals	1033	29	2.8 %	3.8 %	39	-10
04 : Semi-Professionals and Technicians	165	6	3.6 %	4.6 %	8	-2
05 : Supervisors	140	7	5.0 %	13.9 %	19	-12
06 : Supervisors: Crafts and Trades	268	15	5.6 %	7.8 %	21	-6
07 : Administrative and Senior Clerical Personnel	36	0	0.0 %	3.4 %	1	-1
08 : Skilled Sales and Service Personnel	21	0	0.0 %	3.5 %	1	-1
09 : Skilled Crafts and Trades Workers	867	81	9.3 %	3.8 %	33	48
10 : Clerical Personnel	73	5	6.8 %	7.0 %	5	0
11 : Intermediate Sales and Service Personnel	85	2	2.4 %	5.6 %	5	-3
12 : Semi-Skilled Manual Workers	4630	323	7.0 %	4.8 %	222	101
Total	7589	474	6.3 %	4.8 %	366	108

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-06-30

004034

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-06-30

004035

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

General Motors of Canada Company

[Date: 2018-06-30]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	30

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		Representation	Availability*	
#	#	%		
01	Senior Managers	53	11	27.40
02	Middle & Other Managers	226	47	38.90
03	Professionals	737	177	23.70
04	Semi-Professionals & Technicians	196	37	22.40
05	Supervisors	109	37	57.70
06	Supervisors: Crafts & Trades	297	43	12.40
07	Administrative & Senior Clerical Personnel	30	16	84.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	939	14	2.00
10	Clerical Personnel	206	64	68.00
11	Intermediate Sales & Service Personnel	104	25	66.90
12	Semi-Skilled Manual Workers	5,210	1,087	18.90
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		8,107	1,558	20.5

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		Representation	Availability*	
#	#	%		
		72	15	27.40
		199	48	38.90
		1,033	227	23.00
		165	29	22.70
		140	35	58.30
		268	39	12.40
		36	28	84.20
		21	5	27.90
		867	22	1.90
		73	33	69.70
		85	22	67.10
		4,630	957	18.80
		0	0	0.00
		0	0	0.00
		7,589	1,460	0.0

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
General Motors of Canada Company
[Date: 2018-06-30]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	30

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
01	Senior Managers	53	0	2.90
02	Middle & Other Managers	226	1	2.20
03	Professionals	737	10	1.00
04	Semi-Professionals & Technicians	196	1	1.30
05	Supervisors	109	2	3.30
06	Supervisors: Crafts & Trades	297	7	1.60
07	Administrative & Senior Clerical Personnel	30	0	2.20
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	939	31	2.10
10	Clerical Personnel	206	4	2.20
11	Intermediate Sales & Service Personnel	104	1	2.70
12	Semi-Skilled Manual Workers	5,210	144	3.50
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		8,107	201	2.9

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
#	#	%		
	72	0	2.90	
	199	1	2.20	
	1,033	8	1.00	
	165	1	1.30	
	140	3	3.50	
	268	9	1.60	
	36	0	2.10	
	21	0	1.40	
	867	27	2.10	
	73	1	2.70	
	85	1	3.10	
	4,630	130	3.50	
	0	0	0.00	
	0	0	0.00	
	7,589	181	0.0	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
General Motors of Canada Company
[Date: 2018-06-30]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	30

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
01	Senior Managers	53	5	10.10
02	Middle & Other Managers	226	24	15.00
03	Professionals	737	159	30.30
04	Semi-Professionals & Technicians	196	21	31.50
05	Supervisors	109	9	10.50
06	Supervisors: Crafts & Trades	297	28	16.20
07	Administrative & Senior Clerical Personnel	30	4	8.10
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	939	53	14.70
10	Clerical Personnel	206	11	11.90
11	Intermediate Sales & Service Personnel	104	18	20.00
12	Semi-Skilled Manual Workers	5,210	285	4.80
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		8,107	617	10.1

		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
	72	13	10.10	
	199	32	15.00	
	1,033	378	31.50	
	165	21	30.00	
	140	15	9.60	
	268	29	16.20	
	36	6	8.20	
	21	6	15.90	
	867	46	14.80	
	73	6	6.70	
	85	19	17.90	
	4,630	245	5.10	
	0	0	0.00	
	0	0	0.00	
	7,589	816	0.0	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
General Motors of Canada Company
[Date: 2018-06-30]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	05	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	30

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	279	3	4.30
03	Professionals	737	15	3.80
04	Semi-Professionals & Technicians	196	7	4.60
05	Supervisors	109	2	13.90
06	Supervisors: Crafts & Trades	297	12	7.80
07	Administrative & Senior Clerical Personnel	30	2	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	939	91	3.80
10	Clerical Personnel	206	10	7.00
11	Intermediate Sales & Service Personnel	104	2	5.60
12	Semi-Skilled Manual Workers	5,210	366	4.80
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		8,107	510	4.9

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	271	6	4.30	
	1,033	29	3.80	
	165	6	4.60	
	140	7	13.90	
	268	15	7.80	
	36	0	3.40	
	21	0	3.50	
	867	81	3.80	
	73	5	6.80	
	85	2	5.60	
	4,630	323	4.80	
	0	0	0.00	
	0	0	0.00	
	7,589	474	0.0	

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

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

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
General Motors of Canada Company
[Date: 2018-06-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	30

End Date of Flow Data		
YYYY	MM	DD
2018	06	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
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Data from Form 6 - Employees Terminated
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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	14	4	0	0
02 Middle & Other Managers	15	3	0	0
03 Professionals	360	82	0	0
04 Semi-Professionals & Technicians	6	3	0	0
05 Supervisors	16	6	0	0
06 Supervisors: Crafts & Trades	31	7	0	0
07 Administrative & Senior Clerical Personnel	16	11	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	45	0	0	0
10 Clerical Personnel	5	2	0	0
11 Intermediate Sales & Service Personnel	27	7	0	0
12 Semi-Skilled Manual Workers	471	108	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	1,006	233	0	0

Employment Equity Occupational Group (EEOG)	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
01 Senior Managers	16	1	0	0
02 Middle & Other Managers	53	14	0	0
03 Professionals	193	43	0	0
04 Semi-Professionals & Technicians	30	5	0	0
05 Supervisors	33	11	0	0
06 Supervisors: Crafts & Trades	46	8	0	0
07 Administrative & Senior Clerical Personnel	6	4	0	0
08 Skilled Sales & Service Personnel	2	1	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	7	2	0	0
11 Intermediate Sales & Service Personnel	30	13	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	416	102	0	0

Employment Equity Occupational Group (EEOG)	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
01 Senior Managers	26	2	0	0
02 Middle & Other Managers	26	8	0	0
03 Professionals	125	37	0	0
04 Semi-Professionals & Technicians	16	5	0	0
05 Supervisors	18	7	0	0
06 Supervisors: Crafts & Trades	39	5	0	0
07 Administrative & Senior Clerical Personnel	5	3	0	0
08 Skilled Sales & Service Personnel	6	2	0	0
09 Skilled Crafts & Trades Workers	159	1	0	0
10 Clerical Personnel	14	7	0	0
11 Intermediate Sales & Service Personnel	11	5	0	0
12 Semi-Skilled Manual Workers	1,109	254	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	1,555	336	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

General Motors of Canada Company

[Date: 2018-06-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	30

End Date of Flow Data		
YYYY	MM	DD
2018	06	30

**Data from Form 4 - Employees
Hired**



Table 2: Aboriginal Peoples

**Data from Form 5 - Employees
Promoted**



Table 6: Aboriginal Peoples

**Data from Form 6 - Employees
Terminated**



Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	Full-time / National		All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired					All Employees Terminated	Aboriginal Peoples Terminated				
	#	#	#	#					#	#				
01 Senior Managers	14	0	0	0	16	0	0	0	26	0	0	0	0	0
02 Middle & Other Managers	15	0	0	0	53	0	0	0	26	0	0	0	0	0
03 Professionals	360	3	0	0	193	1	0	0	125	2	0	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0	30	0	0	0	16	0	0	0	0	0
05 Supervisors	16	1	0	0	33	0	0	0	18	0	0	0	0	0
06 Supervisors: Crafts & Trades	31	1	0	0	46	0	0	0	39	2	0	0	0	0
07 Administrative & Senior Clerical Personnel	16	1	0	0	6	0	0	0	5	1	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	2	0	0	0	6	0	0	0	0	0
09 Skilled Crafts & Trades Workers	45	0	0	0	0	0	0	0	159	4	0	0	0	0
10 Clerical Personnel	5	0	0	0	7	0	0	0	14	0	0	0	0	0
11 Intermediate Sales & Service Personnel	27	0	0	0	30	0	0	0	11	0	0	0	0	0
12 Semi-Skilled Manual Workers	471	17	0	0	0	0	0	0	1,109	34	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,006	23	0	0	416	1	0	0	1,555	43	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

General Motors of Canada Company

[Date: 2018-06-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	30

End Date of Flow Data		
YYYY	MM	DD
2018	06	30

Data from Form 4 - Employees Hired



Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted



Table 7: Persons with Disabilities

Data from Form 6 - Employees Terminated



Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	14	0	0	0	16	0	0	0	26	0	0	0
02 Middle & Other Managers	15	0	0	0	53	0	0	0	26	1	0	0
03 Professionals	360	3	0	0	193	2	0	0	125	6	0	0
04 Semi-Professionals & Technicians	6	0	0	0	30	2	0	0	16	1	0	0
05 Supervisors	16	1	0	0	33	1	0	0	18	0	0	0
06 Supervisors: Crafts & Trades	31	1	0	0	46	1	0	0	39	0	0	0
07 Administrative & Senior Clerical Personnel	16	0	0	0	6	0	0	0	5	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	2	0	0	0	6	0	0	0
09 Skilled Crafts & Trades Workers	45	2	0	0	0	0	0	0	159	14	0	0
10 Clerical Personnel	5	0	0	0	7	1	0	0	14	0	0	0
11 Intermediate Sales & Service Personnel	27	0	0	0	30	1	0	0	11	0	0	0
12 Semi-Skilled Manual Workers	471	13	0	0	0	0	0	0	1,109	52	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,006	20	0	0	416	8	0	0	1,555	74	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

General Motors of Canada Company

[Date: 2018-06-30]

Start Date of Flow Data		
YYYY	MM	DD
2016	05	30

End Date of Flow Data		
YYYY	MM	DD
2018	06	30

**Data from Form 4 - Employees
Hired**



Table 4: Members of Visible Minorities

**Data from Form 5 - Employees
Promoted**



Table 8: Members of Visible Minorities

**Data from Form 6 - Employees
Terminated**



Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	14	2	0	0	16	4	0	0	26	1	0	0
02 Middle & Other Managers	15	7	0	0	53	13	0	0	26	1	0	0
03 Professionals	360	199	0	0	193	60	0	0	125	25	0	0
04 Semi-Professionals & Technicians	6	0	0	0	30	6	0	0	16	1	0	0
05 Supervisors	16	2	0	0	33	3	0	0	18	0	0	0
06 Supervisors: Crafts & Trades	31	6	0	0	46	9	0	0	39	1	0	0
07 Administrative & Senior Clerical Personnel	16	4	0	0	6	1	0	0	5	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	2	2	0	0	6	0	0	0
09 Skilled Crafts & Trades Workers	45	3	0	0	0	0	0	0	159	10	0	0
10 Clerical Personnel	5	1	0	0	7	1	0	0	14	0	0	0
11 Intermediate Sales & Service Personnel	27	9	0	0	30	10	0	0	11	1	0	0
12 Semi-Skilled Manual Workers	471	26	0	0	0	0	0	0	1,109	83	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,006	259	0	0	416	109	0	0	1,555	124	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

General Motors of Canada Company

[Date: 2018-06-30]

004044

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To YYYY - YYYY						
	2016-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-30	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	53	10.8%	0.0%	0	41.6%	0.0%	0	0	11	0.0%	0	4	0	27.4%	27.4%	-4	-4	20.8%	20.8%		
02 Middle & Other Managers	226	-4.2%	0.0%	0	12.2%	0.0%	0	0	47	0.0%	0	41	0	38.9%	38.9%	-41	-41	20.8%	20.8%		
03 Professionals	737	11.9%	0.0%	0	14.1%	0.0%	0	0	177	0.0%	0	-2	0	0.0%	23.7%	2	2	24.0%	24.0%		
04 Semi-Professionals & Tech	196	-5.6%	0.0%	0	8.9%	0.0%	0	0	37	0.0%	0	7	0	22.4%	22.4%	-7	-7	18.9%	18.9%		
05 Supervisors	109	8.7%	0.0%	0	14.5%	0.0%	0	0	37	0.0%	0	26	0	50.0%	57.7%	-26	-26	33.9%	33.9%		
06 Supervisors: Crafts & Trades	297	-3.4%	0.0%	0	13.8%	0.0%	0	0	43	0.0%	0	-6	0	0.0%	12.4%	6	6	14.5%	14.5%		
07 Administrative & Sr Clerical	30	6.3%	0.0%	0	15.2%	0.0%	0	0	16	0.0%	0	9	0	0.0%	84.4%	-9	-9	53.3%	53.3%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	57.1%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	939	-2.6%	0.0%	0	17.6%	0.0%	0	0	14	0.0%	0	5	0	2.0%	2.0%	-5	-5	1.5%	1.5%		
10 Clerical Personnel	206	-29.2%	0.0%	0	10.0%	0.0%	0	0	64	0.0%	0	76	0	50.0%	68.0%	-76	-76	31.1%	31.1%		
11 Intermediate Sales & Service	104	-6.5%	0.0%	0	11.6%	0.0%	0	0	25	0.0%	0	45	0	50.0%	66.9%	-45	-45	24.0%	24.0%		
12 Semi-Skilled Manual	5,210	-3.9%	0.0%	0	22.5%	0.0%	0	0	1,087	0.0%	0	-102	0	0.0%	18.9%	102	102	20.9%	20.9%		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	8,107	-2.2%		0	19.8%		0	0	1,558	0.0%	0	104	0		20.5%	-104	-104	19.2%	19.2%		

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	27.4	0	27.4	
02 Middle & Other Managers	0	38.9	0	38.9	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	22.4	0	22.4	
05 Supervisors	0	50.0	0	50.0	Goal reduced to 50% as per special instruction for Women.
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	Goal reduced to 0% as per special instruction for Women.
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	2.0	0	2.0	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10 Clerical Personnel	0	50.0	0	50.0	Goal reduced to 50% as per special instruction for Women.
11 Intermediate Sales & Service	0	50.0	0	50.0	Goal reduced to 50% as per special instruction for Women.
12 Semi-Skilled Manual	0	18.9	0	18.9	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		0		

Federal Contractors Program Achievement Report

Part 3: Goals

General Motors of Canada Company

[Date: 2018-06-30]

004045

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Aboriginal Peoples										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	Present Availability					
		2016-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	YYYY-MM-DD	Annually	Over 3 Years	#	2016	2019	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	53	10.8%	0.0%	0	41.6%	0.0%	0	0	0	0.0%	0	2	0	2.9%	2.9%	-2	-2	0.0%	0.0%
02	Middle & Other Managers	226	-4.2%	0.0%	0	12.2%	0.0%	0	0	1	0.0%	0	4	0	2.2%	2.2%	-4	-4	0.4%	0.4%
03	Professionals	737	11.9%	0.0%	0	14.1%	0.0%	0	0	10	0.0%	0	-3	0	0.0%	1.0%	3	3	1.4%	1.4%
04	Semi-Professionals & Tech	196	-5.6%	0.0%	0	8.9%	0.0%	0	0	1	0.0%	0	2	0	1.3%	1.3%	-2	-2	0.5%	0.5%
05	Supervisors	109	8.7%	0.0%	0	14.5%	0.0%	0	0	2	0.0%	0	2	0	3.3%	3.3%	-2	-2	1.8%	1.8%
06	Supervisors: Crafts & Trades	297	-3.4%	0.0%	0	13.8%	0.0%	0	0	7	0.0%	0	-2	0	0.0%	1.6%	2	2	2.4%	2.4%
07	Administrative & Sr Clerical	30	6.3%	0.0%	0	15.2%	0.0%	0	0	0	0.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%	0.0%	0	57.1%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	939	-2.6%	0.0%	0	17.6%	0.0%	0	0	31	0.0%	0	-11	0	0.0%	2.1%	11	11	3.3%	3.3%
10	Clerical Personnel	206	-29.2%	0.0%	0	10.0%	0.0%	0	0	4	0.0%	0	1	0	2.2%	2.2%	-1	-1	1.9%	1.9%
11	Intermediate Sales & Service	104	-6.5%	0.0%	0	11.6%	0.0%	0	0	1	0.0%	0	2	0	2.7%	2.7%	-2	-2	1.0%	1.0%
12	Semi-Skilled Manual	5,210	-3.9%	0.0%	0	22.5%	0.0%	0	0	144	0.0%	0	38	0	3.5%	3.5%	-38	-38	2.8%	2.8%
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		8,107	-2.2%		0	19.8%		0	0	201	0.0%	0	34	0		2.9%	-34	-34	2.5%	2.5%

† 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	2.9	0	2.9	
02	Middle & Other Managers	0	2.2	0	2.2	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	1.3	0	1.3	
05	Supervisors	0	3.3	0	3.3	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	2.2	0	2.2	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10	Clerical Personnel	0	2.2	0	2.2	
11	Intermediate Sales & Service	0	2.7	0	2.7	
12	Semi-Skilled Manual	0	3.5	0	3.5	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		0		

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To YYYY - YYYY						
	2016-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-05-30	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01/02 Managers	279	3.3%	0.0%	0	26.9%	0.0%	0	0	3	0.0%	0	9	0	4.3%	4.3%	-9	-9	1.1%	1.1%		
03 Professionals	737	11.9%	0.0%	0	14.1%	0.0%	0	0	15	0.0%	0	13	0	3.8%	3.8%	-13	-13	2.0%	2.0%		
04 Semi-Professionals & Tech	196	-5.6%	0.0%	0	8.9%	0.0%	0	0	7	0.0%	0	2	0	4.6%	4.6%	-2	-2	3.6%	3.6%		
05 Supervisors	109	8.7%	0.0%	0	14.5%	0.0%	0	0	2	0.0%	0	13	0	13.9%	13.9%	-13	-13	1.8%	1.8%		
06 Supervisors: Crafts & Trades	297	-3.4%	0.0%	0	13.8%	0.0%	0	0	12	0.0%	0	11	0	7.8%	7.8%	-11	-11	4.0%	4.0%		
07 Administrative & Sr Clerical	30	6.3%	0.0%	0	15.2%	0.0%	0	0	2	0.0%	0	-1	0	0.0%	3.4%	1	1	6.7%	6.7%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	57.1%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	939	-2.6%	0.0%	0	17.6%	0.0%	0	0	91	0.0%	0	-55	0	0.0%	3.8%	55	55	9.7%	9.7%		
10 Clerical Personnel	206	-29.2%	0.0%	0	10.0%	0.0%	0	0	10	0.0%	0	4	0	7.0%	7.0%	-4	-4	4.9%	4.9%		
11 Intermediate Sales & Service	104	-6.5%	0.0%	0	11.6%	0.0%	0	0	2	0.0%	0	4	0	5.6%	5.6%	-4	-4	1.9%	1.9%		
12 Semi-Skilled Manual	5,210	-3.9%	0.0%	0	22.5%	0.0%	0	0	366	0.0%	0	-116	0	0.0%	4.8%	116	116	7.0%	7.0%		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	8,107	-2.2%		0	19.8%		0	0	510	0.0%	0	-113	0	4.9%	4.9%	113	113	6.3%	6.3%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	4.3	0	4.3	
03 Professionals	0	3.8	0	3.8	
04 Semi-Professionals & Tech	0	4.6	0	4.6	
05 Supervisors	0	13.9	0	13.9	
06 Supervisors: Crafts & Trades	0	7.8	0	7.8	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10 Clerical Personnel	0	7.0	0	7.0	
11 Intermediate Sales & Service	0	5.6	0	5.6	
12 Semi-Skilled Manual	0	0.0	0	0.0	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		0		

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Members of Visible Minorities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	Over 3 Years					
		2016-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-05-30	Annually	Over 3 Years	#	2016	2019	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	53	10.8%	0.0%	0	41.6%	0.0%	0	0	5	0.0%	0	0	0	0.0%	10.1%	0	0	9.4%	9.4%
02	Middle & Other Managers	226	-4.2%	0.0%	0	12.2%	0.0%	0	0	24	0.0%	0	10	0	15.0%	15.0%	-10	-10	10.6%	10.6%
03	Professionals	737	11.9%	0.0%	0	14.1%	0.0%	0	0	159	0.0%	0	64	0	30.3%	30.3%	-64	-64	21.6%	21.6%
04	Semi-Professionals & Tech	196	-5.6%	0.0%	0	8.9%	0.0%	0	0	21	0.0%	0	41	0	31.5%	31.5%	-41	-41	10.7%	10.7%
05	Supervisors	109	8.7%	0.0%	0	14.5%	0.0%	0	0	9	0.0%	0	2	0	10.5%	10.5%	-2	-2	8.3%	8.3%
06	Supervisors: Crafts & Trades	297	-3.4%	0.0%	0	13.8%	0.0%	0	0	28	0.0%	0	20	0	16.2%	16.2%	-20	-20	9.4%	9.4%
07	Administrative & Sr Clerical	30	6.3%	0.0%	0	15.2%	0.0%	0	0	4	0.0%	0	-2	0	0.0%	8.1%	2	2	13.3%	13.3%
08	Skilled Sales & Service	0	0.0%	0.0%	0	57.1%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	939	-2.6%	0.0%	0	17.6%	0.0%	0	0	53	0.0%	0	85	0	14.7%	14.7%	-85	-85	5.6%	5.6%
10	Clerical Personnel	206	-29.2%	0.0%	0	10.0%	0.0%	0	0	11	0.0%	0	14	0	11.9%	11.9%	-14	-14	5.3%	5.3%
11	Intermediate Sales & Service	104	-6.5%	0.0%	0	11.6%	0.0%	0	0	18	0.0%	0	3	0	20.0%	20.0%	-3	-3	17.3%	17.3%
12	Semi-Skilled Manual	5,210	-3.9%	0.0%	0	22.5%	0.0%	0	0	285	0.0%	0	-35	0	0.0%	4.8%	35	35	5.5%	5.5%
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		8,107	-2.2%		0	19.8%		0	0	617	0.0%	0	202	0		10.1%	-202	-202	7.6%	7.6%

† 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	15.0	0	15.0	
03	Professionals	0	30.3	0	30.3	
04	Semi-Professionals & Tech	0	31.5	0	31.5	
05	Supervisors	0	10.5	0	10.5	
06	Supervisors: Crafts & Trades	0	16.2	0	16.2	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	14.7	0	14.7	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10	Clerical Personnel	0	11.9	0	11.9	
11	Intermediate Sales & Service	0	20.0	0	20.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		0		

Federal Contractors Program Achievement Report

Part 3: Goals

General Motors of Canada Company

[Date: 2018-06-30]

004048

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees											Subsequent/Current 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
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		2018	2021					
		2018-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-06-30	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	72	10.8%	0.0%	0	41.6%	0.0%	0	0	15	0.0%	0	5	0	27.4%	27.4%	-5	-5	20.8%	20.8%		
02	Middle & Other Managers	199	-4.2%	0.0%	0	12.2%	0.0%	0	0	48	0.0%	0	29	0	38.9%	38.9%	-29	-29	24.1%	24.1%		
03	Professionals	1,033	11.9%	6.4%	198	14.1%	6.0%	186	384	227	6.0%	41	97	88	23.0%	23.0%	-11	-9	22.0%	22.3%		
04	Semi-Professionals & Tech	165	-5.6%	0.0%	0	8.9%	0.0%	0	0	29	0.0%	0	8	0	22.7%	22.7%	-8	-8	17.6%	17.6%		
05	Supervisors	140	8.7%	0.0%	0	14.5%	0.0%	0	0	35	0.0%	0	47	0	50.0%	58.3%	-47	-47	25.0%	25.0%		
06	Supervisors: Crafts & Trades	268	-3.4%	0.0%	0	13.8%	0.0%	0	0	39	0.0%	0	-6	0	0.0%	12.4%	6	6	14.6%	14.6%		
07	Administrative & Sr Clerical	36	6.3%	0.0%	0	15.2%	0.0%	0	0	28	0.0%	0	2	0	0.0%	84.2%	-2	-2	77.8%	77.8%		
08	Skilled Sales & Service	21	0.0%	0.0%	0	57.1%	0.0%	0	0	5	0.0%	0	1	0	27.9%	27.9%	-1	-1	23.8%	23.8%		
09	Skilled Crafts & Trades	867	-2.6%	0.0%	0	17.6%	0.0%	0	0	22	0.0%	0	-6	0	0.0%	1.9%	6	6	2.5%	2.5%		
10	Clerical Personnel	73	-29.2%	0.0%	0	10.0%	0.0%	0	0	33	0.0%	0	18	0	50.0%	69.7%	-18	-18	45.2%	45.2%		
11	Intermediate Sales & Service	85	-6.5%	0.0%	0	11.6%	0.0%	0	0	22	0.0%	0	35	0	50.0%	67.1%	-35	-35	25.9%	25.9%		
12	Semi-Skilled Manual	4,630	-3.9%	0.0%	0	22.5%	0.0%	0	0	957	0.0%	0	-87	0	18.8%	18.8%	87	87	20.7%	20.7%		
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		7,589	-2.2%		0	19.8%		0	0	1,460	0.0%	0	-1,460	0	0.0%	1,460	1,460	19.2%	19.2%			

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	27.4%	27.4%	
02	Middle & Other Managers	38.9%	38.9%	
03	Professionals	23.0%	23.0%	
04	Semi-Professionals & Tech	22.7%	22.7%	
05	Supervisors	50.0%	50.0%	Goal reduced to 50% as per special instruction for Women.
06	Supervisors: Crafts & Trades	0.0%	0.0%	
07	Administrative & Sr Clerical	0.0%	0.0%	Goal reduced to 0% as per special instruction for Women.
08	Skilled Sales & Service	27.9%	27.9%	
09	Skilled Crafts & Trades	0.0%	0.0%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10	Clerical Personnel	50.0%	50.0%	Goal reduced to 50% as per special instruction for Women.
11	Intermediate Sales & Service	50.0%	50.0%	Goal reduced to 50% as per special instruction for Women.
12	Semi-Skilled Manual	18.8%	0.0%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13	Other Sales & Service	0.0%	0.0%	
14	Other Manual Workers	0.0%	0.0%	
Total		0.0%		

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-30	Annually	Over 3 Years	2018	2021	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	72	10.8%	0.0%	0	41.6%	0.0%	0	0	0	0.0%	0	2	0	2.9%	2.9%	-2	-2	0.0%	0.0%
02 Middle & Other Managers	199	-4.2%	0.0%	0	12.2%	0.0%	0	0	1	0.0%	0	3	0	2.2%	2.2%	-3	-3	0.5%	0.5%
03 Professionals	1,033	11.9%	6.4%	198	14.1%	6.0%	186	384	8	6.0%	1	5	4	1.0%	1.0%	-2	-1	0.8%	0.9%
04 Semi-Professionals & Tech	165	-5.6%	0.0%	0	8.9%	0.0%	0	0	1	0.0%	0	1	0	1.3%	1.3%	-1	-1	0.6%	0.6%
05 Supervisors	140	8.7%	0.0%	0	14.5%	0.0%	0	0	3	0.0%	0	2	0	3.5%	3.5%	-2	-2	2.1%	2.1%
06 Supervisors: Crafts & Trades	268	-3.4%	0.0%	0	13.8%	0.0%	0	0	9	0.0%	0	-5	0	0.0%	1.6%	5	5	3.4%	3.4%
07 Administrative & Sr Clerical	36	6.3%	0.0%	0	15.2%	0.0%	0	0	0	0.0%	0	1	0	2.1%	2.1%	-1	-1	0.0%	0.0%
08 Skilled Sales & Service	21	0.0%	0.0%	0	57.1%	0.0%	0	0	0	0.0%	0	0	0	0.0%	1.4%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	867	-2.6%	0.0%	0	17.6%	0.0%	0	0	27	0.0%	0	-9	0	0.0%	2.1%	9	9	3.1%	3.1%
10 Clerical Personnel	73	-29.2%	0.0%	0	10.0%	0.0%	0	0	1	0.0%	0	1	0	2.7%	2.7%	-1	-1	1.4%	1.4%
11 Intermediate Sales & Service	85	-6.5%	0.0%	0	11.6%	0.0%	0	0	1	0.0%	0	2	0	3.1%	3.1%	-2	-2	1.2%	1.2%
12 Semi-Skilled Manual	4,630	-3.9%	0.0%	0	22.5%	0.0%	0	0	130	0.0%	0	32	0	3.5%	3.5%	-32	-32	2.8%	2.8%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	7,589	-2.2%		0	19.8%		0	0	181	0.0%	0	-181	0	0.0%	181	181	2.4%	2.4%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		2.9%		2.9%	
02 Middle & Other Managers		2.2%		2.2%	
03 Professionals		1.0%		1.0%	
04 Semi-Professionals & Tech		1.3%		1.3%	
05 Supervisors		3.5%		3.5%	
06 Supervisors: Crafts & Trades		0.0%		0.0%	
07 Administrative & Sr Clerical		2.1%		2.1%	
08 Skilled Sales & Service		0.0%		0.0%	
09 Skilled Crafts & Trades		0.0%		0.0%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10 Clerical Personnel		2.7%		2.7%	
11 Intermediate Sales & Service		3.1%		3.1%	
12 Semi-Skilled Manual		3.5%		3.5%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13 Other Sales & Service		0.0%		0.0%	
14 Other Manual Workers		0.0%		0.0%	
Total		0.0%		0.0%	

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						
	2018-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-30	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01/02 Managers	271	3.3%	0.0%	0	26.9%	0.0%	0	0	6	0.0%	0	6	0	4.3%	4.3%	-6	-6	2.2%	2.2%	
03 Professionals	1,033	11.9%	6.4%	198	14.1%	6.0%	186	384	29	6.0%	5	23	15	3.8%	3.8%	-10	-8	2.8%	3.2%	
04 Semi-Professionals & Tech	165	-5.6%	0.0%	0	8.9%	0.0%	0	0	6	0.0%	0	2	0	4.6%	4.6%	-2	-2	3.6%	3.6%	
05 Supervisors	140	8.7%	0.0%	0	14.5%	0.0%	0	0	7	0.0%	0	12	0	13.9%	13.9%	-12	-12	5.0%	5.0%	
06 Supervisors: Crafts & Trades	268	-3.4%	0.0%	0	13.8%	0.0%	0	0	15	0.0%	0	6	0	7.8%	7.8%	-6	-6	5.6%	5.6%	
07 Administrative & Sr Clerical	36	6.3%	0.0%	0	15.2%	0.0%	0	0	0	0.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	21	0.0%	0.0%	0	57.1%	0.0%	0	0	0	0.0%	0	1	0	3.5%	3.5%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	867	-2.6%	0.0%	0	17.6%	0.0%	0	0	81	0.0%	0	-48	0	0.0%	3.8%	48	48	9.3%	9.3%	
10 Clerical Personnel	73	-29.2%	0.0%	0	10.0%	0.0%	0	0	5	0.0%	0	0	0	0.0%	6.8%	0	0	6.8%	6.8%	
11 Intermediate Sales & Service	85	-6.5%	0.0%	0	11.6%	0.0%	0	0	2	0.0%	0	3	0	5.6%	5.6%	-3	-3	2.4%	2.4%	
12 Semi-Skilled Manual	4,630	-3.9%	0.0%	0	22.5%	0.0%	0	0	323	0.0%	0	-101	0	0.0%	4.8%	101	101	7.0%	7.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	7,589	-2.2%		0	19.8%		0	0	474	0.0%	0	-474	0	0.0%	0.0%	474	474	6.2%	6.2%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		4.3%		4.3%	
03 Professionals		3.8%		3.8%	
04 Semi-Professionals & Tech		4.6%		4.6%	
05 Supervisors		13.9%		13.9%	
06 Supervisors: Crafts & Trades		7.8%		7.8%	
07 Administrative & Sr Clerical		3.4%		3.4%	
08 Skilled Sales & Service		3.5%		3.5%	
09 Skilled Crafts & Trades		0.0%		0.0%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10 Clerical Personnel		0.0%		0.0%	
11 Intermediate Sales & Service		5.6%		5.6%	
12 Semi-Skilled Manual		0.0%		0.0%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13 Other Sales & Service		0.0%		0.0%	
14 Other Manual Workers		0.0%		0.0%	
Total		0.0%		0.0%	

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities									
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years			From - To						
		2018-06-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-30	Annually	Over 3 Years	2018	2021	%	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	72	10.8%	0.0%	0	41.6%	0.0%	0	0	13	0.0%	0	-6	0	0.0%	10.1%	6	6	18.1%	18.1%	
02	Middle & Other Managers	199	-4.2%	0.0%	0	12.2%	0.0%	0	0	32	0.0%	0	-2	0	0.0%	15.0%	2	2	16.1%	16.1%	
03	Professionals	1,033	11.9%	6.4%	198	14.1%	6.0%	186	384	378	6.0%	68	78	0	0.0%	31.5%	53	-78	36.6%	25.2%	
04	Semi-Professionals & Tech	165	-5.6%	0.0%	0	8.9%	0.0%	0	0	21	0.0%	0	29	0	30.0%	30.0%	-29	-29	12.7%	12.7%	
05	Supervisors	140	8.7%	0.0%	0	14.5%	0.0%	0	0	15	0.0%	0	-2	0	0.0%	9.6%	2	2	10.7%	10.7%	
06	Supervisors: Crafts & Trades	268	-3.4%	0.0%	0	13.8%	0.0%	0	0	29	0.0%	0	14	0	16.2%	16.2%	-14	-14	10.8%	10.8%	
07	Administrative & Sr Clerical	36	6.3%	0.0%	0	15.2%	0.0%	0	0	6	0.0%	0	-3	0	0.0%	8.2%	3	3	16.7%	16.7%	
08	Skilled Sales & Service	21	0.0%	0.0%	0	57.1%	0.0%	0	0	6	0.0%	0	-3	0	0.0%	15.9%	3	3	28.6%	28.6%	
09	Skilled Crafts & Trades	867	-2.6%	0.0%	0	17.6%	0.0%	0	0	46	0.0%	0	82	0	14.8%	14.8%	-82	-82	5.3%	5.3%	
10	Clerical Personnel	73	-29.2%	0.0%	0	10.0%	0.0%	0	0	6	0.0%	0	-1	0	0.0%	6.7%	1	1	8.2%	8.2%	
11	Intermediate Sales & Service	85	-6.5%	0.0%	0	11.6%	0.0%	0	0	19	0.0%	0	-4	0	0.0%	17.9%	4	4	22.4%	22.4%	
12	Semi-Skilled Manual	4,630	-3.9%	0.0%	0	22.5%	0.0%	0	0	245	0.0%	0	-9	0	0.0%	5.1%	9	9	5.3%	5.3%	
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		7,589	-2.2%		0	19.8%		0	0	816	0.0%	0	-816	0	0.0%	816	816	10.8%	10.8%		

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

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

Table 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		0.0%		0.0%	
03	Professionals		0.0%		0.0%	
04	Semi-Professionals & Tech		30.0%		30.0%	
05	Supervisors		0.0%		0.0%	
06	Supervisors: Crafts & Trades		16.2%		16.2%	
07	Administrative & Sr Clerical		0.0%		0.0%	
08	Skilled Sales & Service		0.0%		0.0%	
09	Skilled Crafts & Trades		14.8%		14.8%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
10	Clerical Personnel		0.0%		0.0%	
11	Intermediate Sales & Service		0.0%		0.0%	
12	Semi-Skilled Manual		0.0%		0.0%	Seniority employees on layoff may have rights to recall as per GM/Unifor seniority agreements
13	Other Sales & Service		0.0%		0.0%	
14	Other Manual Workers		0.0%		0.0%	
Total			0.0%		0.0%	

Federal Contractors Program Achievement Report

Part 4: Results - Women

General Motors of Canada Company

[Date: 2018-06-30]

004052

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				Gap			EE Result	All Employees	Women			All Employees	Women			All Employees	Women					
		#	#	#	%	#	#	#	%	#	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
01 Senior Managers	2016	53	11	20.8	27.4	15	-4	75.7																	
	2018	72	15	20.8	27.4	20	-5	76.0	14	4	28.6	4	0	16	1	6.3	3	-2	26	2	7.7	5	-3		
02 Middle & Other Managers	2016	226	47	20.8	38.9	88	-41	53.5																	
	2018	199	48	24.1	38.9	77	-29	62.0	15	3	20.0	6	-3	53	14	26.4	11	3	26	8	30.8	5	3		
03 Professionals	2016	737	177	24.0	23.7	175	2	101.3																	
	2018	1,033	227	22.0	23.0	238	-11	95.5	360	82	22.8	83	-1	193	43	22.3	46	-3	125	37	29.6	30	7		
04 Semi-Professionals & Technicians	2016	196	37	18.9	22.4	44	-7	84.3																	
	2018	165	29	17.6	22.7	37	-8	77.4	6	3	50.0	1	2	30	5	16.7	6	-1	16	5	31.3	3	2		
05 Supervisors	2016	109	37	33.9	57.7	63	-26	58.8																	
	2018	140	35	25.0	58.3	82	-47	42.9	16	6	37.5	9	-3	33	11	33.3	11	0	18	7	38.9	6	1		
06 Supervisors: Crafts & Trades	2016	297	43	14.5	12.4	37	6	116.8																	
	2018	268	39	14.6	12.4	33	6	117.4	31	7	22.6	4	3	46	8	17.4	7	1	39	5	12.8	6	-1		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women		Women			
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%		
01 Senior Managers	2018	4	3	75.0	0	0.0	27.4	273.7	0	0.0	27.4	273.7	
	2021	4	3	75.0	0	0.0	0.3	27372.3	0	0.0	0.3	27372.3	
02 Middle & Other Managers	2018	42	9	21.4	0	0.0	38.9	55.1	0	0.0	38.9	55.1	
	2021	42	9	21.4	0	0.0	0.4	5508.6	0	0.0	0.4	5508.6	
03 Professionals	2018	428	88	20.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	428	88	20.6	0	0.0	0.2	8939.5	0	0.0	0.2	8939.5	
04 Semi-Professionals & Technicians	2018	20	3	15.0	0	0.0	22.4	67.0	0	0.0	22.4	67.0	
	2021	20	3	15.0	0	0.0	0.2	6607.9	0	0.0	0.2	6607.9	
05 Supervisors	2018	31	10	32.3	0	0.0	50.0	64.5	0	0.0	50.0	64.5	
	2021	31	10	32.3	0	0.0	0.5	6451.6	0	0.0	0.5	6451.6	
06 Supervisors: Crafts & Trades	2018	38	10	26.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	38	10	26.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

General Motors of Canada Company

[Date: 2018-06-30]

004053

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	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		
#	#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	
07 Administrative & Senior Clerical	2016	30	16	53.3	84.4	25	-9	63.2																
	2018	36	28	77.8	84.2	30	-2	92.4	16	11	68.8	13	-2	6	4	66.7	3	1	5	3	60.0	3	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	21	5	23.8	27.9	6	-1	85.3	0	0	0.0	0	0	2	1	50.0	0	1	6	2	33.3	0	2	
09 Skilled Crafts & Trades Workers	2016	939	14	1.5	2.0	19	-5	74.5																
	2018	867	22	2.5	1.9	16	6	133.6	45	0	0.0	1	-1	0	0	0.0	0	0	159	1	0.6	2	-1	
10 Clerical Personnel	2016	206	64	31.1	68.0	140	-76	45.7																
	2018	73	33	45.2	69.7	51	-18	64.9	5	2	40.0	3	-1	7	2	28.6	2	0	14	7	50.0	4	3	
11 Intermediate Sales & Service Personnel	2016	104	25	24.0	66.9	70	-45	35.9																
	2018	85	22	25.9	67.1	57	-35	38.6	27	7	25.9	18	-11	30	13	43.3	7	6	11	5	45.5	3	2	
12 Semi-Skilled Manual Workers	2016	5,210	1,087	20.9	18.9	985	102	110.4																
	2018	4,630	957	20.7	18.8	870	87	109.9	471	108	22.9	89	19	0	0	0.0	0	0	1,109	254	22.9	231	23	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees		Women		Women		Women		Women		
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%	
07 Administrative & Senior Clerical	2018	17	12	70.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	17	12	70.6								
08 Skilled Sales & Service Personnel	2018	-4	-1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	-4	-1	25.0			0.3	8960.6			0.3	8960.6
09 Skilled Crafts & Trades Workers	2018	-114	-1	0.9	0	0.0	2.0	43.9	0	0.0	2.0	43.9
	2021	-114	-1	0.9			0.0	0.0			0.0	0.0
10 Clerical Personnel	2018	-2	-3	150.0	0	0.0	50.0	300.0	0	0.0	50.0	300.0
	2021	-2	-3	150.0			0.5	30000.0			0.5	30000.0
11 Intermediate Sales & Service Personnel	2018	46	15	32.6	0	0.0	50.0	65.2	0	0.0	50.0	65.2
	2021	46	15	32.6			0.5	6521.7			0.5	6521.7
12 Semi-Skilled Manual Workers	2018	-638	-146	22.9	0	0.0	18.9	121.1	0	0.0	18.9	121.1
	2021	-638	-146	22.9			0.2	12172.3			0.0	0.0

Federal Contractors Program Achievement Report

Part 4: Results - Women

General Motors of Canada Company

[Date: 2018-06-30]

004054

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				
		#	#	#	%	#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	1	0	0.0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
Total	2016	8,107	1,558	19.2	20.5	1,662	-104	93.7																		
	2018	7,589	1,460	19.2	0.0	0	1,460	0.0	1,006	233	23.2	0	233	416	102	24.5	80	22	1,555	336	21.6	299	37			

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Women		Women		Women		Women				
		#	#	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	-133	-1	0.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-133	-1	0.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

General Motors of Canada Company

[Date: 2018-06-30]

004055

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					
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	%						
01 Senior Managers	2016	53	0	0.0	2.9	2	-2	0.0																
	2018	72	0	0.0	2.9	2	-2	0.0	14	0	0.0	0	0	0	16	0	0.0	0	0	26	0	0.0	0	0
02 Middle & Other Managers	2016	226	1	0.4	2.2	5	-4	20.1																
	2018	199	1	0.5	2.2	4	-3	22.8	15	0	0.0	0	0	0	53	0	0.0	0	0	26	0	0.0	0	0
03 Professionals	2016	737	10	1.4	1.0	7	3	135.7																
	2018	1,033	8	0.8	1.0	10	-2	77.4	360	3	0.8	4	-1	193	1	0.5	3	-2	125	2	1.6	2	0	0
04 Semi-Professionals & Technicians	2016	196	1	0.5	1.3	3	-2	39.2																
	2018	165	1	0.6	1.3	2	-1	46.6	6	0	0.0	0	0	0	30	0	0.0	0	0	16	0	0.0	0	0
05 Supervisors	2016	109	2	1.8	3.3	4	-2	55.6																
	2018	140	3	2.1	3.5	5	-2	61.2	16	1	6.3	1	0	33	0	0.0	1	-1	18	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	297	7	2.4	1.6	5	2	147.3																
	2018	268	9	3.4	1.6	4	5	209.9	31	1	3.2	0	1	46	0	0.0	1	-1	39	2	5.1	1	1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	4	0	0.0	0	0.0	2.9	0.0	0	0.0	2.9	0.0	
	2021	4	0	0.0			0.0	0.0			0.0	0.0	
02 Middle & Other Managers	2018	42	0	0.0	0	0.0	2.2	0.0	0	0.0	2.2	0.0	
	2021	42	0	0.0			0.0	0.0			0.0	0.0	
03 Professionals	2018	428	2	0.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	428	2	0.5			0.0	4672.9			0.0	4672.9	
04 Semi-Professionals & Technicians	2018	20	0	0.0	0	0.0	1.3	0.0	0	0.0	1.3	0.0	
	2021	20	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2018	31	1	3.2	0	0.0	3.3	97.8	0	0.0	3.3	97.8	
	2021	31	1	3.2			0.0	9216.6			0.0	9216.6	
06 Supervisors: Crafts & Trades	2018	38	-1	-2.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	38	-1	-2.6			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

General Motors of Canada Company

[Date: 2018-06-30]

004056

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples					
				Representation	Availability		Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference					
		#	#	#	%	#	#	#	%	#	#	%	#	#	#	#	#	#	%	#	#				
07	Administrative & Senior Clerical	2016	30	0	0.0	2.2	1	-1	0.0																
		2018	36	0	0.0	2.1	1	-1	0.0	16	1	6.3	0	1	6	0	0.0	0	0	5	1	20.0	0	1	
08	Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
		2018	21	0	0.0	1.4	0	0	0.0	0	0	0.0	0	0	2	0	0.0	0	0	6	0	0.0	0	0	
09	Skilled Crafts & Trades Workers	2016	939	31	3.3	2.1	20	11	157.2																
		2018	867	27	3.1	2.1	18	9	148.3	45	0	0.0	1	-1	0	0	0.0	0	0	159	4	2.5	5	-1	
10	Clerical Personnel	2016	206	4	1.9	2.2	5	-1	88.3																
		2018	73	1	1.4	2.7	2	-1	50.7	5	0	0.0	0	0	7	0	0.0	0	0	14	0	0.0	0	0	
11	Intermediate Sales & Service Personnel	2016	104	1	1.0	2.7	3	-2	35.6																
		2018	85	1	1.2	3.1	3	-2	38.0	27	0	0.0	1	-1	30	0	0.0	0	0	11	0	0.0	0	0	
12	Semi-Skilled Manual Workers	2016	5,210	144	2.8	3.5	182	-38	79.0																
		2018	4,630	130	2.8	3.5	162	-32	80.2	471	17	3.6	16	1	0	0	0.0	0	0	1,109	34	3.1	31	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
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
				Aboriginal Peoples				Aboriginal Peoples						
		All Employees		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met	
		#	#	#	%	%	#	%	%	#	%		%	
07	Administrative & Senior Clerical	2018	17	0	0.0	0	0.0	2.2	0.0	0	0.0	2.2	0.0	
		2021	17	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	2018	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	-4	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	2018	-114	-4	3.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	-114	-4	3.5			0.0	0.0			0.0	0.0	
10	Clerical Personnel	2018	-2	0	0.0	0	0.0	2.2	0.0	0	0.0	2.2	0.0	
		2021	-2	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	2018	46	0	0.0	0	0.0	2.7	0.0	0	0.0	2.7	0.0	
		2021	46	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	2018	-638	-17	2.7	0	0.0	3.5	76.1	0	0.0	3.5	76.1	
		2021	-638	-17	2.7			0.0	7613.1			0.0	7613.1	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

General Motors of Canada Company

[Date: 2018-06-30]

004057

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	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
Total	2016	8,107	201	2.5	2.9	235	-34	85.5																		
	2018	7,589	181	2.4	0.0	0	181	0.0	1,006	23	2.3	0	23	416	1	0.2	10	-9	1,555	43	2.8	39	4			

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	Goals												Comments
		New Entrants				Short-term Goals				Long-term Goals				
		Flow Data		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		All Employees	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	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	-133	-19	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-133	-19	14.3			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

General Motors of Canada Company

[Date: 2018-06-30]

004058

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																	
		All Employees	Workforce							Hires				Promotions					Terminations								
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities					Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	#	%	%	#	#	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#			
01 & 02 Managers	2016	279	3	1.1	4.3	12	-9	25.0																			
	2018	271	6	2.2	4.3	12	-6	51.5	29	0	0.0	1	-1	69	0	0.0	1	-1	52	1	1.9	1				0	
03 Professionals	2016	737	15	2.0	3.8	28	-13	53.6																			
	2018	1,033	29	2.8	3.8	39	-10	73.9	360	3	0.8	14	-11	193	2	1.0	4	-2	125	6	4.8	3				3	
04 Semi-Professionals & Technicians	2016	196	7	3.6	4.6	9	-2	77.6																			
	2018	165	6	3.6	4.6	8	-2	79.1	6	0	0.0	0	0	30	2	6.7	1	1	16	1	6.3	1				0	
05 Supervisors	2016	109	2	1.8	13.9	15	-13	13.2																			
	2018	140	7	5.0	13.9	19	-12	36.0	16	1	6.3	2	-1	33	1	3.0	1	0	18	0	0.0	0				0	
06 Supervisors: Crafts & Trades	2016	297	12	4.0	7.8	23	-11	51.8																			
	2018	268	15	5.6	7.8	21	-6	71.8	31	1	3.2	2	-1	46	1	2.2	2	-1	39	0	0.0	2				-2	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	46	-1	-2.2	0	0.0	4.3	-50.6	0	0.0	4.30	-50.6		
	2021	46	-1	-2.2			0.0	-5055.6			0.04	-5055.6		
03 Professionals	2018	428	-1	-0.2	0	0.0	3.8	-6.1	0	0.0	3.80	-6.1		
	2021	428	-1	-0.2			0.0	-614.9			0.04	-614.9		
04 Semi-Professionals & Technicians	2018	20	1	5.0	0	0.0	4.6	108.7	0	0.0	4.60	108.7		
	2021	20	1	5.0			0.0	10869.6			0.05	10869.6		
05 Supervisors	2018	31	2	6.5	0	0.0	13.9	46.4	0	0.0	13.90	46.4		
	2021	31	2	6.5			0.1	4641.4			0.14	4641.4		
06 Supervisors: Crafts & Trades	2018	38	2	5.3	0	0.0	7.8	67.5	0	0.0	7.80	67.5		
	2021	38	2	5.3			0.1	6747.6			0.08	6747.6		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

General Motors of Canada Company

[Date: 2018-06-30]

004059

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	%		
07 Administrative & Senior Clerical	2016	30	2	6.7	3.4	1	1	196.1																	
	2018	36	0	0.0	3.4	1	-1	0.0	16	0	0.0	1	-1	6	0	0.0	0	0	5	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	21	0	0.0	3.5	1	-1	0.0	0	0	0.0	0	0	2	0	0.0	0	0	6	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	939	91	9.7	3.8	36	55	255.0																	
	2018	867	81	9.3	3.8	33	48	245.9	45	2	4.4	2	3	0	0	0.0	0	0	159	14	8.8	15		-1	
10 Clerical Personnel	2016	206	10	4.9	7.0	14	-4	69.3																	
	2018	73	5	6.8	6.8	5	0	100.7	5	0	0.0	0	0	7	1	14.3	0	1	14	0	0.0	1		-1	
11 Intermediate Sales & Service Personnel	2016	104	2	1.9	5.6	6	-4	34.3																	
	2018	85	2	2.4	5.6	5	-3	42.0	27	0	0.0	2	-2	30	1	3.3	1	0	11	0	0.0	0	0	0	
12 Semi-Skilled Manual Workers	2016	5,210	366	7.0	4.8	250	116	146.4																	
	2018	4,630	323	7.0	4.8	222	101	145.3	471	13	2.8	23	-10	0	0	0.0	0	0	1,109	52	4.7	78		-26	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		All Employees	Persons with Disabilities	Short-term Goals				Long-term Goals						
				Actual		Goal		Percent of Goal Met		Goal		Percent of Goal Met		
				#	%	#	%	%	%	#	%	%	%	
07 Administrative & Senior Clerical	2018	17	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	17	0	0.0			0.0	0.0			0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	-4	0	0.0			0.0	0.0			0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	-114	-12	10.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	-114	-12	10.5			0.0	0.0			0.0	0.0	0.0	
10 Clerical Personnel	2018	-2	1	-50.0	0	0.0	7.0	-714.3	0	0.0	7.0	-714.3		
	2021	-2	1	-50.0			0.0	0.0			0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	46	1	2.2	0	0.0	5.6	38.8	0	0.0	5.6	38.8		
	2021	46	1	2.2			0.1	3882.0			0.1	3882.0		
12 Semi-Skilled Manual Workers	2018	-638	-39	6.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-638	-39	6.1			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

General Motors of Canada Company

[Date: 2018-06-30]

004060

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities				Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	8,107	510	6.3	4.9	397	113	128.4																	
	2018	7,589	474	6.2	0.0	0	474	0.0	1,006	20	2.0	0	20	416	8	1.9	26	-18	1,555	74	4.8	98	-24		

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%	
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	-1	0	0.0			0.0	0.0			0.0	0.0
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0
Total	2018	-133	-46	34.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	-133	-46	34.6			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

General Motors of Canada Company

[Date: 2018-06-30]

004061

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis															
		Workforce									Hires				Promotions				Terminations							
		All Employees	Visible Minorities				EE Result				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
		#	#	%	%	%	#	%	#	#	%	#	#	%	#	%	#	%								
01 Senior Managers	2016	53	5	9.4	10.1	5	0	93.4																		
	2018	72	13	18.1	10.1	7	6	178.8	14	2	14.3	1	1	16	4	25.0	2	2	26	1	3.8	2				
02 Middle & Other Managers	2016	226	24	10.6	15.0	34	-10	70.8																		
	2018	199	32	16.1	15.0	30	2	107.2	15	7	46.7	2	5	53	13	24.5	6	7	26	1	3.8	3				
03 Professionals	2016	737	159	21.6	30.3	223	-64	71.2																		
	2018	1,033	378	36.6	31.5	325	53	116.2	360	199	55.3	113	86	193	60	31.1	42	18	125	25	20.0	27				
04 Semi-Professionals & Technicians	2016	196	21	10.7	31.5	62	-41	34.0																		
	2018	165	21	12.7	30.0	50	-29	42.4	6	0	0.0	2	-2	30	6	20.0	3	3	16	1	6.3	2				
05 Supervisors	2016	109	9	8.3	10.5	11	-2	78.6																		
	2018	140	15	10.7	9.6	13	2	111.6	16	2	12.5	2	0	33	3	9.1	3	0	18	0	0.0	1				
06 Supervisors: Crafts & Trades	2016	297	28	9.4	16.2	48	-20	58.2																		
	2018	268	29	10.8	16.2	43	-14	66.8	31	6	19.4	5	1	46	9	19.6	4	5	39	1	2.6	4				

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
		#	#	%	%	%	%	%	%	%				
01 Senior Managers	2018	4	5	125.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	5	125.0										
02 Middle & Other Managers	2018	42	19	45.2	0	0.0	15.0	301.6	0	0.0	15.0	301.6		
	2021	42	19	45.2										
03 Professionals	2018	428	234	54.7	0	0.0	30.3	180.4	0	0.0	30.3	180.4		
	2021	428	234	54.7										
04 Semi-Professionals & Technicians	2018	20	5	25.0	0	0.0	31.5	79.4	0	0.0	31.5	79.4		
	2021	20	5	25.0										
05 Supervisors	2018	31	5	16.1	0	0.0	10.5	153.6	0	0.0	10.5	153.6		
	2021	31	5	16.1										
06 Supervisors: Crafts & Trades	2018	38	14	36.8	0	0.0	16.2	227.4	0	0.0	16.2	227.4		
	2021	38	14	36.8										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

General Motors of Canada Company

[Date: 2018-06-30]

004062

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
		#	#	%	%	#	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%
07 Administrative & Senior Clerical	2016	30	4	13.3	8.1	2	2	164.6																	
	2018	36	6	16.7	8.2	3	3	203.3	16	4	25.0	1	3	6	1	16.7	1	0	5	1	20.0	1	0		
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	21	6	28.6	15.9	3	3	179.7	0	0	0.0	0	0	2	2	100.0	0	2	6	0	0.0	0	0	0	
09 Skilled Crafts & Trades Workers	2016	939	53	5.6	14.7	138	-85	38.4																	
	2018	867	46	5.3	14.8	128	-82	35.8	45	3	6.7	7	-4	0	0	0.0	0	0	159	10	6.3	9	1		
10 Clerical Personnel	2016	206	11	5.3	11.9	25	-14	44.9																	
	2018	73	6	8.2	6.7	5	1	122.7	5	1	20.0	0	1	7	1	14.3	0	1	14	0	0.0	1	-1		
11 Intermediate Sales & Service Personnel	2016	104	18	17.3	20.0	21	-3	86.5																	
	2018	85	19	22.4	17.9	15	4	124.9	27	9	33.3	5	4	30	10	33.3	5	5	11	1	9.1	2	-1		
12 Semi-Skilled Manual Workers	2016	5,210	285	5.5	4.8	250	35	114.0																	
	2018	4,630	245	5.3	5.1	236	9	103.8	471	26	5.5	24	2	0	0	0.0	0	0	1,109	83	7.5	61	22		

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	%	%	%	%	%				
07 Administrative & Senior Clerical	2018	17	4	23.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	17	4	23.5										
08 Skilled Sales & Service Personnel	2018	-4	2	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-4	2	-50.0										
09 Skilled Crafts & Trades Workers	2018	-114	-7	6.1	0	0.0	14.7	41.8	0	0.0	14.7	41.8		
	2021	-114	-7	6.1			0.1	4148.9			0.1	4148.9		
10 Clerical Personnel	2018	-2	2	-100.0	0	0.0	11.9	-840.3	0	0.0	11.9	-840.3		
	2021	-2	2	-100.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	46	18	39.1	0	0.0	20.0	195.7	0	0.0	20.0	195.7		
	2021	46	18	39.1			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	-638	-57	8.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-638	-57	8.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

General Motors of Canada Company

[Date: 2018-06-30]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability						Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0
Total	2016	8,107	617	7.6	10.1	819	-202	75.4																	
	2018	7,589	816	10.8	0.0	0	816	0.0	1,006	259	25.7	0	259	416	109	26.2	32	77	1,555	124	8.0	118	6		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-1	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	-133	244	-183.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-133	244	-183.5			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
General Motors of Canada Company
[Date: 2018-06-30]

Efforts

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

Required measures:

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

Other measures:

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

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

Diversity Initiatives implemented within the **Talent Acquisition Group** include:

- Participated in *Women in Engineering* networking at McMaster Univ. & facilitated a panel discussion,
- Sponsored *Diversity in Engineering* university conference,
- Held 2 *Women Focus Groups* (internal & external) to better align social media outreach to attract Women with a strong focus on Engineering,
- 4 social media posts per month geared towards attracting Women,
- 2 paid LinkedIn Campaigns targeting Women Engineers,
- Sent 2 representatives to the Conf. Board of Canada *Inclusive Work Environment* conference in Calgary.

Employment Equity was discussed during the 2016 Unifor/GM Negotiations which included an agreement to resurvey the hourly population.

Joint meetings have begun with the Unifor National Representative to review D&I initiatives at Mfg sites.

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.

Political and economic uncertainties due to NAFTA, tariffs, etc. have led to general industry-wide uncertainties. Some of the effects of these are still be determined.

In summary, GM is one of several companies competing in a crowded global market which tends to be very cyclical and often volatile thus impacting on our ability to grow.

- Any reorganization or other corporate structural changes.

President/Managing Director GM Canada: Travis Hester (April 2018)
 VP Sales, Service & Marketing: R. Scott Bell (June 2018)
 General Director Human Resources & Labour Relations: Chris Thexton (October 2017)

D&I strategy is a focus on the Executive agenda.

- Acquisitions, mergers or transfers of employees.

As part of salaried employee career planning and to address market requirements, Management may transfer employees either through the *Opportunities Awareness Program* (self-nomination) or

through company initiated reassignments. These transfers may also involve international assignments for Canadians going abroad or for non-Canadians coming to Canada, typically on 1 to 3 year temporary assignments.

For laid-off hourly employees, there is an employee preferential hire application process to locations that have openings.

There were no acquisitions nor mergers through this period.

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

At CAMI Assembly (Ingersoll), operating changes have resulted in a workforce reduction of approximately 400 employees.

A small number of these employees have applied for and have become preferential hires at GM operations in Woodstock and St. Catharines.

Shift reductions in St. Catharines have resulted in a workforce reduction of approximately 180.

There have been no permanent layoffs in Oshawa.

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

From September 17, 2017 to October 16, 2017, there was a 29 day labour disruption at CAMI Assembly (Ingersoll, ON).

This idled approximately 2,900 hourly employees: all CAMI production and skilled trade hourly for the duration of the disruption at that facility.

- Other.

Despite the noted manufacturing uncertainties, GM is taking advantage of Canada's rich R&D ecosystem which will contribute to the growth of 1000 engineering jobs. In 2017, GM opened its second Canadian Engineering Centre in Markham ON.

Additional Details

Please provide any additional information (optional):

GM Canada has strived to build a culture and business environment based upon inclusion, mutual respect, responsibility and understanding. Examples include:

Leadership Diversity Commitment:

- * GM CEO Mary Barra met with PM Justin Trudeau at the new GM Markham Engineering facility to discuss jobs and empowering women in business;
- * New HR Director refocusing strategy and creating a GM Canada Diversity & Inclusion Specialist role to elevate visibility of D&I;
- * GM Canadian Executive Committee (CEC) members have committed to not only mentor but actively sponsor high potential leaders from diverse backgrounds in the spirit of the

#GoSponsorHer campaign;

- * GM Canada President and the CEC conduct regular reviews and solicit input re the Diversity & Inclusion Strategy.

-Policies and Practices:

- * Respectful Work Environment,
- * Open Door,
- * Workplace Harassment & Discrimination,
- * Workplace Violence,
- * GM Canada Employment Equity & Human Rights,
- * AODA,
- * GM Canada committed to \$1.8 million endowment for STEM in 2018,
- * Voted one of Canada's best diversity employers the last 2 years running through the *Canada's Top 100 Employers* program,
- * The new Markham campus fully incorporated D&I considerations including wheelchair compatible desks, gender neutral washrooms & meditation rooms,
- * Employment Equity language incorporated in collective agreements,
- * Provisions for job security and salary/benefits top up for parental and military leaves of absence,
- * GM Canada is a member of the *Conference Board of Canada* and *Council for Inclusive Work Environments*.

-Employee Resource Groups (ERGs):

- * GMPLUS - LGBTQ,
- * Asian Indian Affinity Group,
- * Women's Council,
- * Jump Start - new employees.
- * These established employee-driven diversity resource groups are supported by executive advisors.
- * Their mandates include providing opportunities for career development, networking, and being active within their respective communities.
- * Cultural events include: Chinese New Year, Persian New Year, Ramadan, Diwali, National Coming Out Day, Pride Month (GM Canada was first in GM corporation to raise Transgender flag, participated in Ajax Pride Parade), International Women's Day, White Ribbon Campaign.

-Recruitment and Selection: Dedicated budget for Diversity recruitment initiatives and created a joint working group between Talent Acquisition and Strategic HR to work on initiatives to better attract diverse talent:

- * Running internal and external social media campaign emphasizing diversity and inclusion,
- * Created partnerships with the Women's Council and Engineering to target STEM education and female hiring (LinkedIn Campaign),
- * Attending recruiting events specifically targeting diverse groups (Ryerson LGBTQ),
- * Review/revise job postings to ensure they are gender neutral and do not discourage diverse applicants,
- * Foster a diverse student/internship program which is a main source of permanent hire candidates.

Engagement & Retention:

-Engagement & Retention.

- * Employee *Workplace of Choice* survey updated to include D&I;
- * Monthly diagonal slice meetings with randomly selected employees from cross-functional areas with a member of the executive leadership team.

-Training and Development:

- * GM Canada sponsors employees for *B.O.L.D.* (Broadening Opportunity through Leadership Diversity) coaching program at Schulich School of Business, York Univ.,
- * Lunch & Learns about the D&I topics e.g. *Transgender 101*,
- * Mandatory Human Rights/Harassment training,
- * *Ascend Leadership Training* to current and future leaders of Pan-Asian background to better succeed in the North American business environment,
- * Canadian Technical Centre Speaker Series featuring an interactive speech and panel discussion on the *Importance of Male Champions to Females* in STEM,
- * Full day training for all hiring managers including a module on unconscious bias,
- * Mandatory *AODA* training for all employees,
- * Diversity Champions attend various diversity seminars/conferences in Canada and the US.

-Community Programs & Support:

- * Best in industry new vehicle discount programs for diversity groups including:
 - Mobility program for Persons with Disabilities,
 - Canadian Forces Appreciation Discount for Canadian Armed Forces members and veterans

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: General Motors of Canada Company

Primary Location: Oshawa, Ontario

Number of Employees: 7589

- Ontario 7413
- Québec 76
- Alberta 62
- British Columbia 25
- New Brunswick 4
- Saskatchewan 4
- Manitoba 3
- Nova Scotia 2

Organization Overview:

NAICS # 3361 (Motor vehicle manufacturing)

General Motors of Canada Company, commonly known as GM Canada, is an automotive company and the Canadian subsidiary of General Motors.

Key Dates – First Year Assessment

Initiated: 2016-04-01
 Received: 2016-05-30
 Closed: 2016-06-09
 Workforce 2016-05-30
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2018-12-04;
 Received: 2018-08-16
 Workforce 2018-06-30
 Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 2016-05-30 to 2018-06-30. 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

In the previous assessment several gaps were found in different EEOG's in each designated group. In the previous assessment short and long-term goals were set in numbers and percentage format. For the purpose of this assessment only percentage format is used for goals.

Women**Results-Table 9****Goal met-not discussion**

01	Senior Managers	Goal not met (achieved 61%).
02	Middle & Other Managers	Goal not met (achieved 64%).
04	Semi-Professionals & Technicians	
05	Supervisors	Goal not met (achieved 41%)
07	Administrative & Senior Clerical Personnel	
09	Skilled Crafts & Trades Workers	
10	Clerical Personnel	
11	Intermediate Sales & Service Personnel	

Assessment/Observations

- EEOG 01 – Out of the 30 new entrants in this EEOG, 5 were from this designated group. The market availability is 27.4%. The company had set a goal of hiring / promoting 27.4%. By hiring/promoting only 5 entrants from this designated group, they achieved 61% of the goal set. In order to meet the goal of 27.4% it should have hired/promoted 8 women.
- EEOG 02 – Out of 68 new entrants in this EEOG, 17 were from this designated group. The market availability is 38.9%. The company had set a goal of hiring / promoting 38.9%. By hiring / promoting 17 entrants from this designated group, they achieved 64% of the goal set. In order to meet the goal, the company should have hired/promoted 26 people.

- EEOG 03 - Out of 80 new entrants, 21 were from this designated group in this EEOG. The market availability is 25.1%. The company had set a goal of hiring / promoting 25.2% and they achieved 104.2% of the goal set.
- EEOG 04 - Out of 25 new entrants in this EEOG, 5 were from this designated group. The market availability is 24.6%. The company had set a goal of hiring / promoting 60.0%. By hiring / promoting only 5 entrants from this designated group, they achieved 33.3% of the goal set.
- EEOG 07 - Out of the 14 new entrants, 10 were from this designated group in this EEOG. The market availability is 77.7%. Reasonable effort could not be assessed since no goal was set in the previous assessment.
- EEOG 09 - Out of 5 new entrants in this EEOG, none was from this designated group. The market availability is 10.1%. The company had set a goal of hiring / promoting 10.1%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 10 - Out of 14 new entrants, 10 were from this designated group in this EEOG. The market availability is 67.8%. The company had set a goal of hiring / promoting 50.0% and they achieved 142.9% of the goal set.
- EEOG 11 - Out of 6 new entrants in this EEOG, 2 were from this designated group. The market availability is 62.4%. The company had set a goal of hiring / promoting 61.8%. By hiring / promoting 2 entrants from this designated group, they achieved 53.9% of the goal set.

Aboriginal Peoples

01	Senior Managers	Goal not met (achieved 0%)
07	Administrative & Senior Clerical Personnel	Goal not met (achieved 0%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 0%)
10	Clerical Personnel	Goal not met (achieved 0%)

Assessment/Observations

- EEOG 01 – There is no new entrants in this EEOG & none from this designated group. The market availability is 2.9%. The company had set a goal of hiring / promoting 2.9%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 07 - Out of 14 new entrants in this EEOG, none was from this designated group. The market availability is 3.2%. The company had set a goal of hiring / promoting 3.2%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 08 - Out of 2 new entrants in this EEOG, none was from this designated group. The market availability is 1.8%. The company had set a goal of hiring / promoting 1.8%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 10 - Out of 14 new entrants in this EEOG, none was from this designated group. The market availability is 3.0%. The company had set a goal of hiring / promoting 3.0%. By hiring / promoting none from this designated group, they did not meet the goal.

Person with Disabilities (Goal and Met columns in Short term Goals)-Always use percentage

03	Professionals	Goal not met (achieved 65.8%)
04	Semi-Professionals & Technicians	Goal met (achieved 87.0%)
05	Supervisors	Goal not met (achieved 0.0%)
06	Supervisors: Crafts & Trades	Goal not met (achieved 0.0%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 0.0%)
09	Skilled Crafts & Trades Workers	Goal met (achieved 1052.6%)
10	Clerical Personnel	Goal not met (achieved 0.0%)
12	Semi-Skilled Manual Workers	Goal not met (achieved 0.0%)

Assessment/Observations (Results >>> New Entrants, Goals)

- EEOG 03 - Out of 80 new entrants in this EEOG, 2 were from this designated group. The market availability is 3.8% (Workforce Analysis Table). The company had set a goal of hiring / promoting 3.8%. By hiring / promoting 2 entrants from this designated group, they achieved 65.8% of the goal set.
- EEOG 04 - Out of 25 new entrants in this EEOG, 1 was from this designated group. The market availability is 4.6%. The company had set a goal of hiring / promoting 4.6%. By hiring / promoting 1 entrant from this designated group, they achieved 87.0% of the goal set.
- EEOG 05 - Out of 4 new entrants in this EEOG, none was from this designated group. The market availability is 13.9%. The company had set a goal of hiring / promoting 13.9%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 06 - There were no new entrants in this EEOG. The market availability is 7.8%. The company had set a goal of hiring / promoting 7.8% and did not hire or promote anyone from this designated group.
- EEOG 08 - - Out of 2 new entrants in this EEOG, none was from this designated group. The market availability is 3.5%. The company had set a goal of hiring / promoting 3.5%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 09 - Out of 5 new entrants in this EEOG, 2 were from this designated group. The market availability is 3.8%. The company had set a goal of hiring / promoting 3.8%. By hiring / promoting 2 entrants from this designated group, they achieved 1052.6% of the goal set.
- EEOG 10 - Out of 14 new entrants in this EEOG, none was from this designated group. The market availability is 7.0%. The company had set a goal of hiring / promoting 7.0%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 12 - Out of 27 new entrants in this EEOG, none was from this designated group. The market availability is 4.8%. The company had set a goal of hiring / promoting 4.8%. By hiring / promoting none from this designated group, they did not meet the goal.

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (achieved 0.0%)
03	Professionals	Goal not met (achieved 65.8%)
04	Semi-Professionals & Technicians	Goal met (achieved 95.9%)
05	Supervisors	Goal not met (achieved 0.0%)
06	Supervisors: Crafts & Trades	Goal not met (achieved 0.0%)
09	Skilled Crafts & Trades Workers	Goal not met (achieved 0.0%)
10	Clerical Personnel	Goal met (achieved 125.3%)
11	Intermediate Sales & Service Personnel	Goal met (achieved 144.3%)
12	Semi-Skilled Manual Workers	Goal not met (achieved 70.5%)
13	Other Sales & Service Personnel	Goal met (achieved 87.8%)

Assessment/Observations

- EEOG 02 - Out of 10 new entrants in this EEOG, none was from this designated group. The market availability is 15.0%. The company had set a goal of hiring / promoting 15.0%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 03 - Out of 80 new entrants in this EEOG, 17 were from this designated group. The market availability is 32.3%. The company had set a goal of hiring / promoting 32.3%. By hiring / promoting 17 entrants from this designated group, they achieved 65.8% of the goal set.
- EEOG 04 - Out of 25 new entrants in this EEOG, 7 were from this designated group. The market availability is 29.2%. The company had set a goal of hiring / promoting 29.2%. By hiring / promoting 7 entrants from this designated group, they achieved 95.9% of the goal set.
- EEOG 05 - Out of 4 new entrants in this EEOG, none were from this designated group. The market availability is 17.8%. The company had set a goal of hiring / promoting 17.8%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 06 – There were no new entrants in this EEOG. The market availability is 17.8%. The company had set a goal of hiring / promoting 17.8%. By hiring / promoting none, they did not meet the goal.
- EEOG 09 - Out of 4 new entrants in this EEOG, none were from this designated group. The market availability is 19.1%. The company had set a goal of hiring / promoting 19.1%. By hiring / promoting none from this designated group, they did not meet the goal.
- EEOG 10 - Out of 14 new entrants in this EEOG, 3 were from this designated group. The market availability is 17.1%. The company had set a goal of hiring / promoting 17.1%. By hiring / promoting 3 entrants from this designated group, they achieved 125.3% of the goal set.
- EEOG 11 - Out of 6 new entrants in this EEOG, 2 were from this designated group. The market availability is 23.1%. The company had set a goal of hiring / promoting 23.1%. By hiring / promoting 2 entrants from this designated group, they achieved 144.3% of the goal set.

- EEOG 12 - Out of 27 new entrants in this EEOG, 4 were from this designated group. The market availability is 21.0%. The company had set a goal of hiring / promoting 21.0%. By hiring / promoting 4 entrants from this designated group, they achieved 70.5% of the goal set.
- EEOG 13 - Out of 9 new entrants in this EEOG, 2 were from this designated group. The market availability is 25.3%. The company had set a goal of hiring / promoting 25.3%. By hiring / promoting 2 entrants from this designated group, they achieved 87.8% of the goal set.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2016-04-01 to 2018-10-24. During their initial assessment, the organization set thirty short-term goals and only eight were met above 80% while no goal was set for one EEOG. Most of the EEOG's shows some progress was made but it did not achieve 80% of the goal set.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals Table 10		Representation- Table 9 or from WFA Summary Report	LMA- Table 9
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3 years)	Long- term (3 years or more)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-5	27.4	27.4	20.8	27.4
02	Middle & Other Managers					
03	Professionals					
04	Semi-Professionals & Technicians					
05	Supervisors					
07	Skilled Sales & Service					
09	Clerical Personnel					
10	Clerical Personnel					
11	Intermediate Sales & Service Personnel					
12	Semi-Skilled Manual					

Observations:

- No goals were required to be set in EEOG’s 07 and 10, since the present representation is 64.5% and 58.2% respectively. Also although availability is higher in EEOG’s 11, short and long term goals were appropriately set at 50% so as not to encourage the occupational clustering of women in this occupation, and to ensure that they are inclusive of all genders.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	# or %	# or %	%
			(1 to 3 years)	(3 years or more)		
07	Administrative & Senior Clerical Personnel	-1	3.2	3.2	0.0	3.2
08	Skilled Sales & Service Personnel	-1	1.9	1.9	0.0	1.9
10	Clerical Personnel	-1	3.0	3.0	1.8	3.0

Observations:

Person with Disabilities

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

03	Professionals	-2	5.0	5.0	3.1	3.8
05	Supervisors	-2	13.9	13.9	0.0	13.9
06	Supervisors: Crafts & Trades	-2	7.8	7.8	0.0	7.8
08	Skilled Sales & Service Personnel	-1	3.5	3.5	0.0	3.5
09	Skilled Crafts & Trades Workers	-2	3.8	3.8	1.7	3.8
10	Clerical Personnel	-3	7.0	7.0	1.8	7.0
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	3.1	5.6
12	Semi-Skilled Manual Workers	-4	4.8	4.8	3.4	4.8

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-10	15.0	15.0	4.2	15.0
03	Professionals	-23	31.6	31.6	21.5	31.6
04	Semi-Professionals & Technicians	-5	29.1	29.1	22.4	29.1
05	Supervisors	-3	17.8	17.8	0.0	17.8
06	Supervisors: Crafts & Trades	-3	17.4	17.4	4.5	17.4
07	Administrative & Senior Clerical Personnel	-1	12.1	12.1	9.7	12.1
09	Skilled Crafts & Trades Workers	-19	18.9	18.9	2.6	18.9
11	Intermediate Sales & Service Personnel	-1	23.0	23.0	18.8	23.0
12	Semi-Skilled Manual Workers	-22	21.3	21.3	13.1	21.3
13	Other Sales & Service Personnel	-2	22.1	22.1	0.0	

Observations:

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Canadian Bank Note Company, Limited has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group through the use of permanent full-time and permanent part-time employment when vacancies arise.
- Given that Canadian Bank Note Company, Limited has large gaps in EEOG 11 – Women and EEOG 02, EEOG 03, EEOG 09 and EEOG 12 – Members of Visible Minorities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in these EEOG's for the designated groups for Women and Members of Visual Minorities.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Neena Sharan

Date: December 03, 2018

From: Arnaoudova, Olga O [NC] <olga.arnaoudova@labour-travail.gc.ca> **On Behalf Of** EE-EME
Sent: December 20, 2018 10:31 AM
To: 'travis.hester@gm.com' <travis.hester@gm.com>; 'steve.carlisle@gm.com' <steve.carlisle@gm.com>; 'chris.thexton@gm.com' <chris.thexton@gm.com>; 'ken.bracken@gm.com' <ken.bracken@gm.com>
Subject: Government of Canada Agreement Number: 060100 – Notification of Compliance with the Federal Contractors Program

Dear Travis Hester:

I am writing to inform you that the subsequent compliance assessment initiated on August 15, 2018 has been completed. As a result of the assessment, General Motors of Canada Company 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 General Motors of Canada Company's employment equity program.

- The employer has demonstrated through their second compliance assessment that reasonable progress has been made towards achieving employment equity in the workplace.
- Given the progress that has been made towards achieving employment equity since the time of the previous assessment, it is recommended that that General Motors of Canada continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- In view of the D&I initiatives planned, it may be beneficial for this organization to continue developing relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups through the use of permanent full-time and permanent part-time employment when vacancies arise.
- It is recommended that an Employment Systems Review (ESR) be conducted as a tool to identify potential barriers to the future recruitment and retention of individuals in each designated group. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlInf.4%40-eng.jsp?&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

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 August 15, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and

- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

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

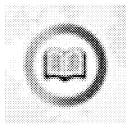
Your cooperation during the course of this compliance assessment was appreciated and we wish General Motors of Canada Company continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada | Gouvernement du Canada
Téléphone: 819-654-5349

Workplace Equity Division, Labour Program
Employment and Social Development Canada | Government of Canada
Telephone: 819-654-5349



Restez à jour! Obtenez un aperçu de tous les changements législatifs et réglementaires en cours.
Stay up to date! Get overview to all the legislative and regulatory changes underway.