



Employment and
Social Development Canada

Emploi et
Développement social Canada

Labour Program
Federal Contractors Program

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Agreement N°:

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

☒ New Agreement

☐ Revised Agreement

ORGANIZATION	
Legal Name of Organization HYPERTECHNOLOGIE CIARA 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)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 33411	Total number of employees in Canada (Full-Time/Part-Time/Temporary) To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02i-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.) 9300 TRANSCANADA HIGHWAY	City SAINT-LAURENT	Province QC	Postal Code H4S 1K5
	Telephone Number 514-798-8880	Fax Number 514-798-8889	

EMPLOYMENT EQUITY CONTACT	
Name (print) JONATHAN AHDOUT	Title EXECUTIVE VICE PRESIDENT
Telephone Number 514-745-4540 x 5700	E-mail Address jahdout@hypertec.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.esdo.gc.ca/eng/about/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) JONATHAN AHDOUT	Title EXECUTIVE VICE PRESIDENT
Telephone Number 514-745-4540 x 5700	E-mail Address jahdout@hypertec.com
Signature [REDACTED]	Date 19/11/2013

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: (514) 853-8768 or by e-mail at: ee-eme@hrado-rhdcc.gc.ca



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

Reporting Period 2015-03-03 to 2018-02-12

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
Québec	204	3	0	207	Montréal	204	3	0	207
Alberta	1	0	0	1	Alta. less CMAs	1	0	0	1
Total Employees in Canada				208	Total Employees in Canada				208



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2015-03-03 to 2018-02-12

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	6	1	1		1				1	1	
	Total	7	6	1	1		1				1	1	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	28	23	5	1	1					9	7	2
	Total	28	23	5	1	1					9	7	2
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	28	25	3				1	1		11	11	
	Total	28	25	3				1	1		11	11	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	24	18	6							10	8	2
	Total	24	18	6							10	8	2



Hypertechnologie Ciara Inc. (certificate # 050731)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2015-03-03 to 2018-02-12

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2015-03-03 to 2018-02-12

004366

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	25	18	7				1	1		6	5	1
	Total	25	18	7				1	1		6	5	1
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	5	1							2	2	
	Total	6	5	1							2	2	
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	53	32	21	2		2	1	1		30	17	13
	Total	53	32	21	2		2	1	1		30	17	13
Other Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	9								2	2	
	Total	9	9								2	2	



Hypertechnologie Ciara Inc. (certificate # 050731)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2015-03-03 to 2018-02-12

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		204	151	53	5	2	3	3	3		80	57	23



Hypertechnologie Ciara Inc. (certificate # 050731)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Part-Time / Québec
Reporting Period 2015-03-03 to 2018-02-12

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



Hypertechnologie Ciara Inc. (certificate # 050731)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2015-03-03 to 2018-02-12

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Québec

Reporting Period 2015-03-03 to 2018-02-12

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	204	151	53	5	2	3	3	3		80	57	23
Total Number of Employees	204	151	53	5	2	3	3	3		80	57	23



Hypertechnologie Ciara Inc. (certificate # 050731)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / Québec

Reporting Period 2015-03-03 to 2018-02-12

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	3	2	1									
Total Number of Employees	3	2	1									



Hypertechnologie Ciara Inc. (certificate # 050731)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / Alberta

Reporting Period 2015-03-03 to 2018-02-12

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	1	1										
Total Number of Employees	1	1										



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2015-03-03 to 2018-02-12

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	20	15	5							8	6	2
Professionals	18	15	3							6	5	1
Semi-Professionals and Technicians	12	12					1	1		6	6	
Supervisors	2		2									
Administrative and Senior Clerical Personnel	2		2									
Skilled Sales and Service Personnel	6	4	2							2	1	1
Clerical Personnel	27	12	15							5	3	2
Intermediate Sales and Service Personnel	3	2	1							2	2	
Semi-Skilled Manual Workers	101	73	28	2		2	2	1	1	65	45	20
Other Manual Workers	19	19								9	9	
Total Number of Employees Hired	211	153	58	2		2	3	2	1	103	77	26



Hypertechnologie Ciara Inc. (certificate # 050731)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

004374

Reporting Period 2015-03-03 to 2018-02-12

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



Hypertechnologie Ciara Inc. (certificate # 050731)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-03-03 to 2018-02-12

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	1	1										
Middle and Other Managers	15	12	3							6	6	
Professionals	9	9								2	2	
Semi-Professionals and Technicians	15	11	4							6	6	
Supervisors	3	2	1									
Supervisors: Crafts and Trades	6	2	4							5	1	4
Skilled Sales and Service Personnel	2	1	1							2	1	1
Clerical Personnel	6	5	1				1	1		2	1	1
Intermediate Sales and Service Personnel	2	2										
Semi-Skilled Manual Workers	9	8	1				1	1		5	4	1
Total Number of Employees Promoted	68	53	15				2	2		28	21	7
Total Number of Promotions	76	60	16				2	2		33	26	7



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National

Reporting Period 2015-03-03 to 2018-02-12

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	17	14	3							9	8	1
Professionals	6	4	2							2	1	1
Semi-Professionals and Technicians	19	19					3	3		7	7	
Supervisors	4	1	3							2	1	1
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	10	7	3							4	2	2
Clerical Personnel	24	11	13							7	4	3
Intermediate Sales and Service Personnel	2	2								1	1	
Semi-Skilled Manual Workers	109	87	22	1	1		1		1	72	57	15
Other Manual Workers	21	20	1							13	13	
Total Number of Employees Terminated	214	166	48	1	1		4	3	1	117	94	23



Hypertechnologie Ciara Inc. (certificate # 050731)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2015-03-03 to 2018-02-12

004377

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



Workplace Equity Information Management System - Hypertechnologie Ciara Inc.

Workforce Analysis - Detailed Report

Date: 2018-02-12

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	1	14.3 %	27.4 %	2	-1	National
02 : Middle and Other Managers	National	29	5	17.2 %	38.9 %	11	-6	National
03 : Professionals		30	4	13.3 %	20.4 %	6	-2	
2132 : Mechanical engineers	National	2	1	50.0 %	9.0 %	0	1	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	17.0 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	9	0	0.0 %	12.6 %	1	-1	National
2171 : Information systems analysts and consultants	National	6	1	16.7 %	28.3 %	2	-1	National
2173 : Software engineers and designers	National	9	2	22.2 %	17.4 %	2	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	17.9 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	50.7 %	1	-1	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	69.9 %	1	-1	National
04 : Semi-Professionals and Technicians		24	6	25.0 %	10.6 %	3	3	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	3	1	33.3 %	26.7 %	1	0	Québec
2241 : Electrical and electronics engineering technologists and technicians	Québec	11	4	36.4 %	9.1 %	1	3	Québec
2242 : Electronic service technicians (household and business equipment)	Québec	10	1	10.0 %	7.5 %	1	0	Québec
05 : Supervisors		5	1	20.0 %	50.8 %	3	-2	
Employment Equity Occupational Group	Montréal	5	1	20.0 %	50.8 %	3	-2	Montréal
06 : Supervisors: Crafts and Trades		7	4	57.1 %	36.6 %	3	1	
9222 : Supervisors, electronics manufacturing	Québec	7	4	57.1 %	36.6 %	3	1	Québec
07 : Administrative and Senior Clerical Personnel		1	1	100.0 %	80.8 %	1	0	
Employment Equity Occupational Group	Montréal	1	1	100.0 %	80.8 %	1	0	Montréal
08 : Skilled Sales and Service Personnel		11	3	27.3 %	32.4 %	4	-1	
6221 : Technical sales specialists - wholesale trade	Québec	9	2	22.2 %	29.1 %	3	-1	Québec
6222 : Retail and wholesale buyers	Québec	2	1	50.0 %	46.8 %	1	0	Québec



Workforce Analysis - Detailed Report

Date: 2018-02-12

004379

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women					Recruitment Area
			Representation		Availability		Gap	
			#	%	%	#	#	
10 : Clerical Personnel		25	7	28.0 %	62.5 %	16	-9	
Employment Equity Occupational Group	Montréal	25	7	28.0 %	62.5 %	16	-9	Montréal
11 : Intermediate Sales and Service Personnel		6	1	16.7 %	61.8 %	4	-3	
Employment Equity Occupational Group	Montréal	6	1	16.7 %	61.8 %	4	-3	Montréal
12 : Semi-Skilled Manual Workers		54	21	38.9 %	18.4 %	10	11	
Employment Equity Occupational Group	Montréal	54	21	38.9 %	18.4 %	10	11	Montréal
14 : Other Manual Workers		9	0	0.0 %	23.8 %	2	-2	
Employment Equity Occupational Group	Montréal	9	0	0.0 %	23.8 %	2	-2	Montréal
Total		208	54	26.0 %	30.2 %	65	-11	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-02-12

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	1	14.3 %	2.9 %	0	1	National
02 : Middle and Other Managers	National	29	1	3.4 %	2.2 %	1	0	National
03 : Professionals		30	0	0.0 %	0.9 %	0	0	
2132 : Mechanical engineers	National	2	0	0.0 %	0.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	0.8 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	9	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National	6	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	9	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	1.0 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	2.0 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	2.9 %	0	0	National
04 : Semi-Professionals and Technicians		24	0	0.0 %	1.0 %	0	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	3	0	0.0 %	1.4 %	0	0	Québec
2241 : Electrical and electronics engineering technologists and technicians	Québec	11	0	0.0 %	0.8 %	0	0	Québec
2242 : Electronic service technicians (household and business equipment)	Québec	10	0	0.0 %	1.0 %	0	0	Québec
05 : Supervisors		5	1	20.0 %	0.8 %	0	1	
Employment Equity Occupational Group	Montréal	5	1	20.0 %	0.8 %	0	1	Montréal
06 : Supervisors: Crafts and Trades		7	0	0.0 %	0.0 %	0	0	
9222 : Supervisors, electronics manufacturing	Québec	7	0	0.0 %	0.0 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.7 %	0	0	Montréal
08 : Skilled Sales and Service Personnel		11	0	0.0 %	1.0 %	0	0	
6221 : Technical sales specialists - wholesale trade	Québec	9	0	0.0 %	1.0 %	0	0	Québec
6222 : Retail and wholesale buyers	Québec	2	0	0.0 %	0.8 %	0	0	Québec



Workforce Analysis - Detailed Report

Date: 2018-02-12

004381

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		25	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	25	0	0.0 %	0.8 %	0	0	Montréal
11 : Intermediate Sales and Service Personnel		6	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montréal	6	0	0.0 %	0.9 %	0	0	Montréal
12 : Semi-Skilled Manual Workers		54	2	3.7 %	0.9 %	0	2	
Employment Equity Occupational Group	Montréal	54	2	3.7 %	0.9 %	0	2	Montréal
14 : Other Manual Workers		9	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	9	0	0.0 %	0.8 %	0	0	Montréal
Total		208	5	2.4 %	1.1 %	1	4	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-02-12

004382

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	1	14.3 %	10.1 %	1	0	National
02 : Middle and Other Managers	National	29	9	31.0 %	15.0 %	4	5	National
03 : Professionals		30	11	36.7 %	35.4 %	11	0	
2132 : Mechanical engineers	National	2	1	50.0 %	28.6 %	1	0	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	31.5 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	9	2	22.2 %	38.2 %	3	-1	National
2171 : Information systems analysts and consultants	National	6	3	50.0 %	31.4 %	2	1	National
2173 : Software engineers and designers	National	9	4	44.4 %	40.5 %	4	0	National
2174 : Computer programmers and interactive media developers	National	1	1	100.0 %	31.5 %	0	1	National
4163 : Business development officers and marketing researchers and consultants	National	1	0	0.0 %	21.9 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	22.2 %	0	0	National
04 : Semi-Professionals and Technicians		24	10	41.7 %	11.3 %	3	7	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	3	2	66.7 %	12.3 %	0	2	Québec
2241 : Electrical and electronics engineering technologists and technicians	Québec	11	3	27.3 %	9.5 %	1	2	Québec
2242 : Electronic service technicians (household and business equipment)	Québec	10	5	50.0 %	12.9 %	1	4	Québec
05 : Supervisors		5	0	0.0 %	16.7 %	1	-1	
Employment Equity Occupational Group	Montréal	5	0	0.0 %	16.7 %	1	-1	Montréal
06 : Supervisors: Crafts and Trades		7	6	85.7 %	10.8 %	1	5	
9222 : Supervisors, electronics manufacturing	Québec	7	6	85.7 %	10.8 %	1	5	Québec
07 : Administrative and Senior Clerical Personnel		1	0	0.0 %	12.2 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	12.2 %	0	0	Montréal
08 : Skilled Sales and Service Personnel		11	3	27.3 %	8.7 %	1	2	
6221 : Technical sales specialists - wholesale trade	Québec	9	3	33.3 %	8.5 %	1	2	Québec
6222 : Retail and wholesale buyers	Québec	2	0	0.0 %	9.9 %	0	0	Québec



Workforce Analysis - Detailed Report

Date: 2018-02-12

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		25	6	24.0 %	17.4 %	4	2	
Employment Equity Occupational Group	Montréal	25	6	24.0 %	17.4 %	4	2	Montréal
11 : Intermediate Sales and Service Personnel		6	2	33.3 %	22.2 %	1	1	
Employment Equity Occupational Group	Montréal	6	2	33.3 %	22.2 %	1	1	Montréal
12 : Semi-Skilled Manual Workers		54	30	55.6 %	22.7 %	12	18	
Employment Equity Occupational Group	Montréal	54	30	55.6 %	22.7 %	12	18	Montréal
14 : Other Manual Workers		9	2	22.2 %	22.1 %	2	0	
Employment Equity Occupational Group	Montréal	9	2	22.2 %	22.1 %	2	0	Montréal
Total		208	80	38.5 %	19.7 %	41	39	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-02-12

004384

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities					Recruitment Area
			Representation		Availability		Gap	
			#	%	%	#	#	
01/02 : Managers	National	36	0	0.0 %	4.3 %	2	-2	National
03 : Professionals	National	30	1	3.3 %	3.8 %	1	0	National
04 : Semi-Professionals and Technicians	National	24	0	0.0 %	4.6 %	1	-1	National
05 : Supervisors	National	5	0	0.0 %	13.9 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	7	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	1	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	11	0	0.0 %	3.5 %	0	0	National
10 : Clerical Personnel	National	25	1	4.0 %	7.0 %	2	-1	National
11 : Intermediate Sales and Service Personnel	National	6	0	0.0 %	5.6 %	0	0	National
12 : Semi-Skilled Manual Workers	National	54	1	1.9 %	4.8 %	3	-2	National
14 : Other Manual Workers	National	9	0	0.0 %	5.3 %	0	0	National
Total		208	3	1.5 %	5.1 %	11	-8	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-02-12

004385

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-02-12

004386

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Hypertechnologie Ciara Inc.

Workforce Analysis - Summary Report

Date: 2018-02-12

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap	
		#	%	%	#		#
01 : Senior Managers	7	1	14.3 %	27.4 %	2		-1
02 : Middle and Other Managers	29	5	17.2 %	38.9 %	11		-6
03 : Professionals	30	4	13.3 %	20.4 %	6		-2
04 : Semi-Professionals and Technicians	24	6	25.0 %	10.6 %	3		3
05 : Supervisors	5	1	20.0 %	50.8 %	3		-2
06 : Supervisors: Crafts and Trades	7	4	57.1 %	36.6 %	3		1
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	80.8 %	1		0
08 : Skilled Sales and Service Personnel	11	3	27.3 %	32.4 %	4		-1
10 : Clerical Personnel	25	7	28.0 %	62.5 %	16		-9
11 : Intermediate Sales and Service Personnel	6	1	16.7 %	61.8 %	4		-3
12 : Semi-Skilled Manual Workers	54	21	38.9 %	18.4 %	10		11
14 : Other Manual Workers	9	0	0.0 %	23.8 %	2		-2
Total	208	54	26.0 %	30.2 %	65		-11

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-02-12

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	7	1	14.3 %	2.9 %	0	1
02 : Middle and Other Managers	29	1	3.4 %	2.2 %	1	0
03 : Professionals	30	0	0.0 %	0.9 %	0	0
04 : Semi-Professionals and Technicians	24	0	0.0 %	1.0 %	0	0
05 : Supervisors	5	1	20.0 %	0.8 %	0	1
06 : Supervisors: Crafts and Trades	7	0	0.0 %	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	0.7 %	0	0
08 : Skilled Sales and Service Personnel	11	0	0.0 %	1.0 %	0	0
10 : Clerical Personnel	25	0	0.0 %	0.8 %	0	0
11 : Intermediate Sales and Service Personnel	6	0	0.0 %	0.9 %	0	0
12 : Semi-Skilled Manual Workers	54	2	3.7 %	0.9 %	0	2
14 : Other Manual Workers	9	0	0.0 %	0.8 %	0	0
Total	208	5	2.4 %	1.1 %	1	4

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-02-12

004389

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	7	1	14.3 %	10.1 %	1	0
02 : Middle and Other Managers	29	9	31.0 %	15.0 %	4	5
03 : Professionals	30	11	36.7 %	35.4 %	11	0
04 : Semi-Professionals and Technicians	24	10	41.7 %	11.3 %	3	7
05 : Supervisors	5	0	0.0 %	16.7 %	1	-1
06 : Supervisors: Crafts and Trades	7	6	85.7 %	10.8 %	1	5
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	12.2 %	0	0
08 : Skilled Sales and Service Personnel	11	3	27.3 %	8.7 %	1	2
10 : Clerical Personnel	25	6	24.0 %	17.4 %	4	2
11 : Intermediate Sales and Service Personnel	6	2	33.3 %	22.2 %	1	1
12 : Semi-Skilled Manual Workers	54	30	55.6 %	22.7 %	12	18
14 : Other Manual Workers	9	2	22.2 %	22.1 %	2	0
Total	208	80	38.5 %	19.7 %	41	39

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-02-12

004390

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation #	%	Availability %	#	
01/02 : Managers	36	0	0.0 %	4.3 %	2	-2
03 : Professionals	30	1	3.3 %	3.8 %	1	0
04 : Semi-Professionals and Technicians	24	0	0.0 %	4.6 %	1	-1
05 : Supervisors	5	0	0.0 %	13.9 %	1	-1
06 : Supervisors: Crafts and Trades	7	0	0.0 %	7.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	1	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	11	0	0.0 %	3.5 %	0	0
10 : Clerical Personnel	25	1	4.0 %	7.0 %	2	-1
11 : Intermediate Sales and Service Personnel	6	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	54	1	1.9 %	4.8 %	3	-2
14 : Other Manual Workers	9	0	0.0 %	5.3 %	0	0
Total	208	3	1.5 %	5.1 %	11	-8

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-02-12

004391

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-02-12

004392

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Hypertechnologie CIARA Inc.
2018-02-12

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	03

Data from Subsequent/Current Workforce Analysis
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↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	12

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	1	24.2
02	Middle & Other Managers	17	4	39.1
03	Professionals	14	3	54.2
04	Semi-Professionals & Technicians	16	4	56.3
05	Supervisors	4	0	51.7
06	Supervisors: Crafts & Trades	5	0	17.8
07	Administrative & Senior Clerical Personnel	0	0	81.8
08	Skilled Sales & Service Personnel	14	3	46.4
09	Skilled Crafts & Trades Workers	0	0	6.3
10	Clerical Personnel	17	5	66.4
11	Intermediate Sales & Service Personnel	0	0	63.2
12	Semi-Skilled Manual Workers	31	7	22.1
13	Other Sales & Service Personnel	0	0	50.0
14	Other Manual Workers	3	0	27.6
Total		128	27	41.7

* Source:
2006 Census of Canada

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
		#	#	%
		7	1	27.4
		29	5	38.9
		30	4	20.4
		24	6	10.6
		5	1	50.8
		7	4	36.6
		1	1	80.8
		11	3	32.4
		0	0	0.0
		25	7	62.5
		6	1	61.8
		54	21	18.4
		0	0	0.0
		9	0	23.8
		208	54	30.2

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hypertechnologie CIARA Inc.

2018-02-12

Data from First/Previous Workforce Analysis



Data from Subsequent/Current Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	03

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	12

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	1	2.4
02	Middle & Other Managers	17	0	1.9
03	Professionals	14	0	1.8
04	Semi-Professionals & Technicians	16	0	1.4
05	Supervisors	4	1	0.5
06	Supervisors: Crafts & Trades	5	0	1.1
07	Administrative & Senior Clerical Personnel	0	0	0.4
08	Skilled Sales & Service Personnel	14	0	1.2
09	Skilled Crafts & Trades Workers	0	0	1.4
10	Clerical Personnel	17	0	0.5
11	Intermediate Sales & Service Personnel	0	0	0.6
12	Semi-Skilled Manual Workers	31	0	0.6
13	Other Sales & Service Personnel	0	0	0.6
14	Other Manual Workers	3	0	0.7
Total		128	2	1.2

		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		7	1	2.9
		29	1	2.2
		30	0	0.9
		24	0	1.0
		5	1	0.8
		7	0	0.0
		1	0	0.7
		11	0	1.0
		0	0	0.0
		25	0	0.8
		6	0	0.9
		54	2	0.9
		0	0	0.0
		9	0	0.8
		208	5	1.1

* Source:

2006 Census of Canada

* Source:

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hypertechnologie CIARA Inc.

2018-02-12

Data from First/Previous Workforce Analysis



Data from Subsequent/Current Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	03

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	12

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	2	8.7
02	Middle & Other Managers	17	6	14.0
03	Professionals	14	4	16.5
04	Semi-Professionals & Technicians	16	6	7.3
05	Supervisors	4	2	12.9
06	Supervisors: Crafts & Trades	5	4	3.1
07	Administrative & Senior Clerical Personnel	0	0	9.1
08	Skilled Sales & Service Personnel	14	2	9.4
09	Skilled Crafts & Trades Workers	0	0	4.4
10	Clerical Personnel	17	4	14.4
11	Intermediate Sales & Service Personnel	0	0	17.0
12	Semi-Skilled Manual Workers	31	19	21.2
13	Other Sales & Service Personnel	0	0	20.8
14	Other Manual Workers	3	2	21.2
Total		128	51	14.1

		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		7	1	10.1
		29	9	15.0
		30	11	35.4
		24	10	11.3
		5	0	16.7
		7	6	10.8
		1	0	12.2
		11	3	8.7
		0	0	0.0
		25	6	17.4
		6	2	22.2
		54	30	22.7
		0	0	0.0
		9	2	22.1
		208	80	19.7

* Source:

2006 Census of Canada

* Source:

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hypertechnologie CIARA Inc.

2018-02-12

Data from First/Previous Workforce Analysis



Data from Subsequent/Current Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	03

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	02	12

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	24	0	3.2
03	Professionals	14	1	4.5
04	Semi-Professionals & Technicians	16	2	4.8
05	Supervisors	4	0	9.5
06	Supervisors: Crafts & Trades	5	0	4.6
07	Administrative & Senior Clerical Personnel	0	0	2.6
08	Skilled Sales & Service Personnel	14	0	5.6
09	Skilled Crafts & Trades Workers	0	0	5.3
10	Clerical Personnel	17	1	4.4
11	Intermediate Sales & Service Personnel	0	0	5.3
12	Semi-Skilled Manual Workers	31	1	5.5
13	Other Sales & Service Personnel	0	0	6.5
14	Other Manual Workers	3	0	5.2
Total		128	5	0.0

		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		36	0	4.3
		30	1	3.8
		24	0	4.6
		5	0	13.9
		7	0	7.8
		1	0	3.4
		11	0	3.5
		0	0	0.0
		25	1	7.0
		6	0	5.6
		54	1	4.8
		0	0	0.0
		9	0	5.3
		208	3	5.1

* Source:

2006 Census of Canada

* Source:

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hypertechnologie CIARA Inc.

43143

Start Date of Flow Data		
YYYY	MM	DD
2015	03	03

End Date of Flow Data		
YYYY	MM	DD
2018	02	12

Data from Form 4 - Employees
Hired

↓ ↓ ↓ ↓

Table 1: Women

Full-time / National		Part-time / National	
All Employees Hired	Women Hired	All Employees Hired	Women Hired
#	#	#	#

Data from Form 5 - Employees
Promoted

↓ ↓ ↓ ↓

Table 5: Women

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#

Data from Form 6 - Employees
Terminated

↓ ↓ ↓ ↓

Table 9: Women

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#

Employment Equity Occupational Group (EEOG)		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	20	5	0	0
03	Professionals	18	3	0	0
04	Semi-Professionals & Technicians	12	0	0	0
05	Supervisors	2	2	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	2	2	1	1
08	Skilled Sales & Service Personnel	6	2	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	27	15	0	0
11	Intermediate Sales & Service Personnel	3	1	0	0
12	Semi-Skilled Manual Workers	101	28	1	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	19	0	0	0
Total		211	58	2	1

1	0	0	0
15	3	0	0
9	0	0	0
15	4	0	0
3	1	0	0
6	4	0	0
0	0	0	0
2	1	0	0
0	0	0	0
6	1	0	0
2	0	0	0
9	1	0	0
0	0	0	0
0	0	0	0
68	15	0	0

1	0	1	0
17	3	0	0
6	2	0	0
19	0	1	1
4	3	0	0
0	0	0	0
1	1	1	1
10	3	0	0
0	0	0	0
24	13	0	0
2	0	0	0
109	22	0	0
0	0	0	0
21	1	0	0
214	48	3	2

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hypertechnologie CIARA Inc.

43143

Start Date of Flow Data		
YYYY	MM	DD
2015	03	03

End Date of Flow Data		
YYYY	MM	DD
2018	02	12

Data from Form 4 - Employees
Hired

↓ ↓ ↓ ↓

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)		Full-time / National		Part-time / National	
		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	20	0	0	0
03	Professionals	18	0	0	0
04	Semi-Professionals & Technicians	12	0	0	0
05	Supervisors	2	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	2	0	1	0
08	Skilled Sales & Service Personnel	6	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	27	0	0	0
11	Intermediate Sales & Service Personnel	3	0	0	0
12	Semi-Skilled Manual Workers	101	2	1	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	19	0	0	0
Total		211	2	2	0

Data from Form 5 - Employees
Promoted

↓ ↓ ↓ ↓

Table 6: Aboriginal Peoples

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#

1	0	0	0
15	0	0	0
9	0	0	0
15	0	0	0
3	0	0	0
6	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
6	0	0	0
2	0	0	0
9	0	0	0
0	0	0	0
0	0	0	0
68	0	0	0

Data from Form 6 - Employees
Terminated

↓ ↓ ↓ ↓

Table 10: Aboriginal Peoples

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#

1	0	1	0
17	0	0	0
6	0	0	0
19	0	1	0
4	0	0	0
0	0	0	0
1	0	1	0
10	0	0	0
0	0	0	0
24	0	0	0
2	0	0	0
109	1	0	0
0	0	0	0
21	0	0	0
214	1	3	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hypertechnologie CIARA Inc.

43143

Start Date of Flow Data		
YYYY	MM	DD
2015	03	03

End Date of Flow Data		
YYYY	MM	DD
2018	02	12

Data from Form 4 - Employees
Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
#	#	#	#

Employment Equity Occupational Group (EEOG)		Full-time / National		Part-time / National	
		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	20	0	0	0
03	Professionals	18	0	0	0
04	Semi-Professionals & Technicians	12	1	0	0
05	Supervisors	2	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	2	0	1	0
08	Skilled Sales & Service Personnel	6	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	27	0	0	0
11	Intermediate Sales & Service Personnel	3	0	0	0
12	Semi-Skilled Manual Workers	101	2	1	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	19	0	0	0
Total		211	3	2	0

Data from Form 5 - Employees
Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#

1	0	0	0
15	0	0	0
9	0	0	0
15	0	0	0
3	0	0	0
6	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
6	1	0	0
2	0	0	0
9	1	0	0
0	0	0	0
0	0	0	0
68	2	0	0

Data from Form 6 - Employees
Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#

1	0	1	0
17	0	0	0
6	0	0	0
19	3	1	0
4	0	0	0
0	0	0	0
1	0	1	0
10	0	0	0
0	0	0	0
24	0	0	0
2	0	0	0
109	1	0	0
0	0	0	0
21	0	0	0
214	4	3	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hypertechnologie CIARA Inc.

43143

Start Date of Flow Data		
YYYY	MM	DD
2015	03	03

End Date of Flow Data		
YYYY	MM	DD
2018	02	12

**Data from Form 4 - Employees
Hired**

↓ ↓ ↓ ↓

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
#	#	#	#

Employment Equity Occupational Group (EEOG)		Full-time / National		Part-time / National	
		All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	1	0	0	0
02	Middle & Other Managers	20	8	0	0
03	Professionals	18	6	0	0
04	Semi-Professionals & Technicians	12	6	0	0
05	Supervisors	2	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	2	0	1	0
08	Skilled Sales & Service Personnel	6	2	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	27	5	0	0
11	Intermediate Sales & Service Personnel	3	2	0	0
12	Semi-Skilled Manual Workers	101	65	1	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	19	9	0	0
Total		211	103	2	0

**Data from Form 5 - Employees
Promoted**

↓ ↓ ↓ ↓

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
#	#	#	#

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
1	0	0	0
15	6	0	0
9	2	0	0
15	6	0	0
3	0	0	0
6	5	0	0
0	0	0	0
2	2	0	0
0	0	0	0
6	2	0	0
2	0	0	0
9	5	0	0
0	0	0	0
0	0	0	0
68	28	0	0

**Data from Form 6 - Employees
Terminated**

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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
#	#	#	#

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	1	0
17	9	0	0
6	2	0	0
19	7	1	0
4	2	0	0
0	0	0	0
1	0	1	0
10	4	0	0
0	0	0	0
24	7	0	0
2	1	0	0
109	72	0	0
0	0	0	0
21	13	0	0
214	117	3	0

Federal Contractors Program Achievement Report

Part 3: Goals

Hypertechnologie CIARA Inc.

43143

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

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees								Women											
		Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
													From - To								
			YYYY-MM-DD	Actual	Projected	Actual	Projected		YYYY-MM-DD	YYYY - YYYY											
			2015-03-03	Annually	Annually	Over 3 Years	Annually		Annually	Over 3 Years	2015-03-03		Annually	Over 3 Years						2015	2018
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%				
01	Senior Managers	7	0.0%	30.0%	6	28.6%	5.0%	1	7	1	5.0%	0	2	1	19.4%	24.2%	-1	-1	14.3%	15.4%	
02	Middle & Other Managers	17	19.5%	30.0%	15	73.9%	5.0%	3	18	4	5.0%	1	10	6	31.3%	39.1%	-3	-4	23.5%	28.1%	
03	Professionals	14	28.9%	30.0%	13	27.3%	5.0%	2	15	3	5.0%	0	12	6	43.3%	54.2%	-5	-6	21.4%	33.3%	
04	Semi-Professionals & Tech	16	14.5%	30.0%	14	100.0%	5.0%	2	16	4	5.0%	1	14	7	45.0%	56.3%	-5	-7	25.0%	33.3%	
05	Supervisors	4	7.7%	30.0%	4	88.9%	5.0%	1	5	0	5.0%	0	4	2	41.4%	51.7%	-2	-2	0.0%	25.0%	
06	Supervisors: Crafts & Trades	5	11.9%	30.0%	5	0.0%	5.0%	1	6	0	5.0%	0	2	1	14.2%	17.8%	-1	-1	0.0%	10.0%	
07	Administrative & Sr Clerical	0	0.0%	30.0%	0	400.0%	5.0%	0	0	0	5.0%	0	0	0		81.8%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	14	-7.7%	30.0%	13	80.0%	5.0%	2	15	3	5.0%	0	10	6	37.1%	46.4%	-3	-4	21.4%	33.3%	
09	Skilled Crafts & Trades	0	0.0%	30.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0		6.3%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	17	13.7%	30.0%	15	114.3%	5.0%	3	18	5	5.0%	1	17	10	53.1%	66.4%	-6	-7	29.4%	43.8%	
11	Intermediate Sales & Service	0	0.0%	30.0%	0	66.7%	5.0%	0	0	0	5.0%	0	0	0		63.2%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	31	20.3%	30.0%	28	256.5%	5.0%	5	33	7	5.0%	1	7	0		22.1%	0	-7	22.6%	10.2%	
13	Other Sales & Service	0	0.0%	30.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0		50.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	3	44.2%	30.0%	3	350.0%	5.0%	0	3	0	5.0%	0	2	1	22.1%	27.6%	-1	-1	0.0%	16.7%	
Total		128	17.6%	30.0%	115	129.2%	5.0%	19	134	27	5.0%	4	78	0		41.7%	-26	-78	21.1%	9.5%	

[†] 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 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	1	19.4	0	0.0	
02	Middle & Other Managers	6	31.3	0	0.0	
03	Professionals	6	43.3	0	0.0	
04	Semi-Professionals & Tech	7	45.0	0	47.5	
05	Supervisors	2	41.4	0	0.0	
06	Supervisors: Crafts & Trades	1	14.2	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	6	37.1	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	10	53.1	0	54.6	
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	

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14	Other Manual Workers	1	22.1	0	0.0		
Total		0	0.0	0	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Hypertechnologie CIARA Inc.

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples											
		Number YYYY-MM-DD 2015-03-03 #	Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number YYYY-MM-DD 2015-03-03 #	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
			Actual 2015-03-03 #	Projected		Actual 2015-03-03 #	Projected						From - To							
				Actual 2015-03-03 #	Projected								YYYY - YYYY							
													2015	2018						
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	7	0.0%		0	28.6%		0	0	1	0.0%	0	-1	0		2.4%	1	1	14.3%	14.3%
02	Middle & Other Managers	17	19.5%		0	73.9%		0	0	0	0.0%	0	0	0		1.9%	0	0	0.0%	0.0%
03	Professionals	14	28.9%		0	27.3%		0	0	0	0.0%	0	0	0		1.8%	0	0	0.0%	0.0%
04	Semi-Professionals & Tech	16	14.5%		0	100.0%		0	0	0	0.0%	0	0	0		1.4%	0	0	0.0%	0.0%
05	Supervisors	4	7.7%		0	88.9%		0	0	1	0.0%	0	-1	0		0.5%	1	1	25.0%	25.0%
06	Supervisors: Crafts & Trades	5	11.9%		0	0.0%		0	0	0	0.0%	0	0	0		1.1%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	0	0.0%		0	400.0%		0	0	0	0.0%	0	0	0		0.4%	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	14	-7.7%		0	80.0%		0	0	0	0.0%	0	0	0		1.2%	0	0	0.0%	0.0%
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.4%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	17	13.7%		0	114.3%		0	0	0	0.0%	0	0	0		0.5%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		0	66.7%		0	0	0	0.0%	0	0	0		0.6%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	31	20.3%		0	256.5%		0	0	0	0.0%	0	0	0		0.6%	0	0	0.0%	0.0%
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.6%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	3	44.2%		0	350.0%		0	0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%
Total		128	17.6%		0	129.2%		0	0	2	0.0%	0	0	0		1.2%	0	0	1.6%	1.6%

[†] 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 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Hypertechnologie CIARA Inc.

43143

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

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees								Persons with Disabilities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD				From - To							
		2015-03-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-03-03	Annually	Over 3 Years		YYYY - YYYY							
		#	%	%	#	%	%	#		#	%	#		#	2015						2018
01/02	Managers	24	9.7%	30.0%	22	51.2%	5.0%	4	26	0	5.0%	0	1	1	2.6%	3.2%	-1	0	0.0%	2.2%	
03	Professionals	14	28.9%	30.0%	13	27.3%	5.0%	2	15	1	5.0%	0	0	0	4.5%	4.5%	0	0	7.1%	3.7%	
04	Semi-Professionals & Tech	16	14.5%	30.0%	14	100.0%	5.0%	2	16	2	5.0%	0	-1	0	4.8%	4.8%	1	1	12.5%	6.7%	
05	Supervisors	4	7.7%	30.0%	4	88.9%	5.0%	1	5	0	5.0%	0	1	0	9.5%	9.5%	0	-1	0.0%	0.0%	
06	Supervisors: Crafts & Trades	5	11.9%	30.0%	5	0.0%	5.0%	1	6	0	5.0%	0	0	0	4.6%	4.6%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	0	0.0%	30.0%	0	400.0%	5.0%	0	0	0	5.0%	0	0	0	2.6%	2.6%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	14	-7.7%	30.0%	13	80.0%	5.0%	2	15	0	5.0%	0	2	1	4.5%	5.6%	-1	-1	0.0%	3.7%	
09	Skilled Crafts & Trades	0	0.0%	30.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	5.3%	5.3%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	17	13.7%	30.0%	15	114.3%	5.0%	3	18	1	5.0%	0	0	0	4.4%	4.4%	0	0	5.9%	3.1%	
11	Intermediate Sales & Service	0	0.0%	30.0%	0	66.7%	5.0%	0	0	0	5.0%	0	0	0	5.3%	5.3%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	31	20.3%	30.0%	28	256.5%	5.0%	5	33	1	5.0%	0	2	1	4.4%	5.5%	-1	-1	3.2%	3.4%	
13	Other Sales & Service	0	0.0%	30.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	6.5%	6.5%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	3	44.2%	30.0%	3	350.0%	5.0%	0	3	0	5.0%	0	0	0	5.2%	5.2%	0	0	0.0%	0.0%	
Total		128	17.6%	30.0%	115	129.2%	5.0%	19	134	5	5.0%	1	-4	0	0.0%	0.0%	5	4	3.9%	1.6%	

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	1	2.6	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	1	4.5	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	1	4.4	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

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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

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees								Members of Visible Minorities											
		Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
			YYYY-MM-DD	Actual	Projected	Actual	Projected			YYYY-MM-DD	From - To										
		2015-03-03	Annually	Annually	Over 3 Years	Annually	Annually		Over 3 Years	2015-03-03	Annually		Over 3 Years	2015						2018	
		#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%			
		01	Senior Managers	7	0.0%		0	28.6%		0	0	2	0.0%	0	-1	0		8.7%	1	1	28.6%
02	Middle & Other Managers	17	19.5%		0	73.9%		0	0	6	0.0%	0	-4	0		14.0%	4	4	35.3%	35.3%	
03	Professionals	14	28.9%		0	27.3%		0	0	4	0.0%	0	-2	0		16.5%	2	2	28.6%	28.6%	
04	Semi-Professionals & Tech	16	14.5%		0	100.0%		0	0	6	0.0%	0	-5	0		7.3%	5	5	37.5%	37.5%	
05	Supervisors	4	7.7%		0	88.9%		0	0	2	0.0%	0	-1	0		12.9%	1	1	50.0%	50.0%	
06	Supervisors: Crafts & Trades	5	11.9%		0	0.0%		0	0	4	0.0%	0	-4	0		3.1%	4	4	80.0%	80.0%	
07	Administrative & Sr Clerical	0	0.0%		0	400.0%		0	0	0	0.0%	0	0	0		9.1%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	14	-7.7%		0	80.0%		0	0	2	0.0%	0	-1	0		9.4%	1	1	14.3%	14.3%	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		4.4%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	17	13.7%		0	114.3%		0	0	4	0.0%	0	-2	0		14.4%	2	2	23.5%	23.5%	
11	Intermediate Sales & Service	0	0.0%		0	66.7%		0	0	0	0.0%	0	0	0		17.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	31	20.3%		0	256.5%		0	0	19	0.0%	0	-12	0		21.2%	12	12	61.3%	61.3%	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		20.8%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	3	44.2%		0	350.0%		0	0	2	0.0%	0	-1	0		21.2%	1	1	66.7%	66.7%	
Total		128	17.6%		0	129.2%		0	0	51	0.0%	0	-33	0		14.1%	33	33	39.8%	39.8%	

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

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

Table 8: Members of Visible Minorities

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

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14	Other Manual Workers	0	0.0	0	0.0		
Total		0	0.0	0	0.0		

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Data for Subsequent/Current Goals

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

Employment Equity Occupational Group (EOG)		Table 9: Women																		
		All Employees								Subsequent/Current Short-term Goals										
		All Employees								Women										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		From - To										
2018-02-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-02-12	Annually		Over 3 Years	YYYY - YYYY									
		#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%	
01	Senior Managers	7	0.0%	5.0%	1	28.6%	20.0%	4	5	1	20.0%	1	2	1	27.4%	27.4%	-1	-1	14.3%	12.5%
02	Middle & Other Managers	29	19.5%	10.0%	9	73.9%	20.0%	17	26	5	20.0%	3	13	10	38.9%	38.9%	-6	-3	17.2%	31.6%
03	Professionals	30	28.9%	10.0%	9	27.3%	20.0%	18	27	4	20.0%	2	6	6	20.4%	20.4%	-2	0	13.3%	20.5%
04	Semi-Professionals & Tech	24	14.5%	10.0%	7	100.0%	20.0%	14	21	6	20.0%	4	1	5	25.0%	10.6%	3	4	25.0%	22.6%
05	Supervisors	5	7.7%	5.0%	1	88.9%	20.0%	3	4	1	20.0%	1	3	2	50.8%	50.8%	-2	-1	20.0%	33.3%
06	Supervisors: Crafts & Trades	7	11.9%	5.0%	1	0.0%	20.0%	4	5	4	20.0%	2	1	3	57.1%	36.6%	1	2	57.1%	62.5%
07	Administrative & Sr Clerical	1	0.0%	5.0%	0	400.0%	20.0%	1	1	1	20.0%	1	1	1	50.0%	80.8%	0	0	100.0%	100.0%
08	Skilled Sales & Service	11	-7.7%	5.0%	2	80.0%	20.0%	7	9	3	20.0%	2	3	3	32.4%	32.4%	-1	0	27.3%	30.8%
09	Skilled Crafts & Trades	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	25	13.7%	5.0%	4	114.3%	20.0%	15	19	7	20.0%	4	15	12	62.5%	62.5%	-9	-3	28.0%	51.7%
11	Intermediate Sales & Service	6	0.0%	5.0%	1	66.7%	20.0%	4	5	1	20.0%	1	4	3	61.8%	61.8%	-3	-1	16.7%	42.9%
12	Semi-Skilled Manual	54	20.3%	10.0%	16	256.5%	20.0%	32	48	21	20.0%	13	5	19	38.9%	18.4%	11	14	38.9%	38.6%
13	Other Sales & Service	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	9	44.2%	10.0%	3	350.0%	20.0%	5	8	0	20.0%	0	3	2	23.8%	23.8%	-2	-1	0.0%	16.7%
Total		208	17.6%		0	129.2%		0	0	54	0.0%	0	9	0		30.2%	-9	-9	26.0%	26.0%

† 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.

Employment Equity Occupational Group (EOG)		Table 10: Women																		
		Women				Comments														
		Short-term Goals		Long-term Goals																
			%		%															
01	Senior Managers		27.4		27.4															
02	Middle & Other Managers		38.9		38.9															
03	Professionals		20.4		0.0															
04	Semi-Professionals & Tech		25.0		0.0															
05	Supervisors		50.8		50.8															
06	Supervisors: Crafts & Trades		57.1		0.0															
07	Administrative & Sr Clerical		50.0		0.0															
08	Skilled Sales & Service		32.4		0.0															
09	Skilled Crafts & Trades		0.0		0.0															
10	Clerical Personnel		62.5		62.5															
11	Intermediate Sales & Service		61.8		61.8															
12	Semi-Skilled Manual		38.9		0.0															
13	Other Sales & Service		0.0		0.0															
14	Other Manual Workers		23.8		23.8															

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Hypertechnologie CIARA Inc.										
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Total		0.0		0.0						

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Part 3: Goals

Hypertechnologie CIARA Inc.

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees								Aboriginal Peoples											
		Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
												From - To									
			YYYY-MM-DD	Actual	Projected	Actual			Projected	YYYY-MM-DD									YYYY - YYYY		
			2018-02-12	Annually	Annually	Over 3 Years			Annually	Annually		Over 3 Years	2018-02-12						Annually	Over 3 Years	2018
#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%				
01	Senior Managers	7	0.0%	5.0%	1	28.6%	20.0%	4	5	1	20.0%	1	1	0	1	14.3%	2.9%	1	1	14.3%	12.5%
02	Middle & Other Managers	29	19.5%	10.0%	9	73.9%	20.0%	17	26	1	20.0%	1	1	1	1	3.4%	2.2%	0	0	3.4%	2.6%
03	Professionals	30	28.9%	10.0%	9	27.3%	20.0%	18	27	0	20.0%	0	0	0	0		0.9%	0	0	0.0%	0.0%
04	Semi-Professionals & Tech	24	14.5%	10.0%	7	100.0%	20.0%	14	21	0	20.0%	0	0	0	0		1.0%	0	0	0.0%	0.0%
05	Supervisors	5	7.7%	5.0%	1	88.9%	20.0%	3	4	1	20.0%	1	0	1	1	20.0%	0.8%	1	1	20.0%	16.7%
06	Supervisors: Crafts & Trades	7	11.9%	5.0%	1	0.0%	20.0%	4	5	0	20.0%	0	0	0	0		0.0%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	1	0.0%	5.0%	0	400.0%	20.0%	1	1	0	20.0%	0	0	0	0		0.7%	0	0	0.0%	0.0%
08	Skilled Sales & Service	11	-7.7%	5.0%	2	80.0%	20.0%	7	9	0	20.0%	0	0	0	0		1.0%	0	0	0.0%	0.0%
09	Skilled Crafts & Trades	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	25	13.7%	5.0%	4	114.3%	20.0%	15	19	0	20.0%	0	0	0	0		0.8%	0	0	0.0%	0.0%
11	Intermediate Sales & Service	6	0.0%	5.0%	1	66.7%	20.0%	4	5	0	20.0%	0	0	0	0		0.9%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	54	20.3%	10.0%	16	256.5%	20.0%	32	48	2	20.0%	1	0	2	2	3.7%	0.9%	2	2	3.7%	4.3%
13	Other Sales & Service	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	9	44.2%	10.0%	3	350.0%	20.0%	5	8	0	20.0%	0	0	0	0		0.8%	0	0	0.0%	0.0%
Total		208	17.6%		0	129.2%		0	0	5	0.0%	0	-3	3			1.1%	3	4	2.4%	3.8%

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		14.3		0.0	
02	Middle & Other Managers		3.4		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		20.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		0.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		3.7		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	

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Hypertechnologie CIARA Inc.										
43143										
Total		0.0		0.0						

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Hypertechnologie CIARA Inc.

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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees								Persons with Disabilities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD				From - To							
		2018-02-12	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-02-12	Annually	Over 3 Years		YYYY - YYYY							
		#	%	%	#	%	%	#		#	%	#		#	2018						2021
01/02	Managers	36	9.7%	5.0%	5	51.2%	20.0%	22	27	0	20.0%	0	2	1	4.3%	4.3%	-2	-1	0.0%	2.4%	
03	Professionals	30	28.9%	10.0%	9	27.3%	20.0%	18	27	1	20.0%	1	1	1	3.3%	3.8%	0	0	3.3%	2.6%	
04	Semi-Professionals & Tech	24	14.5%	10.0%	7	100.0%	20.0%	14	21	0	20.0%	0	1	1	4.6%	4.6%	-1	0	0.0%	3.2%	
05	Supervisors	5	7.7%	5.0%	1	88.9%	20.0%	3	4	0	20.0%	0	1	1	13.9%	13.9%	-1	0	0.0%	16.7%	
06	Supervisors: Crafts & Trades	7	11.9%	5.0%	1	0.0%	20.0%	4	5	0	20.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
07	Administrative & Sr Clerical	1	0.0%	5.0%	0	400.0%	20.0%	1	1	0	20.0%	0	0	0	0.0%	3.4%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	11	-7.7%	5.0%	2	80.0%	20.0%	7	9	0	20.0%	0	0	0	0.0%	3.5%	0	0	0.0%	0.0%	
09	Skilled Crafts & Trades	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	25	13.7%	5.0%	4	114.3%	20.0%	15	19	1	20.0%	1	2	1	7.0%	7.0%	-1	-1	4.0%	3.4%	
11	Intermediate Sales & Service	6	0.0%	5.0%	1	66.7%	20.0%	4	5	0	20.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%	
12	Semi-Skilled Manual	54	20.3%	10.0%	16	256.5%	20.0%	32	48	1	20.0%	1	3	2	4.8%	4.8%	-2	-1	1.9%	2.9%	
13	Other Sales & Service	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	9	44.2%	10.0%	3	350.0%	20.0%	5	8	0	20.0%	0	1	0	5.3%	5.3%	0	-1	0.0%	0.0%	
Total		208	17.6%		0	129.2%		0	0	3	0.0%	0	8	0		5.1%	-8	-8	1.4%	1.4%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers		4.3		4.3	
03	Professionals		3.3		0.0	
04	Semi-Professionals & Tech		4.6		0.0	
05	Supervisors		13.9		0.0	
06	Supervisors: Crafts & Trades		7.8		7.8	
07	Administrative & Sr Clerical		0.0		0.0	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		7.0		7.0	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		4.8		4.8	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		5.3		5.3	
Total			0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)		All Employees								Members of Visible Minorities											
		Number	Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
			YYYY-MM-DD	Actual	Projected	Actual	Projected			YYYY-MM-DD				From - To							
		YYYY - YYYY					2018	2021													
		2018-02-12	Annually	Annually	Over 3 Years	Annually			Annually	Over 3 Years	2018-02-12	Annually	Over 3 Years								
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
01	Senior Managers	7	0.0%	5.0%	1	28.6%	20.0%	4	5	1	20.0%	1	1	1	14.3%	10.1%	0	0	14.3%	12.5%	
02	Middle & Other Managers	29	19.5%	10.0%	9	73.9%	20.0%	17	26	9	20.0%	5	2	8	31.0%	15.0%	5	6	31.0%	31.6%	
03	Professionals	30	28.9%	10.0%	9	27.3%	20.0%	18	27	11	20.0%	7	10	10	36.7%	35.4%	0	0	36.7%	35.9%	
04	Semi-Professionals & Tech	24	14.5%	10.0%	7	100.0%	20.0%	14	21	10	20.0%	6	0	9	41.7%	11.3%	7	9	41.7%	41.9%	
05	Supervisors	5	7.7%	5.0%	1	88.9%	20.0%	3	4	0	20.0%	0	1	1	16.7%	16.7%	-1	0	0.0%	16.7%	
06	Supervisors: Crafts & Trades	7	11.9%	5.0%	1	0.0%	20.0%	4	5	6	20.0%	4	-1	4	85.7%	10.8%	5	5	85.7%	75.0%	
07	Administrative & Sr Clerical	1	0.0%	5.0%	0	400.0%	20.0%	1	1	0	20.0%	0	0	0	12.2%	12.2%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	11	-7.7%	5.0%	2	80.0%	20.0%	7	9	3	20.0%	2	0	2	27.3%	8.7%	2	2	27.3%	23.1%	
09	Skilled Crafts & Trades	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	25	13.7%	5.0%	4	114.3%	20.0%	15	19	6	20.0%	4	3	5	24.0%	17.4%	2	2	24.0%	24.1%	
11	Intermediate Sales & Service	6	0.0%	5.0%	1	66.7%	20.0%	4	5	2	20.0%	1	1	2	33.3%	22.2%	1	1	33.3%	42.9%	
12	Semi-Skilled Manual	54	20.3%	10.0%	16	256.5%	20.0%	32	48	30	20.0%	18	4	27	55.6%	22.7%	18	23	55.6%	55.7%	
13	Other Sales & Service	0	0.0%	5.0%	0	0.0%	20.0%	0	0	0	20.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	9	44.2%	10.0%	3	350.0%	20.0%	5	8	2	20.0%	1	2	2	22.2%	22.1%	0	0	22.2%	25.0%	
Total		208	17.6%		0	129.2%		0	0	80	0.0%	0	-39	0		19.7%	39	39	38.5%	38.5%	

[†] 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		14.3		0.0	
02	Middle & Other Managers		31.0		0.0	
03	Professionals		36.7		0.0	
04	Semi-Professionals & Tech		41.7		0.0	
05	Supervisors		16.7		0.0	
06	Supervisors: Crafts & Trades		85.7		0.0	
07	Administrative & Sr Clerical		12.2		0.0	
08	Skilled Sales & Service		27.3		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		24.0		0.0	
11	Intermediate Sales & Service		33.3		0.0	
12	Semi-Skilled Manual		55.6		0.0	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		22.2		0.0	

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Total		0.0		0.0						

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Part 4: Results - Women

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 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 (EEOG)		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	2015	7	1	14.3	24.2	2	-1	59.0	1	0	0.0	0	0	1	0	0.0	0	0	2	0	0.0	0	0
		2018	7	1	14.3	27.4	2	-1	52.1															
02	Middle & Other Managers	2015	17	4	23.5	39.1	7	-3	60.2	20	5	25.0	8	-3	15	3	20.0	4	-1	17	3	17.6	4	-1
		2018	29	5	17.2	38.9	11	-6	44.3															
03	Professionals	2015	14	3	21.4	54.2	8	-5	39.5	18	3	16.7	4	-1	9	0	0.0	2	-2	6	2	33.3	1	1
		2018	30	4	13.3	20.4	6	-2	65.4															
04	Semi-Professionals & Technicians	2015	16	4	25.0	56.3	9	-5	44.4	12	0	0.0	1	-1	15	4	26.7	4	0	20	1	5.0	5	-4
		2018	24	6	25.0	10.6	3	3	235.8															
05	Supervisors	2015	4	0	0.0	51.7	2	-2	0.0	2	2	100.0	1	1	3	1	33.3	0	1	4	3	75.0	0	3
		2018	5	1	20.0	50.8	3	-2	39.4															
06	Supervisors: Crafts & Trades	2015	5	0	0.0	17.8	1	-1	0.0	0	0	0.0	0	0	6	4	66.7	0	4	0	0	0.0	0	0
		2018	7	4	57.1	36.6	3	1	156.1															

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants		Goals								Comments	
			Flow Data		Short-term Goals				Long-term Goals					
			All Employees	Women		Women				Women				
				Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
			#	#	#	%	#	%	%	%	#	%		%
01	Senior Managers	2018	0	0	0.0	1	0.0	19.4	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			27.4	0.0			27.4	0.0	
02	Middle & Other Managers	2018	18	5	27.8	6	83.3	31.3	88.8	0	0.0	0.0	0.0	
		2021	18	5	27.8			38.9	71.4			38.9	71.4	
03	Professionals	2018	21	1	4.8	6	16.7	43.3	11.0	0	0.0	0.0	0.0	
		2021	21	1	4.8			20.4	23.3			0.0	0.0	
04	Semi-Professionals & Technicians	2018	7	3	42.9	7	42.9	45.0	95.2	0	0.0	47.5	90.2	
		2021	7	3	42.9			25.0	171.4			0.0	0.0	
05	Supervisors	2018	1	0	0.0	2	0.0	41.4	0.0	0	0.0	0.0	0.0	
		2021	1	0	0.0			50.8	0.0			50.8	0.0	
06	Supervisors: Crafts & Trades	2018	6	4	66.7	1	400.0	14.2	468.2	0	0.0	0.0	0.0	
		2021	6	4	66.7			57.1	116.8			0.0	0.0	

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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires					Promotions					Terminations				
			All Employees		Women					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	2015	0	0	0.0	81.8	0	0	0.0															
		2018	1	1	100.0	80.8	1	0	123.8	3	3	100.0	2	1	0	0	0	0.0	0	2	2	100.0	0	2
08	Skilled Sales & Service Personnel	2015	14	3	21.4	46.4	6	-3	46.2															
		2018	11	3	27.3	32.4	4	-1	84.2	6	2	33.3	2	0	2	1	50.0	0	1	10	3	30.0	2	1
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	6.3	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2015	17	5	29.4	66.4	11	-6	44.3															
		2018	25	7	28.0	62.5	16	-9	44.8	27	15	55.6	17	-2	6	1	16.7	2	-1	24	13	54.2	7	6
11	Intermediate Sales & Service Personnel	2015	0	0	0.0	63.2	0	0	0.0															
		2018	6	1	16.7	61.8	4	-3	27.0	3	1	33.3	2	-1	2	0	0.0	0	0	2	0	0.0	0	0
12	Semi-Skilled Manual Workers	2015	31	7	22.6	22.1	7	0	102.2															
		2018	54	21	38.9	18.4	10	11	211.4	102	28	27.5	19	9	9	1	11.1	2	-1	109	22	20.2	25	-3

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants				Goals								Comments
			Flow Data				Short-term Goals				Long-term Goals				
			All Employees	Women			Women				Women				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%				
07	Administrative & Senior Clerical	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	1	1	100.0			50.0	200.0			0.0	0.0		
08	Skilled Sales & Service Personnel	2018	-2	0	0.0	6	0.0	37.1	0.0	0	0.0	0.0	0.0		
		2021	-2	0	0.0			32.4	0.0			0.0	0.0		
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	0	0	0.0			0.0	0.0			0.0	0.0		
10	Clerical Personnel	2018	9	3	33.3	10	30.0	53.1	62.8	0	0.0	54.6	61.1		
		2021	9	3	33.3			62.5	53.3			62.5	53.3		
11	Intermediate Sales & Service Personnel	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	3	1	33.3			61.8	53.9			61.8	53.9		
12	Semi-Skilled Manual Workers	2018	2	7	350.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	2	7	350.0			38.9	899.7			0.0	0.0		

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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires				Promotions					Terminations					
			All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women							
				Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#
13	Other Sales & Service Personnel	2015	0	0	0.0	50.0	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2015	3	0	0.0	27.6	1	-1	0.0															
		2018	9	0	0.0	23.8	2	-2	0.0	19	0	0.0	5	-5	0	0	0.0	0	0	21	1	4.8	0	1
Total		2015	128	27	21.1	41.7	53	-26	50.6															
		2018	208	54	26.0	30.2	63	-9	86.0	213	59	27.7	64	-5	68	15	22.1	14	1	217	50	23.0	46	4

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants			Goals								Comments
			Flow Data			Short-term Goals				Long-term Goals				
			All Employees	Women		Women				Women				
				Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
			#	#	#	%	#	%	%	%	#	%	%	
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			0.0	0.0			0.0	0.0	
14	Other Manual Workers	2018	-2	-1	50.0	1	-100.0	22.1	226.4	0	0.0	0.0	0.0	
		2021	-2	-1	50.0			23.8	210.1			23.8	210.1	
Total		2018	64	24	37.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	64	24	37.5			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hypertechnologie CIARA Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 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 (EEOG)		Year	Workforce Analysis								Flow Data Analysis														
			Workforce								Hires				Promotions					Terminations					
			All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
				Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2015	7	1	14.3	2.4	0	1	595.2																
		2018	7	1	14.3	2.9	0	1	492.6	1	0	0.0	0	0	1	0	0.0	0	0	2	0	0.0	0	0	
02	Middle & Other Managers	2015	17	0	0.0	1.9	0	0	0.0																
		2018	29	1	3.4	2.2	1	0	156.7	20	0	0.0	0	0	15	0	0.0	0	0	17	0	0.0	0	0	
03	Professionals	2015	14	0	0.0	1.8	0	0	0.0																
		2018	30	0	0.0	0.9	0	0	0.0	18	0	0.0	0	0	9	0	0.0	0	0	6	0	0.0	0	0	
04	Semi-Professionals & Technicians	2015	16	0	0.0	1.4	0	0	0.0																
		2018	24	0	0.0	1.0	0	0	0.0	12	0	0.0	0	0	15	0	0.0	0	0	20	0	0.0	0	0	
05	Supervisors	2015	4	1	25.0	0.5	0	1	5,000.0																
		2018	5	1	20.0	0.8	0	1	2,500.0	2	0	0.0	0	0	3	0	0.0	1	-1	4	0	0.0	1	-1	
06	Supervisors: Crafts & Trades	2015	5	0	0.0	1.1	0	0	0.0																
		2018	7	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	6	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	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%				
01	Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	0	0	0.0			14.3	0.0			0.0	0.0		
02	Middle & Other Managers	2018	18	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	18	0	0.0			3.4	0.0			0.0	0.0		
03	Professionals	2018	21	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	21	0	0.0			0.0	0.0			0.0	0.0		
04	Semi-Professionals & Technicians	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	7	0	0.0			0.0	0.0			0.0	0.0		
05	Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	1	0	0.0			20.0	0.0			0.0	0.0		
06	Supervisors: Crafts & Trades	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	6	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Hypertechnologie CIARA Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 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 (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires				Promotions					Terminations					
			All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
				Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#
07	Administrative & Senior Clerical	2015	0	0	0.0	0.4	0	0	0.0															
		2018	1	0	0.0	0.7	0	0	0.0	3	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0
08	Skilled Sales & Service Personnel	2015	14	0	0.0	1.2	0	0	0.0															
		2018	11	0	0.0	1.0	0	0	0.0	6	0	0.0	0	0	2	0	0	0.0	0	0	10	0	0.0	0
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	1.4	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0
10	Clerical Personnel	2015	17	0	0.0	0.5	0	0	0.0															
		2018	25	0	0.0	0.8	0	0	0.0	27	0	0.0	0	0	6	0	0	0.0	0	0	24	0	0.0	0
11	Intermediate Sales & Service Personnel	2015	0	0	0.0	0.6	0	0	0.0															
		2018	6	0	0.0	0.9	0	0	0.0	3	0	0.0	0	0	2	0	0	0.0	0	0	2	0	0.0	0
12	Semi-Skilled Manual Workers	2015	31	0	0.0	0.6	0	0	0.0															
		2018	54	2	3.7	0.9	0	2	411.5	102	2	2.0	1	1	9	0	0	0.0	0	0	109	1	0.9	0

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants				Goals								Comments
			Flow Data				Short-term Goals				Long-term Goals				
			All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%				
07	Administrative & Senior Clerical	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	1	0	0.0			0.0	0.0			0.0	0.0		
08	Skilled Sales & Service Personnel	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	-2	0	0.0			0.0	0.0			0.0	0.0		
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	0	0	0.0			0.0	0.0			0.0	0.0		
10	Clerical Personnel	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	9	0	0.0			0.0	0.0			0.0	0.0		
11	Intermediate Sales & Service Personnel	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	3	0	0.0			0.0	0.0			0.0	0.0		
12	Semi-Skilled Manual Workers	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	2	1	50.0			3.7	1351.4			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Hypertechnologie CIARA Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 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 (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires				Promotions						Terminations				
			All Employees	Aboriginal Peoples				EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
				Representation	Availability	Gap				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#
13	Other Sales & Service Personnel	2015	0	0	0.0	0.6	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2015	3	0	0.0	0.7	0	0	0.0															
		2018	9	0	0.0	0.8	0	0	0.0	19	0	0.0	0	0	0	0	0.0	0	0	21	0	0.0	0	0
Total		2015	128	2	1.6	1.2	2	0	130.2															
		2018	208	5	2.4	1.1	2	3	218.5	213	2	0.9	2	0	68	0	0.0	1	-1	217	1	0.5	3	-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 (EEOG)		Year	New Entrants			Goals								Comments
			Flow Data			Short-term Goals				Long-term Goals				
			All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			0.0	0.0			0.0	0.0	
14	Other Manual Workers	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	-2	0	0.0			0.0	0.0			0.0	0.0	
Total		2018	64	1	1.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	64	1	1.6			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Hypertechnologie CIARA Inc.

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires					Promotions					Terminations				
			All Employees	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	2015	24	0	0.0	3.2	1	-1	0.0															
		2018	36	0	0.0	4.3	2	-2	0.0	21	0	0.0	1	-1	16	0	0.0	0	0	19	0	0.0	0	0
03	Professionals	2015	14	1	7.1	4.5	1	0	158.7															
		2018	30	1	3.3	3.8	1	0	87.7	18	0	0.0	1	-1	9	0	0.0	1	-1	6	0	0.0	0	0
04	Semi-Professionals & Technicians	2015	16	2	12.5	4.8	1	1	260.4															
		2018	24	0	0.0	4.6	1	-1	0.0	12	1	8.3	1	0	15	0	0.0	2	-2	20	3	15.0	3	1
05	Supervisors	2015	4	0	0.0	9.5	0	0	0.0															
		2018	5	0	0.0	13.9	1	-1	0.0	2	0	0.0	0	0	3	0	0.0	0	0	4	0	0.0	0	0
06	Supervisors: Crafts & Trades	2015	5	0	0.0	4.6	0	0	0.0															
		2018	7	0	0.0	7.8	1	-1	0.0	0	0	0.0	0	0	6	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	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
													#	
01& 02	Managers	2018	18	0	0.0	1	0.0	2.6	0.0	0	0.0	0.0	0.0	
		2021	18	0	0.0			4.3	0.0			4.3	0.0	
03	Professionals	2018	21	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	21	0	0.0			3.3	0.0			0.0	0.0	
04	Semi-Professionals & Technicians	2018	7	-2	-28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	7	-2	-28.6			4.6	-621.1			0.0	0.0	
05	Supervisors	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	1	0	0.0			13.9	0.0			0.0	0.0	
06	Supervisors: Crafts & Trades	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	6	0	0.0			7.8	0.0			7.8	0.0	

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Hypertechnologie CIARA Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 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 (EEOG)		Year	Workforce Analysis							Flow Data Analysis															
			Workforce							Hires				Promotions					Terminations						
			All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
				Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	#	%	#	#	#	#	%	#	#	#	
07	Administrative & Senior Clerical	2015	0	0	0.0	2.6	0	0	0.0																
		2018	1	0	0.0	3.4	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	0
08	Skilled Sales & Service Personnel	2015	14	0	0.0	5.6	1	-1	0.0																
		2018	11	0	0.0	3.5	0	0	0.0	6	0	0.0	0	0	2	0	0.0	0	0	10	0	0.0	0	0	0
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	5.3	0	0	0.0																
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10	Clerical Personnel	2015	17	1	5.9	4.4	1	0	133.7																
		2018	25	1	4.0	7.0	2	-1	57.1	27	0	0.0	2	-2	6	1	16.7	0	1	24	0	0.0	1	-1	
11	Intermediate Sales & Service Personnel	2015	0	0	0.0	5.3	0	0	0.0																
		2018	6	0	0.0	5.6	0	0	0.0	3	0	0.0	0	0	2	0	0.0	0	0	2	0	0.0	0	0	0
12	Semi-Skilled Manual Workers	2015	31	1	3.2	5.5	2	-1	58.7																
		2018	54	1	1.9	4.8	3	-2	38.6	102	2	2.0	5	-3	9	1	11.1	0	1	109	1	0.9	4	-3	

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants		Goals								Comments	
			Flow Data		Short-term Goals				Long-term Goals					
			All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
			#	#	#	%	#	%	%	%	#	%		%
07	Administrative & Senior Clerical	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	1	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	2018	-2	0	0.0	1	0.0	4.5	0.0	0	0.0	0.0	0.0	
		2021	-2	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	2018	9	1	11.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	9	1	11.1			7.0	158.7			7.0	158.7	
11	Intermediate Sales & Service Personnel	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	3	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	2018	2	2	100.0	1	200.0	4.4	2272.7	0	0.0	0.0	0.0	
		2021	2	2	100.0			4.8	2083.3			4.8	2083.3	

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Hypertechnologie CIARA Inc.

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires				Promotions						Terminations				
			All Employees	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					
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#
13	Other Sales & Service Personnel	2015	0	0	0.0	6.5	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2015	3	0	0.0	5.2	0	0	0.0															
		2018	9	0	0.0	5.3	0	0	0.0	19	0	0.0	1	-1	0	0	0.0	0	0	21	0	0.0	0	0
Total		2015	128	5	3.9	0.0	0	5	0.0															
		2018	208	3	1.4	5.1	11	-8	28.3	213	3	1.4	11	-8	68	2	2.9	3	-1	217	4	1.8	8	-4

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants			Goals								Comments
			Flow Data			Short-term Goals				Long-term Goals				
			All Employees	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
			#	#	#	%	#	%	%	%	#	%	%	
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			0.0	0.0			0.0	0.0	
14	Other Manual Workers	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	-2	0	0.0			5.3	0.0			5.3	0.0	
Total		2018	64	1	1.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	64	1	1.6			0.0	0.0			0.0	0.0	

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Part 7: Results - Members of Visible Minorities

Hypertechnologie CIARA Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 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 (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	2015	7	2	28.6	8.7	1	1	328.4	1	0	0.0	0	0	1	0	0.0	0	0	2	0	0.0	1	-1
		2018	7	1	14.3	10.1	1	0	141.4															
02	Middle & Other Managers	2015	17	6	35.3	14.0	2	4	252.1	20	8	40.0	3	5	15	6	40.0	5	1	17	9	52.9	6	3
		2018	29	9	31.0	15.0	4	5	206.9															
03	Professionals	2015	14	4	28.6	16.5	2	2	173.2	18	6	33.3	6	0	9	2	22.2	3	-1	6	2	33.3	2	0
		2018	30	11	36.7	35.4	11	0	103.6															
04	Semi-Professionals & Technicians	2015	16	6	37.5	7.3	1	5	513.7	12	6	50.0	1	5	15	6	40.0	6	0	20	7	35.0	8	-1
		2018	24	10	41.7	11.3	3	7	368.7															
05	Supervisors	2015	4	2	50.0	12.9	1	1	387.6	2	0	0.0	0	0	3	0	0.0	2	-2	4	2	50.0	2	0
		2018	5	0	0.0	16.7	1	-1	0.0															
06	Supervisors: Crafts & Trades	2015	5	4	80.0	3.1	0	4	2,580.6	0	0	0.0	0	0	6	5	83.3	5	0	0	0	0	0.0	0
		2018	7	6	85.7	10.8	1	5	793.7															

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants				Goals								Comments
			Flow Data				Short-term Goals				Long-term Goals				
			All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
				Actual			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%				
01	Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	0	0	0.0			14.3	0.0				0.0	0.0	
02	Middle & Other Managers	2018	18	5	27.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	18	5	27.8			31.0	89.6				0.0	0.0	
03	Professionals	2018	21	6	28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	21	6	28.6			36.7	77.9				0.0	0.0	
04	Semi-Professionals & Technicians	2018	7	5	71.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	7	5	71.4			41.7	171.3				0.0	0.0	
05	Supervisors	2018	1	-2	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	1	-2	-200.0			16.7	-1197.6				0.0	0.0	
06	Supervisors: Crafts & Trades	2018	6	5	83.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	6	5	83.3			85.7	97.2				0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Hypertechnologie CIARA Inc.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D × 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 (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires				Promotions					Terminations					
			All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
				Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference					
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#
07	Administrative & Senior Clerical	2015	0	0	0.0	9.1	0	0	0.0															
		2018	1	0	0.0	12.2	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
08	Skilled Sales & Service Personnel	2015	14	2	14.3	9.4	1	1	152.0															
		2018	11	3	27.3	8.7	1	2	313.5	6	2	33.3	1	1	2	2	100.0	0	2	10	4	40.0	1	3
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	4.4	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2015	17	4	23.5	14.4	2	2	163.4															
		2018	25	6	24.0	17.4	4	2	137.9	27	5	18.5	5	0	6	2	33.3	1	1	24	7	29.2	6	1
11	Intermediate Sales & Service Personnel	2015	0	0	0.0	17.0	0	0	0.0															
		2018	6	2	33.3	22.2	1	1	150.2	3	2	66.7	1	1	2	0	0.0	0	0	2	1	50.0	0	1
12	Semi-Skilled Manual Workers	2015	31	19	61.3	21.2	7	12	289.1															
		2018	54	30	55.6	22.7	12	18	244.7	102	65	63.7	23	42	9	5	55.6	6	-1	109	72	66.1	67	5

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

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				
							Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
				#	#	#	%	#	%	%	%	#	%	%	
07	Administrative & Senior Clerical	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	1	0	0.0			12.2	0.0			0.0	0.0		
08	Skilled Sales & Service Personnel	2018	-2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	-2	0	0.0			27.3	0.0			0.0	0.0		
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	0	0	0.0			0.0	0.0			0.0	0.0		
10	Clerical Personnel	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	9	0	0.0			24.0	0.0			0.0	0.0		
11	Intermediate Sales & Service Personnel	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	3	1	33.3			33.3	100.1			0.0	0.0		
12	Semi-Skilled Manual Workers	2018	2	-2	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2021	2	-2	-100.0			55.6	-179.9			0.0	0.0		

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Part 7: Results - Members of Visible Minorities

Hypertechnologie CIARA Inc.

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

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis														
			Workforce							Hires					Promotions					Terminations				
			All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
				Representation	Availability		Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
			#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#
13	Other Sales & Service Personnel	2015	0	0	0.0	20.8	0	0	0.0															
		2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2015	3	2	66.7	21.2	1	1	314.5															
		2018	9	2	22.2	22.1	2	0	100.6	19	9	47.4	4	5	0	0	0.0	0	0	21	13	61.9	14	-1
Total		2015	128	51	39.8	14.1	18	33	282.6															
		2018	208	80	38.5	19.7	41	39	195.2	213	103	48.4	42	61	68	28	41.2	27	1	217	117	53.9	86	31

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

Employment Equity Occupational Group (EEOG)		Year	New Entrants		Goals								Comments	
			Flow Data		Short-term Goals				Long-term Goals					
			All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
			#	#	#	%	#	%	%	%	#	%		%
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0	0.0			0.0	0.0			0.0	0.0	
14	Other Manual Workers	2018	-2	-4	200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	-2	-4	200.0			22.2	900.9			0.0	0.0	
Total		2018	64	14	21.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	64	14	21.9			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Hypertechnologie CIARA Inc.
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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.

The Company has undergone continuous reorganization and structural changes over the past few years due to growth and improvements.

- ☒ Acquisitions, mergers or transfers of employees.

In the last few years, we opened a US Company and thus have seen several employees transfer to the US (instead of being terminated)

- ☐ 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: Hypertechnologie Ciara Inc.

Primary Location: St. Laurent, Quebec

Number of Employees: 208 employees.

Quebec 207

Alberta 1

Total 208

Organization Overview: NAICS 3341: Computer and Peripheral Equipment Manufacturing.

Hypertechnologie Ciara Inc. specializes in the design, development, assembly, integration, and support of computer products. They offer standard and customized technology products, such as personal computers, high performance workstations, enterprise servers, high-frequency servers, personal clusters, carrier grade servers and appliances, and storage devices.

Key Dates – First Year Assessment

Initiated: 2015/09/02

Received: 2015/10/30

Closed: 2016/01/12

WFA: 2015/08/13

Key Dates – Subsequent Assessment

Initiated: 2018/02/12

Received: 2018/02/12

WFA: 2018/02/18

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:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

The organization had set its goals in percentage format. Therefore the percentage of goal met will be taken from the percentage goals.

Women

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal met at 88.8%
3.	Professionals	Goal not met (11%)
4.	Semi-Professionals & Technicians	Goal met at 95.2%
5.	Supervisors	Goal not met (0%)
6.	Supervisors: Crafts & Trades	Goal met at 468.2%
8.	Skilled Sales & Service Personnel	Goal not met (0%)
10.	Clerical Personnel	Goal met at 62.8%
14.	Other Manual Workers	Goal not met (0%)

Assessment/Observations

- In EEOG 1 Senior Managers there were no new entrants hired overall. The availability for this EEOG was 24.2%.
- In EEOG 3 Professionals there were 21 new hires of which only 1 was a woman. At an availability of 39.1% for this EEOG, 7 women would have been hired.
- In EEOG 5 Supervisors there was only 1 new hire who was not a woman. The availability is 51.7%, 0 would have been expected.
- In EEOG 8 Skilled Sales & service Personnel there were 2 women terminated.
- In EEOG 14 Other Manual Workers, out of the 2 employees that were terminated there was 1 woman. In 2015 there were no women in this EEOG, and there continues to be no women in 2018. This could be due in part to the nature of this EEOG, which includes heavy labour such as construction.

Aboriginal Peoples

Assessment/Observations

- There were no gaps in this designated group in 2015. The organization was comprised of 128 employees of which, 2 were Aboriginal.

Person with Disabilities

1./2.	Managers	Goal not met 0%
8.	Skilled Sales & Service Personnel	Goal not met 0%
12.	Semi-Skilled Manual Workers	Goal met at 2272%

Assessment/Observations

- In EEOG 1 & 2 Managers there were 18 new entrants of which none were persons with disabilities. With an LMA rate of 3.2%, none would have been expected.
- In EEOG 8 Skilled Sales & Service Personnel 2 employees were terminated.

Members of Visible Minorities

Assessment/Observations

- There were no gaps in this designated group in 2015.

ASSESSMENT OF REASONABLE EFFORTS

- ☐ An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Out of 12 goals, 5 were met.
 - It is important to note that the organization has undergone a continuous reorganization and structural changes over the past few years due to growth. As part of this growth and expansion, they have opened a US company and several employees transferred to the US instead of being terminated. This may explain the low representation in the Aboriginal and Persons with disabilities groups.
 - It is important to note that in this case, Hypertechnologie CIARA was assessed in Feb. 1, 2016 and then subsequently June 2018. This is less than the 36 month period and may explain why many of their goals were not met.

ASSESSMENT OF SHORT-TERM GOALS

Goals were set in percentage formats and in all cases goals were set to availability.

Women

- In EEOG 1 Senior Managers there is a gap of -1. A goal equal to LMA of 27.4% was set.
- In EEOG 2 Middle & Other Managers there is a gap of -6. A goal equal to LMA of 38.9% was set.
- In EEOG 3 Professionals there is a gap of -2. A goal equal to LMA of 20.4% was set.
- In EEOG 5 Supervisors there is a gap of -2. A goal equal to LMA of 50.8% was set.
- In EEOG 8 there is a gap of -1. A goal equal to LMA of 32.4% was set.
- In EEOG 10 there is a gap of -9. A goal equal to LMA of 62.5% was set.
- In EEOG 11 Intermediate Sales and Service Personnel there is a gap of -3. A goal equal to LMA of 61.8% was set.
- In EEOG 14 Other Manual Workers there is a gap of -2. A goal equal to LMA of 23.8% was set.

Aboriginal

- There continues to be no gaps in 2018. The organization now has 208 employees, and 5 are Aboriginal.

People with disabilities

- In EEOG 1& 2 Managers there is a gap of -2. A goal equal to LMA of 4.3% was set.
- In EEOG 4 Semi-Professionals and Technicians there is a gap of -1. A goal equal to LMA of 4.6% was set.
- In EEOG 5 Supervisors there is a gap of -1. A goal equal to LMA of 13.9% was set.
- In EEOG 6 Supervisors: Crafts & Trades there is a gap of -1. A goal equal to LMA of 7.8% was set.
- In EEOG 10 there is a gap of -1. A goal equal to LMA of 7.0% was set.
- In EEOG 12 there is a gap of -2. A goal equal to LMA of 4.8% was set.

Visible minorities

- In EEOG 5 Supervisors there is a gap of -1. A goal equal to LMA of 16.7% was set.

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:

- We noted that the organization has set hiring and promotion goals for the representation of women above 50% in several EEOGs even though their representation was already over 50%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.

Name of Analyst: Neeta Dhillon

Date: June 4, 2018

Subject: Government of Canada Agreement Number: 050731– Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Jonathan Ahdoot:

I am writing to inform you that the subsequent compliance assessment initiated on 08/01/2018 has been completed. As a result of the assessment, Hypertechnologie Ciara 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 Hypertechnologie Ciara Inc.'s employment equity program.

- We noted that the organization has set hiring and promotion goals for the representation of women above 50% in several EEOGs even though their representation was already over 50%. Please note that the Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.

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 08/01/2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

From: Dhillon, Neeta N [NC] <neeta.dhillon@labour-travail.gc.ca>
Sent: April 20, 2018 9:47 AM
To: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Touckly, Lona L [NC] <lona.touckly@labour-travail.gc.ca>
Subject: Sub assessment

Hi Maurice/Lona,

It seems Hypertechnologie was another of Ward's files – they did send in their sub. Assessment in Feb. 2018 but it was never logged into WEIMS, database etc..or even acknowledged.

The email thread is below.

Please let me know how to proceed on this.

Neeta

Neeta Dhillon

Analyste de la politique, Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Neeta.dhillon@labour-travail.gc.ca / Tél.: 819-654-4317

Policy Analyst, Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Neeta.dhillon@labour-travail.gc.ca / Tel.: 819-654-4317

From: Allison Gillam [<mailto:agillam@hypertec.com>]
Sent: April-20-18 9:32 AM
To: Dhillon, Neeta N [NC]
Subject: FW: Equity

Hello,

Here is the report I had sent Ward back in February.

Thank you,

Allison Gillam | Groupe Hypertec | Hypertec Group
Directrice des ressources humaines | Director of Human Resources
T: 514-745-4540 POSTE/EXT: 5750 | F: 514-745-0937
agillam@hypertec.com | www.hypertec.com

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From: Allison Gillam
Sent: Thursday, February 22, 2018 3:12 PM
To: 'ward.normandin@labour-travail.gc.ca'
Subject: FW: Equity

Hello Ward,

I did not hear back from you so I have attached our Achievement Report just in case. Please let me know if this is okay or if I can make any improvements.

Thank you,

Allison Gillam | Groupe Hypertec | Hypertec Group
Directrice des ressources humaines | Director of Human Resources
T: 514-745-4540 POSTE/EXT: 5750 | F: 514-745-0937
agillam@hypertec.com | www.hypertec.com

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From: Allison Gillam
Sent: February 13, 2018 9:36 AM
To: ward.normandin@labour-travail.gc.ca
Subject: RE: Equity

Hello Ward,

Thank you for your assistance. I have entered my information into WEIMS and I am currently working on my Achievement Report. Once completed, would I send that report to you or would I upload that to WEIMS as well?

Thank you,

Allison Gillam | Groupe Hypertec | Hypertec Group
Directrice des ressources humaines | Director of Human Resources
T: 514-745-4540 POSTE/EXT: 5750 | F: 514-745-0937
agillam@hypertec.com | www.hypertec.com

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From: ward.normandin@labour-travail.gc.ca [<mailto:ward.normandin@labour-travail.gc.ca>]
Sent: Thursday, February 08, 2018 11:49 AM
To: Allison Gillam
Subject: RE: Equity

Hi Allison,

Thank you for your e-mail. Actually, we have your previous assessment, which was based on the 2006 NOC and for which you set goals.

The current assessment is a check to see how you have done towards meeting your goals by examining how your data has changed. To do this we will review your Achievement Report – we kindly ask you to input the current information into the report (Only adjust the previous data if you find errors). All new data must be based off of the 2011 NOC and 2011 Availability data (LMA). The Achievement Report will show us all hires, promotions and terminations from the date of the previous assessment until now. This information will be the basis for measure of how you have done to achieve your previously set goals (with the understanding that the data went through a NOC and LMA change);

It will not be a perfect comparison of data, but it will be performed with an eye of understanding regarding the different underlying data differences (NOC and LMA). The compliance committee has recommended this approach due to this not being a one-time occurrence, but will happen approximately every five years as new data becomes available.

I hope this provides better clarification.

Please let me know if you have further question.

Best regards,
Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334



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

From: Allison Gillam [<mailto:agillam@hypertec.com>]
Sent: 2018-02-08 11:34 AM
To: Normandin, Ward W [NC]
Subject: Re: Equity

Hello Mr. Normandin,

Thank you. I'm not sure why the email wasn't working but apologies for not answering your phone calls.

So to be sure I understand, the 1st report I will upload which was the information on which our 2015 assessment was based, will be changed to include the 2011 NOC codes. Thus, on WEIMS, the uploaded data will be different from the assessment you received from us via email in 2015. When WEIMS compares that data with the new 2018 data I will upload, for our 2nd assessment, it will be able to compare both assessments accurately with 2011 NOC codes on both.

This is correct?

Thank you,
Allison

Sent from my iPhone

On Feb 8, 2018, at 11:06 AM, "ward.normandin@labour-travail.gc.ca" <ward.normandin@labour-travail.gc.ca> wrote:

Good morning Allison,

Sorry for the issues I was having trying to communicate with you. My e-mail was bounced back; perhaps it was a server error.

Anyway, I finally have some information for you with regards to the NOC differences in the data. The direction that I received from the Compliance Committee was that you should report using the 2011 NOC and we will move forward with the understanding that the new WFA is being compared to a WFA that was compiled using the 2006 NOC.

Basically, you should move forward as you thought using the 2011 coding and use the new reports based for this point in time and to show the employee movement.

I hope this helps.

Please let me know if you have any questions.

Best regards,
Ward

Ward Normandin

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ward.normandin@labour-travail.gc.ca / Tél. : 819-654-4334

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
ward.normandin@labour-travail.gc.ca / Tel. : 819-654-4334

<image001.png>

From: Anita Elkaim [<mailto:aelkaim@hypertec.com>]

Sent: 2018-02-08 11:02 AM

To: Allison Gillam

Cc: Normandin, Ward W [NC]

Subject: Equity

Hi

Please contact Mr. Normandin at 819-654-4334 . He is not able to reach you email nor your phone. It's regarding the NOC. Thanks

PS. Move forward with using 2011 NOC

Anita Elkaim | Groupe Hypertec | Hypertec Group

Directrice principale - ressources humaines | Senior Director, Human Resources

T: 514-745-4540 POSTE/EXT: 5755 | M: 514-237-8130 | F: 514-745-0937

aekaim@hypertec.com | www.hypertec.com

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