

s.19(1)
s.24(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization L-3 Communications MAPPS Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) L-3 MAPPS	Business Number [REDACTED]
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 5415: Computer systems design and related services	Total number of employees in Canada (Permanent Full-Time and Part-Time/Temporary) 202/5 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 8565 Cote-de-Liesse	City Montreal	Province Quebec	Postal Code H4T 1G5
Telephone Number (514) 787-4745			

EMPLOYMENT EQUITY CONTACT		
Name (print) Anna Battisti	Title Director Human Resources and Ethics Officer	
Telephone Number (514) 787-4745	E-mail Address Anna.Battisti@L-3com.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) Anna Battisti	Title Human Resources Director and Ethics Officer	
Telephone Number 514-787-4745	E-mail Address Anna.Battisti@l-3com.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature [REDACTED]	Date (YYYY-MM-DD) 2015.06.02	

Privacy notice.

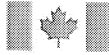
The information you provide on this form is collected under the authority of section 42 of the Employment Equity Act to determine your eligibility for the Federal Contractors Program (FCP).

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 Privacy Act 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 *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* 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@hrdc-rhdcc.gc.ca.


**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
 INFORMATION**
Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **L3 MAPPS Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000085**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) 30 October 2018 for the following reason(s):

(Please describe) **L3 MAPPS is updating all its HRIS systems. We are in the middle of testing and ensuring that we are carrying forward all relevant data, including Employment Equity data in the new HRIS systems. Our HR Team is very small and we are not in the position to hire anyone at this time. My HR team and I are on several different L3 HR Corp projects right now and we would appreciate having more time to dedicate to the "Employment Equity" assessment (inquiry) that was forwarded to us recently. Thank you for your understanding.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

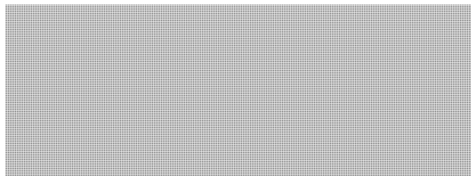
Name: **Anna Battisti**

Position Title: **Director, Human Resources and Ethics Officer**

Email address: **Anna.Battisti@L3T.com**

Telephone number: **(514) 787-4745**

Business address: **8565 Cote-de-Liesse, Montreal, Quebec H4T 1G5**



21-Sept-2018

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME
Sent: September 25, 2018 8:47 AM
To: 'Anna.Battisti@L3T.com' <Anna.Battisti@L3T.com>
Cc: Marlene.Morissette@L3T.com
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **October 30, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

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@hrsdc-rhdcc.gc.ca

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



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

From: Anna.Battisti@L3T.com [<mailto:Anna.Battisti@L3T.com>]
Sent: September-21-18 4:35 PM
To: Yakibonge, Maurice [NC]
Cc: Marlene.Morissette@L3T.com
Subject: Employment Equity: Please verify the attached

Mr Yakibonge,

Thank you for your support – we appreciate the extra time that you have granted us to 30 October 2018.

We have revised the form as you requested.

Please let me know should you need anything else for now.

Please confirm receipt of this email.

Best regards,

Anna Battisti
Director, Human Resources & Ethics Officer
L3 MAPPS Inc.
(514) 787-4745

Beginning April 1, 2018, L3 Technologies, Inc. will discontinue the use of all @L-3Com.com email addresses. To ensure delivery of your messages to this recipient, please update your records to use Anna.Battisti@L3T.com.



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the REPORTS: 2018-10-22 to 2018-10-22

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Quebec207		6	0		Halifax20	0 2
Nova Scotia2		0	0	213	Montreal2076	0 213
Colombia-2 British		0	0	2	Vancouver20	0 2
Total number of employees in Canada				217	Total number of employees in Canada	217



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-03-31 to 2018-10-22

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5	5								5	5	
	Total		5	5								5	5
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	61	49	12							14	12	2
	Total		61	49	12							14	12
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	95	84	11							24	21	3
	Total		95	84	11							24	21
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	25	21	4							4	2	2
	Total		25	21	4							4	2



L-3 Communications MAPPS Inc (Certificate # 10000085) FEDERAL
CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES
Full time / National
Reporting period 2016-03-31 to 2018-10-22

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Foremen Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	13	2	11							2		2
	Total	13	2	11							2		2
Specialized sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-03-31 to 2018-10-22

004983

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	7	4	3				1	1		1	1	
	Total	7	4	3				1	1		1	1	
Total number of employees		211	170	41				1	1		51	42	9



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-03-31 to 2018-10-22

004984

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	1	2				1		1	1		1
	Total	3	1	2				1		1	1		1
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2		2							1		1
	Total	2		2							1		1
Total number of employees		6	1	5				1		1	2		2



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

Reporting period 2016-03-31 to 2018-10-22

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	211	170	41				1	1		51	42	9
Total number of employees	211	170	41				1	1		51	42	9



FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Part-time / National

Reporting period 2016-03-31 to 2018-10-22

986400

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	6	1	5				1		1	2		2
Total number of employees	6	1	5				1		1	2		2



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-03-31 to 2018-10-22

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	4	3	1							2	1	1
Professionals	19	15	4									
Semi-professional and technical staff	7	5	2									
Administrative and main office staff	7	4	3							1	1	
Clerical staff	4	2	2									
Total number of employees hired	41	29	12							3	2	1



L-3 Communications MAPPS Inc (Certificate # 1000085)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2016-03-31 to 2018-10-22

Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1								1	1	
Middle management and other directors	20	16	4							2	2	
Professionals	11	7	4							3	2	1
Administrative and main office staff	1		1							1		1
Total number of employees promoted	33	24	9							7	5	2
Total number of promotions	33	24	9							7	5	2



L-3 Communications MAPPS Inc (Certificate # 10000085)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Part-time / National

~~Reporting period 2016-03-31 to 2018-10-22~~

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1							1		1
Total number of employees promoted	1		1							1		1
Total number of promotions	1		1							1		1



CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2016-03-31 to 2018-10-22

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1					1	1		1	1	
Middle management and other directors	9	8	1							4	3	1
Professionals	11	10	1							3	3	
Semi-professional and technical staff	5	5								1	1	
Administrative and main office staff	9	3	6							2	1	1
Skilled workers and artisans	1	1										
Clerical staff	3	2	1									
Total number of employees whose employment was terminated	39	30	9				1	1		11	9	2



CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

Reporting period 2016-03-31 to 2018-10-22

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Administrative and main office staff	1		1							1		1
Total number of employees whose employment was terminated	2	1	1							1		1



Workplace Equity Information Management System - L-3 Communications MAPPS Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management	National	5	0	0.0 %	27.4 %	1	-1	National
02: Middle management and other directors	National	61	12	19.7 %	38.9 %	24	-12	National
03: Professionals		98	13	13.3 %	21.5 %	21	-8	
1112: Financial and investment analysts	National	8	1	12.5 %	50.1 %	4	-3	National
1121: Human Resources Professionals	National	1	1	100.0 %	71.1 %	1	0	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	66.4 %	1	-1	National
2148: Other engineers, n.e.c.	National	2	0	0.0 %	15.8 %	0	0	National
2173 : Engineers and software designers	National	83	10	12.0 %	17.4 %	14	-4	National
2174: Programmers and Interactive Media Developers	National	2	0	0.0 %	17.9 %	0	0	National
5121: Authors, writers and editors	National	1	1	100.0 %	54.9 %	1	0	National
04: Semi-professional and technical staff		26	5	19.2 %	30.5 %	8	-3	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	3	0	0.0 %	26.7 %	1	-1	Quebec
2262: Engineering Inspectors and Regulatory Officers	Quebec	2	1	50.0 %	22.8 %	0	1	Quebec
2281 : Computer Network Technicians	Quebec	3	0	0.0 %	18.5 %	1	-1	Quebec
2282: User Support Agents	Quebec	10	2	20.0 %	19.6 %	2	0	Quebec
4211 : Paralegals and related occupations	Quebec	1	1	100.0 %	85.5 %	1	0	Quebec
5241 : Graphic designers and illustrators	Quebec	7	1	14.3 %	47.2 %	3	-2	Quebec
06 : Foremen		3	0	0.0 %	8.3 %	0	0	
7202: Electrical and Telecommunications Contractors and Supervisors	British Columbia	1	0	0.0 %	9.0 %	0	0	British Columbia
7202: Electrical and Telecommunications Contractors and Supervisors	Nova Scotia	2	0	0.0 %	7.9 %	0	0	Nova Scotia
07: Administrative and Senior Clerical Staff		15	13	86.7 %	80.8 %	12	1	
Employment Equity Occupational Group	Montreal	15	13	86.7 %	80.8 %	12	1	Montreal
08: Specialized sales and service personnel		1	0	0.0 %	29.1 %	0	0	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	0	0.0 %	29.1 %	0	0	Quebec



Workplace Equity Information Management System - L-3 Communications MAPPS Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Differ ence#	Place of recruitment
			#	%	%	#		
09: Skilled workers and artisans		1	0	0.0 %	1.6 %	0	0	
7244: Power Line and Cable Workers	Quebec	1	0	0.0 %	1.6 %	0	0	Quebec
10 : Office staff		7	3	42.9 %	62.5 %	4	-1	
Employment Equity Occupational Group	Montreal	7	3	42.9 %	62.5 %	4	-1	Montreal
Total		217	46	21.2 %	32.8 %	70	-24	

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#	Place of recruitment
			#	%	%	#		
01: Senior Management	National	5	0	0.0 %	2.9 %	0	0	National
02: Middle management and other directors	National	61	0	0.0 %	2.2 %	1	-1	National
03: Professionals		98	0	0.0 %	0.7 %	1	-1	
1112: Financial and investment analysts	National	8	0	0.0 %	0.9 %	0	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	2.7 %	0	0	National
1123: Advertising, Marketing and Public Relations Professionals	National	1	0	0.0 %	2.1 %	0	0	National
2148: Other engineers, n.e.c.	National	2	0	0.0 %	1.0 %	0	0	National
2173 : Engineers and software designers	National	83	0	0.0 %	0.6 %	0	0	National
2174: Programmers and Interactive Media Developers	National	2	0	0.0 %	1.0 %	0	0	National
5121: Authors, writers and editors	National	1	0	0.0 %	1.9 %	0	0	National
04: Semi-professional and technical staff		26	0	0.0 %	1.2 %	0	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	3	0	0.0 %	1.4 %	0	0	Quebec
2262: Engineering Inspectors and Regulatory Officers	Quebec	2	0	0.0 %	0.0 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	3	0	0.0 %	1.1 %	0	0	Quebec
2282: User Support Agents	Quebec	10	0	0.0 %	1.3 %	0	0	Quebec
4211 : Paralegals and related occupations	Quebec	1	0	0.0 %	0.9 %	0	0	Quebec
5241 : Graphic designers and illustrators	Quebec	7	0	0.0 %	1.2 %	0	0	Quebec
06 : Foremen		3	0	0.0 %	0.9 %	0	0	
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
07: Administrative and Senior Clerical Staff		15	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Montreal	15	0	0.0 %	0.7 %	0	0	Montreal
08: Specialized sales and service personnel		1	0	0.0 %	1.0 %	0	0	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	0	0.0 %	1.0 %	0	0	Quebec



Workplace Equity Information Management System - L-3 Communications MAPPS Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

004995

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#	Place of recruitment
			#	%	%	#		
09: Skilled workers and artisans		1	0	0.0 %	1.3 %	0	0	
7244: Power Line and Cable Workers	Quebec	1	0	0.0 %	1.3 %	0	0	Quebec
10 : Office staff		7	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	7	0	0.0 %	0.8 %	0	0	Montreal
Total		217	0	0.0 %	1.2 %	2	-2	

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
01: Senior Management	National	5	5	100.0 %	10.1 %	1	4	National
02: Middle management and other directors	National	61	14	23.0 %	15.0 %	9	5	National
03: Professionals		98	25	25.5 %	38.8 %	38	-13	
1112: Financial and investment analysts	National	8	0	0.0 %	35.4 %	3	-3	National
1121: Human Resources Professionals	National	1	0	0.0 %	14.1 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	16.9 %	0	0	National
2148: Other engineers, n.e.c.	National	2	0	0.0 %	27.3 %	1	-1	National
2173 : Engineers and software designers	National	83	24	28.9 %	40.5 %	34	-10	National
2174: Programmers and Interactive Media Developers	National	2	1	50.0 %	31.5 %	1	0	National
5121: Authors, writers and editors	National	1	0	0.0 %	10.7 %	0	0	National
04: Semi-professional and technical staff		26	4	15.4 %	13.8 %	4	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	3	1	33.3 %	12.3 %	0	1	Quebec
2262: Engineering Inspectors and Regulatory Officers	Quebec	2	1	50.0 %	6.7 %	0	1	Quebec
2281 : Computer Network Technicians	Quebec	3	0	0.0 %	13.1 %	0	0	Quebec
2282: User Support Agents	Quebec	10	1	10.0 %	18.2 %	2	-1	Quebec
4211 : Paralegals and related occupations	Quebec	1	0	0.0 %	8.3 %	0	0	Quebec
5241 : Graphic designers and illustrators	Quebec	7	1	14.3 %	11.2 %	1	0	Quebec
06 : Foremen		3	0	0.0 %	4.2 %	0	0	
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	British Columbia	1	0	0.0 %	12.6 %	0	0	British Columbia
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
07: Administrative and Senior Clerical Staff		15	3	20.0 %	12.2 %	2	1	
Employment Equity Occupational Group	Montreal	15	3	20.0 %	12.2 %	2	1	Montreal
08: Specialized sales and service personnel		1	1	100.0 %	8.5 %	0	1	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	1	1	100.0 %	8.5 %	0	1	Quebec



Workplace Equity Information Management System - L-3 Communications MAPPS Inc.

Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Representation %	Availability #		
09: Skilled workers and artisans		1	0	0.0 %	1.3 %	0	0	
7244: Power Line and Cable Workers	Quebec	1	0	0.0 %	1.3 %	0	0	Quebec
10 : Office staff		7	1	14.3 %	17.4 %	1	0	
Employment Equity Occupational Group	Montreal	7	1	14.3 %	17.4 %	1	0	Montreal
Total		217	53	24.4 %	25.1 %	55	-2	

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

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence#	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
01/02 : Executives	National	66	0	0.0 %	4.3 %	3	-3	National
03: Professionals	National	98	1	1.0 %	3.8 %	4	-3	National
04: Semi-professional and technical staff	National	26	0	0.0 %	4.6 %	1	-1	National
06 : Foremen	National	3	0	0.0 %	7.8 %	0	0	National
07: Administrative and Senior Clerical Staff	National	15	0	0.0 %	3.4 %	1	-1	National
08: Specialized sales and service personnel	National	1	0	0.0 %	3.5 %	0	0	National
09: Skilled workers and artisans	National	1	0	0.0 %	3.8 %	0	0	National
10 : Office staff	National	7	1	14.3 %	7.0 %	0	1	National
Total		217	2	0.9 %	4.2 %	9	-7	

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

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA



Default Workforce Analysis System - Detailed Report

Date: 2018-10-25

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 : Foremen	CPEME	National
07: Administrative and Senior Clerical Personnel 08: Specialized Sales and Service Personnel 09: Skilled Workers and Craftspeople	CPEME	National
10 : Office staff	CPEME	National
	CPEME	
	CPEME	



Workplace Equity Information Management System - L-3 Communications MAPPS Inc.

Default Workforce Analysis System - Summary Report

Date: 2018-10-22

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
01: Senior Management	5	0	0.0 %	27.4 %	1	-1
02: Middle management and other directors	61	12	19.7 %	38.9 %	24	-12
03: Professionals	98	13	13.3 %	21.5 %	21	-8
04: Semi-professional and technical staff	26	5	19.2 %	30.5 %	8	-3
06 : Foremen	3	0	0.0 %	8.3 %	0	0
07: Administrative and Senior Clerical Staff	15	13	86.7 %	80.8 %	12	1
08: Specialized sales and service personnel	1	0	0.0 %	29.1 %	0	0
09: Skilled workers and artisans	1	0	0.0 %	1.6 %	0	0
10 : Office staff	7	3	42.9 %	62.5 %	4	-1
Total	217	46	21.2 %	32.8 %	70	-24

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



Default Workforce Analysis System - Summary Report

Date: 2018-10-22

005002

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference#
		#	%	%	#	
01: Senior Management	5	0	0.0 %	2.9 %	0	0
02: Middle management and other directors	61	0	0.0 %	2.2 %	1	-1
03: Professionals	98	0	0.0 %	0.7 %	1	-1
04: Semi-professional and technical staff	26	0	0.0 %	1.2 %	0	0
06 : Foremen	3	0	0.0 %	0.9 %	0	0
07: Administrative and Senior Clerical Staff	15	0	0.0 %	0.7 %	0	0
08: Specialized sales and service personnel	1	0	0.0 %	1.0 %	0	0
09: Skilled workers and artisans	1	0	0.0 %	1.3 %	0	0
10 : Office staff	7	0	0.0 %	0.8 %	0	0
Total	217	0	0.0 %	1.2 %	2	-2

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



Workplace Equity Information Management System - L-3 Communications MAPPS Inc.

Default Workforce Analysis System - Summary Report

Date: 2018-10-22

005003

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities		Differ ence#		
		Representation #	Availability %			
01: Senior Management	5	5	100.0 %	10.1 %	1	4
02: Middle management and other directors	61	14	23.0 %	15.0 %	9	5
03: Professionals	98	25	25.5 %	38.8 %	38	-13
04: Semi-professional and technical staff	26	4	15.4 %	13.8 %	4	0
06 : Foremen	3	0	0.0 %	4.2 %	0	0
07: Administrative and Senior Clerical Staff	15	3	20.0 %	12.2 %	2	1
08: Specialized sales and service personnel	1	1	100.0 %	8.5 %	0	1
09: Skilled workers and artisans	1	0	0.0 %	1.3 %	0	0
10 : Office staff	7	1	14.3 %	17.4 %	1	0
Total	217	53	24.4 %	25.1 %	55	-2

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



Default Workforce Analysis System - Summary Report

Date: 2018-10-22

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities		Differ ence#		
		Representation #	Availability %			
01/02 : Executives	66	0	0.0 %	4.3 %	3	-3
03: Professionals	98	1	1.0 %	3.8 %	4	-3
04: Semi-professional and technical staff	26	0	0.0 %	4.6 %	1	-1
06 : Foremen	3	0	0.0 %	7.8 %	0	0
07: Administrative and Senior Clerical Staff	15	0	0.0 %	3.4 %	1	-1
08: Specialized sales and service personnel	1	0	0.0 %	3.5 %	0	0
09: Skilled workers and artisans	1	0	0.0 %	3.8 %	0	0
10 : Office staff	7	1	14.3 %	7.0 %	0	1
Total	217	2	0.9 %	4.2 %	9	-7

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



Default Workforce Analysis System - Summary Report

Date: 2018-10-22

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2018-10-22

900500

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Personnel 08:	CPEME	National
Specialized Sales and Service Personnel 09: Skilled	CPEME	National
Workers and Craftspeople	CPEME	National
10 : Office staff	CPEME	National
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

L-3 Communications MAPPS Inc.

2018-10-30

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	31

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	22

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
	#	#	%
01 Senior Managers	5	0	27.4
02 Middle & Other Managers	56	9	38.9
03 Professionals	94	10	21.6
04 Semi-Professionals & Technicians	24	2	25.7
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	3	0	8.3
07 Administrative & Senior Clerical Personnel	20	19	80.8
08 Skilled Sales & Service Personnel	1	0	29.1
09 Skilled Crafts & Trades Workers	2	0	1.6
10 Clerical Personnel	5	2	62.5
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	210	42	33.1

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Women	
		Representation	Availability*
	5	0	27.4
	61	12	38.9
	98	13	21.5
	26	5	30.5
	0	0	0.0
	3	0	8.3
	15	13	80.8
	1	0	29.1
	1	0	1.6
	7	3	62.5
	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	212	46	32.8

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
L-3 Communications MAPPS Inc.
2018-10-30

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	31

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	22

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
01	Senior Managers	5	5	10.1
02	Middle & Other Managers	56	15	15.0
03	Professionals	94	29	38.7
04	Semi-Professionals & Technicians	24	5	15.2
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	3	0	4.2
07	Administrative & Senior Clerical Personnel	20	6	12.2
08	Skilled Sales & Service Personnel	1	1	8.5
09	Skilled Crafts & Trades Workers	2	0	1.3
10	Clerical Personnel	5	1	17.4
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		210	62	25.0

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		61	5	10.1
		98	14	15.0
		26	25	38.8
		0	4	13.8
		3	0	0.0
		15	0	4.2
		1	3	12.2
		1	1	8.5
		7	0	1.3
		0	1	17.4
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		212	53	25.1

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
L-3 Communications MAPPS Inc.
2018-10-30

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	03	31

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	10	22

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
01/02	Managers	61	1	4.3
03	Professionals	94	1	3.8
04	Semi-Professionals & Technicians	24	0	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	3	0	7.8
07	Administrative & Senior Clerical Personnel	20	0	3.4
08	Skilled Sales & Service Personnel	1	0	3.5
09	Skilled Crafts & Trades Workers	2	0	3.8
10	Clerical Personnel	5	1	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		210	3	4.1

Employment Equity Occupational Group (EEOG)		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
	Managers	159	0	4.3
	Professionals	26	1	3.8
	Semi-Professionals & Technicians	0	0	4.6
	Supervisors	3	0	0.0
	Supervisors: Crafts & Trades	15	0	7.8
	Administrative & Senior Clerical Personnel	1	0	3.4
	Skilled Sales & Service Personnel	1	0	3.5
	Skilled Crafts & Trades Workers	7	0	3.8
	Clerical Personnel	0	1	7.0
	Intermediate Sales & Service Personnel	0	0	0.0
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
Total		212	2	4.2

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

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

L-3 Communications MAPPS Inc.

2018-10-30

Start Date of Flow Data		
YYYY	MM	DD
2016	03	31

End Date of Flow Data		
YYYY	MM	DD
2018	10	22

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)

Table 1: Women

Table 5: Women

Table 9: Women

EOG	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	4	1	0	0
03 Professionals	19	4	0	0
04 Semi-Professionals & Technicians	7	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	3	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	41	12	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
1	0	0	0
20	4	0	0
11	4	1	1
0	0	0	0
0	0	0	0
0	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
33	9	1	1

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
1	0	0	0
9	1	1	0
11	1	0	0
5	0	0	0
0	0	0	0
0	0	0	0
9	6	1	1
0	0	0	0
1	0	0	0
3	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
39	9	2	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

L-3 Communications MAPPS Inc.

2018-10-30

Start Date of Flow Data		
YYYY	MM	DD
2016	03	31

End Date of Flow Data		
YYYY	MM	DD
2018	10	22

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)

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Table 2: Aboriginal Peoples

	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	19	0	0	0
04 Semi-Professionals & Technicians	7	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	41	0	0	0

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Table 6: Aboriginal Peoples

	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	20	0	0	0
03 Professionals	11	0	1	0
04 Semi-Professionals & Technicians	0	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	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	33	0	1	0

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Table 10: Aboriginal Peoples

	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	9	0	1	0
03 Professionals	11	0	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	9	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	39	0	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

L-3 Communications MAPPS Inc.

2018-10-30

Start Date of Flow Data		
YYYY	MM	DD
2016	03	31

End Date of Flow Data		
YYYY	MM	DD
2018	10	22

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	1	1	0	0	1	1	0	0
02 Middle & Other Managers	4	2	0	0	20	2	0	0	9	4	1	0
03 Professionals	19	0	0	0	11	3	1	1	11	3	0	0
04 Semi-Professionals & Technicians	7	0	0	0	0	0	0	0	5	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	1	0	0	1	1	0	0	9	2	1	1
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	4	0	0	0	0	0	0	0	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	41	3	0	0	33	7	1	1	39	11	2	1

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

005015

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										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		Actual	Projected		From - To	From - To								
		2016-03-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-31	Annually	Over 3 Years	2016	2019	2016	2019								
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%				
01	Senior Managers	5	130.2%		0	3.0%		0	0	0	0.0%		0	1	0		27.4%	-1	-1	0.0%	0.0%		
02	Middle & Other Managers	56	20.5%		0	13.0%		0	0	9	0.0%		0	13	0		38.9%	-13	-13	16.1%	16.1%		
03	Professionals	94	-34.8%		0	18.3%		0	0	10	0.0%		0	10	0		21.6%	-10	-10	10.6%	10.6%		
04	Semi-Professionals & Tech	24	-100.0%		0	41.7%		0	0	2	0.0%		0	4	0		25.7%	-4	-4	8.3%	8.3%		
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%		0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	3	71.0%		0	0.0%		0	0	0	0.0%		0	0	0		8.3%	0	0	0.0%	0.0%		
07	Administrative & Sr Clerical	20	-63.2%		0	95.2%		0	0	19	0.0%		0	-3	0		80.8%	3	3	95.0%	95.0%		
08	Skilled Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%		0	0	0		29.1%	0	0	0.0%	0.0%		
09	Skilled Crafts & Trades	2	51.8%		0	22.2%		0	0	0	0.0%		0	0	0		1.6%	0	0	0.0%	0.0%		
10	Clerical Personnel	5	-100.0%		0	120.0%		0	0	2	0.0%		0	1	0		62.5%	-1	-1	40.0%	40.0%		
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%		0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%		0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%		0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%		0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total		210	0.3%		0	19.4%		0	0	42	0.0%		0	28	0		33.1%	-28	-28	20.0%	20.0%		

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	4	0.0	
04	Semi-Professionals & Tech	1	0.0	2	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	1	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		1		7		

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

005016

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			YYYY - YYYY						
	2016-03-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-31	Annually	Over 3 Years	#	2016	2019	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	5	130.2%		0	3.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	56	20.5%		0	13.0%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%		
03 Professionals	94	-34.8%		0	18.3%		0	0	0	0.0%	0	1	0	0.7%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	24	-100.0%		0	41.7%		0	0	0	0.0%	0	0	0	1.1%	0	0	0.0%	0.0%		
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	3	71.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	20	-63.2%		0	95.2%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.0%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	2	51.8%		0	22.2%		0	0	0	0.0%	0	0	0	1.3%	0	0	0.0%	0.0%		
10 Clerical Personnel	5	-100.0%		0	120.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	210	0.3%		0	19.4%		0	0	0	0.0%	0	3	0	1.2%	-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	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		1		

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

005017

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Over 3 Years			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-03-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-31	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%		
01/02 Managers	61	75.4%		0	8.0%		0	0	1	0.0%	0	2	0	4.3%	-2	-2	1.6%	1.6%	
03 Professionals	94	-34.8%		0	18.3%		0	0	1	0.0%	0	3	0	3.8%	-3	-3	1.1%	1.1%	
04 Semi-Professionals & Tech	24	-100.0%		0	41.7%		0	0	0	0.0%	0	1	0	4.6%	-1	-1	0.0%	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	3	71.0%		0	0.0%		0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	20	-63.2%		0	95.2%		0	0	0	0.0%	0	1	0	3.4%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.5%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	2	51.8%		0	22.2%		0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	5	-100.0%		0	120.0%		0	0	1	0.0%	0	-1	0	7.0%	1	1	20.0%	20.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	210	0.3%		0	19.4%		0	0	3	0.0%	0	6	0	4.1%	-6	-6	1.4%	1.4%	

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

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

Table 6: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

005018

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										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	Annually	Over 3 Years		From - To						
		2016-03-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-03-31	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019							
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%				
01	Senior Managers	5	130.2%		0	3.0%		0	0	5	0.0%	0	-4	0	10.1%	4	4	100.0%	100.0%			
02	Middle & Other Managers	56	20.5%		0	13.0%		0	0	15	0.0%	0	-7	0	15.0%	7	7	26.8%	26.8%			
03	Professionals	94	-34.8%		0	18.3%		0	0	29	0.0%	0	7	0	38.7%	-7	-7	30.9%	30.9%			
04	Semi-Professionals & Tech	24	-100.0%		0	41.7%		0	0	5	0.0%	0	-1	0	15.2%	1	1	20.8%	20.8%			
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
06	Supervisors: Crafts & Trades	3	71.0%		0	0.0%		0	0	0	0.0%	0	0	0	4.2%	0	0	0.0%	0.0%			
07	Administrative & Sr Clerical	20	-63.2%		0	95.2%		0	0	6	0.0%	0	-4	0	12.2%	4	4	30.0%	30.0%			
08	Skilled Sales & Service	1	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	8.5%	1	1	100.0%	100.0%			
09	Skilled Crafts & Trades	2	51.8%		0	22.2%		0	0	0	0.0%	0	0	0	1.3%	0	0	0.0%	0.0%			
10	Clerical Personnel	5	-100.0%		0	120.0%		0	0	1	0.0%	0	0	0	17.4%	0	0	20.0%	20.0%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		210	0.3%		0	19.4%		0	0	62	0.0%	0	-10	0	25.0%	10	10	29.5%	29.5%			

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

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

Table 8: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

005019

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

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2018-10-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-22	Annually	Over 3 Years	#	2018	2021	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	61	130.2%	0.0%	0	3.0%	0.0%	0	0	12	0.0%	0	12	0	27.4%	38.9%	-12	-12	19.7%	19.7%	
02 Middle & Other Managers	98	20.5%	2.0%	6	13.0%	1.0%	3	9	13	1.0%	0	9	4	38.9%	21.5%	-8	-5	13.3%	16.3%	
03 Professionals	26	-34.8%	4.0%	3	18.3%	3.0%	2	5	5	3.0%	0	4	1	21.5%	30.5%	-3	-3	19.2%	20.7%	
04 Semi-Professionals & Tech	0	-100.0%	7.0%	0	41.7%	5.0%	0	0	0	5.0%	0	0	0	30.5%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	8.3%	0	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	15	71.0%	0.0%	0	0.0%	0.0%	0	0	13	0.0%	0	-1	0	80.8%	1	1	86.7%	86.7%		
07 Administrative & Sr Clerical	1	-63.2%	5.0%	0	95.2%	5.0%	0	0	0	5.0%	0	0	0	29.1%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	7	51.8%	0.0%	0	22.2%	0.0%	0	0	3	0.0%	0	1	0	62.5%	-1	-1	42.9%	42.9%		
10 Clerical Personnel	0	-100.0%	4.0%	0	120.0%	6.0%	0	0	0	6.0%	0	0	0	50.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	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	212	0.3%		0	19.4%		0	0	46	0.0%	0	24	0	32.8%	-24	-24	21.7%	21.7%		

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		27.4		27.4	
02 Middle & Other Managers		38.9		38.9	
03 Professionals		21.5		21.5	
04 Semi-Professionals & Tech		30.5		30.5	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		50.0		50.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

005020

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-10-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-22	Annually	Over 3 Years	#	2018	2021	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%
01 Senior Managers	61	130.2%	0.0%	0	3.0%	0.0%	0	0	0	0.0%	0	2	0	0	2.9%	-2	-2	0.0%	0.0%
02 Middle & Other Managers	98	20.5%	2.0%	6	13.0%	1.0%	3	9	0	1.0%	0	2	0	2.2%	2.2%	-2	-2	0.0%	0.0%
03 Professionals	26	-34.8%	4.0%	3	18.3%	3.0%	2	5	0	3.0%	0	0	0	0.7%	0.7%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	-100.0%	7.0%	0	41.7%	5.0%	0	0	0	5.0%	0	0	0	1.2%	1.2%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	15	71.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	1	-63.2%	5.0%	0	95.2%	5.0%	0	0	0	5.0%	0	0	0	0.7%	0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.0%	1.0%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	7	51.8%	0.0%	0	22.2%	0.0%	0	0	0	0.0%	0	0	0	1.3%	1.3%	0	0	0.0%	0.0%
10 Clerical Personnel	0	-100.0%	4.0%	0	120.0%	6.0%	0	0	0	6.0%	0	0	0	0.8%	0.8%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	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	212	0.3%		0	19.4%		0	0	0	0.0%	0	3	0	1.2%	-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 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		2.2		2.2	
03 Professionals		0.7		0.7	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

005021

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		YYYY - YYYY						
	2018-10-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-22	Annually	Over 3 Years		2018	2021	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	159	75.4%	0.0%	0	8.0%	0.0%	0	0	0	0.0%	0	7	0	4.3%	4.3%	-7	-7	0.0%	0.0%	
03 Professionals	26	-34.8%	2.0%	2	18.3%	1.0%	1	3	1	1.0%	0	0	0	3.8%	3.8%	0	0	3.8%	3.6%	
04 Semi-Professionals & Tech	0	-100.0%	4.0%	0	41.7%	3.0%	0	0	0	3.0%	0	0	0	4.6%	4.6%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	3	0.0%	7.0%	1	0.0%	5.0%	0	1	0	5.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	15	71.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	7.8%	-1	-1	0.0%	0.0%		
07 Administrative & Sr Clerical	1	-63.2%	0.0%	0	95.2%	0.0%	0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	1	0.0%	5.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	7	51.8%	0.0%	0	22.2%	0.0%	0	0	0	0.0%	0	0	0	3.8%	0	0	0	0.0%	0.0%	
10 Clerical Personnel	0	-100.0%	0.0%	0	120.0%	0.0%	0	0	1	0.0%	0	-1	0	7.0%	1	1	#DIV/0!	#DIV/0!		
11 Intermediate Sales & Service	0	0.0%	4.0%	0	0.0%	6.0%	0	0	0	6.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	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	212	0.3%		0	19.4%		0	0	2	0.0%	0	7	0	4.2%	-7	-7	0.9%	0.9%		

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
01/02 Managers	4.3	4.3	
03 Professionals	3.8	3.8	
04 Semi-Professionals & Tech	4.6	4.6	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	3.4	3.4	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

L-3 Communications MAPPS Inc.

2018-10-30

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	From - To						YYYY - YYYY
	2018-10-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-10-22	Annually	Over 3 Years	#	2018	2021	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	61	130.2%	0.0%	0	3.0%	0.0%	0	0	5	0.0%	0	1	0	0	10.1%	-1	-1	8.2%	8.2%	
02 Middle & Other Managers	98	20.5%	2.0%	6	13.0%	1.0%	3	9	14	1.0%	0	2	0	0	15.0%	-1	-2	14.3%	13.5%	
03 Professionals	26	-34.8%	4.0%	3	18.3%	3.0%	2	5	25	3.0%	2	-12	2	38.8%	38.8%	15	14	96.2%	86.2%	
04 Semi-Professionals & Tech	0	-100.0%	7.0%	0	41.7%	5.0%	0	0	4	5.0%	1	-3	0	0	13.8%	4	3	#DIV/0!	#DIV/0!	
05 Supervisors	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	15	71.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0	4.2%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	1	-63.2%	5.0%	0	95.2%	5.0%	0	0	3	5.0%	0	-3	0	0	12.2%	3	3	300.0%	300.0%	
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0	8.5%	1	1	100.0%	100.0%	
09 Skilled Crafts & Trades	7	51.8%	0.0%	0	22.2%	0.0%	0	0	0	0.0%	0	0	0	0	1.3%	0	0	0.0%	0.0%	
10 Clerical Personnel	0	-100.0%	4.0%	0	120.0%	6.0%	0	0	1	6.0%	0	-1	0	0	17.4%	1	1	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	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	#DIV/0!	#DIV/0!	
Total	212	0.3%		0	19.4%		0	0	53	0.0%	0	0	0	0	25.1%	0	0	25.0%	25.0%	

† 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 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		38.8		38.8	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

L-3 Communications MAPPS Inc.

2018-10-30

005023

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Women							All Employees	Hires				All Employees	Promotions				All Employees	Terminations				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual		Expected	Difference	Actual	Expected		Difference				
			#	%	#	%	#	%	#		%	#	%	#		%	#	%	#		%	#	%		
01 Senior Managers	2016	5	0	0.0	27.4	1	-1	0.0																	
	2018	61	12	19.7	38.9	24	-12	50.6	0	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0
02 Middle & Other Managers	2016	56	9	16.1	38.9	22	-13	41.3																	
	2018	98	13	13.3	21.5	21	-8	61.7	4	1	25.0	1	0	20	4	20.0	3	1	10	1	10.0	2	-1		
03 Professionals	2016	94	10	10.6	21.6	20	-10	49.3																	
	2018	26	5	19.2	30.5	8	-3	63.1	19	4	21.1	6	-2	12	5	41.7	1	4	11	1	9.1	1	0		
04 Semi-Professionals & Technicians	2016	24	2	8.3	25.7	6	-4	32.4																	
	2018	0	0	0.0	0.0	0	0	0.0	7	2	28.6	0	2	0	0	0.0	0	0	5	0	0.0	0	0		
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	3	0	0.0	8.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2016	3	0	0.0	8.3	0	0	0.0																	
	2018	15	13	86.7	80.8	12	1	107.3	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
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			27.4	0.0			27.4	0.0		
02 Middle & Other Managers	2018	14	5	35.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	14	5	35.7			38.9	91.8			38.9	91.8		
03 Professionals	2018	20	9	45.0	0	0.0	0.0	0.0	4	225.0	0.0	0.0		
	2021	20	9	45.0			21.5	209.3			21.5	209.3		
04 Semi-Professionals & Technicians	2018	2	2	100.0	1	200.0	0.0	0.0	2	100.0	0.0	0.0		
	2021	2	2	100.0			30.5	327.9			30.5	327.9		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

L-3 Communications MAPPS Inc.

2018-10-30

005024

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Women							Women				Women				Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	20	19	95.0	80.8	16	3	117.6																	
	2018	1	0	0.0	29.1	0	0	0.0	7	3	42.9	2	1	1	100.0	1	0	10	7	70.0	10	-3			
08 Skilled Sales & Service Personnel	2016	1	0	0.0	29.1	0	0	0.0																	
	2018	1	0	0.0	1.6	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	1.6	0	0	0.0																	
	2018	7	3	42.9	62.5	4	-1	68.6	0	0	0.0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	
10 Clerical Personnel	2016	5	2	40.0	62.5	3	-1	64.0																	
	2018	0	0	0.0	0.0	0	0	0.0	4	2	50.0	0	2	0	0.0	0	0	3	1	33.3	1	0			
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	-2	4	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	-2	4	-200.0		0.0	0.0		0.0	0.0		0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	-1	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
10 Clerical Personnel	2018	1	2	200.0	0	0.0	0.0	0.0	1	200.0	0.0	0.0	0.0	
	2021	1	2	200.0		50.0	400.0		50.0	400.0		0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0		0.0	0.0		0.0	0.0		0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

L-3 Communications MAPPS Inc.

2018-10-30

005025

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	%	#	%	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
Total	2016	210	42	20.0	33.1	70	-28	60.4																
	2018	212	46	21.7	32.8	70	-24	66.2	41	12	29.3	13	-1	34	10	29.4	7	3	41	10	24.4	8	2	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	34	22	64.7	1	2200.0	0.0	0.0	7	314.3	0.0	0.0	0.0	
	2021	34	22	64.7			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

L-3 Communications MAPPS Inc.

2018-10-30

005026

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples			Gap	EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	5	0	0.0	2.9	0	0	0.0																		
	2018	61	0	0.0	2.9	2	-2	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	1	0	0.0	0	0	0	0
02 Middle & Other Managers	2016	56	0	0.0	2.2	1	-1	0.0																		
	2018	98	0	0.0	2.2	2	-2	0.0	4	0	0.0	0	0	0	20	0	0.0	0	0	10	0	0.0	0	0	0	0
03 Professionals	2016	94	0	0.0	0.7	1	-1	0.0																		
	2018	26	0	0.0	0.7	0	0	0.0	19	0	0.0	0	0	0	12	0	0.0	0	0	11	0	0.0	0	0	0	0
04 Semi-Professionals & Technicians	2016	24	0	0.0	1.1	0	0	0.0																		
	2018	0	0	0.0	1.2	0	0	0.0	7	0	0.0	0	0	0	0	0	0.0	0	0	5	0	0.0	0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	3	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	3	0	0.0	0.9	0	0	0.0																		
	2018	15	0	0.0	0.9	0	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
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	2018	14	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	14	0	0.0			2.2	0.0				2.2	0.0	
03 Professionals	2018	20	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	20	0	0.0			0.7	0.0				0.7	0.0	
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0				0.0	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

L-3 Communications MAPPS Inc.

2018-10-30

005027

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples			Gap	EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	20	0	0.0	0.7	0	0	0.0																		
	2018	1	0	0.0	0.7	0	0	0.0	7	0	0.0	0	0	0	1	0	0.0	0	0	10	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	1	0	0.0	1.0	0	0	0.0																		
	2018	1	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	1.3	0	0	0.0																		
	2018	7	0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0
10 Clerical Personnel	2016	5	0	0.0	0.8	0	0	0.0																		
	2018	0	0	0.0	0.8	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	3	0	0.0	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%			
07 Administrative & Senior Clerical	2018	-2	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	-2	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

L-3 Communications MAPPS Inc.

2018-10-30

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%							
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	210	0	0.0	1.2	3	-3	0.0																
	2018	212	0	0.0	1.2	3	-3	0.0	41	0	0.0	0	0	0	0	0.0	0	0	0	41	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
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	34	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	34	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

L-3 Communications MAPPS Inc.

2018-10-30

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01&02 Managers	2016	61	1	1.6	4.3	3	-2	38.1																	
	2018	159	0	0.0	4.3	7	-7	0.0	4	0	0.0	0	0	0	21	0	0.0	0	0	11	1	9.1	0	1	
03 Professionals	2016	94	1	1.1	3.8	4	-3	28.0																	
	2018	26	1	3.8	3.8	1	0	101.2	19	0	0.0	1	-1	12	0	0.0	0	0	11	0	0.0	0	0	0	
04 Semi-Professionals & Technicians	2016	24	0	0.0	4.6	1	-1	0.0																	
	2018	0	0	0.0	4.6	0	0	0.0	7	0	0.0	0	0	0	0	0.0	0	0	5	0	0.0	0	0	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	3	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	3	0	0.0	7.8	0	0	0.0																	
	2018	15	0	0.0	7.8	1	-1	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
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%	
01&02 Managers	2018	14	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	14	0	0.0			4.3	0.0			4.3	0.0
03 Professionals	2018	20	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0
	2021	20	0	0.0			3.8	0.0			3.8	0.0
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0
	2021	2	0	0.0			4.6	0.0			4.6	0.0
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities

L-3 Communications MAPPS Inc.

2018-10-30

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%		
07 Administrative & Senior Clerical	2016	20	0	0.0	3.4	1	-1	0.0																
	2018	1	0	0.0	3.4	0	0	0.0	7	0	0.0	0	0	0	1	0	0.0	0	0	10	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	1	0	0.0	3.5	0	0	0.0																
	2018	1	0	0.0	3.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	3.8	0	0	0.0																
	2018	7	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	5	1	20.0	7.0	0	1	285.7																
	2018	0	1	0.0	7.0	0	1	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	3	0	0.0	1	-1
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-2	0	0.0			3.4	0.0			3.4	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

L-3 Communications MAPPS Inc.

2018-10-30

005031

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
Total	2016	210	3	1.4	4.1	9	-6	34.8																		
	2018	212	2	0.9	4.2	9	-7	22.5	41	0	0.0	2	-2	34	0	0.0	0	0	0	41	1	2.4	1	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
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	34	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2021	34	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

L-3 Communications MAPPS Inc.

2018-10-30

005032

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Representation			Availability		Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	#	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference	
01 Senior Managers	2016	5	5	100.0	10.1	1	4	990.1																
	2018	61	5	8.2	10.1	6	-1	81.2	0	0	0.0	0	0	0	1	1	100.0	1	0	1	1	100.0	1	0
02 Middle & Other Managers	2016	56	15	26.8	15.0	8	7	178.6																
	2018	98	14	14.3	15.0	15	-1	95.2	4	2	50.0	1	1	20	2	10.0	5	-3	10	4	40.0	3	1	
03 Professionals	2016	94	29	30.9	38.7	36	-7	79.7																
	2018	26	25	96.2	38.8	10	15	247.8	19	0	0.0	7	-7	12	4	33.3	4	0	11	3	27.3	3	0	
04 Semi-Professionals & Technicians	2016	24	5	20.8	15.2	4	1	137.1																
	2018	0	4	0.0	13.8	0	4	0.0	7	0	0.0	1	-1	0	0	0.0	0	0	5	1	20.0	1	0	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	2018	3	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	3	0	0.0	4.2	0	0	0.0																
	2018	15	0	0.0	4.2	1	-1	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
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	#	%	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2018	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	1	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	14	4	28.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	14	4	28.6			0.0	0.0			0.0	0.0		
03 Professionals	2018	20	4	20.0	0	0.0	0.0	0.0	3	133.3	0.0	0.0		
	2021	20	4	20.0			38.8	51.5			38.8	51.5		
04 Semi-Professionals & Technicians	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

L-3 Communications MAPPS Inc.

2018-10-30

005033

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			#	%	%	#	%	#				%	#	%		%	#	%		%	#	%	%		
07 Administrative & Senior Clerical	2016	20	6	30.0	12.2	2	4	245.9																	
	2018	1	3	300.0	12.2	0	3	2,459.0	7	1	14.3	1	0	1	1	100.0	0	1	10	3	30.0	3	0		
08 Skilled Sales & Service Personnel	2016	1	1	100.0	8.5	0	1	1,176.5																	
	2018	1	1	100.0	8.5	0	1	1,176.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	2	0	0.0	1.3	0	0	0.0																	
	2018	7	0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0
10 Clerical Personnel	2016	5	1	20.0	17.4	1	0	114.9																	
	2018	0	1	0.0	17.4	0	1	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	3	0	0.0	1	-1		
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07 Administrative & Senior Clerical	2018	-2	2	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-2	2	-100.0		0.0	0.0			0.0	0.0			
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0		0.0	0.0			0.0	0.0			
10 Clerical Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0		0.0	0.0			0.0	0.0			
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

L-3 Communications MAPPS Inc.

2018-10-30

005034

		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:				Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
				↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations							
		All Employees	Representation			Availability			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
		#	#	#	%	%	#	#	%	#	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference		
13	Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
14	Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total		2016	210	62	29.5	25.0	53	10	118.1																		
	2018	212	53	25.0	25.1	53	0	99.6	41	3	7.3	10	-7	34	8	23.5	10	-2	41	12	29.3	12	0				

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Visible Minorities				Visible Minorities				Visible Minorities				
		All Employees	Actual			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total		2018	34	11	32.4	0	0.0	0.0	0.0	3	366.7	0.0	0.0	
	2021	34	11	32.4			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
L-3 Communications MAPPS Inc.
2018-10-30

Efforts

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

Required measures:

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

Other measures:

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

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

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.

The strong competition in engineering consulting activities has increased considerably and led to reorganizations, consolidations and restructuring within the company's divisions. This will no doubt affect workforce composition. Attracting and retaining the best talent remains a priority in order to win contracts on the market.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

The company provides its employees with international mobility in order to retain the best talent. As a result, internal and external employee transfers are to be expected.

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

The first wave of layoffs affecting seven employees occurred in May 2018, following a restructuring of activities and a shortage of work.

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

[Redacted area]

- Other.

A second wave of layoffs occurred on October 29, 2018, and affected seven employees. This was the result of an ongoing shortage of work and a failure to secure contracts in our energy-sector activities.

Additional Details

Please provide any additional information (optional):

L3Technologies is currently in the process of consolidating its international activities in all divisions, which will subsequently affect the workforce. Moreover, the recent merger of L3Technologies and Harris Corporation will surely result in future reorganizations.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: L-3 Communications MAPPS Inc

Primary Location: Montréal (Québec)

Number of Employees: 217

- Québec: 213
- Nova Scotia: 2
- British Columbia: 2

Organization Overview:

NAICS 5415 – Computer Systems Design and Related Services

L-3 Communications MAPPS Inc. supplies automation and control systems, training solutions, and ship control systems.

Key Dates – First Year Assessment

Initiated: 2015-09-15
 Received: 2016-03-31
 Closed: 2016-04-26
 Workforce Analysis: 2016-03-31

Key Dates – Subsequent Assessment

Initiated: 2018-09-18
 Received: 2018-10-30
 Workforce Analysis: 2018-10-22

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

- The organization established goals in numbers and not in percentages.
- Only one short-term goal was set during the previous assessment.

Women

01	Senior Managers	No Goal set (Gap -1)
02	Middle & Other Managers	No Goal set (Gap -13)
03	Professionals	No Goal set (Gap -10)
04	Semi-Professionals & Technicians	Goal met at 200%
10	Clerical Personnel	No goal set (Gap -1)

Assessment/Observations

- None

Aboriginal Peoples

02	Middle & Other Managers	No goal set (Gap -1)
03	Professionals	No goal set (Gap -1)

Assessment/Observations

- None

Persons with Disabilities

01/02	Managers	No goal set (-2)
03	Professionals	No goal set (-3)
04	Semi-Professionals & Technicians	No goal set (-1)
07	Administrative & Senior Clerical Personnel	No goal set (-1)

Assessment/Observations

- None

Members of Visible Minorities

03	Professionals	No goal set (Gap -7)
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Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The previous compliance assessment revealed a total of 12 gaps. However, only one short-term goal was set. The previous assessment accepted that the company be found in compliance without setting goals for all the area of under-representation.
 - The organization met at 200% the short-term goal that was set.

ASSESSMENT OF GOALS

- All goals have been set in percentage format as recommended by the Labour Program. A short-term and long-term goal was established for every area of under-representation uncovered, and all goals are set equal to the respective labour market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.4	27.4	0.0	27.4
02	Middle & Other Managers	-12	38.9	38.9	19.7	38.9
03	Professionals	-8	21.5	21.5	13.3	21.5
04	Semi-Professionals & Technicians	-3	30.5	30.5	19.2	30.5
10	Clerical Personnel	-1	50.0	50.0	42.9	62.5

Observations: None

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2

03	Professionals	-1	0.7	0.7	0.0	0.7
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Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
03	Professionals	-13	38.8	38.8	25.5	38.8

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-3	4.3	4.3	0.0	4.3
03	Professionals	-3	3.8	3.8	1.0	3.8
04	Semi-Professionals & Technicians	-1	4.6	4.6	0.0	4.6
07	Admin & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- We have seen a stagnation or slight decrease in the value of the gaps between the two compliance assessments except in the category of Professionals for Visible Minorities where the gap has almost doubled since the first assessment. The workforce analysis also reveals a high gap for women in the Middle and Other Management category. We recommend that you pay particular attention to these two categories in the recruitment and promotion process.
- This would allow L-3 Communications MAPPS Inc. to focus its efforts on the early stages of the recruitment process to ensure that there are no barriers to employment equity in order to be able to meet the objectives set during this assessment.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-11-28



From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME
Sent: January 11, 2019 2:12 PM
To: 'Anna.Battisti@L3T.com' <Anna.Battisti@L3T.com>
Cc: 'Marlene.Morissette@L3T.com' <Marlene.Morissette@L3T.com>
Subject: Government of Canada Agreement Number: 10000085 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Anna Battisti:

I am writing to inform you that the subsequent compliance assessment initiated on September 18, 2018, has been completed. As a result of the assessment, L-3 Communications MAPPS Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not L-3 Communications MAPPS Inc. 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 L-3 Communications MAPPS Inc.'s employment equity program.

- We found stagnation or a slight decrease in the gaps between the two compliance assessments, except in the Professionals category for Visible Minorities where the gap has almost doubled since the first assessment. The workforce analysis also reveals a high gap for women in the Middle and Other Management category. We recommend that you pay particular attention to these two categories in your recruitment and promotion process.
- L-3 Communications MAPPS Inc. could then focus its efforts on the early stages of the recruitment process to ensure that there are no barriers preventing employment equity from being achieved in order to be able to meet the objectives set during this evaluation.

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 September 18, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When L-3 Communications MAPPS Inc. 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, L-3 Communications MAPPS Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#) which can assist you in generating your workforce data and analysis.

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

Your cooperation during the course of this compliance assessment was appreciated and we wish L-3 Communications MAPPs Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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