



s.19(1)

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Hemmera Envirochem Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Hemmera	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 541-620	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 211 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm

Official use only (If information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) Suite 250-1380 Burrard Street	City Vancouver	Province BC	Postal Code V6Z 2H3
	Telephone Number (604) 669-0424	Fax Number	

EMPLOYMENT EQUITY CONTACT	
Name (print) Jami Powers-Haldane	Title HR Generalist
Telephone Number (604) 669-0424, x154	E-mail Address jpowershaldane@hemmera.com

CERTIFICATION
<p>The above-named organization:</p> <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). <p>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/fcp/index.shtml</p> <p>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.</p>

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) Terry VanQuickenborne	Title Director, HR
Telephone Number (604) 669-0424 ext 210	E-mail Address tvanquickenborne@hemmera.com
Signature [REDACTED]	Date December 5, 2013

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <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: ee-eme@hrsdc-rhdcc.gc.ca



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

Reporting Period 2016-06-08 to 2019-07-16

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	31	2	0	33	Calgary	31	2	0	33
British Columbia	301	15	0	316	Toronto	31	2	0	33
Alberta	31	2	0	33	Vancouver	276	12	0	288
Yukon	14	2	0	16	Victoria	25	3	0	28
Total Employees in Canada				398	Y.T.	14	2	0	16
					Total Employees in Canada				398



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-08 to 2019-07-16

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	17	16	1							1		1
	Total	17	16	1							1		1
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	141	79	62	2	1	1				11	2	9
	Total	141	79	62	2	1	1				11	2	9
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	162	73	89	3	1	2	3	2	1	35	11	24
	Total	162	73	89	3	1	2	3	2	1	35	11	24
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	34	26	8	1		1				7	5	2
	Total	34	26	8	1		1				7	5	2



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-08 to 2019-07-16

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
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	13	2	11				1		1	2		2
	Total	13	2	11				1		1	2		2
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	10	2	8							5		5
	Total	10	2	8							5		5
Total Number of Employees		377	198	179	6	2	4	4	2	2	61	18	43



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-06-08 to 2019-07-16

004163

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	5		5									
	Total	5		5									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	3	8							1		1
	Total	11	3	8							1		1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3		3									
	Total	3		3									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-06-08 to 2019-07-16

004164

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	1		1									
	Total		1		1								
Total Number of Employees		21	4	17							1		1



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-06-08 to 2019-07-16

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	377	198	179	6	2	4	4	2	2	61	18	43
Total Number of Employees	377	198	179	6	2	4	4	2	2	61	18	43



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

Reporting Period 2016-06-08 to 2019-07-16

004166

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	21	4	17							1		1
Total Number of Employees	21	4	17							1		1



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-06-08 to 2019-07-16

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	33	19	14	1	1					4	1	3
Professionals	74	32	42	3		3	3	2	1	15	9	6
Semi-Professionals and Technicians	17	11	6	1		1				7	5	2
Administrative and Senior Clerical Personnel	3		3				1		1			
Clerical Personnel	1		1									
Total Number of Employees Hired	129	63	66	5	1	4	4	2	2	26	15	11



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

Reporting Period 2016-06-08 to 2019-07-16

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



Hemmera Envirochem Inc. (certificate # 100251)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-06-08 to 2019-07-16

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	4	4										
Middle and Other Managers	25	14	11							1		1
Professionals	22	9	13							5	1	4
Semi-Professionals and Technicians	3	2	1									
Total Number of Employees Promoted	54	29	25							6	1	5
Total Number of Promotions	65	38	27							7	1	6



Hemmera Envirochem Inc. (certificate # 100251)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2016-06-08 to 2019-07-16

004170

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	2		2									
Professionals	3		3									
Total Number of Employees Promoted	5		5									
Total Number of Promotions	6		6									



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-06-08 to 2019-07-16

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	15	11	4							2	1	1
Professionals	23	9	14	2		2				4	2	2
Semi-Professionals and Technicians	2	2										
Administrative and Senior Clerical Personnel	2		2									
Clerical Personnel	3		3							2		2
Total Number of Employees Terminated	45	22	23	2		2				8	3	5



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2016-06-08 to 2019-07-16

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



Workplace Equity Information Management System - Hemmera Envirochem Inc.

Workforce Analysis - Detailed Report

Date: 2019-07-16

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	17	1	5.9 %	27.6 %	5	-4	National
02 : Middle and Other Managers	National	146	67	45.9 %	39.4 %	58	9	National
03 : Professionals		173	97	56.1 %	39.6 %	69	28	
1111 : Financial auditors and accountants	National	1	1	100.0 %	56.0 %	1	0	National
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	1	50.0 %	66.6 %	1	0	National
2113 : Geoscientists and oceanographers	National	8	2	25.0 %	24.0 %	2	0	National
2114 : Meteorologists and climatologists	National	1	1	100.0 %	27.4 %	0	1	National
2115 : Other professional occupations in physical sciences	National	46	29	63.0 %	23.5 %	11	18	National
2121 : Biologists and related scientists	National	56	28	50.0 %	52.8 %	30	-2	National
2131 : Civil engineers	National	20	11	55.0 %	17.7 %	4	7	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	27.7 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	16.6 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	5	0	0.0 %	45.4 %	2	-2	National
4163 : Business development officers and marketing researchers and consultants	National	1	1	100.0 %	51.3 %	1	0	National
4169 : Other professional occupations in social science, n.e.c.	National	22	17	77.3 %	58.7 %	13	4	National
5121 : Authors and writers	National	5	5	100.0 %	56.1 %	3	2	National
04 : Semi-Professionals and Technicians		35	8	22.9 %	27.2 %	10	-2	
2212 : Geological and mineral technologists and technicians	British Columbia	1	0	0.0 %	24.2 %	0	0	British Columbia
2231 : Civil engineering technologists and technicians	Alberta	2	0	0.0 %	18.1 %	0	0	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	10	3	30.0 %	21.8 %	2	1	British Columbia
2231 : Civil engineering technologists and technicians	Ontario	3	0	0.0 %	14.9 %	0	0	Ontario
2255 : Technical occupations in geomatics and meteorology	Alberta	1	0	0.0 %	32.9 %	0	0	Alberta
2255 : Technical occupations in geomatics and meteorology	British Columbia	11	3	27.3 %	35.9 %	4	-1	British Columbia



Workforce Analysis - Detailed Report

Date: 2019-07-16

004174

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2255 : Technical occupations in geomatics and meteorology	Ontario	2	2	100.0 %	35.8 %	1	1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	36.3 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	2	0	0.0 %	21.6 %	0	0	British Columbia
2282 : User support technicians	British Columbia	2	0	0.0 %	24.5 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		16	14	87.5 %	79.8 %	13	1	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	81.2 %	1	0	Calgary
Employment Equity Occupational Group	Vancouver	13	11	84.6 %	78.9 %	10	1	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	82.5 %	1	0	Victoria
Employment Equity Occupational Group	Y.T.	1	1	100.0 %	86.7 %	1	0	Y.T.
10 : Clerical Personnel		11	9	81.8 %	70.7 %	8	1	
Employment Equity Occupational Group	Vancouver	10	8	80.0 %	70.6 %	7	1	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	71.7 %	1	0	Victoria
Total		398	196	49.3 %	40.4 %	163	33	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-07-16

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Availability %	Availability #		
01 : Senior Managers	National	17	0	0.0 %	3.2 %	1	National
02 : Middle and Other Managers	National	146	2	1.4 %	2.7 %	4	National
03 : Professionals		173	3	1.7 %	2.3 %	4	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.4 %	0	National
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	2.1 %	0	National
2113 : Geoscientists and oceanographers	National	8	0	0.0 %	2.0 %	0	National
2114 : Meteorologists and climatologists	National	1	0	0.0 %	0.8 %	0	National
2115 : Other professional occupations in physical sciences	National	46	1	2.2 %	1.4 %	1	National
2121 : Biologists and related scientists	National	56	0	0.0 %	1.8 %	1	National
2131 : Civil engineers	National	20	0	0.0 %	1.4 %	0	National
2171 : Information systems analysts and consultants	National	4	1	25.0 %	1.3 %	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	1.1 %	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	5	0	0.0 %	2.9 %	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	2.0 %	0	National
4169 : Other professional occupations in social science, n.e.c.	National	22	1	4.5 %	6.3 %	1	National
5121 : Authors and writers	National	5	0	0.0 %	2.3 %	0	National
04 : Semi-Professionals and Technicians		35	1	2.9 %	3.3 %	1	
2212 : Geological and mineral technologists and technicians	British Columbia	1	0	0.0 %	4.0 %	0	British Columbia
2231 : Civil engineering technologists and technicians	Alberta	2	0	0.0 %	2.8 %	0	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	10	1	10.0 %	3.9 %	0	British Columbia
2231 : Civil engineering technologists and technicians	Ontario	3	0	0.0 %	1.9 %	0	Ontario
2255 : Technical occupations in geomatics and meteorology	Alberta	1	0	0.0 %	3.0 %	0	Alberta
2255 : Technical occupations in geomatics and meteorology	British Columbia	11	0	0.0 %	3.1 %	0	British Columbia



Workforce Analysis - Detailed Report

Date: 2019-07-16

004176

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2255 : Technical occupations in geomatics and meteorology	Ontario	2	0	0.0 %	2.3 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	6.8 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	2	0	0.0 %	3.0 %	0	0	British Columbia
2282 : User support technicians	British Columbia	2	0	0.0 %	2.8 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		16	0	0.0 %	3.5 %	1	-1	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.9 %	0	0	Calgary
Employment Equity Occupational Group	Vancouver	13	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	3.5 %	0	0	Victoria
Employment Equity Occupational Group	Y.T.	1	0	0.0 %	21.7 %	0	0	Y.T.
10 : Clerical Personnel		11	0	0.0 %	2.9 %	0	0	
Employment Equity Occupational Group	Vancouver	10	0	0.0 %	2.7 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	4.8 %	0	0	Victoria
Total		398	6	1.5 %	2.6 %	11	-5	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-07-16

004177

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	17	1	5.9 %	11.5 %	2	-1	National
02 : Middle and Other Managers	National	146	11	7.5 %	17.6 %	26	-15	National
03 : Professionals		173	36	20.8 %	23.1 %	40	-4	
1111 : Financial auditors and accountants	National	1	0	0.0 %	32.3 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	16.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	2	100.0 %	18.8 %	0	2	National
2113 : Geoscientists and oceanographers	National	8	2	25.0 %	13.3 %	1	1	National
2114 : Meteorologists and climatologists	National	1	1	100.0 %	13.9 %	0	1	National
2115 : Other professional occupations in physical sciences	National	46	12	26.1 %	31.3 %	14	-2	National
2121 : Biologists and related scientists	National	56	9	16.1 %	20.7 %	12	-3	National
2131 : Civil engineers	National	20	5	25.0 %	30.0 %	6	-1	National
2171 : Information systems analysts and consultants	National	4	1	25.0 %	38.6 %	2	-1	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	34.2 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	5	1	20.0 %	15.0 %	1	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	25.7 %	0	0	National
4169 : Other professional occupations in social science, n.e.c.	National	22	2	9.1 %	10.9 %	2	0	National
5121 : Authors and writers	National	5	1	20.0 %	12.8 %	1	0	National
04 : Semi-Professionals and Technicians		35	7	20.0 %	20.9 %	7	0	
2212 : Geological and mineral technologists and technicians	British Columbia	1	0	0.0 %	22.9 %	0	0	British Columbia
2231 : Civil engineering technologists and technicians	Alberta	2	0	0.0 %	28.3 %	1	-1	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	10	1	10.0 %	20.2 %	2	-1	British Columbia
2231 : Civil engineering technologists and technicians	Ontario	3	0	0.0 %	23.7 %	1	-1	Ontario
2255 : Technical occupations in geomatics and meteorology	Alberta	1	0	0.0 %	22.9 %	0	0	Alberta
2255 : Technical occupations in geomatics and meteorology	British Columbia	11	4	36.4 %	14.3 %	2	2	British Columbia



Workforce Analysis - Detailed Report

Date: 2019-07-16

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
			#	%	%	#		
2255 : Technical occupations in geomatics and meteorology	Ontario	2	1	50.0 %	19.1 %	0	1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	1	0	0.0 %	15.7 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	2	1	50.0 %	35.2 %	1	0	British Columbia
2282 : User support technicians	British Columbia	2	0	0.0 %	37.8 %	1	-1	British Columbia
07 : Administrative and Senior Clerical Personnel		16	2	12.5 %	34.5 %	6	-4	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	20.6 %	0	0	Calgary
Employment Equity Occupational Group	Vancouver	13	2	15.4 %	39.9 %	5	-3	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	9.7 %	0	0	Victoria
Employment Equity Occupational Group	Y.T.	1	0	0.0 %	4.3 %	0	0	Y.T.
10 : Clerical Personnel		11	5	45.5 %	43.3 %	5	0	
Employment Equity Occupational Group	Vancouver	10	5	50.0 %	46.7 %	5	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	9.8 %	0	0	Victoria
Total		398	62	15.6 %	21.4 %	86	-24	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-07-16

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	163	0	0.0 %	5.0 %	8	-8	National
03 : Professionals	National	173	3	1.7 %	8.9 %	15	-12	National
04 : Semi-Professionals and Technicians	National	35	0	0.0 %	7.6 %	3	-3	National
07 : Administrative and Senior Clerical Personnel	National	16	1	6.3 %	10.0 %	2	-1	National
10 : Clerical Personnel	National	11	0	0.0 %	9.3 %	1	-1	National
Total		398	4	1.0 %	7.2 %	29	-25	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-07-16

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-07-16

004181

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workplace Equity Information Management System - Hemmera Envirochem Inc.

Workforce Analysis - Summary Report

Date: 2019-07-16

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	17	1	5.9 %	27.6 %	5	-4
02 : Middle and Other Managers	146	67	45.9 %	39.4 %	58	9
03 : Professionals	173	97	56.1 %	39.6 %	69	28
04 : Semi-Professionals and Technicians	35	8	22.9 %	27.2 %	10	-2
07 : Administrative and Senior Clerical Personnel	16	14	87.5 %	79.8 %	13	1
10 : Clerical Personnel	11	9	81.8 %	70.7 %	8	1
Total	398	196	49.3 %	40.4 %	163	33

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-16

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	17	0	0.0 %	3.2 %	1	-1
02 : Middle and Other Managers	146	2	1.4 %	2.7 %	4	-2
03 : Professionals	173	3	1.7 %	2.3 %	4	-1
04 : Semi-Professionals and Technicians	35	1	2.9 %	3.3 %	1	0
07 : Administrative and Senior Clerical Personnel	16	0	0.0 %	3.5 %	1	-1
10 : Clerical Personnel	11	0	0.0 %	2.9 %	0	0
Total	398	6	1.5 %	2.6 %	11	-5

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-16

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	17	1	5.9 %	11.5 %	2	-1
02 : Middle and Other Managers	146	11	7.5 %	17.6 %	26	-15
03 : Professionals	173	36	20.8 %	23.1 %	40	-4
04 : Semi-Professionals and Technicians	35	7	20.0 %	20.9 %	7	0
07 : Administrative and Senior Clerical Personnel	16	2	12.5 %	34.5 %	6	-4
10 : Clerical Personnel	11	5	45.5 %	43.3 %	5	0
Total	398	62	15.6 %	21.4 %	86	-24

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-16

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	163	0	0.0 %	5.0 %	8	-8
03 : Professionals	173	3	1.7 %	8.9 %	15	-12
04 : Semi-Professionals and Technicians	35	0	0.0 %	7.6 %	3	-3
07 : Administrative and Senior Clerical Personnel	16	1	6.3 %	10.0 %	2	-1
10 : Clerical Personnel	11	0	0.0 %	9.3 %	1	-1
Total	398	4	1.0 %	7.2 %	29	-25

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-07-16

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-07-16

004187

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hemmera Envirochem Inc.

[Date: 2019-07-16]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	08	19

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	07	16

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	9	1	27.40
02	Middle & Other Managers	65	28	38.90
03	Professionals	60	35	35.70
04	Semi-Professionals & Technicians	15	3	24.20
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	8	6	79.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	9	7	70.40
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		166	80	39.4

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		17	1	27.60
		146	67	39.40
		173	97	39.60
		35	8	27.20
		0	0	0.00
		0	0	0.00
		16	14	79.80
		0	0	0.00
		0	0	0.00
		0	0	0.00
		11	9	70.70
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		0	0	0.00
		398	196	0.0

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Hemmera Envirochem Inc.
[Date: 2019-07-16]

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hemmera Envirochem Inc.

[Date: 2019-07-16]

Start Date of Flow Data		
YYYY	MM	DD
2016	06	10

End Date of Flow Data		
YYYY	MM	DD
2019	07	16

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	33	14	2	2
03 Professionals	74	42	4	2
04 Semi-Professionals & Technicians	17	6	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	3	3	3
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	129	66	10	7

Table 5: Women			
Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
4		0	0
25	11	2	2
22	13	3	3
3	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
54	25	5	5

Table 9: Women			
Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
15	4	0	0
23	14	2	2
2	0	0	0
0	0	0	0
0	0	0	0
2	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	3	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
45	23	2	2

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Hemmera Envirochem Inc.
[Date: 2019-07-16]

Start Date of Flow Data		
YYYY	MM	DD
2016	06	10

End Date of Flow Data		
YYYY	MM	DD
2019	07	16

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted
--

Data from Form 6 - Employees Terminated
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Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples			
		Full-time / National		Part-time / National	
		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#

↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples			
		Full-time / National		Part-time / National	
		All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
		#	#	#	#

↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)		Table 10: Aboriginal Peoples			
		Full-time / National		Part-time / National	
		All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
		#	#	#	#

↓	↓	↓	↓		
Employment Equity Occupational Group (EEOG)		Table 10: Aboriginal Peoples			
		Full-time / National		Part-time / National	
		All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
		#	#	#	#

01	Senior Managers	1	0	0	0
02	Middle & Other Managers	33	1	2	0
03	Professionals	74	3	4	0
04	Semi-Professionals & Technicians	17	1	1	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	3	0	3	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	1	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		129	5	10	0

01	Senior Managers	4	0	0	0
02	Middle & Other Managers	25	0	2	0
03	Professionals	22	0	3	0
04	Semi-Professionals & Technicians	3	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		54	0	5	0

01	Senior Managers	0	0	0	0
02	Middle & Other Managers	15	0	0	0
03	Professionals	23	2	2	0
04	Semi-Professionals & Technicians	2	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	2	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	3	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		45	2	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hemmera Envirochem Inc.

[Date: 2019-07-16]

Start Date of Flow Data		
YYYY	MM	DD
2016	06	10

End Date of Flow Data		
YYYY	MM	DD
2019	07	16

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	33	4	2	0
03 Professionals	74	15	4	0
04 Semi-Professionals & Technicians	17	7	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	129	26	10	0

	Table 8: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#
	4	0	0	0
	25	1	2	0
	22	5	3	0
	3	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	54	6	5	0

	Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
	0	0	0	0
	15	2	0	0
	23	4	2	0
	2	0	0	0
	0	0	0	0
	0	0	0	0
	2	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	3	2	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	45	8	2	0

Federal Contractors Program Achievement Report

Part 3: Goals

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004197

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																	
	All Employees									Women									3 Year Goals																	
	Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years												
	YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected		Actual	Projected	Actual	Projected	Actual	Projected		2016	2019																	
	2016-08-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	%	#	%	#	%	%	%	%	%	%																
01 Senior Managers	9	23.6%		0	0.0%		0	0	0	1	0.0%	0	0	1	0			27.4%	-1	-1	11.1%	11.1%														
02 Middle & Other Managers	65	31.0%		0	14.2%		0	0	0	28	0.0%	0	0	-3	0			38.9%	3	3	43.1%	43.1%														
03 Professionals	60	42.3%		0	21.5%		0	0	0	35	0.0%	0	0	-14	0			35.7%	14	14	58.3%	58.3%														
04 Semi-Professionals & Tech	15	32.6%		0	8.0%		0	0	0	3	0.0%	0	0	1	0			24.2%	-1	-1	20.0%	20.0%														
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
07 Administrative & Sr Clerical	8	26.0%		0	16.7%		0	0	0	6	0.0%	0	0	0	0			79.0%	0	0	75.0%	75.0%														
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
10 Clerical Personnel	9	6.9%		0	30.0%		0	0	0	7	0.0%	0	0	-1	0			70.4%	1	1	77.8%	77.8%														
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0	0.0%	0	0	0	0			0.0%	0	0	#DIV/0!	#DIV/0!														
Total	166	33.8%		0	16.7%		0	0	0	80	0.0%	0	0	-15	0			39.4%	15	15	48.2%	48.2%														

† 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	1	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	2	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1		2		

Federal Contractors Program Achievement Report

Part 3: Goals

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004199

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 (EOG)	All Employees																	Persons with Disabilities				
	First/Previous Short-term Goals												3 Year Goals									
	Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
	YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	2016-08-19	Annually		Over 3 Years	2016			2019							
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%				
01/02 Managers	74	27.3%		0	7.1%		0	0	0	0.0%	0	3	0	4.3%	-3	-3	0.0%	0.0%				
03 Professionals	60	42.3%		0	21.5%		0	0	0	0.0%	0	2	0	3.8%	-2	-2	0.0%	0.0%				
04 Semi-Professionals & Tech	15	32.6%		0	8.0%		0	0	0	0.0%	0	1	0	4.6%	-1	-1	0.0%	0.0%				
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
07 Administrative & Sr Clerical	8	26.0%		0	16.7%		0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%				
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
10 Clerical Personnel	9	6.9%		0	30.0%		0	0	0	0.0%	0	1	0	7.0%	-1	-1	0.0%	0.0%				
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total	166	33.8%		0	16.7%		0	0	0	0.0%	0	7	0	4.2%	-7	-7	0.0%	0.0%				

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	0	0.0	1	0.0		
03 Professionals	0	0.0	1	0.0		
04 Semi-Professionals & Tech	0	0.0	0	0.0		
05 Supervisors	0	0.0	0	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	0.0	0	0.0		
08 Skilled Sales & Service	0	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	0	0.0	1	0.0		
11 Intermediate Sales & Service	0	0.0	0	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	0	0.0	0	0.0		
14 Other Manual Workers	0	0.0	0	0.0		
Total	0		3			

Federal Contractors Program Achievement Report

Part 3: Goals

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004200

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees																	First/Previous Short-term Goals					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	Annually		Over 3 Years	From - To						YYYY - YYYY							
	2016-08-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-08-19	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%									
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%								
01 Senior Managers	9	23.6%		0	0.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	11.1%	11.1%									
02 Middle & Other Managers	65	31.0%		0	14.2%		0	0	5	0.0%	0	5	0	15.0%	-5	-5	7.7%	7.7%									
03 Professionals	60	42.3%		0	21.5%		0	0	11	0.0%	0	0	0	18.1%	0	0	18.3%	18.3%									
04 Semi-Professionals & Tech	15	32.6%		0	8.0%		0	0	2	0.0%	0	2	0	23.4%	-2	-2	13.3%	13.3%									
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
07 Administrative & Sr Clerical	8	26.0%		0	16.7%		0	0	1	0.0%	0	2	0	35.3%	-2	-2	12.5%	12.5%									
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
10 Clerical Personnel	9	6.9%		0	30.0%		0	0	4	0.0%	0	-1	0	38.6%	1	1	44.4%	44.4%									
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!									
Total	166	33.8%		0	16.7%		0	0	24	0.0%	0	7	0	18.9%	-7	-7	14.5%	14.5%									

† 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 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	3	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	2	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	0.0	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1		6		

Federal Contractors Program Achievement Report

Part 3: Goals

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004201

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		From - To						
	2019-07-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-16	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	17	23.6%		0	0.0%		0	0	1	0.0%	0	4	0	27.6%	27.6%	-4	-4	5.9%	5.9%	
02	Middle & Other Managers	146	31.0%		0	14.2%		0	0	67	0.0%	0	-9	0	39.4%	39.4%	9	9	45.9%	45.9%	
03	Professionals	173	42.3%		0	21.5%		0	0	97	0.0%	0	-28	0	39.6%	39.6%	28	28	56.1%	56.1%	
04	Semi-Professionals & Tech	35	32.6%		0	8.0%		0	0	8	0.0%	0	2	0	27.2%	27.2%	-2	-2	22.9%	22.9%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	16	26.0%		0	16.7%		0	0	14	0.0%	0	-1	0	79.8%	79.8%	1	1	87.5%	87.5%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	11	6.9%		0	30.0%		0	0	9	0.0%	0	-1	0	70.7%	70.7%	1	1	81.8%	81.8%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		398	33.8%		0	16.7%		0	0	196	0.0%	0	-196	0	0.0%	0.0%	196	196	49.2%	49.2%	

† 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	27.6	27.6	Our Senior Leadership team is dominated by men at this time. We are actively working on creating a more balanced senior team. We are consistently taking measures to provide leadership training, p
02	Middle & Other Managers	0.0		
03	Professionals	0.0		
04	Semi-Professionals & Tech	27.2	30.0	Hemmera is committed to Women in STEM (Science, technology, engineering and mathematics). We support many of these organizations, and also attend lots of their career fairs.
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004202

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

Employment Equity Occupational Group (EEOG)		Subsequent/Current 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	YYYY-MM-DD		Annually	Over 3 Years					
		2019-07-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-16	Annually	Over 3 Years	2019	2022	%	%	%	%	%	%	
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%			
01	Senior Managers	17	23.6%		0	0.0%		0	0	0	0.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%
02	Middle & Other Managers	146	31.0%		0	14.2%		0	0	0	0.0%	0	2	0	2.7%	2.7%	-2	-2	1.4%	1.4%
03	Professionals	173	42.3%		0	21.5%		0	0	2	0.0%	0	1	0	2.3%	2.3%	-1	-1	1.7%	1.7%
04	Semi-Professionals & Tech	35	32.6%		0	8.0%		0	0	1	0.0%	0	0	0		3.3%	0	0	2.9%	2.9%
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	16	26.0%		0	16.7%		0	0	0	0.0%	0	1	0	3.5%	3.5%	-1	-1	0.0%	0.0%
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	11	6.9%		0	30.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total		398	33.8%		0	16.7%		0	0	6	0.0%	0	-6	0		0.0%	6	6	1.5%	1.5%

† 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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	3.2	3.5	
02	Middle & Other Managers	2.7	3.0	
03	Professionals	2.3	2.5	
04	Semi-Professionals & Tech	0.0		
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	3.5	3.5	
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0		Hemmera is collaborating more and more with Indigenous people on projects. We are committed to working with them and building relationships. In the next couple of years, Hemmera will start to w

Federal Contractors Program Achievement Report

Part 3: Goals

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004203

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

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2019-07-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-16	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	163	27.3%		0	7.1%		0	0	0	0.0%	0	8	0	5.0%	5.0%	-8	-8	0.0%	0.0%
03 Professionals	173	42.3%		0	21.5%		0	0	3	0.0%	0	12	0	8.9%	8.9%	-12	-12	1.7%	1.7%
04 Semi-Professionals & Tech	35	32.6%		0	8.0%		0	0	0	0.0%	0	3	0	7.6%	7.6%	-3	-3	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	16	26.0%		0	16.7%		0	0	1	0.0%	0	1	0	10.0%	10.0%	-1	-1	6.3%	6.3%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	11	6.9%		0	30.0%		0	0	0	0.0%	0	1	0	9.3%	9.3%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	398	33.8%		0	16.7%		0	0	4	0.0%	0	-4	0	0.0%	0.0%	4	4	1.0%	1.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	
03 Professionals		8.9		9.0	
04 Semi-Professionals & Tech		7.6		8.0	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		0.0			
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		0.0			Hemmera is committed to providing accomodation for all disabilities. A lot of our work is difficult for those who have disabilities, due to the nature of our work (i.e. field work), but we have a very ir

Federal Contractors Program Achievement Report

Part 3: Goals

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004204

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										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		YYYY - YYYY						
	2019-07-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-07-16	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022							
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	17	23.6%		0	0.0%		0	0	1	0.0%	0	1	0	11.5%	11.5%	-1	-1	5.9%	5.9%	
02	Middle & Other Managers	146	31.0%		0	14.2%		0	0	11	0.0%	0	15	0	17.6%	17.6%	-15	-15	7.5%	7.5%	
03	Professionals	173	42.3%		0	21.5%		0	0	36	0.0%	0	4	0	23.1%	23.1%	-4	-4	20.8%	20.8%	
04	Semi-Professionals & Tech	35	32.6%		0	8.0%		0	0	7	0.0%	0	0	0	20.9%	20.9%	0	0	20.0%	20.0%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	16	26.0%		0	16.7%		0	0	2	0.0%	0	4	0	34.5%	34.5%	-4	-4	12.5%	12.5%	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	11	6.9%		0	30.0%		0	0	5	0.0%	0	0	0	43.3%	43.3%	0	0	45.5%	45.5%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		398	33.8%		0	16.7%		0	0	62	0.0%	0	-62	0	0.0%	0.0%	62	62	15.6%	15.6%	

† 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01	Senior Managers	11.5	
02	Middle & Other Managers	17.6	
03	Professionals	23.1	
04	Semi-Professionals & Tech	0.0	
05	Supervisors	0.0	
06	Supervisors: Crafts & Trades	0.0	
07	Administrative & Sr Clerical	34.5	
08	Skilled Sales & Service	0.0	
09	Skilled Crafts & Trades	0.0	
10	Clerical Personnel	0.0	
11	Intermediate Sales & Service	0.0	
12	Semi-Skilled Manual	0.0	
13	Other Sales & Service	0.0	
14	Other Manual Workers	0.0	
Total	0.0		

to partner with organizations like the Immigrant Employment Council of BC (federally funded program) to reach out to those of visible minority, and give recently landed immigrants opportunities to

Federal Contractors Program Achievement Report

Part 4: Results - Women

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004205

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#				
01 Senior Managers	2016	9	1	11.1	27.4	2	-1	40.6																
	2019	17	1	5.9	27.6	5	-4	21.3	1	0	0.0	0	0	4	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	65	28	43.1	38.9	25	3	110.7																
	2019	146	67	45.9	39.4	58	9	116.5	35	16	45.7	14	2	27	13	48.1	12	1	15	4	26.7	6	-2	
03 Professionals	2016	60	35	58.3	35.7	21	14	163.4																
	2019	173	97	56.1	39.6	69	28	141.6	78	44	56.4	31	13	25	16	64.0	15	1	25	16	64.0	15	1	
04 Semi-Professionals & Technicians	2016	15	3	20.0	24.2	4	-1	82.6																
	2019	35	8	22.9	27.2	10	-2	84.0	18	6	33.3	5	1	3	1	33.3	1	0	2	0	0.0	0	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Women			All Employees	Women				All Employees	Women				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%					
01 Senior Managers	2019	5	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2022	5	0	0.0			27.6	0.0			27.6	0.0				
02 Middle & Other Managers	2019	62	29	46.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2022	62	29	46.8			0.0	0.0			0.0	0.0				
03 Professionals	2019	103	60	58.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2022	103	60	58.3			0.0	0.0			0.0	0.0				
04 Semi-Professionals & Technicians	2019	21	7	33.3	0	0.0	0.0	0.0	2	350.0	0.0	0.0				
	2022	21	7	33.3			27.2	122.5			30.0	111.1				
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2022	0	0	0.0			0.0	0.0			0.0	0.0				
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2022	0	0	0.0			0.0	0.0			0.0	0.0				

Federal Contractors Program Achievement Report

Part 4: Results - Women

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004206

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2016	8	6	75.0	79.0	6	0	94.9																
	2019	16	14	87.5	79.8	13	1	109.6	6	6	100.0	5	1	0	0	0.0	0	0	0	2	2	100.0	2	1
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	9	7	77.8	70.4	6	1	110.5																
	2019	11	9	81.8	70.7	8	1	115.7	1	1	100.0	1	0	0	0	0.0	0	0	0	3	3	100.0	2	1
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	6	6	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	6	100.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	1	100.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004207

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis							Flow Data Analysis																
		All Employees	Workforce						Hires				Promotions				Terminations								
			Women						Women				Women				Women								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	166	80	48.2	39.4	65	15	122.3																	
	2019	398	196	49.2	0.0	0	196	0.0	139	73	52.5	0	73	59	30	50.8	28	2	47	25	53.2	23	2		

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

Employment Equity Occupational Group (EOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		Women			Women				Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	198	103	52.0	1	10300.0	0.0	0.0	2	5150.0	0.0	0.0	
	2022	198	103	52.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004208

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	9	0	0.0	2.9	0	0	0.0																
	2019	17	0	0.0	3.2	1	-1	0.0	1	0	0.0	0	0	4	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	65	1	1.5	2.2	1	0	69.9																
	2019	146	2	1.4	2.7	4	-2	50.7	35	1	2.9	1	0	27	0	0.0	0	0	0	15	0	0.0	0	0
03 Professionals	2016	60	1	1.7	1.8	1	0	92.6																
	2019	173	3	1.7	2.3	4	-1	75.4	78	3	3.8	2	1	25	0	0.0	0	0	0	25	2	8.0	0	2
04 Semi-Professionals & Technicians	2016	15	0	0.0	3.3	0	0	0.0																
	2019	35	1	2.9	3.3	1	0	86.6	18	1	5.6	1	0	3	0	0.0	0	0	0	2	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0			3.2	0.0				3.5	0.0	
02 Middle & Other Managers	2019	62	1	1.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	62	1	1.6			2.7	59.7				3.0	53.8	
03 Professionals	2019	103	3	2.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	103	3	2.9			2.3	126.6				2.5	116.5	
04 Semi-Professionals & Technicians	2019	21	1	4.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	21	1	4.8			0.0	0.0				0.0	0.0	
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004209

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	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	8	0	0.0	2.1	0	0	0.0																	
		2019	16	0	0.0	3.5	1	-1	0.0	6	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
08	Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
		2019	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
		2019	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2016	9	0	0.0	2.7	0	0	0.0																	
		2019	11	0	0.0	2.9	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
		2019	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
		2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	2019	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	6	0	0.0			3.5	0.0			3.5	0.0	
08	Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	1	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004210

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	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																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2016	166	2	1.2	2.2	4	-2	54.8																
	2019	398	6	1.5	0.0	0	6	0.0	139	5	3.6	0	5	59	0	0.0	1	-1	47	2	4.3	1	1	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples				Goal	Aboriginal Peoples		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met			Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2022	0	0	0.0			0.0	0.0			0.0	0.0						
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2022	0	0	0.0			0.0	0.0			0.0	0.0						
Total	2019	198	5	2.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2022	198	5	2.5			0.0	0.0			0.0	0.0						

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004211

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	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						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 & 02 Managers	2016	74	0	0.0	4.3	3	-3	0.0																
	2019	163	0	0.0	5.0	8	-8	0.0	36	0	0.0	2	-2	31	0	0.0	0	0	0	15	0	0.0	0	0
03 Professionals	2016	60	0	0.0	3.8	2	-2	0.0																
	2019	173	3	1.7	8.9	15	-12	19.5	78	3	3.8	7	-4	25	0	0.0	0	0	0	25	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	15	0	0.0	4.6	1	-1	0.0																
	2019	35	0	0.0	7.6	3	-3	0.0	18	0	0.0	1	-1	3	0	0.0	0	0	0	2	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%				
01 & 02 Managers	2019	67	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2022	67	0	0.0			5.0	0.0			5.00	0.0		
03 Professionals	2019	103	3	2.9	0	0.0	0.0	0.0	1	300.0	0.00	0.0		
	2022	103	3	2.9			8.9	32.7			9.00	32.4		
04 Semi-Professionals & Technicians	2019	21	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	21	0	0.0			7.6	0.0			8.00	0.0		
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004212

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 × 100	Part 1: Workforce Analysis	D × G ÷ 100	E - H	E ÷ H × 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K × 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 (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#		
07 Administrative & Senior Clerical	2016	8	0	0.0	3.4	0	0	0.0																
	2019	16	1	6.3	10.0	2	-1	62.5	6	1	16.7	1	0	0	0	0.0	0	0	0	2	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	9	0	0.0	7.0	1	-1	0.0																
	2019	11	0	0.0	9.3	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	6	1	16.7			10.0	166.7			10.0	166.7		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	1	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004213

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		All Employees	Workforce						Hires			Promotions			Terminations										
			Persons with Disabilities						Persons with Disabilities			Persons with Disabilities			Persons with Disabilities										
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#			
13	Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
		2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
		2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total		2016	166	0	0.0	4.2	7	-7	0.0																
		2019	398	4	1.0	0.0	0	4	0.0	139	4	2.9	0	4	59	0	0.0	0	0	47	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13	Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	0	0	0.0		0.0	0.0			0.0	0.0		
14	Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2022	0	0	0.0		0.0	0.0			0.0	0.0		
Total		2019	198	4	2.0	0	0.0	0.0	0.0	3	133.3	0.0	0.0	
		2022	198	4	2.0		0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004214

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	9	1	11.1	10.1	1	0	110.0																
	2019	17	1	5.9	11.5	2	-1	51.2	1	0	0.0	0	0	4	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	65	5	7.7	15.0	10	-5	51.3																
	2019	146	11	7.5	17.6	26	-15	42.8	35	4	11.4	6	-2	27	1	3.7	2	-1	15	2	13.3	1	1	
03 Professionals	2016	60	11	18.3	18.1	11	0	101.3																
	2019	173	36	20.8	23.1	40	-4	90.1	78	15	19.2	18	-3	25	5	20.0	5	0	25	4	16.0	5	-1	
04 Semi-Professionals & Technicians	2016	15	2	13.3	23.4	4	-2	57.0																
	2019	35	7	20.0	20.9	7	0	95.7	18	7	38.9	4	3	3	0	0.0	0	0	2	0	0.0	0	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	5	0	0.0										
02 Middle & Other Managers	2019	62	5	8.1	0	0.0	0.0	0.0	3	166.7	0.0	0.0		
	2022	62	5	8.1										
03 Professionals	2019	103	20	19.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	103	20	19.4										
04 Semi-Professionals & Technicians	2019	21	7	33.3	0	0.0	0.0	0.0	2	350.0	0.0	0.0		
	2022	21	7	33.3										
05 Supervisors	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004215

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	8	1	12.5	35.3	3	-2	35.4																
	2019	16	2	12.5	34.5	6	-4	36.2	6	0	0.0	2	-2	0	0	0.0	0	0	0	2	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	9	4	44.4	38.6	3	1	115.1																
	2019	11	5	45.5	43.3	5	0	105.0	1	0	0.0	0	0	0	0	0.0	0	0	0	3	2	66.7	1	1
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	6	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	6	0	0.0			34.5	0.0			34.5	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Hemmera Envirochem Inc.

[Date: 2019-07-16]

004216

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							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			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2016	166	24	14.5	18.9	31	-7	76.5																
	2019	398	62	15.6	0.0	0	62	0.0	139	26	18.7	0	26	59	6	10.2	9	-3	47	8	17.0	7	1	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	198	32	16.2	1	3200.0	0.0	0.0	6	533.3	0.0	0.0		
	2022	198	32	16.2			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Hemmera Envirochem Inc.
[Date: 2019-07-16]

Efforts

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

Required measures:

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

Other measures:

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

- Consulted employee/union representatives on communication and implementation of employment equity.
- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

Hemmera was acquired by Ausenco in November 2017. Hemmera has grown a lot since then.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Hemmera Envirochem Inc.

Primary Location: Vancouver, British Columbia

Number of Employees: 398

British Columbia	316
Ontario	33
Alberta	33
Yukon	16

Organization Overview:

NAICS # 5416 (Management, Scientific and Technical Consulting Services)

Hemmera, a wholly owned subsidiary of Ausenco₂ is a Canadian environmental consultancy. They have created opportunities for sustainable growth and balanced development for their clients. Hemmera offers progressive environmental services in Site Assessment and Remediation, Environmental Planning and Ecology, Human Environment, and Geomatics.

Key Dates – First Year Assessment

Initiated: 2016-07-28
 Received: 2016-08-26
 Closed: 2016-09-28
 Workforce
 Analysis: 2016-08-19

Key Dates – Subsequent Assessment

Initiated: 2019-07-28
 Received: 2019-07-18
 Workforce
 Analysis: 2019-07-16

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 2016-06-08 to 2019-07-16.

ASSESSMENT OF REASONABLE PROGRESS

- In the previous assessment, some goals were set in numbers. Progress has been assessed as per the goals set.

Women

01	Senior Managers	Goal not met (achieved 0%)
04	Semi-Professionals & Technicians	Goal not set.

Assessment/Observations

- EEOG 01 – Out of five new entrants, there were none from this designated group. The market availability is 27.4%. The company had set a goal of hiring / promoting one individual while they hired / promoted none. Thus achieved 0% of the goal set.
- EEOG 4 - Out of twenty-one new entrants, seven were women. The market availability is 24.2%. No goal was set during the previous assessment and thus was not able to assess the progress.

Aboriginal Peoples

Assessment/Observations

- No gaps exist in any of the EEOG for this designated group.

Person with Disabilities

01/02	Managers	No Goal set
03	Professionals	No Goal set
04	Semi-Professionals & Technicians	No Goal set
10	Clerical Personnel	No Goal set

Assessment/Observations

- EEOG 1 & 2 - Out of sixty-seven new entrants, none were from this designated group. The market availability is 4.3%. No goal was set during the previous assessment and thus was not able to assess the progress.

- EEOG 3 - Out of one hundred and three new entrants, three were from this designated group. The market availability is 3.8%. No goal was set during the previous assessment and thus was not able to assess the progress.
- EEOG 4 - Out of twenty-one new entrants, none were from this designated group. The market availability is 4.6%. No goal was set during the previous assessment and thus was not able to assess the progress.
- EEOG 10 – The Company had only one new entrant and that was not from this designated group. The market availability is 7.0%. No goal was set during the previous assessment and thus was not able to assess the progress.

Members of Visible Minorities

02	Middle & Other Managers	Goal not set
04	Semi-Professionals & Technicians	Goal not set
07	Admin. & Senior Clerical Personnel	Goal not met (achieved 0%)

Assessment/Observations

- EEOG 2 - Out of sixty-two new entrants, five were from this designated group. The market availability is 15.0%. No goal was set during the previous assessment and thus was not able to assess the progress.
- EEOG 4 - Out of twenty-one new entrants, seven were from this designated group. The market availability is 23.4%. No goal was set during the previous assessment and thus was not able to assess the progress.
- EEOG 7 - Out of one hundred and three new entrants, three were from this designated group. The market availability is 3.8%. No goal was set during the previous assessment and thus was not able to assess the progress.

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 2016-06-08 to 2019-07-16. During their initial assessment, the organization had not set most of the goals and that was acceptable at that time. Only two goals were set and they both were not met.
 - The Company advised that Hemmera was acquired by Ausenco in November 2017. And since then it has grown quite a bit.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	-4	27.6	27.6	5.9	27.6
04	Semi-Professionals & Technicians	-2	27.2	30.0	22.9	27.2

Observations:

- EEOG 4 - Long-term goal long is slightly higher than the short-term goal, which is set as per the Labour Market Availability.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 + years) # or %	%
01	Senior Managers	-1	3.2	3.5	0.0	3.2
02	Middle & Other Managers	-2	2.7	3.0	1.4	2.7
03	Professionals	-1	2.3	2.5	1.7	2.3
07	Admin. & Senior Clerical Personnel	-1	3.5	3.5	0.0	3.5

Observations:

- EEOG 01, EEOG 02 & EEOG 03 - Long-term goal long is slightly higher than the short-term goal, which is set as per the Labour Market Availability.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01/02	Managers	-8	5.0	5.0	0.0	5.0
03	Professionals	-12	8.9	9.0	1.7	8.9
04	Semi-Professionals & Technicians	-3	7.6	8.0	0.0	7.6
07	Admin. & Senior Clerical Personnel	-1	10.0	10.0	6.3	10.0
10	Clerical Personnel	-1	9.3	9.3	0.0	9.3

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	-1	11.5	11.5	5.9	11.5
02	Middle & Other Managers	-15	17.6	17.6	7.5	17.6
03	Professionals	-4	23.1	23.1	20.8	23.1
07	Admin. & Senior Clerical Personnel	-4	34.5	34.5	12.5	34.5

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:

Hemmera Envirochem Inc. 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 using permanent full-time and permanent part-time employment when vacancies arise.

Name of Analyst: Neena Sharan

Date: September 24, 2019

Nyirasafari, Ange AN [NC]

From: Sharan, Neena N [NC] on behalf of EE-EME
Sent: September 27, 2019 3:56 PM
To: 'nbranco@hemmera.com'; 'jpowershaldane@hemmera.com'; 'Sarah Leger'
Subject: Government of Canada Agreement Number: 100251 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Natalie Branco:

I am writing to inform you that the subsequent compliance assessment initiated on July 28, 2019 has been completed. As a result of the assessment, Hemmera Envirochem Inc. 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 Hemmera Envirochem Inc.'s employment equity program.

- Hemmera Envirochem Inc. 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 using permanent full-time and permanent part-time employment when vacancies arise.

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 July 28, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

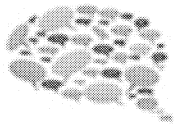
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Hemmera Envirochem Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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