



Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Hyundai Auto Canada Corporation	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Hyundai Auto Canada Corporation	Business Number <div style="background-color: #cccccc; width: 100px; height: 15px; margin: 5px 0;"></div> Total number of employees in Canada (Permanent Full-Time and Part-Time) 199
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 4231	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 75 Frontenac Dr.	City Markham	Province ON	Postal Code L3R 6H2
Telephone Number 905-477-0202			

EMPLOYMENT EQUITY CONTACT			
Name (print) Kirk Merrett	Title National Manager, Human Resources		
Telephone Number 905-948-6727	E-mail Address kmerrett@hyundaicanada.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Donald Romano	Title President & CEO		
Telephone Number 905-948-6759	E-mail Address dromano20@hyundaicanada.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 	Date (YYYY-MM-DD) 2015-AUG-27		

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: http://www.infosource.gc.ca . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

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



Federal Contractors Program

Contractors who are awarded an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to the Labour Program of Employment and Social Development Canada(ESDC):

- a. One year after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
 - Self-identification questionnaire used to collect workforce information;
 - Initial WFA; and
 - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the Federal Contractors Program (FCP).

Contractors found to be in non-compliance will be ineligible for future goods or services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>.

Questions and Answers

Subsidiary vs. Division/Branch

Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

Branch: A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

Q2 If an organization that is not subject to the Federal Contractors Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

Q3 When should a new Agreement be completed and signed?

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

Q1 Who is considered to be a permanent full-time employee under the FCP?

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

Q2 Who is considered to be a permanent part-time employee under the FCP?

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

Q3 How are students counted under the FCP?

- A3 Students employed during a school break, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

Q4 How are other employees counted under the FCP?

- A4 Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time or permanent part-time employees and maintain the right to return to work.



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

Reporting Period 2018-05-30 to 2019-10-21

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)



	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	164	0	0	164	Calgary	2	0	0	2
Québec	17	0	0	17	Edmonton	1	0	0	1
Nova Scotia	8	0	0	8	Halifax	4	0	0	4
Manitoba	2	0	0	2	Montréal	16	0	0	16
British Columbia	8	0	0	8	Toronto	164	0	0	164
Alberta	3	0	0	3	Vancouver	7	0	0	7
Total Employees in Canada				202	Winnipeg	2	0	0	2
					Victoria	1	0	0	1
					N.S. less CMA	4	0	0	4
					Que. less CMAs	1	0	0	1
					Total Employees in Canada				202



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2018-05-30 to 2019-10-21

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	8	8								3	3	
	Total	8	8								3	3	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	82	61	21							16	10	6
	Total	82	61	21							16	10	6
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	49	27	22				1		1	25	15	10
	Total	49	27	22				1		1	25	15	10
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3								2	2	
	Total	3	3								2	2	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2018-05-30 to 2019-10-21

004448

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2018-05-30 to 2019-10-21

004449

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	16	7	9				1		1	8	6	2
	Total	16	7	9				1		1	8	6	2
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	2	4							2	2	
	Total	6	2	4							2	2	
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	10	1							5	4	1
	Total	11	10	1							5	4	1
Total Number of Employees		202	133	69				2		2	72	48	24



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2018-05-30 to 2019-10-21

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	202	133	69				2		2	72	48	24
Total Number of Employees	202	133	69				2		2	72	48	24



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2018-05-30 to 2019-10-21

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	11	6							5	2	3
Professionals	9	5	4							8	5	3
Semi-Professionals and Technicians	2	2								1	1	
Administrative and Senior Clerical Personnel	1	1										
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	5	3	2							4	3	1
Intermediate Sales and Service Personnel	1	1								1	1	
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Hired	38	26	12							19	12	7



Hyundai Auto Canada Corp. (certificate # V061340)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2018-05-30 to 2019-10-21

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	4	4							1	1		
Professionals	8	3	5						4	1	3	
Supervisors	2		2						1			1
Administrative and Senior Clerical Personnel	1		1									
Skilled Crafts and Trades Workers	1	1							1	1		
Clerical Personnel	2	1	1						2	1	1	
Intermediate Sales and Service Personnel	1	1							1	1		
Total Number of Employees Promoted	20	11	9						10	5	5	
Total Number of Promotions	20	11	9						10	5	5	



Hyundai Auto Canada Corp. (certificate # V061340)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Temporary / National
Reporting Period 2018-05-30 to 2019-10-21

004453

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2018-05-30 to 2019-10-21

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	3	3										
Middle and Other Managers	17	14	3				1	1		3	3	
Professionals	5	4	1							1		1
Semi-Professionals and Technicians	1	1								1	1	
Clerical Personnel	3	2	1							2	1	1
Intermediate Sales and Service Personnel	2	2								2	2	
Total Number of Employees Terminated	31	26	5				1	1		9	7	2



Workplace Equity Information Management System - Hyundai Auto Canada Corp.

Workforce Analysis - Detailed Report

Date: 2019-11-05

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	8	0	0.0 %	27.6 %	2	-2	National
02 : Middle and Other Managers	National	82	21	25.6 %	39.4 %	32	-11	National
03 : Professionals		49	22	44.9 %	49.5 %	24	-2	
1111 : Financial auditors and accountants	National	1	0	0.0 %	56.0 %	1	-1	National
1112 : Financial and investment analysts	National	2	2	100.0 %	44.9 %	1	1	National
1114 : Other financial officers	National	1	1	100.0 %	45.6 %	0	1	National
1121 : Human resources professionals	National	2	2	100.0 %	73.2 %	1	1	National
1122 : Professional occupations in business management consulting	National	2	1	50.0 %	42.7 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	12	8	66.7 %	66.6 %	8	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	9.5 %	0	0	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	20.4 %	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	1	0	0.0 %	45.4 %	0	0	National
2171 : Information systems analysts and consultants	National	4	2	50.0 %	27.7 %	1	1	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	16.6 %	0	0	National
2175 : Web designers and developers	National	2	0	0.0 %	30.8 %	1	-1	National
4021 : College and other vocational instructors	National	2	0	0.0 %	53.8 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	43.9 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	15	6	40.0 %	51.3 %	8	-2	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	23.9 %	1	-1	
2282 : User support technicians	Ontario	3	0	0.0 %	23.9 %	1	-1	Ontario
05 : Supervisors		7	7	100.0 %	52.0 %	4	3	
Employment Equity Occupational Group	Toronto	7	7	100.0 %	52.0 %	4	3	Toronto
07 : Administrative and Senior Clerical Personnel		12	5	41.7 %	79.3 %	10	-5	
Employment Equity Occupational Group	Montréal	1	1	100.0 %	80.9 %	1	0	Montréal



Workplace Equity Information Management System - Hyundai Auto Canada Corp.

Workforce Analysis - Detailed Report

Date: 2019-11-05

004456

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	11	4	36.4 %	79.1 %	9	-5	Toronto
08 : Skilled Sales and Service Personnel		4	0	0.0 %	27.9 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Ontario	4	0	0.0 %	27.9 %	1	-1	Ontario
09 : Skilled Crafts and Trades Workers		4	0	0.0 %	2.2 %	0	0	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	4	0	0.0 %	2.2 %	0	0	Ontario
10 : Clerical Personnel		16	9	56.3 %	65.2 %	10	-1	
Employment Equity Occupational Group	Halifax	1	1	100.0 %	69.7 %	1	0	Halifax
Employment Equity Occupational Group	Montréal	2	2	100.0 %	61.6 %	1	1	Montréal
Employment Equity Occupational Group	Toronto	13	6	46.2 %	65.5 %	9	-3	Toronto
11 : Intermediate Sales and Service Personnel		6	4	66.7 %	65.7 %	4	0	
Employment Equity Occupational Group	Toronto	6	4	66.7 %	65.7 %	4	0	Toronto
12 : Semi-Skilled Manual Workers		11	1	9.1 %	18.2 %	2	-1	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	15.9 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	15.8 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Toronto	6	1	16.7 %	20.1 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	16.4 %	0	0	Vancouver
Total		202	69	34.2 %	44.7 %	90	-21	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Hyundai Auto Canada Corp.

Workforce Analysis - Detailed Report

Date: 2019-11-05

004457

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	8	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	82	0	0.0 %	2.7 %	2	-2	National
03 : Professionals		49	0	0.0 %	1.8 %	1	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.4 %	0	0	National
1112 : Financial and investment analysts	National	2	0	0.0 %	0.8 %	0	0	National
1114 : Other financial officers	National	1	0	0.0 %	1.6 %	0	0	National
1121 : Human resources professionals	National	2	0	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	12	0	0.0 %	2.1 %	0	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	1.0 %	0	0	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	0.9 %	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	1	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	1.3 %	0	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	1.1 %	0	0	National
2175 : Web designers and developers	National	2	0	0.0 %	1.6 %	0	0	National
4021 : College and other vocational instructors	National	2	0	0.0 %	3.0 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.9 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	15	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	1.3 %	0	0	
2282 : User support technicians	Ontario	3	0	0.0 %	1.3 %	0	0	Ontario
05 : Supervisors		7	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Toronto	7	0	0.0 %	0.9 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		12	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal



Workplace Equity Information Management System - Hyundai Auto Canada Corp.

Workforce Analysis - Detailed Report

Date: 2019-11-05

004458

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		4	0	0.0 %	1.2 %	0	0	
6221 : Technical sales specialists - wholesale trade	Ontario	4	0	0.0 %	1.2 %	0	0	Ontario
09 : Skilled Crafts and Trades Workers		4	0	0.0 %	2.6 %	0	0	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	4	0	0.0 %	2.6 %	0	0	Ontario
10 : Clerical Personnel		16	0	0.0 %	1.1 %	0	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.9 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	2	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	13	0	0.0 %	0.8 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		6	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.8 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		11	0	0.0 %	1.5 %	0	0	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	1.0 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	6.4 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.7 %	0	0	Vancouver
Total		202	0	0.0 %	2.0 %	3	-3	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Hyundai Auto Canada Corp.

Workforce Analysis - Detailed Report

Date: 2019-11-05

004459

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	8	3	37.5 %	11.5 %	1	2	National
02 : Middle and Other Managers	National	82	16	19.5 %	17.6 %	14	2	National
03 : Professionals		49	25	51.0 %	25.5 %	12	13	
1111 : Financial auditors and accountants	National	1	1	100.0 %	32.3 %	0	1	National
1112 : Financial and investment analysts	National	2	1	50.0 %	37.8 %	1	0	National
1114 : Other financial officers	National	1	1	100.0 %	26.5 %	0	1	National
1121 : Human resources professionals	National	2	1	50.0 %	16.7 %	0	1	National
1122 : Professional occupations in business management consulting	National	2	1	50.0 %	26.4 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	12	3	25.0 %	18.8 %	2	1	National
2132 : Mechanical engineers	National	1	0	0.0 %	30.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	2	1	50.0 %	33.9 %	1	0	National
2161 : Mathematicians, statisticians and actuaries	National	1	1	100.0 %	32.9 %	0	1	National
2171 : Information systems analysts and consultants	National	4	2	50.0 %	38.6 %	2	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	34.2 %	0	0	National
2175 : Web designers and developers	National	2	2	100.0 %	27.5 %	1	1	National
4021 : College and other vocational instructors	National	2	0	0.0 %	14.9 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	14.2 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	15	11	73.3 %	25.7 %	4	7	National
04 : Semi-Professionals and Technicians		3	2	66.7 %	38.8 %	1	1	
2282 : User support technicians	Ontario	3	2	66.7 %	38.8 %	1	1	Ontario
05 : Supervisors		7	4	57.1 %	51.5 %	4	0	
Employment Equity Occupational Group	Toronto	7	4	57.1 %	51.5 %	4	0	Toronto
07 : Administrative and Senior Clerical Personnel		12	5	41.7 %	38.4 %	5	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	14.6 %	0	0	Montréal



Workplace Equity Information Management System - Hyundai Auto Canada Corp.

Workforce Analysis - Detailed Report

Date: 2019-11-05

004460

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	11	5	45.5 %	40.6 %	4	1	Toronto
08 : Skilled Sales and Service Personnel		4	1	25.0 %	22.8 %	1	0	
6221 : Technical sales specialists - wholesale trade	Ontario	4	1	25.0 %	22.8 %	1	0	Ontario
09 : Skilled Crafts and Trades Workers		4	1	25.0 %	23.3 %	1	0	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	4	1	25.0 %	23.3 %	1	0	Ontario
10 : Clerical Personnel		16	8	50.0 %	45.5 %	7	1	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.1 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	2	0	0.0 %	20.4 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	13	8	61.5 %	52.2 %	7	1	Toronto
11 : Intermediate Sales and Service Personnel		6	2	33.3 %	54.7 %	3	-1	
Employment Equity Occupational Group	Toronto	6	2	33.3 %	54.7 %	3	-1	Toronto
12 : Semi-Skilled Manual Workers		11	5	45.5 %	46.4 %	5	0	
Employment Equity Occupational Group	Montréal	3	1	33.3 %	26.1 %	1	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	1.6 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Toronto	6	3	50.0 %	62.9 %	4	-1	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	53.4 %	1	0	Vancouver
Total		202	72	35.6 %	27.1 %	54	18	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-11-05

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	90	0	0.0 %	5.0 %	5	-5	National
03 : Professionals	National	49	1	2.0 %	8.9 %	4	-3	National
04 : Semi-Professionals and Technicians	National	3	0	0.0 %	7.6 %	0	0	National
05 : Supervisors	National	7	0	0.0 %	27.5 %	2	-2	National
07 : Administrative and Senior Clerical Personnel	National	12	0	0.0 %	10.0 %	1	-1	National
08 : Skilled Sales and Service Personnel	National	4	0	0.0 %	8.0 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	4	0	0.0 %	7.8 %	0	0	National
10 : Clerical Personnel	National	16	1	6.3 %	9.3 %	1	0	National
11 : Intermediate Sales and Service Personnel	National	6	0	0.0 %	10.8 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	11	0	0.0 %	10.3 %	1	-1	National
Total		202	2	1.0 %	8.0 %	15	-13	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-11-05

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

N/A just testing

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-11-05

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Workplace Equity Information Management System - Hyundai Auto Canada Corp.

Workforce Analysis - Summary Report

Date: 2019-11-05

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	8	0	0.0 %	27.6 %	2	-2
02 : Middle and Other Managers	82	21	25.6 %	39.4 %	32	-11
03 : Professionals	49	22	44.9 %	49.5 %	24	-2
04 : Semi-Professionals and Technicians	3	0	0.0 %	23.9 %	1	-1
05 : Supervisors	7	7	100.0 %	52.0 %	4	3
07 : Administrative and Senior Clerical Personnel	12	5	41.7 %	79.3 %	10	-5
08 : Skilled Sales and Service Personnel	4	0	0.0 %	27.9 %	1	-1
09 : Skilled Crafts and Trades Workers	4	0	0.0 %	2.2 %	0	0
10 : Clerical Personnel	16	9	56.3 %	65.2 %	10	-1
11 : Intermediate Sales and Service Personnel	6	4	66.7 %	65.7 %	4	0
12 : Semi-Skilled Manual Workers	11	1	9.1 %	18.2 %	2	-1
Total	202	69	34.2 %	44.7 %	90	-21

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-11-05

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	8	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	82	0	0.0 %	2.7 %	2	-2
03 : Professionals	49	0	0.0 %	1.8 %	1	-1
04 : Semi-Professionals and Technicians	3	0	0.0 %	1.3 %	0	0
05 : Supervisors	7	0	0.0 %	0.9 %	0	0
07 : Administrative and Senior Clerical Personnel	12	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	4	0	0.0 %	1.2 %	0	0
09 : Skilled Crafts and Trades Workers	4	0	0.0 %	2.6 %	0	0
10 : Clerical Personnel	16	0	0.0 %	1.1 %	0	0
11 : Intermediate Sales and Service Personnel	6	0	0.0 %	0.8 %	0	0
12 : Semi-Skilled Manual Workers	11	0	0.0 %	1.5 %	0	0
Total	202	0	0.0 %	2.0 %	3	-3

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-11-05

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	8	3	37.5 %	11.5 %	1	2
02 : Middle and Other Managers	82	16	19.5 %	17.6 %	14	2
03 : Professionals	49	25	51.0 %	25.5 %	12	13
04 : Semi-Professionals and Technicians	3	2	66.7 %	38.8 %	1	1
05 : Supervisors	7	4	57.1 %	51.5 %	4	0
07 : Administrative and Senior Clerical Personnel	12	5	41.7 %	38.4 %	5	0
08 : Skilled Sales and Service Personnel	4	1	25.0 %	22.8 %	1	0
09 : Skilled Crafts and Trades Workers	4	1	25.0 %	23.3 %	1	0
10 : Clerical Personnel	16	8	50.0 %	45.5 %	7	1
11 : Intermediate Sales and Service Personnel	6	2	33.3 %	54.7 %	3	-1
12 : Semi-Skilled Manual Workers	11	5	45.5 %	46.4 %	5	0
Total	202	72	35.6 %	27.1 %	54	18

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-11-05

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities			Gap #
		Representation		Availability	
		#	%	%	
01/02 : Managers	90	0	0.0 %	5.0 %	5
03 : Professionals	49	1	2.0 %	8.9 %	4
04 : Semi-Professionals and Technicians	3	0	0.0 %	7.6 %	0
05 : Supervisors	7	0	0.0 %	27.5 %	2
07 : Administrative and Senior Clerical Personnel	12	0	0.0 %	10.0 %	1
08 : Skilled Sales and Service Personnel	4	0	0.0 %	8.0 %	0
09 : Skilled Crafts and Trades Workers	4	0	0.0 %	7.8 %	0
10 : Clerical Personnel	16	1	6.3 %	9.3 %	1
11 : Intermediate Sales and Service Personnel	6	0	0.0 %	10.8 %	1
12 : Semi-Skilled Manual Workers	11	0	0.0 %	10.3 %	1
Total	202	2	1.0 %	8.0 %	15

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-11-05

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

N/A just testing

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-11-05

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Hyundai Auto Canada Corp.
November 6, 2019

Data from First/Previous Workforce Analysis
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Data from Subsequent/Current Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2018	05	30

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	10	21

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	7	0	27.4
02	Middle & Other Managers	81	17	38.9
03	Professionals	42	17	49.3
04	Semi-Professionals & Technicians	3	0	24.2
05	Supervisors	7	7	53.0
06	Supervisors: Crafts & Trades		0	0.0
07	Administrative & Senior Clerical Personnel	11	6	80.2
08	Skilled Sales & Service Personnel	4	0	28.7
09	Skilled Crafts & Trades Workers	3	0	2.0
10	Clerical Personnel	15	9	65.8
11	Intermediate Sales & Service Personnel	7	4	63.9
12	Semi-Skilled Manual Workers	10	1	19.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		190	61	44.7

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	8		27.6	
	82	21	39.4	
	49	22	49.5	
	3		23.9	
	7	7	52.0	
			0.0	
	12	5	79.3	
	4		27.9	
	4		2.2	
	16	9	65.2	
	6	4	65.7	
	11	1	18.2	
			0.0	
			0.0	
	202	69	44.9	

* Source:
2011 National Household Survey

* Source:
2016 Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Hyundai Auto Canada Corp.
November 6, 2019

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2018	05	30

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	10	21

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	7	0	2.9
02	Middle & Other Managers	81	0	2.2
03	Professionals	42	0	1.8
04	Semi-Professionals & Technicians	3	0	1.6
05	Supervisors	7	0	1.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	11	0	0.8
08	Skilled Sales & Service Personnel	4	0	1.0
09	Skilled Crafts & Trades Workers	3	0	1.8
10	Clerical Personnel	15	0	1.1
11	Intermediate Sales & Service Personnel	7	0	0.6
12	Semi-Skilled Manual Workers	10	0	1.2
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	
Total		190	0	1.8

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	#	%
		8	0	3.2
		82	0	2.7
		49	0	1.8
		3	0	1.3
		7	0	0.9
		0	0	
		12	0	0.8
		4	0	1.2
		4	0	2.6
		16	0	1.1
		6	0	0.8
		11	0	1.5
		0	0	
		0	0	
Total		202	0	2.0

*** Source:**
2016 Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hyundai Auto Canada Corp.

November 6, 2019

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2018	05	30

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	10	21

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	0	10.1
02	Middle & Other Managers	81	15	15.0
03	Professionals	42	16	22.0
04	Semi-Professionals & Technicians	3	3	35.9
05	Supervisors	7	4	45.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	11	4	35.0
08	Skilled Sales & Service Personnel	4	1	20.8
09	Skilled Crafts & Trades Workers	3	1	21.1
10	Clerical Personnel	15	6	42.6
11	Intermediate Sales & Service Personnel	7	3	48.9
12	Semi-Skilled Manual Workers	10	5	40.6
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		190	58	24.0

*** Source:**

2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		8	3	11.5
		82	16	17.6
		49	25	25.5
		3	2	38.8
		7	4	51.5
		0	0	0.0
		12	5	38.4
		4	1	22.8
		4	1	23.3
		16	8	45.5
		6	2	54.7
		11	5	46.4
		0	0	
		0	0	
Total		202	72	27.4

*** Source:**

2016 Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Hyundai Auto Canada Corp.

November 6, 2019

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2018	05	30

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	10	21

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	88	1	4.3
03	Professionals	42	1	3.8
04	Semi-Professionals & Technicians	3	0	4.6
05	Supervisors	7	0	13.9
06	Supervisors: Crafts & Trades	0	0	
07	Administrative & Senior Clerical Personnel	11	0	3.4
08	Skilled Sales & Service Personnel	4	0	3.5
09	Skilled Crafts & Trades Workers	3	0	3.8
10	Clerical Personnel	15	1	7.0
11	Intermediate Sales & Service Personnel	7	0	5.6
12	Semi-Skilled Manual Workers	10	0	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		190	3	4.8

*** Source:**

2012 Canadian Survey on Disability

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		90	0	5.0
		49	1	8.9
		3	0	7.6
		7	0	27.5
		0	0	0.0
		12	0	10.0
		4	0	8.0
		4	0	7.8
		16	1	9.3
		6	0	10.8
		11	0	10.3
		0	0	0.0
		0	0	0.0
		202	2	8.0

*** Source:**

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hyundai Auto Canada Corp.

November 6, 2019

Start Date of Flow Data		
YYYY	MM	DD
2018	05	30

End Date of Flow Data		
YYYY	MM	DD
2019	10	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	17	6	0	0
03 Professionals	9	4	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	5	2	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	38	12	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
1	0	0	0
4	0	0	0
8	5	0	0
0	0	0	0
2	2	0	0
0	0	0	0
1	1	0	0
0	0	0	0
1	0	0	0
2	1	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
20	9	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
3	0	0	0
17	3	0	0
5	1	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	1	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
31	5	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hyundai Auto Canada Corp.

November 6, 2019

Start Date of Flow Data		
YYYY	MM	DD
2018	05	30

End Date of Flow Data		
YYYY	MM	DD
2019	10	21

Data from Form 4 - Employees Hired



Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

Data from Form 5 - Employees Promoted



Table 6: Aboriginal Peoples

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

Data from Form 6 - Employees Terminated



Table 10: Aboriginal Peoples

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

01	Senior Managers	1	0	0	0
02	Middle & Other Managers	17	0	0	0
03	Professionals	9	0	0	0
04	Semi-Professionals & Technicians	2	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	1	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	1	0	0	0
10	Clerical Personnel	5	0	0	0
11	Intermediate Sales & Service Personnel	1	0	0	0
12	Semi-Skilled Manual Workers	1	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		38	0	0	0

01	Senior Managers	1	0	0	0
02	Middle & Other Managers	4	0	0	0
03	Professionals	8	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	2	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	1	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	1	0	0	0
10	Clerical Personnel	2	0	0	0
11	Intermediate Sales & Service Personnel	1	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		20	0	0	0

01	Senior Managers	3	0	0	0
02	Middle & Other Managers	17	0	0	0
03	Professionals	5	0	0	0
04	Semi-Professionals & Technicians	1	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	3	0	0	0
11	Intermediate Sales & Service Personnel	2	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		31	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hyundai Auto Canada Corp.

November 6, 2019

Start Date of Flow Data		
YYYY	MM	DD
2018	05	30

End Date of Flow Data		
YYYY	MM	DD
2019	10	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	17	0	0	0
03 Professionals	9	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	5	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	38	0	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
1	0	0	0
4	0	0	0
8	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
1	0	0	0
2	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
20	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
3	0	0	0
17	1	0	0
5	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
31	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Hyundai Auto Canada Corp.

November 6, 2019

Start Date of Flow Data		
YYYY	MM	DD
2018	05	30

End Date of Flow Data		
YYYY	MM	DD
2019	10	21

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	17	5	0	0
03 Professionals	9	8	0	0
04 Semi-Professionals & Technicians	2	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	5	4	0	0
11 Intermediate Sales & Service Personnel	1	1	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	38	19	0	0

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	8	4	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	1	0	0
10 Clerical Personnel	2	2	0	0
11 Intermediate Sales & Service Personnel	1	1	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	20	10	0	0

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
	01 Senior Managers	3	0	0
02 Middle & Other Managers	17	3	0	0
03 Professionals	5	1	0	0
04 Semi-Professionals & Technicians	1	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	3	2	0	0
11 Intermediate Sales & Service Personnel	2	2	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	31	9	0	0

Federal Contractors Program Achievement Report

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Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees								First/Previous Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-30	Annually	Over 3 Years	2018	2021	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	%	#	#	%	%	
01 Senior Managers	7	4.6%	0.0%	0	40.0%	13.5%	3	3	0	13.5%	0	2	1	27.4%	27.4%	-2	-1	0.0%	14.3%	
02 Middle & Other Managers	81	0.4%	0.0%	0	20.9%	13.5%	33	33	17	13.5%	7	22	13	38.9%	38.9%	-15	-9	21.0%	28.4%	
03 Professionals	42	5.3%	0.0%	0	11.0%	13.5%	17	17	17	13.5%	7	11	8	49.3%	49.3%	-4	-3	40.5%	42.9%	
04 Semi-Professionals & Tech	3	0.0%	0.0%	0	33.3%	13.5%	1	1	0	13.5%	0	1	0	24.2%	24.2%	-1	-1	0.0%	0.0%	
05 Supervisors	7	0.0%	0.0%	0	0.0%	13.5%	3	3	7	13.5%	3	0	0	0.0%	53.0%	3	0	100.0%	57.1%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	11	2.9%	0.0%	0	0.0%	13.5%	4	4	6	13.5%	2	5	0	0.0%	80.2%	-3	-5	54.5%	36.4%	
08 Skilled Sales & Service	4	0.0%	0.0%	0	0.0%	13.5%	2	2	0	13.5%	0	1	0	0.0%	28.7%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	3	10.1%	0.0%	0	0.0%	13.5%	1	1	0	13.5%	0	0	0	0.0%	2.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	15	2.2%	0.0%	0	19.4%	13.5%	6	6	9	13.5%	4	5	0	0.0%	65.8%	-1	-5	60.0%	33.3%	
11 Intermediate Sales & Service	7	-5.0%	0.0%	0	30.8%	13.5%	3	3	4	13.5%	2	2	0	0.0%	63.9%	0	-2	57.1%	28.6%	
12 Semi-Skilled Manual	10	3.2%	0.0%	0	0.0%	13.5%	4	4	1	13.5%	0	1	1	19.8%	19.8%	-1	0	10.0%	20.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	190	2.1%	0.0%	0	15.8%	13.5%	77	77	61	13.5%	25	49	0		44.7%	-24	-49	32.1%	18.9%	

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1	27.4		27.4	Long-term Goals based on an eight (8) year timeline
02 Middle & Other Managers	13	38.9		38.9	Long-term Goals based on an eight (8) year timeline
03 Professionals	8	49.3		49.3	Long-term Goals based on an eight (8) year timeline
04 Semi-Professionals & Tech	0	24.2		24.2	Long-term Goals based on an eight (8) year timeline
05 Supervisors	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline
06 Supervisors: Crafts & Trades	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline
07 Administrative & Sr Clerical	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline
08 Skilled Sales & Service	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline
09 Skilled Crafts & Trades	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline
10 Clerical Personnel	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline
11 Intermediate Sales & Service	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline
12 Semi-Skilled Manual	1	19.8		19.8	Long-term Goals based on an eight (8) year timeline
13 Other Sales & Service	0	0.0		0.0	Long-term Goals based on an eight (8) year timeline

Federal Contractors Program Achievement Report

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Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

14	Other Manual Workers	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
Total		0	0.0	0	0.0	

Federal Contractors Program Achievement Report

004480

Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-30	Annually	Over 3 Years		#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	7	4.6%	0.0%	0	40.0%	13.5%	3	3	0	13.5%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	81	0.4%	0.0%	0	20.9%	13.5%	33	33	0	13.5%	0	2	1	2.2%	2.2%	-2	-1	0.0%	1.2%	
03 Professionals	42	5.3%	0.0%	0	11.0%	13.5%	17	17	0	13.5%	0	1	0	1.8%	1.8%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	3	0.0%	0.0%	0	33.3%	13.5%	1	1	0	13.5%	0	0	0	0.0%	1.6%	0	0	0.0%	0.0%	
05 Supervisors	7	0.0%	0.0%	0	0.0%	13.5%	3	3	0	13.5%	0	0	0	0.0%	1.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	11	2.9%	0.0%	0	0.0%	13.5%	4	4	0	13.5%	0	0	0	0.0%	0.8%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	4	0.0%	0.0%	0	0.0%	13.5%	2	2	0	13.5%	0	0	0	0.0%	1.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	3	10.1%	0.0%	0	0.0%	13.5%	1	1	0	13.5%	0	0	0	0.0%	1.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	15	2.2%	0.0%	0	19.4%	13.5%	6	6	0	13.5%	0	0	0	0.0%	1.1%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	7	-5.0%	0.0%	0	30.8%	13.5%	3	3	0	13.5%	0	0	0	0.0%	0.6%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	10	3.2%	0.0%	0	0.0%	13.5%	4	4	0	13.5%	0	0	0	0.0%	1.2%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	190	2.1%		0	15.8%		0	0	0	0.0%	0	3	0		1.8%	-3	-3	0.0%	0.0%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
02 Middle & Other Managers	1	2.2	0	2.2	Long-term Goals based on an eight (8) year timeline
03 Professionals	0	1.8	0	1.8	Long-term Goals based on an eight (8) year timeline
04 Semi-Professionals & Tech	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
05 Supervisors	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
07 Administrative & Sr Clerical	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
08 Skilled Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
09 Skilled Crafts & Trades	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
10 Clerical Personnel	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
11 Intermediate Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
12 Semi-Skilled Manual	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
13 Other Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline

Federal Contractors Program Achievement Report

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Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

14	Other Manual Workers	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
Total		0	0.0	0	0.0	

Federal Contractors Program Achievement Report

004482

Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-05-30	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01/02	Managers	88	2.5%	0.0%	0	30.4%	13.5%	36	36	1	13.5%	0	3	2	4.3%	4.3%	-3	-1	1.1%	3.4%
03	Professionals	42	5.3%	0.0%	0	11.0%	13.5%	17	17	1	13.5%	0	1	1	3.8%	3.8%	-1	0	2.4%	4.8%
04	Semi-Professionals & Tech	3	0.0%	0.0%	0	33.3%	13.5%	1	1	0	13.5%	0	0	0	0.0%	4.6%	0	0	0.0%	0.0%
05	Supervisors	7	0.0%	0.0%	0	0.0%	13.5%	3	3	1	0	13.5%	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	11	2.9%	0.0%	0	0.0%	13.5%	4	4	0	13.5%	0	0	0	0.0%	3.4%	0	0	0.0%	0.0%
08	Skilled Sales & Service	4	0.0%	0.0%	0	0.0%	13.5%	2	2	0	13.5%	0	0	0	0.0%	3.5%	0	0	0.0%	0.0%
09	Skilled Crafts & Trades	3	10.1%	0.0%	0	0.0%	13.5%	1	1	0	13.5%	0	0	0	0.0%	3.8%	0	0	0.0%	0.0%
10	Clerical Personnel	15	2.2%	0.0%	0	19.4%	13.5%	6	6	1	13.5%	0	0	0	0.0%	7.0%	0	0	6.7%	6.7%
11	Intermediate Sales & Service	7	-5.0%	0.0%	0	30.8%	13.5%	3	3	0	13.5%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	10	3.2%	0.0%	0	0.0%	13.5%	4	4	0	13.5%	0	0	0	0.0%	4.8%	0	0	0.0%	0.0%
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		190	2.1%		0	15.8%		0	0	3	0.0%	0	6	0		4.8%	-6	-6	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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	2	4.3	0	4.3	Long-term Goals based on an eight (8) year timeline
03	Professionals	1	3.8	0	3.8	Long-term Goals based on an eight (8) year timeline
04	Semi-Professionals & Tech	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
05	Supervisors	0	13.9	0	13.9	Long-term Goals based on an eight (8) year timeline
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
07	Administrative & Sr Clerical	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
08	Skilled Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
09	Skilled Crafts & Trades	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
10	Clerical Personnel	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
11	Intermediate Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
12	Semi-Skilled Manual	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
13	Other Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
14	Other Manual Workers	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
Total		0	0.0	0	0.0	

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To							
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-30	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%			
01 Senior Managers	7	4.6%	0.0%	0	40.0%	13.5%	3	3	0	13.5%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	81	0.4%	0.0%	0	20.9%	13.5%	33	33	15	13.5%	6	3	0	0.0%	15.0%	3	-3	18.5%	11.1%	
03 Professionals	42	5.3%	0.0%	0	11.0%	13.5%	17	17	16	13.5%	6	-1	0	0.0%	22.0%	7	1	38.1%	23.8%	
04 Semi-Professionals & Tech	3	0.0%	0.0%	0	33.3%	13.5%	1	1	3	13.5%	1	-1	0	0.0%	35.9%	2	1	100.0%	66.7%	
05 Supervisors	7	0.0%	0.0%	0	0.0%	13.5%	3	3	4	13.5%	2	1	0	0.0%	45.8%	1	-1	57.1%	28.6%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	11	2.9%	0.0%	0	0.0%	13.5%	4	4	4	13.5%	2	2	0	0.0%	35.0%	0	-2	36.4%	18.2%	
08 Skilled Sales & Service	4	0.0%	0.0%	0	0.0%	13.5%	2	2	1	13.5%	0	0	0	0.0%	20.8%	0	0	25.0%	25.0%	
09 Skilled Crafts & Trades	3	10.1%	0.0%	0	0.0%	13.5%	1	1	1	13.5%	0	0	0	0.0%	21.1%	0	0	33.3%	33.3%	
10 Clerical Personnel	15	2.2%	0.0%	0	19.4%	13.5%	6	6	6	13.5%	2	2	0	0.0%	42.6%	0	-2	40.0%	26.7%	
11 Intermediate Sales & Service	7	-5.0%	0.0%	0	30.8%	13.5%	3	3	3	13.5%	1	1	0	0.0%	48.9%	0	-1	42.9%	28.6%	
12 Semi-Skilled Manual	10	3.2%	0.0%	0	0.0%	13.5%	4	4	5	13.5%	2	1	0	0.0%	40.6%	1	-1	50.0%	30.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	13.5%	0	0	0	13.5%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	190	2.1%		0	15.8%		0	0	58	0.0%	0	-12	0		24.0%	12	12	30.5%	30.5%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	10.1	0	10.1	Long-term Goals based on an eight (8) year timeline
02 Middle & Other Managers	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
03 Professionals	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
04 Semi-Professionals & Tech	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
05 Supervisors	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
07 Administrative & Sr Clerical	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
08 Skilled Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
09 Skilled Crafts & Trades	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
10 Clerical Personnel	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
11 Intermediate Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
12 Semi-Skilled Manual	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
13 Other Sales & Service	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline

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14	Other Manual Workers	0	0.0	0	0.0	Long-term Goals based on an eight (8) year timeline
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)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2019	2022				
	2019-10-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	Over 3 Years	#	%	%	#	#	%	%							
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	#	#	%	%							
01 Senior Managers	8	4.6%	2.0%	0	40.0%	13.6%	3	3	0	13.6%	0	2	1	27.6%	27.6%	-2	-1	0.0%	12.5%						
02 Middle & Other Managers	82	0.4%	2.0%	5	20.9%	13.6%	33	38	21	13.6%	9	22	15	39.4%	39.4%	-11	-7	25.6%	31.0%						
03 Professionals	49	5.3%	2.0%	3	11.0%	13.6%	20	23	22	13.6%	9	13	11	49.5%	49.5%	-2	-2	44.9%	46.2%						
04 Semi-Professionals & Tech	3	0.0%	2.0%	0	33.3%	13.6%	1	1	0	13.6%	0	1	0	23.9%	23.9%	-1	-1	0.0%	0.0%						
05 Supervisors	7	0.0%	2.0%	0	0.0%	13.6%	3	3	7	13.6%	3	0	0	0.0%	52.0%	3	0	100.0%	57.1%						
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
07 Administrative & Sr Clerical	12	2.9%	2.0%	1	0.0%	13.6%	5	6	5	13.6%	2	7	3	50.0%	79.3%	-5	-4	41.7%	46.2%						
08 Skilled Sales & Service	4	0.0%	2.0%	0	0.0%	13.6%	2	2	0	13.6%	0	1	1	27.9%	27.9%	-1	0	0.0%	25.0%						
09 Skilled Crafts & Trades	4	10.1%	2.0%	0	0.0%	13.6%	2	2	0	13.6%	0	0	0	2.2%	2.2%	0	0	0.0%	0.0%						
10 Clerical Personnel	16	2.2%	2.0%	1	19.4%	13.6%	7	8	9	13.6%	4	6	0	0.0%	65.2%	-1	-6	56.3%	29.4%						
11 Intermediate Sales & Service	6	-5.0%	2.0%	0	30.8%	13.6%	2	2	4	13.6%	2	2	0	0.0%	65.7%	0	-2	66.7%	33.3%						
12 Semi-Skilled Manual	11	3.2%	2.0%	1	0.0%	13.6%	4	5	1	13.6%	0	1	1	18.2%	18.2%	-1	0	9.1%	16.7%						
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
Total	202	2.1%		0	15.8%		0	0	69	0.0%	0	22	0		44.9%	-22	-22	34.2%	34.2%						

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		27.6		30.0	Long-term Goals based on an eight (8) year timeline
02 Middle & Other Managers		39.4		50.0	Long-term Goals based on an eight (8) year timeline
03 Professionals		49.5		50.0	Long-term Goals based on an eight (8) year timeline
04 Semi-Professionals & Tech		23.9		25.0	Long-term Goals based on an eight (8) year timeline
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		50.0		50.0	For the womens category, a goal must never exceed 50% regardless of the LMA in order to keep a gender balance as close to 50% as possible.
08 Skilled Sales & Service		27.9		30.0	Long-term Goals based on an eight (8) year timeline
09 Skilled Crafts & Trades		2.2		5.0	Long-term Goals based on an eight (8) year timeline
10 Clerical Personnel					
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		18.2		25.0	Long-term Goals based on an eight (8) year timeline
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	

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Total		0.0	0.0
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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2019	2022					
	2019-10-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	%	#	%	%	%	#	#	%	%	
01 Senior Managers	8	4.6%	2.0%	0	40.0%	13.6%	3	3	0	13.6%	0	0	0	3.2%	3.2%	0	0	0.0%	0.0%	
02 Middle & Other Managers	82	0.4%	2.0%	5	20.9%	13.6%	33	38	0	13.6%	0	2	1	2.7%	2.7%	-2	-1	0.0%	1.1%	
03 Professionals	49	5.3%	2.0%	3	11.0%	13.6%	20	23	0	13.6%	0	1	0	1.8%	1.8%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	3	0.0%	2.0%	0	33.3%	13.6%	1	1	0	13.6%	0	0	0	1.3%	1.3%	0	0	0.0%	0.0%	
05 Supervisors	7	0.0%	2.0%	0	0.0%	13.6%	3	3	0	13.6%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	12	2.9%	2.0%	1	0.0%	13.6%	5	6	0	13.6%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	4	0.0%	2.0%	0	0.0%	13.6%	2	2	0	13.6%	0	0	0	1.2%	1.2%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	4	10.1%	2.0%	0	0.0%	13.6%	2	2	0	13.6%	0	0	0	2.6%	2.6%	0	0	0.0%	0.0%	
10 Clerical Personnel	16	2.2%	2.0%	1	19.4%	13.6%	7	8	0	13.6%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	6	-5.0%	2.0%	0	30.8%	13.6%	2	2	0	13.6%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	11	3.2%	2.0%	1	0.0%	13.6%	4	5	0	13.6%	0	0	0	1.5%	1.5%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	2.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	202	2.1%		0	15.8%		0	0	0	0.0%	0	4	0		2.0%	-4	-4	0.0%	0.0%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		3.2		3.2	Long-term Goals based on an eight (8) year timeline
02 Middle & Other Managers		2.7		2.7	Long-term Goals based on an eight (8) year timeline
03 Professionals		1.8		1.8	Long-term Goals based on an eight (8) year timeline
04 Semi-Professionals & Tech		1.3		1.3	Long-term Goals based on an eight (8) year timeline
05 Supervisors		0.9		0.9	Long-term Goals based on an eight (8) year timeline
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.8		0.8	Long-term Goals based on an eight (8) year timeline
08 Skilled Sales & Service		1.2		1.2	Long-term Goals based on an eight (8) year timeline
09 Skilled Crafts & Trades		2.6		2.6	Long-term Goals based on an eight (8) year timeline
10 Clerical Personnel		1.1		1.1	Long-term Goals based on an eight (8) year timeline
11 Intermediate Sales & Service		0.8		0.8	Long-term Goals based on an eight (8) year timeline
12 Semi-Skilled Manual		1.5		1.5	Long-term Goals based on an eight (8) year timeline
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	

Federal Contractors Program Achievement Report

004489

Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

Total		0.0	0.0
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Federal Contractors Program Achievement Report

004490

Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																			
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Actual	Projected		Actual	Projected					
		2019-10-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022	%	#	#	%	%	
		#	%	%	#	%	%	#	#	%	%	#	%	#	%	%	#	#	%	%	
01/02	Managers	90	2.5%	2.0%	5	30.4%	13.6%	37	42	0	13.6%	0	5	2	5.0%	5.0%	-5	-3	0.0%	2.1%	
03	Professionals	49	5.3%	2.0%	3	11.0%	13.6%	20	23	1	13.6%	0	4	2	8.9%	8.9%	-3	-2	2.0%	5.8%	
04	Semi-Professionals & Tech	3	0.0%	2.0%	0	33.3%	13.6%	1	1	0	13.6%	0	0	0	7.6%	7.6%	0	0	0.0%	0.0%	
05	Supervisors	7	0.0%	2.0%	0	0.0%	13.6%	3	3	0	13.6%	0	2	1	27.5%	27.5%	-2	-1	0.0%	14.3%	
06	Supervisors: Crafts & Trades	0	0.0%	2.0%	0	0.0%	13.6%	0	0	0	13.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	12	2.9%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	10.0%	10.0%	-1	-1	0.0%	0.0%	
08	Skilled Sales & Service	4	0.0%	2.0%	0	0.0%	13.6%	2	2	0	13.6%	0	0	0	8.0%	8.0%	0	0	0.0%	0.0%	
09	Skilled Crafts & Trades	4	10.1%	2.0%	0	0.0%	13.6%	2	2	0	13.6%	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%	
10	Clerical Personnel	16	2.2%	2.0%	1	19.4%	13.6%	7	8	1	13.6%	0	1	1	9.3%	9.3%	0	0	6.3%	11.8%	
11	Intermediate Sales & Service	6	-5.0%	2.0%	0	30.8%	13.6%	2	2	0	13.6%	0	1	0	10.8%	10.8%	-1	-1	0.0%	0.0%	
12	Semi-Skilled Manual	11	3.2%	2.0%	1	0.0%	13.6%	4	5	0	13.6%	0	1	1	10.3%	10.3%	-1	0	0.0%	8.3%	
13	Other Sales & Service	0	0.0%	2.0%	0	0.0%	13.6%	0	0	0	13.6%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		202	2.1%	0.0%	0	15.8%	0.0%	0	0	2	0.0%	0	14	0	8.0%	8.0%	-14	-14	1.0%	1.0%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01/02	Managers	5.0	5.0	Long-term Goals based on an eight (8) year timeline	
03	Professionals	8.9	8.9	Long-term Goals based on an eight (8) year timeline	
04	Semi-Professionals & Tech	7.6	7.6	Long-term Goals based on an eight (8) year timeline	
05	Supervisors	27.5	27.5	Long-term Goals based on an eight (8) year timeline	
06	Supervisors: Crafts & Trades	0.0	0.0		
07	Administrative & Sr Clerical	10.0	10.0	Long-term Goals based on an eight (8) year timeline	
08	Skilled Sales & Service	8.0	8.0	Long-term Goals based on an eight (8) year timeline	
09	Skilled Crafts & Trades	7.8	7.8	Long-term Goals based on an eight (8) year timeline	
10	Clerical Personnel	9.3	9.3	Long-term Goals based on an eight (8) year timeline	
11	Intermediate Sales & Service	10.8	10.8	Long-term Goals based on an eight (8) year timeline	
12	Semi-Skilled Manual	10.3	10.3	Long-term Goals based on an eight (8) year timeline	
13	Other Sales & Service	0.0	0.0		
14	Other Manual Workers	0.0	0.0		
Total		0.0	0.0		

Federal Contractors Program Achievement Report

004491

Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2019	2022					
	2019-10-21	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	%	%	%	%	%	#	#	%	%	
01 Senior Managers	8	4.6%	2.0%	0	40.0%	13.6%	3	3	3	13.6%	1	-1	0	11.5%	11.5%	2	1	37.5%	25.0%	
02 Middle & Other Managers	82	0.4%	2.0%	5	20.9%	13.6%	33	38	16	13.6%	7	6	6	17.0%	17.6%	2	0	19.5%	17.2%	
03 Professionals	49	5.3%	2.0%	3	11.0%	13.6%	20	23	25	13.6%	10	-2	6	25.5%	25.5%	13	8	51.0%	40.4%	
04 Semi-Professionals & Tech	3	0.0%	2.0%	0	33.3%	13.6%	1	1	2	13.6%	1	0	0	38.8%	38.8%	1	0	66.7%	33.3%	
05 Supervisors	7	0.0%	2.0%	0	0.0%	13.6%	3	3	4	13.6%	2	2	2	51.5%	51.5%	0	0	57.1%	57.1%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	12	2.9%	2.0%	1	0.0%	13.6%	5	6	5	13.6%	2	2	2	38.4%	38.4%	0	0	41.7%	38.5%	
08 Skilled Sales & Service	4	0.0%	2.0%	0	0.0%	13.6%	2	2	1	13.6%	0	0	0	22.8%	22.8%	0	0	25.0%	25.0%	
09 Skilled Crafts & Trades	4	10.1%	2.0%	0	0.0%	13.6%	2	2	1	13.6%	0	0	0	23.3%	23.3%	0	0	25.0%	25.0%	
10 Clerical Personnel	16	2.2%	2.0%	1	19.4%	13.6%	7	8	8	13.6%	3	3	4	45.5%	45.5%	1	1	50.0%	52.9%	
11 Intermediate Sales & Service	6	-5.0%	2.0%	0	30.8%	13.6%	2	2	2	13.6%	1	2	1	54.7%	54.7%	-1	-1	33.3%	33.3%	
12 Semi-Skilled Manual	11	3.2%	2.0%	1	0.0%	13.6%	4	5	5	13.6%	2	3	2	46.4%	46.4%	0	-1	45.5%	41.7%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	202	2.1%		0	15.8%		0	0	72	0.0%	0	-17	0		27.4%	17	17	35.6%	35.6%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%	%	%	
01 Senior Managers		11.5		11.5%	Long-term Goals based on an eight (8) year timeline
02 Middle & Other Managers		17.0		17.0%	Long-term Goals based on an eight (8) year timeline
03 Professionals		25.5		25.5%	Long-term Goals based on an eight (8) year timeline
04 Semi-Professionals & Tech		38.8		38.8%	Long-term Goals based on an eight (8) year timeline
05 Supervisors		51.5		51.5%	Long-term Goals based on an eight (8) year timeline
06 Supervisors: Crafts & Trades		0.0		0.0%	
07 Administrative & Sr Clerical		38.4		38.4%	Long-term Goals based on an eight (8) year timeline
08 Skilled Sales & Service		22.8		22.8%	Long-term Goals based on an eight (8) year timeline
09 Skilled Crafts & Trades		23.3		23.3%	Long-term Goals based on an eight (8) year timeline
10 Clerical Personnel		45.5		45.5%	Long-term Goals based on an eight (8) year timeline
11 Intermediate Sales & Service		54.7		54.7%	Long-term Goals based on an eight (8) year timeline
12 Semi-Skilled Manual		46.4		46.4%	Long-term Goals based on an eight (8) year timeline
13 Other Sales & Service		0.0		0.0%	
14 Other Manual Workers		0.0		0.0%	

Federal Contractors Program Achievement Report

004492

Part 3: Goals

Hyundai Auto Canada Corp.

November 6, 2019

Total		0.0	0.0
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Federal Contractors Program Achievement Report

004493

Part 4: Results - Women

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	7	0	0.0	27.4	2	-2	0.0																	
	2019	8	0	0.0	27.6	2	-2	0.0	1	0	0.0	0	0	1	0	0.0	0	0	3	0	0.0	0	0	0	0
02 Middle & Other Managers	2018	81	17	21.0	38.9	32	-15	54.0																	
	2019	82	21	25.6	39.4	32	-11	65.0	17	6	35.3	7	-1	4	0	0.0	1	-1	17	3	17.6	4	-1		
03 Professionals	2018	42	17	40.5	49.3	21	-4	82.1																	
	2019	49	22	44.9	49.5	24	-2	90.7	9	4	44.4	4	0	8	5	62.5	3	2	5	1	20.0	2	-1		
04 Semi-Professionals & Technicians	2018	3	0	0.0	24.2	1	-1	0.0																	
	2019	3	0	0.0	23.9	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0
05 Supervisors	2018	7	7	100.0	53.0	4	3	188.7																	
	2019	7	7	100.0	52.0	4	3	192.3	0	0	0.0	0	0	2	2	100.0	2	0	0	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

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

Employment Equity Occupational Group (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	2019	2	0	0.0	1	0.0	27.4	0.0	0	0.0	27.4	0.0		
	2022	2	0	0.0			27.6	0.0			30.0	0.0		
02 Middle & Other Managers	2019	21	6	28.6	13	46.2	38.9	73.4	0	0.0	38.9	73.4		
	2022	21	6	28.6			39.4	72.5			50.0	57.1		
03 Professionals	2019	17	9	52.9	8	112.5	49.3	107.4	0	0.0	49.3	107.4		
	2022	17	9	52.9			49.5	107.0			50.0	105.9		
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	24.2	0.0	0	0.0	24.2	0.0		
	2022	2	0	0.0			23.9	0.0			25.0	0.0		
05 Supervisors	2019	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	2	100.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

004494

Part 4: Results - Women

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#				
07 Administrative & Senior Clerical	2018	11	6	54.5	80.2	9	-3	68.0																
	2019	12	5	41.7	79.3	10	-5	52.5	1	0	0.0	1	-1	1	1	100.0	1	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	4	0	0.0	28.7	1	-1	0.0																
	2019	4	0	0.0	27.9	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	2.0	0	0	0.0																
	2019	4	0	0.0	2.2	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2018	15	9	60.0	65.8	10	-1	91.2																
	2019	16	9	56.3	65.2	10	-1	86.3	5	2	40.0	3	-1	2	1	50.0	1	0	3	1	33.3	2	-1	
11 Intermediate Sales & Service Personnel	2018	7	4	57.1	63.9	4	0	89.4																
	2019	6	4	66.7	65.7	4	0	101.5	1	0	0.0	1	-1	1	0	0.0	1	-1	2	0	0.0	1	-1	
12 Semi-Skilled Manual Workers	2018	10	1	10.0	19.8	2	-1	50.5																
	2019	11	1	9.1	18.2	2	-1	50.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0			50.0	100.0			50.0	100.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			27.9	0.0			30.0	0.0		
09 Skilled Crafts & Trades Workers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			2.2	0.0			5.0	0.0		
10 Clerical Personnel	2019	7	3	42.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	3	42.9			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	1	0	0.0	1	0.0	19.8	0.0	0	0.0	19.8	0.0		
	2022	1	0	0.0			18.2	0.0			25.0	0.0		

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Part 4: Results - Women

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#					
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	190	61	32.1	44.7	85	-24	71.8																	
	2019	202	69	34.2	44.9	91	-22	76.1	38	12	31.6	17	-5	20	9	45.0	6	3	31	5	16.1	10	-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	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	58	21	36.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	58	21	36.2			0.0	0.0			0.0	0.0	

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Part 5: Results - Aboriginal Peoples

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2018	7	0	0.0	2.9	0	0	0.0																
	2019	8	0	0.0	3.2	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	3	0	0.0	0	0
02 Middle & Other Managers	2018	81	0	0.0	2.2	2	-2	0.0																
	2019	82	0	0.0	2.7	2	-2	0.0	17	0	0.0	0	0	0	4	0	0.0	0	0	17	0	0.0	0	0
03 Professionals	2018	42	0	0.0	1.8	1	-1	0.0																
	2019	49	0	0.0	1.8	1	-1	0.0	9	0	0.0	0	0	0	8	0	0.0	0	0	5	0	0.0	0	0
04 Semi-Professionals & Technicians	2018	3	0	0.0	1.6	0	0	0.0																
	2019	3	0	0.0	1.3	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
05 Supervisors	2018	7	0	0.0	1.0	0	0	0.0																
	2019	7	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0		3.2	0.0			3.2	0.0			
02 Middle & Other Managers	2019	21	0	0.0	1	0.0	2.2	0.0	0	0.0	2.2	0.0		
	2022	21	0	0.0		2.7	0.0			2.7	0.0			
03 Professionals	2019	17	0	0.0	0	0.0	1.8	0.0	0	0.0	1.8	0.0		
	2022	17	0	0.0		1.8	0.0			1.8	0.0			
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0		1.3	0.0			1.3	0.0			
05 Supervisors	2019	2	0	0.0	0	0.0	0.9	0.0	0	0.0	0.9	0.0		
	2022	2	0	0.0		0.9	0.0			0.9	0.0			
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0		0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

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Part 5: Results - Aboriginal Peoples

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#				
07 Administrative & Senior Clerical	2018	11	0	0.0	0.8	0	0	0.0																	
	2019	12	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	4	0	0.0	1.0	0	0	0.0																	
	2019	4	0	0.0	1.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	1.8	0	0	0.0																	
	2019	4	0	0.0	2.6	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2018	15	0	0.0	1.1	0	0	0.0																	
	2019	16	0	0.0	1.1	0	0	0.0	5	0	0.0	0	0	0	2	0	0.0	0	0	0	3	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2018	7	0	0.0	0.6	0	0	0.0																	
	2019	6	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2018	10	0	0.0	1.2	0	0	0.0																	
	2019	11	0	0.0	1.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0	0.8	0.0	0.8	0.0	0.8	0.0	0.8	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0	1.2	0.0	1.2	0.0	1.2	0.0	1.2	0.0		
09 Skilled Crafts & Trades Workers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0	2.6	0.0	2.6	0.0	2.6	0.0	2.6	0.0		
10 Clerical Personnel	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	0	0.0	1.1	0.0	1.1	0.0	1.1	0.0	1.1	0.0		
11 Intermediate Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0	0.8	0.0	0.8	0.0	0.8	0.0	0.8	0.0		
12 Semi-Skilled Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0	1.5	0.0	1.5	0.0	1.5	0.0	1.5	0.0		

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Part 5: Results - Aboriginal Peoples

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#				
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	
14 Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	
Total	2018	190	0	0.0	1.8	3	-3	0.0																	
	2019	202	0	0.0	2.0	4	-4	0.0	38	0	0.0	1	-1	20	0	0.0	0	0	0	31	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	58	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	58	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#		
01&02 Managers	2018	88	1	1.1	4.3	4	-3	26.4																
	2019	90	0	0.0	5.0	5	-5	0.0	18	0	0.0	1	-1	5	0	0.0	0	0	20	1	5.0	0	1	
03 Professionals	2018	42	1	2.4	3.8	2	-1	62.7																
	2019	49	1	2.0	8.9	4	-3	22.9	9	0	0.0	1	-1	8	0	0.0	0	0	5	0	0.0	0	0	
04 Semi-Professionals & Technicians	2018	3	0	0.0	4.6	0	0	0.0																
	2019	3	0	0.0	7.6	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
05 Supervisors	2018	7	0	0.0	13.9	1	-1	0.0																
	2019	7	0	0.0	27.5	2	-2	0.0	0	0	0.0	0	0	2	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2019	23	0	0.0	2	0.0	4.3	0.0	0	0.0	4.3	0.0		
	2022	23	0	0.0			5.0	0.0			5.0	0.0		
03 Professionals	2019	17	0	0.0	1	0.0	3.8	0.0	0	0.0	3.8	0.0		
	2022	17	0	0.0			8.9	0.0			8.9	0.0		
04 Semi-Professionals & Technicians	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			7.6	0.0			7.6	0.0		
05 Supervisors	2019	2	0	0.0	0	0.0	13.9	0.0	0	0.0	13.9	0.0		
	2022	2	0	0.0			27.5	0.0			27.5	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

004500

Part 6: Results - Persons with Disabilities

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2018	11	0	0.0	3.4	0	0	0.0																
	2019	12	0	0.0	10.0	1	-1	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	4	0	0.0	3.5	0	0	0.0																
	2019	4	0	0.0	8.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	3.8	0	0	0.0																
	2019	4	0	0.0	7.8	0	0	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2018	15	1	6.7	7.0	1	0	95.2																
	2019	16	1	6.3	9.3	1	0	67.2	5	0	0.0	0	0	2	0	0.0	0	0	0	3	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2018	7	0	0.0	5.6	0	0	0.0																
	2019	6	0	0.0	10.8	1	-1	0.0	1	0	0.0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
12 Semi-Skilled Manual Workers	2018	10	0	0.0	4.8	0	0	0.0																
	2019	11	0	0.0	10.3	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			10.0	0.0			10.0	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			8.0	0.0			8.0	0.0		
09 Skilled Crafts & Trades Workers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			7.8	0.0			7.8	0.0		
10 Clerical Personnel	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			10.8	0.0			10.8	0.0		
12 Semi-Skilled Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			10.3	0.0			10.3	0.0		

Federal Contractors Program Achievement Report

004501

Part 6: Results - Persons with Disabilities

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	190	3	1.6	4.8	9	-6	32.9																
	2019	202	2	1.0	8.0	16	-14	12.4	38	0	0.0	3	-3	20	0	0.0	0	0	0	31	1	3.2	0	1

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	58	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	58	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

004502

Part 7: Results - Members of Visible Minorities

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	7	0	0.0	10.1	1	-1	0.0																	
	2019	8	3	37.5	11.5	1	2	326.1	1	0	0.0	0	0	0	1	0	0.0	0	0	3	0	0.0	0	0	
02 Middle & Other Managers	2018	81	15	18.5	15.0	12	3	123.5																	
	2019	82	16	19.5	17.6	14	2	110.9	17	5	29.4	3	2	4	1	25.0	1	0	17	3	17.6	3	0	0	
03 Professionals	2018	42	16	38.1	22.0	9	7	173.2																	
	2019	49	25	51.0	25.5	12	13	200.1	9	8	88.9	2	6	8	4	50.0	3	1	5	1	20.0	2	-1		
04 Semi-Professionals & Technicians	2018	3	3	100.0	35.9	1	2	278.6																	
	2019	3	2	66.7	38.8	1	1	171.8	2	1	50.0	1	0	0	0	0.0	0	0	1	1	100.0	1	0		
05 Supervisors	2018	7	4	57.1	45.8	3	1	124.8																	
	2019	7	4	57.1	51.5	4	0	111.0	0	0	0.0	0	0	2	1	50.0	1	0	0	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	%	#	%	%	%	#	%	%	%				
01 Senior Managers	2019	2	0	0.0	0	0.0	10.1	0.0				0.0	10.1	0.0	
	2022	2	0	0.0			11.5	0.0					0.1	0.0	
02 Middle & Other Managers	2019	21	6	28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	21	6	28.6			17.0	168.1				0.2	16806.7		
03 Professionals	2019	17	12	70.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	17	12	70.6			25.5	276.8				0.3	27681.7		
04 Semi-Professionals & Technicians	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	2	1	50.0			38.8	128.9				0.4	12886.6		
05 Supervisors	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	2	1	50.0			51.5	97.1				0.5	9708.7		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	0.0		

Federal Contractors Program Achievement Report

004503

Part 7: Results - Members of Visible Minorities

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#			
07 Administrative & Senior Clerical	2018	11	4	36.4	35.0	4	0	103.9																	
	2019	12	5	41.7	38.4	5	0	108.5	1	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	4	1	25.0	20.8	1	0	120.2																	
	2019	4	1	25.0	22.8	1	0	109.6	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2018	3	1	33.3	21.1	1	0	158.0																	
	2019	4	1	25.0	23.3	1	0	107.3	1	0	0.0	0	0	0	1	1	100.0	0	1	0	0	0.0	0	0	0
10 Clerical Personnel	2018	15	6	40.0	42.6	6	0	93.9																	
	2019	16	8	50.0	45.5	7	1	109.9	5	4	80.0	2	2	2	2	2	100.0	1	1	3	2	66.7	1	1	
11 Intermediate Sales & Service Personnel	2018	7	3	42.9	48.9	3	0	87.6																	
	2019	6	2	33.3	54.7	3	-1	60.9	1	1	100.0	1	0	1	1	1	100.0	0	1	2	2	100.0	1	1	
12 Semi-Skilled Manual Workers	2018	10	5	50.0	40.6	4	1	123.2																	
	2019	11	5	45.5	46.4	5	0	98.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			38.4	0.0			0.4	0.0		
08 Skilled Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			22.8	0.0			0.2	0.0		
09 Skilled Crafts & Trades Workers	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0			23.3	214.6			0.2	21459.2		
10 Clerical Personnel	2019	7	6	85.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	6	85.7			45.5	188.4			0.5	18838.3		
11 Intermediate Sales & Service Personnel	2019	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	2	100.0			54.7	182.8			0.5	18281.5		
12 Semi-Skilled Manual Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			46.4	0.0			0.5	0.0		

Federal Contractors Program Achievement Report

004504

Part 7: Results - Members of Visible Minorities

Hyundai Auto Canada Corp.

November 6, 2019

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0																	
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	190	58	30.5	24.0	46	12	127.2																	
	2019	202	72	35.6	27.4	55	17	130.1	38	19	50.0	10	9	20	10	50.0	6	4	31	9	29.0	9	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	58	29	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	58	29	50.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Hyundai Auto Canada Corp.
November 6, 2019

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):

Introduced an Womens employee resource group to support female representation in the workplace. In 2018, became partners with CCDI and in our first year provided all staff 1 day Unconscious Bias training. Additionally, all executive went through a half day Diversity and Inclusionong Workshop and were set up with a coach to create and implement personal action plans.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

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

Employer Name: Hyundai Auto Canada Corp.

Primary Location: Markham, Ontario

Number of Employees: 202

• Ontario	164
• Quebec	17
• Nova Scotia	8
• British Columbia	8
• Alberta	3
• Manitoba	2

Organization Overview:

NAICS 4231 (Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers)

(Hyundai Auto Canada, established in 1983 and headquartered in Markham, Ontario, is a subsidiary of Hyundai Motor Company of Korea. Hyundai vehicles are distributed throughout Canada by Hyundai Auto Canada and are sold and serviced through more than 210 dealerships nationwide. Hyundai is also the first in the country to offer its zero-emissions Tucson Fuel Cell Electric Vehicle (FCEV) to Canadians).

Key Dates – First Year Assessment

Initiated: 2018-03-28
 Received: 2018-06-01
 Closed: 2018-10-01
 Workforce Analysis: 2018-05-30

Key Dates – Subsequent Assessment

Initiated: 2019-11-17
 Received: 2019-11-15
 Workforce Analysis: 2019-11-05

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- Goals were set using both percentages and numerical formats. Results were measured against percentage goals.

Women

01	Senior Managers	Goal not met (0% achieved)
02	Middle & Other Managers	Goal not met (73% achieved)
03	Professionals	Goal met at 107%
04	Semi-Professionals & Technicians	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	No goal set
08	Skilled Sales & Service Personnel	No goal set
10	Clerical Personnel	No goal set
12	Semi-Skilled Manual Workers	Goal not met (0% achieved)

Assessment/Observations

- EEOG 01: There were two new entrants and none were women. However, with an LMA rate of 27.4%, the goal was unattainable.
- EEOG 02: There were 21 new entrants and six were women. With an LMA rate of 38.9%, at least eight would have been expected.
- EEOG 04: There were two new entrants and none were women. However, with an LMA rate of 24.2%, the goal was unattainable.
- EEOG 07: There were two new entrants and one was a woman. With an LMA rate of 80.2%, the goal would have been achieved but no goal was set.
- EEOG 08: There were no new entrants.
- EEOG 10: There were seven new entrants and three were women. With an LMA rate of 65.8%, at least four would have been expected.
- EEOG 12: There was one new entrant and it was not a woman. However, with an LMA rate of 19.8%, the goal was unattainable.

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)

Assessment/Observations

- EEOG 02: There were 21 new entrants and none were Aboriginal Peoples. However, with an LMA rate of 2.2%, the goal was unattainable.
- EEOG 03: There were 17 new entrants and none were Aboriginal Peoples. However, with an LMA rate of 1.8%, the goal was unattainable.

Persons with Disabilities

01/02	Managers	Goal not met (0% achieved)
03	Professionals	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)

Assessment/Observations

- EEOG 01/02: There were 23 new entrants and none were persons with disabilities. However, with an LMA rate of 4.3%, the goal was unattainable.
- EEOG 03: There were 17 new entrants and none were persons with disabilities. However, with an LMA rate of 3.8%, the goal was unattainable.
- EEOG 05: There were two new entrants and none were persons with disabilities. However, with an LMA rate of 13.9%, the goal was unattainable.

Members of Visible Minorities

01	Senior Managers	Goal not met (0% achieved)
----	-----------------	----------------------------

Assessment/Observations

- EEOG 01: There were two new entrants and none were of a visible minority. However, with an LMA rate of 10.1%, the goal was unattainable.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Of 14 required goals:
 - One was met at 80% or above;
 - One had a percentage of the goal completed;
 - Nine had zero percent completed;
 - Three had no goal set.

ASSESSMENT OF GOALS**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-2	27.6	27.6	0.0	27.6
02	Middle & Other Managers	-11	39.4	39.4	25.6	39.4
03	Professionals	-2	49.5	49.5	44.9	49.5
04	Semi-Professionals & Technicians	-1	23.9	23.9	0.0	23.9
07	Admin & Senior Clerical Personnel	-5	50.0	50.0	41.7	79.3
08	Skilled Sales & Service Personnel	-1	27.9	27.9	0.0	27.9
10	Clerical Personnel	-1	N/A	N/A	56.3	65.2
12	Semi-Skilled Manual Workers	-1	18.2	18.2	9.1	18.2

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-2	2.7	2.7	0.0	2.7
03	Professionals	-1	1.8	1.8	0.0	1.8

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-5	5.0	5.0	0.0	5.0
03	Professionals	-3	8.9	8.9	2.0	8.9
05	Supervisors	-2	27.5	27.5	0.0	27.5
07	Admin & Senior Clerical Personnel	-1	10.0	10.0	0.0	10.0
11	Intermediate Sales & Service Personnel	-1	10.8	10.8	0.0	10.8
12	Semi-Skilled Manual Workers	-1	10.3	10.3	0.0	10.3

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
11	Intermediate Sales & Service Personnel	-1	54.7	54.7	33.3	54.7

Observations:

- Goals have been set appropriately at, or higher, than LMA where there is a gap present.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of

individuals in all these designated groups. By achieving the goals set by the company they might even succeed in eliminating the gaps.

- A guide for completing an ESR is available at the following link:
<https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.
-
- Given that there are gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Céline Brown

Date: November 25, 2019

From: Brown, Celine E [NC] **On Behalf Of** EE-EME

Sent: December 20, 2019 11:28 AM

To: 'dromano20@hyundaicanada.com' <dromano20@hyundaicanada.com>

Cc: 'kmerrett@hyundaicanada.com' <kmerrett@hyundaicanada.com>; 'Katherine Mior' <kmior@hyundaicanada.com>

Subject: Government of Canada Agreement Number: V061340 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Donald Romano:

I am writing to inform you that the subsequent compliance assessment initiated on November 17, 2019 has been completed. As a result of the assessment, Hyundai Auto Canada Corp. 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 Hyundai Auto Canada Corp.'s employment equity program.

- As a number of gaps are still present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in all these designated groups. By achieving the goals set by the company they might even succeed in eliminating the gaps.
 - A guide for completing an ESR is available at the following link:
<https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>.
 - Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.
- Given that there are gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

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 November 17, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Hyundai Auto Canada Corp. 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@hrsdcc.gc.ca.

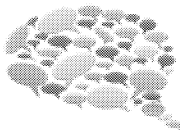
Your cooperation during the course of this compliance assessment was appreciated and we wish Hyundai Auto Canada Corp. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc.gc.ca

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



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

From: Katherine Mior <kmior@hyundaicanada.com>
Sent: November 14, 2019 10:09 AM
To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>; Brown, Celine E [NC] <celine.brown@labour-travail.gc.ca>
Cc: Lydia Bowser <lbrowser@hyundaicanada.com>
Subject: RE: Government of Canada Agreement Canada V061340 – Completion of Subsequent Compliance Assessment

Good morning Celine,

I am very sorry for not originally attaching Forms 1-6 as well as the Summer and Detailed Report, please find them attached to this email. I have also reattached the 2019 achievement report as per your request below.

Thank you so much for your help and patience,

Katherine

From: celine.brown@labour-travail.gc.ca [<mailto:celine.brown@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca
Sent: November 14, 2019 8:21 AM
To: Katherine Mior <kmior@hyundaicanada.com>
Cc: ee-eme@hrsdc-rhdcc.gc.ca; Lydia Bowser <lbrowser@hyundaicanada.com>
Subject: RE: Government of Canada Agreement Canada V061340 – Completion of Subsequent Compliance Assessment

Good morning Katherine,

I am doing well thank you and I hope you are too.

Thank you for sending along your completed Achievement Report; please note however that for this subsequent assessment, Hyundai Auto Canada Corp. is also required to submit the information listed below under items 1 & 2.

1. Forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessments);
2. an updated workforce analysis including the Summary Report and Detailed Report; and
3. a completed Achievement Report in Excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

I would ask that you please send back another email containing all the required information and forms so the complete submission is captured in one single email.

Should you have additional questions or concerns, please do not hesitate to let me know.

Thanks in advance and have a great day!

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc-rhdcc.gc.ca

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



Rejoignez-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: Katherine Mior <kmior@hyundaicanada.com>
Sent: November 13, 2019 1:00 PM
To: Brown, Celine E [NC] <celine.brown@labour-travail.gc.ca>
Cc: EE-EME <ee-eme@hrsdcc-rhdcc.gc.ca>; Lydia Bowser <lbowser@hyundaicanada.com>
Subject: Government of Canada Agreement Canada V061340 – Completion of Subsequent Compliance Assessment

Good afternoon Ms. Brown,

I hope you are having a wonderful week so far. Please find attached Hyundai Auto Canada's completed Compliance Assessment for your review.

If there is any information missing from our submission please let me know and I will ensure to have it sent over to you asap.

Thank you very much for your help,

Katherine



Katherine Mior
Senior Human Resources Generalist
Human Resources
T 905-948-6827
kmior@hyundaicanada.com

www.hyundaicanada.com

Hyundai Auto Canada Corp.



Watch: Made for those who drive hockey.





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