



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 NANOWAVE TECHNOLOGIES INC	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED] Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 209
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-sclan/2007/list-liste-eng.htm 334413	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 425 HORNER AVENUE	City ETOBICOKE	Province ONTARIO	Postal Code M8W 4W3
	Telephone Number 416 252 5602		

EMPLOYMENT EQUITY CONTACT			
Name (print) ANNETTE CHAPMAN		Title HR MANAGER	
Telephone Number 416 252 5602	E-mail Address achapman@nanowavetech.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) OLA ORE		Title VICE PRESIDENT - STRATEGY & CORPORATE DEVT.	
Telephone Number	E-mail Address [REDACTED]@nanowavetech.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]		Date (YYYY-MM-DD) 2016-09-23	

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

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



Federal Contractors Program

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

Contractors are required to conduct, develop and maintain:

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

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

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

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

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

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

Questions and Answers

Subsidiary vs. Division/Branch

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

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

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

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

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

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

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

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

Q3 When should a new Agreement be completed and signed?

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

Employment Status

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

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

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

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

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

Q3 How are students counted under the FCP?

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

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

Q4 How are other employees counted under the FCP?

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



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) **Nanowave Technologies Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000247**, 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) December 19, 2018 for the following reason(s):

(Please describe) **To ensure accuracy of the information reported and due to the year end before we close December 21-2018.**
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: **Annette Chapman**

Position Title: **H. R. Manager**

Email address: **achapman@nanowavetech.com**

Tele

Busi

M8W 4W3

Sign

Date



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

Reporting Period 2017-01-21 to 2019-02-28

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	220	0	0	220	Toronto	210	0	0	210
Québec	1	0	0	1	Ottawa - Gatineau	9	0	0	9
Total Employees in Canada				221	Kitchener - Cambridge - Waterloo	1	0	0	1
					Guelph	1	0	0	1
					Total Employees in Canada				221

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2017-01-21 to 2019-02-28

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4								2	2	
	Total	4	4								2	2	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	6	5							7	3	4
	Total	11	6	5							7	3	4
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	23	19	4							13	9	4
	Total	23	19	4							13	9	4
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	44	34	10	1		1				14	10	4
	Total	44	34	10	1		1				14	10	4



Nanowave Technologies Inc (certificate # 10000247)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2017-01-21 to 2019-02-28

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	4	7							3	2	1
	Total	11	4	7							3	2	1
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2							2	2	
	Total	4	2	2							2	2	
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	23	7	16				1		1	11	2	9
	Total	23	7	16				1		1	11	2	9

Nanowave Technologies Inc (certificate # 10000247)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario
Reporting Period 2017-01-21 to 2019-02-28

Form 2 A

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	66	11	55							27	5	22
	Total	66	11	55							27	5	22
Other Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	33	15	18							11	5	6
	Total	33	15	18							11	5	6
Total Number of Employees		220	102	118	1		1	1		1	90	40	50

Nanowave Technologies Inc (certificate # 10000247)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2017-01-21 to 2019-02-28

Form 2 A

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



Nanowave Technologies Inc (certificate # 10000247)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2017-01-21 to 2019-02-28

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	220	102	118	1		1	1		1	90	40	50
Total Number of Employees	220	102	118	1		1	1		1	90	40	50



Nanowave Technologies Inc (certificate # 10000247)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Québec
Reporting Period 2017-01-21 to 2019-02-28

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

Nanowave Technologies Inc (certificate # 10000247)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

Reporting Period 2017-01-21 to 2019-02-28

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	3								1	1	
Middle and Other Managers	2	1	1									
Professionals	13	12	1							5	4	1
Semi-Professionals and Technicians	17	16	1							8	7	1
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	6	4	2							4	4	
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	9	4	5							4		4
Semi-Skilled Manual Workers	18	7	11							11	4	7
Other Sales and Service Personnel	2	2								1	1	
Other Manual Workers	3	2	1							1		1
Total Number of Employees Hired	75	53	22							35	21	14

Nanowave Technologies Inc (certificate # 10000247)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2017-01-21 to 2019-02-28

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



Nanowave Technologies Inc (certificate # 10000247)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Ontario

Reporting Period 2017-01-21 to 2019-02-28

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2								1	1	
Middle and Other Managers	3	1	2									
Professionals	8	8								1	1	
Semi-Professionals and Technicians	9	8	1							2	2	
Administrative and Senior Clerical Personnel	3	2	1							2	2	
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	7	2	5							4	1	3
Semi-Skilled Manual Workers	15	5	10							12	4	8
Other Sales and Service Personnel	2	2								1	1	
Total Number of Employees Terminated	50	31	19							23	12	11



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Detailed Report

Date: 2019-04-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	27.6 %	1	-1	National
02 : Middle and Other Managers	National	11	5	45.5 %	39.4 %	4	1	National
03 : Professionals		23	4	17.4 %	15.2 %	3	1	
1121 : Human resources professionals	National	1	1	100.0 %	73.2 %	1	0	National
2132 : Mechanical engineers	National	2	0	0.0 %	9.5 %	0	0	National
2133 : Electrical and electronics engineers	National	17	3	17.6 %	10.7 %	2	1	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	20.4 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	27.7 %	1	-1	National
04 : Semi-Professionals and Technicians		44	10	22.7 %	12.0 %	5	5	
2231 : Civil engineering technologists and technicians	Ontario	1	0	0.0 %	14.9 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Ontario	7	3	42.9 %	9.1 %	1	2	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	7	1	14.3 %	18.6 %	1	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	29	6	20.7 %	11.0 %	3	3	Ontario
05 : Supervisors		1	1	100.0 %	52.0 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	52.0 %	1	0	Toronto
06 : Supervisors: Crafts and Trades		11	7	63.6 %	24.1 %	3	4	
7301 : Contractors and supervisors, mechanic trades	Ontario	1	0	0.0 %	4.5 %	0	0	Ontario
9222 : Supervisors, electronics manufacturing	Ontario	10	7	70.0 %	26.0 %	3	4	Ontario
07 : Administrative and Senior Clerical Personnel		4	2	50.0 %	79.1 %	3	-1	
Employment Equity Occupational Group	Toronto	4	2	50.0 %	79.1 %	3	-1	Toronto
10 : Clerical Personnel		23	16	69.6 %	65.5 %	15	1	
Employment Equity Occupational Group	Toronto	23	16	69.6 %	65.5 %	15	1	Toronto
12 : Semi-Skilled Manual Workers		67	56	83.6 %	19.9 %	13	43	
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	11.8 %	0	2	Ottawa - Gatineau



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Detailed Report

Date: 2019-04-01

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	65	54	83.1 %	20.1 %	13	41	Toronto
14 : Other Manual Workers		33	18	54.5 %	30.7 %	10	8	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	9.9 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	32	17	53.1 %	31.3 %	10	7	Toronto
Total		221	119	53.8 %	26.7 %	58	61	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Detailed Report

Date: 2019-04-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	4	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	11	0	0.0 %	2.7 %	0	0	National
03 : Professionals		23	0	0.0 %	1.1 %	0	0	
1121 : Human resources professionals	National	1	0	0.0 %	3.1 %	0	0	National
2132 : Mechanical engineers	National	2	0	0.0 %	1.0 %	0	0	National
2133 : Electrical and electronics engineers	National	17	0	0.0 %	1.0 %	0	0	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.3 %	0	0	National
04 : Semi-Professionals and Technicians		44	1	2.3 %	1.7 %	1	0	
2231 : Civil engineering technologists and technicians	Ontario	1	0	0.0 %	1.9 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Ontario	7	0	0.0 %	1.7 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	7	0	0.0 %	1.4 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	29	1	3.4 %	1.7 %	0	1	Ontario
05 : Supervisors		1	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.9 %	0	0	Toronto
06 : Supervisors: Crafts and Trades		11	0	0.0 %	1.6 %	0	0	
7301 : Contractors and supervisors, mechanic trades	Ontario	1	0	0.0 %	2.3 %	0	0	Ontario
9222 : Supervisors, electronics manufacturing	Ontario	10	0	0.0 %	1.6 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.8 %	0	0	Toronto
10 : Clerical Personnel		23	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	23	0	0.0 %	0.8 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		67	0	0.0 %	0.9 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.7 %	0	0	Ottawa - Gatineau



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Detailed Report

Date: 2019-04-01

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	65	0	0.0 %	0.8 %	1	-1	Toronto
14 : Other Manual Workers		33	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	4.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	32	0	0.0 %	1.0 %	0	0	Toronto
Total		221	1	0.5 %	1.3 %	2	-1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Detailed Report

Date: 2019-04-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Gap #	Recruitment Area
			Representation		Availability			
			#	%	%	#		
01 : Senior Managers	National	4	2	50.0 %	11.5 %	0	2	National
02 : Middle and Other Managers	National	11	7	63.6 %	17.6 %	2	5	National
03 : Professionals		23	13	56.5 %	37.5 %	9	4	
1121 : Human resources professionals	National	1	1	100.0 %	16.7 %	0	1	National
2132 : Mechanical engineers	National	2	0	0.0 %	30.7 %	1	-1	National
2133 : Electrical and electronics engineers	National	17	11	64.7 %	39.6 %	7	4	National
2141 : Industrial and manufacturing engineers	National	1	0	0.0 %	33.9 %	0	0	National
2171 : Information systems analysts and consultants	National	2	1	50.0 %	38.6 %	1	0	National
04 : Semi-Professionals and Technicians		44	14	31.8 %	30.7 %	14	0	
2231 : Civil engineering technologists and technicians	Ontario	1	0	0.0 %	23.7 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Ontario	7	3	42.9 %	26.2 %	2	1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	7	1	14.3 %	37.0 %	3	-2	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	29	10	34.5 %	30.6 %	9	1	Ontario
05 : Supervisors		1	0	0.0 %	51.5 %	1	-1	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	51.5 %	1	-1	Toronto
06 : Supervisors: Crafts and Trades		11	3	27.3 %	44.4 %	5	-2	
7301 : Contractors and supervisors, mechanic trades	Ontario	1	0	0.0 %	14.2 %	0	0	Ontario
9222 : Supervisors, electronics manufacturing	Ontario	10	3	30.0 %	47.4 %	5	-2	Ontario
07 : Administrative and Senior Clerical Personnel		4	2	50.0 %	40.6 %	2	0	
Employment Equity Occupational Group	Toronto	4	2	50.0 %	40.6 %	2	0	Toronto
10 : Clerical Personnel		23	11	47.8 %	52.2 %	12	-1	
Employment Equity Occupational Group	Toronto	23	11	47.8 %	52.2 %	12	-1	Toronto
12 : Semi-Skilled Manual Workers		67	27	40.3 %	61.6 %	41	-14	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	20.4 %	0	0	Ottawa - Gatineau



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Detailed Report

Date: 2019-04-01

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	65	27	41.5 %	62.9 %	41	-14	Toronto
14 : Other Manual Workers		33	11	33.3 %	55.0 %	18	-7	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	13.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	32	11	34.4 %	56.3 %	18	-7	Toronto
Total		221	90	40.7 %	46.6 %	104	-14	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Detailed Report

Date: 2019-04-01

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01/02 : Managers	National	15	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	23	0	0.0 %	8.9 %	2	-2	National
04 : Semi-Professionals and Technicians	National	44	0	0.0 %	7.6 %	3	-3	National
05 : Supervisors	National	1	0	0.0 %	27.5 %	0	0	National
06 : Supervisors: Crafts and Trades	National	11	0	0.0 %	10.1 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	4	0	0.0 %	10.0 %	0	0	National
10 : Clerical Personnel	National	23	1	4.3 %	9.3 %	2	-1	National
12 : Semi-Skilled Manual Workers	National	67	0	0.0 %	10.3 %	7	-7	National
14 : Other Manual Workers	National	33	0	0.0 %	6.8 %	2	-2	National
Total		221	1	0.4 %	8.7 %	18	-17	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-04-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2019-04-01

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Summary Report

Date: 2019-04-01

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	4	0	0.0 %	27.6 %	1	-1
02 : Middle and Other Managers	11	5	45.5 %	39.4 %	4	1
03 : Professionals	23	4	17.4 %	15.2 %	3	1
04 : Semi-Professionals and Technicians	44	10	22.7 %	12.0 %	5	5
05 : Supervisors	1	1	100.0 %	52.0 %	1	0
06 : Supervisors: Crafts and Trades	11	7	63.6 %	24.1 %	3	4
07 : Administrative and Senior Clerical Personnel	4	2	50.0 %	79.1 %	3	-1
10 : Clerical Personnel	23	16	69.6 %	65.5 %	15	1
12 : Semi-Skilled Manual Workers	67	56	83.6 %	19.9 %	13	43
14 : Other Manual Workers	33	18	54.5 %	30.7 %	10	8
Total	221	119	53.8 %	26.7 %	58	61

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Summary Report

Date: 2019-04-01

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	4	0	0.0 %	3.2 %	0	0
02 : Middle and Other Managers	11	0	0.0 %	2.7 %	0	0
03 : Professionals	23	0	0.0 %	1.1 %	0	0
04 : Semi-Professionals and Technicians	44	1	2.3 %	1.7 %	1	0
05 : Supervisors	1	0	0.0 %	0.9 %	0	0
06 : Supervisors: Crafts and Trades	11	0	0.0 %	1.6 %	0	0
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	0.8 %	0	0
10 : Clerical Personnel	23	0	0.0 %	0.8 %	0	0
12 : Semi-Skilled Manual Workers	67	0	0.0 %	0.9 %	1	-1
14 : Other Manual Workers	33	0	0.0 %	1.2 %	0	0
Total	221	1	0.5 %	1.3 %	2	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Summary Report

Date: 2019-04-01

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	4	2	50.0 %	11.5 %	0	2
02 : Middle and Other Managers	11	7	63.6 %	17.6 %	2	5
03 : Professionals	23	13	56.5 %	37.5 %	9	4
04 : Semi-Professionals and Technicians	44	14	31.8 %	30.7 %	14	0
05 : Supervisors	1	0	0.0 %	51.5 %	1	-1
06 : Supervisors: Crafts and Trades	11	3	27.3 %	44.4 %	5	-2
07 : Administrative and Senior Clerical Personnel	4	2	50.0 %	40.6 %	2	0
10 : Clerical Personnel	23	11	47.8 %	52.2 %	12	-1
12 : Semi-Skilled Manual Workers	67	27	40.3 %	61.6 %	41	-14
14 : Other Manual Workers	33	11	33.3 %	55.0 %	18	-7
Total	221	90	40.7 %	46.6 %	104	-14

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nanowave Technologies Inc

Workforce Analysis - Summary Report

Date: 2019-04-01

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	15	0	0.0 %	5.0 %	1	-1
03 : Professionals	23	0	0.0 %	8.9 %	2	-2
04 : Semi-Professionals and Technicians	44	0	0.0 %	7.6 %	3	-3
05 : Supervisors	1	0	0.0 %	27.5 %	0	0
06 : Supervisors: Crafts and Trades	11	0	0.0 %	10.1 %	1	-1
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	10.0 %	0	0
10 : Clerical Personnel	23	1	4.3 %	9.3 %	2	-1
12 : Semi-Skilled Manual Workers	67	0	0.0 %	10.3 %	7	-7
14 : Other Manual Workers	33	0	0.0 %	6.8 %	2	-2
Total	221	1	0.4 %	8.7 %	18	-17

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-04-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2019-04-01

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	01	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	28

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	3	0	27.40
02	Middle & Other Managers	12	6	38.90
03	Professionals	17	3	12.20
04	Semi-Professionals & Technicians	38	11	13.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	8	5	31.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	23	18	65.20
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	71	61	21.70
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	32	18	31.90
Total		204	122	27.3

Table 5: Women

Subsequent/Current Workforce Analysis

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
		4	0	27.60
		11	5	39.40
		23	4	15.20
		44	10	12.00
		1	1	52.00
		11	7	24.10
		4	2	79.10
		0	0	0.00
		0	0	0.00
		23	16	65.50
		0	0	0.00
		67	56	19.90
		0	0	0.00
		33	18	30.70
Total		221	119	26.7

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	01	23

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	28

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
		#	%
01 Senior Managers	3	0	2.90
02 Middle & Other Managers	12	0	2.20
03 Professionals	17	0	0.80
04 Semi-Professionals & Technicians	38	1	1.50
05 Supervisors	0	0	0.00
06 Supervisors: Crafts & Trades	8	0	0.00
07 Administrative & Senior Clerical Personnel	0	0	0.00
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	23	0	0.70
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	71	0	0.80
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	32	0	0.90
Total	204	1	1.0

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples	
		Representation	Availability*
		#	%
	4	0	3.20
	11	0	2.70
	23	0	1.10
	44	1	1.70
	1	0	0.90
	11	0	1.60
	4	0	0.80
	0	0	0.00
	0	0	0.00
	23	0	0.80
	0	0	0.00
	67	0	0.90
	0	0	1.20
	33	0	1.20
Total	221	1	1.3

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	01	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	28

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Members of Visible Minorities	
		#	#	Availability*	
				#	%
01	Senior Managers	3	2	10.10	
02	Middle & Other Managers	12	7	15.00	
03	Professionals	17	9	34.40	
04	Semi-Professionals & Technicians	38	10	30.10	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	8	3	38.40	
07	Administrative & Senior Clerical Personnel	0	0	0.00	
08	Skilled Sales & Service Personnel	0	0	0.00	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	23	11	48.10	
11	Intermediate Sales & Service Personnel	0	0	0.00	
12	Semi-Skilled Manual Workers	71	30	55.90	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	32	11	50.50	
Total		204	83	43.8	

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		Members of Visible Minorities	
		#	#	Availability*	
				#	%
		4	2	11.50	
		11	7	17.60	
		23	13	37.50	
		44	14	30.70	
		1	0	51.50	
		11	3	44.40	
		4	2	40.60	
		0	0	0.00	
		0	0	0.00	
		23	11	52.20	
		0	0	0.00	
		67	27	61.60	
		0	0	0.00	
		33	11	55.00	
Total		221	90	46.6	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	01	23

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	28

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	15	0	4.30
03	Professionals	17	0	3.80
04	Semi-Professionals & Technicians	38	0	4.60
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	8	0	7.80
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	23	1	7.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	71	0	4.80
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	32	0	5.30
Total		204	1	5.1

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		15	0	5.00
		23	0	8.90
		44	0	7.60
		1	0	27.50
		11	0	10.10
		4	0	10.00
		0	0	0.00
		0	0	0.00
		23	1	9.30
		0	0	0.00
		67	0	10.30
		0	0	0.00
		33	0	6.80
Total		221	1	8.7

*** Source:**

2012 Canadian Survey on Disability

*** Source:**

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Start Date of Flow Data		
YYYY	MM	DD
2017	01	21

End Date of Flow Data		
YYYY	MM	DD
2019	02	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	3	0	0	0	0	0	0	0	2	0	0	0
02 Middle & Other Managers	2	1	0	0	2	1	0	0	3	2	0	0
03 Professionals	13	1	0	0	6	0	0	0	8	0	0	0
04 Semi-Professionals & Technicians	17	1	0	0	1	1	0	0	9	1	0	0
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	2	0	0	1	1	0	0	3	1	0	0
08 Skilled Sales & Service Personnel	1	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	9	5	0	0	1	1	0	0	7	5	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	18	11	0	0	0	0	0	0	15	10	0	0
13 Other Sales & Service Personnel	2	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	3	1	0	0	0	0	0	0	0	0	0	0
Total	75	22	0	0	12	4	0	0	50	19	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Start Date of Flow Data		
YYYY	MM	DD
2017	01	21

End Date of Flow Data		
YYYY	MM	DD
2019	02	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated



Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	3	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	13	0	0	0
04 Semi-Professionals & Technicians	17	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	9	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	18	0	0	0
13 Other Sales & Service Personnel	2	0	0	0
14 Other Manual Workers	3	0	0	0
Total	75	0	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
2	0	0	0
6	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	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
12	0	0	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
2	0	0	0
3	0	0	0
8	0	0	0
9	0	0	0
0	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
1	0	0	0
7	0	0	0
0	0	0	0
15	0	0	0
2	0	0	0
0	0	0	0
50	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Start Date of Flow Data		
YYYY	MM	DD
2017	01	21

End Date of Flow Data		
YYYY	MM	DD
2019	02	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	3	0	0	0	0	0	0	0	2	0	0	0
02 Middle & Other Managers	2	0	0	0	2	0	0	0	3	0	0	0
03 Professionals	13	0	0	0	6	0	0	0	8	0	0	0
04 Semi-Professionals & Technicians	17	0	0	0	1	0	0	0	9	0	0	0
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	6	0	0	0	1	0	0	0	3	0	0	0
08 Skilled Sales & Service Personnel	1	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	9	0	0	0	1	0	0	0	7	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	18	0	0	0	0	0	0	0	15	0	0	0
13 Other Sales & Service Personnel	2	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	3	0	0	0	0	0	0	0	0	0	0	0
Total	75	0	0	0	12	0	0	0	50	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Nanowave Technologies Inc.

[Date: 2019-02-28]

Start Date of Flow Data		
YYYY	MM	DD
2017	01	21

End Date of Flow Data		
YYYY	MM	DD
2019	02	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	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	3	1	0	0	0	0	0	0	0	2	1	0	0
02 Middle & Other Managers	2	0	0	0	2	0	0	0	3	0	0	0	
03 Professionals	13	5	0	0	6	1	0	0	8	1	0	0	
04 Semi-Professionals & Technicians	17	8	0	0	1	0	0	0	9	2	0	0	
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	1	0	0	0	0	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	6	4	0	0	1	0	0	0	3	2	0	0	
08 Skilled Sales & Service Personnel	1	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	9	4	0	0	1	0	0	0	7	4	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	18	11	0	0	0	0	0	0	15	12	0	0	
13 Other Sales & Service Personnel	2	1	0	0	0	0	0	0	2	1	0	0	
14 Other Manual Workers	3	1	0	0	0	0	0	0	0	0	0	0	
Total	75	35	0	0	12	1	0	0	50	23	0	0	

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	2017	2020								
		2017-01-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-01-23	Annually	Over 3 Years	2017		2020						
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	3	10.1%		0	57.1%		0	0	0	0.0%	0	1	0		27.4%	-1	-1	0.0%	0.0%	
02	Middle & Other Managers	12	-2.9%		0	26.1%	2.3%	1	1	6	2.3%	0	-1	0	2.3%	38.9%	1	1	50.0%	50.0%	
03	Professionals	17	10.6%		0	40.0%	2.8%	1	1	3	2.8%	0	-1	0	2.8%	12.2%	1	1	17.6%	17.6%	
04	Semi-Professionals & Tech	38	5.0%	2.0%	2	22.0%	3.0%	3	5	11	3.0%	1	-5	0	3.0%	13.0%	6	5	28.9%	25.0%	
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	8	11.2%		0	0.0%		0	0	5	0.0%	0	-3	0		31.0%	3	3	62.5%	62.5%	
07	Administrative & Sr Clerical	0	0.0%		0	150.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	23	0.0%	4.0%	3	30.4%	1.0%	1	4	18	1.0%	1	0	0	1.0%	65.2%	3	0	78.3%	65.4%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	71	-1.9%	0.0%	0	21.7%	-5.0%	-11	-11	61	-5.0%	-9	-55	0	3.0%	21.7%	46	55	85.9%	98.6%	
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	32	1.0%	5.0%	5	0.0%	2.8%	3	8	18	2.8%	2	-4	0	2.8%	31.9%	8	4	56.3%	43.2%	
Total		204	2.7%		0	23.5%		0	0	122	0.0%	0	-66	0		27.3%	66	66	59.8%	59.8%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	1	0.0	1	0.0	Plan is to either promote internally or hire when a position becomes available- Recruiting will be done nationally.
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		1		1		

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected	YYYY-MM-DD		Annually	Over 3 Years	2017-2020	2017		2020						
		2017-01-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-01-23	Annually	Over 3 Years	2017		2020						
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	3	10.1%		0	57.1%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	12	-2.9%		0	26.1%	2.3%	1	1	0	2.3%	0	0	0	2.3%	2.2%	0	0	0.0%	0.0%	
03	Professionals	17	10.6%		0	40.0%	2.8%	1	1	0	2.8%	0	0	0	2.8%	0.8%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	38	5.0%	2.0%	2	22.0%	3.0%	3	5	1	3.0%	0	0	0	3.0%	1.5%	0	0	2.6%	2.5%	
05	Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
06	Supervisors: Crafts & Trades	8	11.2%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	0	0.0%		0	150.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	23	0.0%	4.0%	3	30.4%	1.0%	1	4	0	1.0%	0	0	0	1.0%	0.7%	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%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	71	-1.9%	0.0%	0	21.7%	-5.0%	-11	-11	0	-5.0%	0	1	0	3.0%	0.8%	-1	-1	0.0%	0.0%	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	32	1.0%	5.0%	5	0.0%	2.8%	3	8	0	2.8%	0	0	0	2.8%	0.9%	0	0	0.0%	0.0%	
Total		204	2.7%		0	23.5%		0	0	1	0.0%	0	1	0	1.0%	-1	-1		0.5%	0.5%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	1	0.0	2	0.0	When this position become available within this group we will expand the search area,
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		1		2		

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

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								First/Previous Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						
	2017-01-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-01-23	Annually	Over 3 Years	2017	2020								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02 Managers	15	3.6%	3.6%	2	41.6%	41.6%	19	21	0	41.6%	0	1	1	4.3%	4.3%	-1	0	0.0%	5.9%	
03 Professionals	17	10.6%	10.6%	5	40.0%	40.0%	20	25	0	40.0%	0	1	1	3.8%	3.8%	-1	0	0.0%	4.5%	
04 Semi-Professionals & Tech	38	5.0%	5.0%	6	22.0%	22.0%	25	31	0	22.0%	0	2	1	4.6%	4.6%	-2	-1	0.0%	2.3%	
05 Supervisors	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!	
06 Supervisors: Crafts & Trades	8	11.2%	11.2%	3	0.0%	0.0%	0	3	0	0.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%	0.0%	0	150.0%	150.0%	0	0	0	150.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	23	0.0%	0.0%	0	30.4%	30.4%	21	21	1	30.4%	1	2	1	7.0%	7.0%	-1	-1	4.3%	4.3%	
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	71	-1.9%	-1.9%	-4	21.7%	21.7%	46	42	0	21.7%	0	3	2	4.8%	4.8%	-3	-1	0.0%	3.0%	
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	32	1.0%	1.0%	1	0.0%	0.0%	0	1	0	0.0%	0	2	0	5.3%	5.3%	-2	-2	0.0%	0.0%	
Total	204	2.7%		0	23.5%		0	0	1	0.0%	0	9	0	5.1%	5.1%	-9	-9	0.5%	0.5%	

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	1	0.0	1	0.0	
03 Professionals	1	0.0	1	0.0	
04 Semi-Professionals & Tech	1	0.0	2	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	1	0.0	1	0.0	We will have to see if we can retrofit some areas to perhaps give a better opportunity to those with a disability. We will most certainly see if some jobs can be outsourced.
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	3	0.0	4	0.0	We will have to see if we can retrofit some areas to perhaps give a better opportunity to those with a disability. We will most certainly see if some jobs can be outsourced.
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	2	0.0	3	0.0	We will have to see if we can retrofit some areas to perhaps give a better opportunity to those with a disability. We will most certainly see if some jobs can be outsourced.
Total	9		12		

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals											
		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					
		2017-01-23	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-01-23	Annually	Over 3 Years	2017	2020							
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01	Senior Managers	3	10.1%		0	57.1%		0	0	2	0.0%	0	-2	0	10.1%	2	2	66.7%	66.7%	
02	Middle & Other Managers	12	-2.9%		0	26.1%	2.3%	1	1	7	2.3%	0	-5	0	15.0%	5	5	58.3%	58.3%	
03	Professionals	17	10.6%		0	40.0%	2.8%	1	1	9	2.8%	1	-2	0	34.4%	3	2	52.9%	47.1%	
04	Semi-Professionals & Tech	38	5.0%	2.0%	2	22.0%	3.0%	3	5	10	3.0%	1	3	0	30.1%	-1	-3	26.3%	22.5%	
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	8	11.2%		0	0.0%		0	0	3	0.0%	0	0	0	38.4%	0	0	37.5%	37.5%	
07	Administrative & Sr Clerical	0	0.0%		0	150.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	23	0.0%	4.0%	3	30.4%	1.0%	1	4	11	1.0%	0	2	0	48.1%	0	-2	47.8%	42.3%	
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	71	-1.9%	0.0%	0	21.7%	-5.0%	-11	-11	30	-5.0%	-5	5	0	55.9%	-10	-5	42.3%	49.3%	
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	32	1.0%	5.0%	5	0.0%	2.8%	3	8	11	2.8%	1	9	0	50.5%	-5	-9	34.4%	27.0%	
Total		204	2.7%	2.7%	17	23.5%		0	17	83	0.0%	0	14	0	43.8%	-6	-14	40.7%	37.6%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	3	0.0	4	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	11	0.0	15	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	6	0.0	8	0.0	
Total		20		27		

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To		YYYY - YYYY								
		2019-02-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-02-28	Annually	Over 3 Years	2019		2022						
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%			
01	Senior Managers	4	10.1%		0	57.1%		0	0	0	0.0%	0	1	0	27.6%	-1	-1	0.0%	0.0%		
02	Middle & Other Managers	11	-2.9%		0	26.1%	2.3%	1	1	5	2.3%	0	-1	0	39.4%	1	1	45.5%	45.5%		
03	Professionals	23	10.6%		0	40.0%	2.8%	2	2	4	2.8%	0	-1	0	15.2%	1	1	17.4%	17.4%		
04	Semi-Professionals & Tech	44	5.0%	2.0%	3	22.0%	3.0%	4	7	10	3.0%	1	-3	0	12.0%	5	3	22.7%	19.1%		
05	Supervisors	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	52.0%	0	0	100.0%	100.0%		
06	Supervisors: Crafts & Trades	11	11.2%		0	0.0%		0	0	7	0.0%	0	-4	0	24.1%	4	4	63.6%	63.6%		
07	Administrative & Sr Clerical	4	0.0%		0	150.0%		0	0	2	0.0%	0	1	0	79.1%	-1	-1	50.0%	50.0%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	23	0.0%	4.0%	3	30.4%	1.0%	1	4	16	1.0%	0	1	0	65.5%	1	-1	69.6%	61.5%		
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	67	-1.9%	0.0%	0	21.7%	0.0%	0	0	56	0.0%	0	-43	0	19.9%	43	43	83.6%	83.6%		
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	33	1.0%	5.0%	5	0.0%	2.8%	3	8	18	2.8%	2	-4	0	30.7%	8	4	54.5%	42.1%		
Total		221	2.7%	2.7%	18	23.5%		0	18	119	0.0%	0	-55	0	26.7%	60	55	53.8%	49.8%		

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		27.6		27.6	
02	Middle & Other Managers		0.0		2.3	
03	Professionals		0.0		2.8	
04	Semi-Professionals & Tech		0.0		3.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		59.0		50.0	Need to hire more administrative staff review we will recruit internally.
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		0.0		1.0	
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		2.8	
Total			0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2019-02-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-02-28	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	4	10.1%		0	57.1%		0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%		
02	Middle & Other Managers	11	-2.9%		0	26.1%	2.3%	1	1	0	2.3%	0	0	0	0	2.7%	0	0	0.0%	0.0%		
03	Professionals	23	10.6%		0	40.0%	2.8%	2	2	0	2.8%	0	0	0	0	1.1%	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	44	5.0%	2.0%	3	22.0%	3.0%	4	7	1	3.0%	0	0	0	0	1.7%	0	0	2.3%	2.1%		
05	Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.9%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	11	11.2%		0	0.0%		0	0	0	0.0%	0	0	0	0	1.6%	0	0	0.0%	0.0%		
07	Administrative & Sr Clerical	4	0.0%		0	150.0%		0	0	0	0.0%	0	0	0	0	0.8%	0	0	0.0%	0.0%		
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	23	0.0%	4.0%	3	30.4%	1.0%	1	4	0	1.0%	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	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	67	-1.9%	0.0%	0	21.7%	-5.0%	-10	-10	0	-5.0%	0	1	0	0.9%	0.9%	-1	-1	0.0%	0.0%		
13	Other Sales & Service	0	0.0%	0.9%	0	0.0%		0	0	0	0.0%	0	0	0	0	1.2%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	33	1.0%	5.0%	5	0.0%	2.8%	3	8	0	2.8%	0	0	0	0	1.2%	0	0	0.0%	0.0%		
Total		221	2.7%	2.7%	18	23.5%		0	18	1	0.0%	0	2	0	1.3%	-2	-2	0.5%	0.4%			

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers					
02	Middle & Other Managers					
03	Professionals					
04	Semi-Professionals & Tech					
05	Supervisors					
06	Supervisors: Crafts & Trades					
07	Administrative & Sr Clerical		0.0			
08	Skilled Sales & Service		0.0			
09	Skilled Crafts & Trades		0.0			
10	Clerical Personnel		0.0			
11	Intermediate Sales & Service		0.0			
12	Semi-Skilled Manual		0.9		6.3	We will be more aggressive if recruiting members in this EEOG.
13	Other Sales & Service		0.0			
14	Other Manual Workers		0.0			
Total			0.0			

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees								Subsequent/Current Short-term Goals											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2019-02-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-02-28	Annually	Over 3 Years	2019	2022								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02 Managers	15	3.6%	3.6%	2	41.6%	41.6%	19	21	0	41.6%	0	1	1	5.0%	5.0%	-1	0	0.0%	5.9%	
03 Professionals	23	10.6%	10.6%	7	40.0%	40.0%	28	35	0	40.0%	0	3	3	8.9%	8.9%	-2	0	0.0%	10.0%	
04 Semi-Professionals & Tech	44	5.0%	5.0%	7	22.0%	22.0%	29	36	0	22.0%	0	4	3	7.6%	7.6%	-3	-1	0.0%	5.9%	
05 Supervisors	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	27.5%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	11	11.2%	11.2%	4	0.0%	0.0%	0	4	0	0.0%	0	2	0	10.1%	10.1%	-1	-2	0.0%	0.0%	
07 Administrative & Sr Clerical	4	0.0%	0.0%	0	150.0%	150.0%	18	18	0	150.0%	0	0	0	10.0%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	23	0.0%	0.0%	0	30.4%	30.4%	21	21	1	30.4%	1	2	2	9.3%	9.3%	-1	0	4.3%	8.7%	
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	67	-1.9%	-1.9%	-4	21.7%	21.7%	44	40	0	21.7%	0	6	4	10.3%	10.3%	-7	-2	0.0%	6.3%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	33	1.0%	1.0%	1	0.0%	0.0%	0	1	0	0.0%	0	2	0	6.8%	6.8%	-2	-2	0.0%	0.0%	
Total	221	2.7%	2.7%	18	23.5%	23.5%	156	174	1	23.5%	1	21	0	0.0%	8.7%	-18	-21	0.5%	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 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
		%	%	
01/02 Managers		5.0	5.0	We will be more aggressive if recruiting members in this EEOG.
03 Professionals		8.9	8.9	We will be more aggressive if recruiting members in this EEOG.
04 Semi-Professionals & Tech		7.6	7.6	We will be more aggressive if recruiting members in this EEOG.
05 Supervisors		0.0		
06 Supervisors: Crafts & Trades		10.1	10.1	We will be more aggressive if recruiting members in this EEOG.
07 Administrative & Sr Clerical		0.0		
08 Skilled Sales & Service		0.0		
09 Skilled Crafts & Trades		0.0		
10 Clerical Personnel		9.3	9.3	We will be more aggressive if recruiting members in this EEOG.
11 Intermediate Sales & Service		0.0		
12 Semi-Skilled Manual		10.3	10.3	We will be more aggressive if recruiting members in this EEOG.
13 Other Sales & Service		0.0		
14 Other Manual Workers		6.8	6.8	We will be more aggressive if recruiting members in this EEOG.
Total		0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Nanowave Technologies Inc.

[Date: 2019-02-28]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals											
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years	2019		2022						
		2019-02-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-02-28	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022								
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%				
01	Senior Managers	4	10.1%		0	57.1%		0	0	2	0.0%	0	-2	0	11.5%	2	2	50.0%	50.0%				
02	Middle & Other Managers	11	-2.9%		0	26.1%	2.3%	1	1	7	2.3%	0	-5	0	17.6%	5	5	63.6%	63.6%				
03	Professionals	23	10.6%		0	40.0%	2.8%	2	2	13	2.8%	1	-3	0	37.5%	4	3	56.5%	52.2%				
04	Semi-Professionals & Tech	44	5.0%	2.0%	3	22.0%	3.0%	4	7	14	3.0%	1	1	0	30.7%	0	-1	31.8%	27.7%				
05	Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	51.5%	51.5%	-1	-1	0.0%	0.0%			
06	Supervisors: Crafts & Trades	11	11.2%		0	0.0%		0	0	3	0.0%	0	2	0	44.4%	44.4%	-2	-2	27.3%	27.3%			
07	Administrative & Sr Clerical	4	0.0%		0	150.0%		0	0	2	0.0%	0	0	0	40.6%	0	0	50.0%	50.0%				
08	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
09	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
10	Clerical Personnel	23	0.0%	4.0%	3	30.4%	1.0%	1	4	11	1.0%	0	3	2	52.2%	52.2%	-1	-1	47.8%	50.0%			
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	67	-1.9%	0.0%	0	21.7%	-5.0%	-10	-10	27	-5.0%	-4	10	-6	61.6%	61.6%	-14	-16	40.3%	37.3%			
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	33	1.0%	5.0%	5	0.0%	2.8%	3	8	11	2.8%	1	11	4	55.0%	55.0%	-7	-7	33.3%	36.8%			
Total		221	2.7%	2.7%	18	23.5%		0	18	90	0.0%	0	21	0	46.6%	-13	-21	40.7%	37.7%				

† 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 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		11.5	
02	Middle & Other Managers		0.0		17.6	
03	Professionals		0.0		37.5	Several employees in there self assesment did not identify themselves as a visible minority this becoam more noticable as we go further down the list of skills.
04	Semi-Professionals & Tech		0.0		30.7	The goal is to help employees better understand what would be considered a Visible Minority during the self assessment.
05	Supervisors		51.5		51.5	Several employees in there self assesment did not identify themselves as a visible minority this becoam more noticable as we go further down the list of skills.
06	Supervisors: Crafts & Trades		44.4		44.4	The goal is to help employees better understand what would be considered a Visible Minority during the self assessment.
07	Administrative & Sr Clerical		0.0		40.6	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		52.2		52.2	Several employees in there self assesment did not identify themselves as a visible minority this becoam more noticable as we go further down the list of skills.
11	Intermediate Sales & Service		0.0		0.0	The goal is to help employees better understand what would be considered a Visible Minority during the self assessment.
12	Semi-Skilled Manual		61.6		61.6	
13	Other Sales & Service		0.0		0.0	Several employees in there self assesment did not identify themselves as a visible minority this becoam more noticable as we go further down the list of skills.
14	Other Manual Workers		55.0		55.0	The goal is to help employees better understand what would be considered a Visible Minority during the self assessment.
Total			0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2017	3	0	0.0	27.4	1	-1	0.0																	
	2019	4	0	0.0	27.6	1	-1	0.0	3	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0	0
02 Middle & Other Managers	2017	12	6	50.0	38.9	5	1	128.5																	
	2019	11	5	45.5	39.4	4	1	115.4	2	1	50.0	1	0	2	1	50.0	1	0	3	2	66.7	2	1		
03 Professionals	2017	17	3	17.6	12.2	2	1	144.6																	
	2019	23	4	17.4	15.2	3	1	114.4	13	1	7.7	2	-1	6	0	0.0	1	-1	8	0	0.0	1	-1		
04 Semi-Professionals & Technicians	2017	38	11	28.9	13.0	5	6	222.7																	
	2019	44	10	22.7	12.0	5	5	189.4	17	1	5.9	2	-1	1	1	100.0	0	1	9	1	11.1	3	-2		
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	1	1	100.0	52.0	1	0	192.3	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2017	8	5	62.5	31.0	2	3	201.6																	
	2019	11	7	63.6	24.1	3	4	264.1	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	3	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2022	3	0	0.0			27.6	0.0			27.6	0.0		
02 Middle & Other Managers	2019	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	2	50.0			0.0	0.0			2.3	2173.9		
03 Professionals	2019	19	1	5.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	19	1	5.3			0.0	0.0			2.8	188.0		
04 Semi-Professionals & Technicians	2019	18	2	11.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	18	2	11.1			0.0	0.0			3.0	370.4		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	0	0	0.0	0.0	0	0	0.0																
	2019	4	2	50.0	79.1	3	-1	63.2	6	2	33.3	5	-3	1	1	100.0	0	1	3	1	33.3	0	1	
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2017	23	18	78.3	65.2	15	3	120.0																
	2019	23	16	69.6	65.5	15	1	106.2	9	5	55.6	6	-1	1	1	100.0	1	0	7	5	71.4	5	0	
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2017	71	61	85.9	21.7	15	46	395.9																
	2019	67	56	83.6	19.9	13	43	420.0	18	11	61.1	4	7	0	0	0.0	0	0	15	10	66.7	13	-3	

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

Employment Equity Occupational Group (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	2019	7	3	42.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	3	42.9			50.0	85.7			50.0	85.7		
08 Skilled Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	10	6	60.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	6	60.0			0.0	0.0			1.0	6000.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	18	11	61.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	18	11	61.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women							All Employees	Women			All Employees	Women			All Employees	Women					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2017	32	18	56.3	31.9	10	8	176.3																
	2019	33	18	54.5	30.7	10	8	177.7	3	1	33.3	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2017	204	122	59.8	27.3	56	66	219.1																
	2019	221	119	53.8	26.7	59	60	201.7	75	22	29.3	20	2	12	4	33.3	7	-3	50	19	38.0	30	-11	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	1	33.3			0.0	0.0			2.8	1190.5		
Total	2019	87	26	29.9	1	2600.0	0.0	0.0	1	2600.0	0.0	0.0		
	2022	87	26	29.9			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2017	3	0	0.0	2.9	0	0	0.0																
	2019	4	0	0.0	3.2	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2017	12	0	0.0	2.2	0	0	0.0																
	2019	11	0	0.0	2.7	0	0	0.0	2	0	0.0	0	0	0	2	0	0.0	0	0	3	0	0.0	0	0
03 Professionals	2017	17	0	0.0	0.8	0	0	0.0																
	2019	23	0	0.0	1.1	0	0	0.0	13	0	0.0	0	0	0	6	0	0.0	0	0	8	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	38	1	2.6	1.5	1	0	175.4																
	2019	44	1	2.3	1.7	1	0	133.7	17	0	0.0	0	0	0	1	0	0.0	0	0	9	0	0.0	0	0
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	8	0	0.0	0.0	0	0	0.0																
	2019	11	0	0.0	1.6	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2019	19	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	19	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2019	18	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	18	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	0.8	0	0	0.0	6	0	0.0	0	0	1	0	0.0	0	0	3	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
10 Clerical Personnel	2017	23	0	0.0	0.7	0	0	0.0																
	2019	23	0	0.0	0.8	0	0	0.0	9	0	0.0	0	0	1	0	0.0	0	0	7	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2017	71	0	0.0	0.8	1	-1	0.0																
	2019	67	0	0.0	0.9	1	-1	0.0	18	0	0.0	0	0	0	0	0.0	0	0	15	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	18	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	18	0	0.0			0.9	0.0			0.9	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	1.2	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2017	32	0	0.0	0.9	0	0	0.0																
	2019	33	0	0.0	1.2	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2017	204	1	0.5	1.0	2	-1	49.0																
	2019	221	1	0.5	1.3	3	-2	34.8	75	0	0.0	1	-1	12	0	0.0	0	0	50	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0			0.0	0.0			0.0	0.0		
Total	2019	87	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2022	87	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2017	15	0	0.0	4.3	1	-1	0.0																
	2019	15	0	0.0	5.0	1	-1	0.0	5	0	0.0	0	0	2	0	0.0	0	0	0	5	0	0.0	0	0
03 Professionals	2017	17	0	0.0	3.8	1	-1	0.0																
	2019	23	0	0.0	8.9	2	-2	0.0	13	0	0.0	1	-1	6	0	0.0	0	0	0	8	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	38	0	0.0	4.6	2	-2	0.0																
	2019	44	0	0.0	7.6	3	-3	0.0	17	0	0.0	1	-1	1	0	0.0	0	0	0	9	0	0.0	0	0
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	27.5	0	0	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	8	0	0.0	7.8	1	-1	0.0																
	2019	11	0	0.0	10.1	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2019	7	0	0.0	1	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2022	7	0	0.0							5.00	0.0		
03 Professionals	2019	19	0	0.0	1	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2022	19	0	0.0							8.90	0.0		
04 Semi-Professionals & Technicians	2019	18	0	0.0	1	0.0	0.0	0.0	2	0.0	0.00	0.0		
	2022	18	0	0.0							7.60	0.0		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	1	0	0.0							0.00	0.0		
06 Supervisors: Crafts & Trades	2019	1	0	0.0	1	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2022	1	0	0.0							10.10	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	0	0	0.0	0.0	0	0	0.0																
	2019	4	0	0.0	10.0	0	0	0.0	6	0	0.0	1	-1	1	0	0.0	0	0	0	3	0	0.0	0	0
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2017	23	1	4.3	7.0	2	-1	62.1																
	2019	23	1	4.3	9.3	2	-1	46.8	9	0	0.0	1	-1	1	0	0.0	0	0	0	7	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	71	0	0.0	4.8	3	-3	0.0																
	2019	67	0	0.0	10.3	7	-7	0.0	18	0	0.0	2	-2	0	0	0.0	0	0	0	15	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	10	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	18	0	0.0	3	0.0	0.0	0.0	4	0.0	0.0	0.0		
	2022	18	0	0.0			10.3	0.0			10.3	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2017	32	0	0.0	5.3	2	-2	0.0																
	2019	33	0	0.0	6.8	2	-2	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2017	204	1	0.5	5.1	10	-9	9.6																
	2019	221	1	0.5	8.7	19	-18	5.2	75	0	0.0	7	-7	12	0	0.0	0	0	50	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	3	0	0.0	2	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2022	3	0	0.0			6.8	0.0			6.8	0.0		
Total	2019	87	0	0.0	9	0.0	0.0	0.0	12	0.0	0.0	0.0		
	2022	87	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2017	3	2	66.7	10.1	0	2	660.1																	
	2019	4	2	50.0	11.5	0	2	434.8	3	1	33.3	0	1	0	0	0.0	0	0	0	2	1	50.0	1	0	
02 Middle & Other Managers	2017	12	7	58.3	15.0	2	5	388.9																	
	2019	11	7	63.6	17.6	2	5	361.6	2	0	0.0	0	0	2	0	0.0	1	-1	3	0	0.0	2	-2		
03 Professionals	2017	17	9	52.9	34.4	6	3	153.9																	
	2019	23	13	56.5	37.5	9	4	150.7	13	5	38.5	5	0	6	1	16.7	3	-2	8	1	12.5	4	-3		
04 Semi-Professionals & Technicians	2017	38	10	26.3	30.1	11	-1	87.4																	
	2019	44	14	31.8	30.7	14	0	103.6	17	8	47.1	5	3	1	0	0.0	0	0	9	2	22.2	2	0		
05 Supervisors	2017	0	0	0.0	0.0	0	0	0.0																	
	2019	1	0	0.0	51.5	1	-1	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2017	8	3	37.5	38.4	3	0	97.7																	
	2019	11	3	27.3	44.4	5	-2	61.4	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	48.0	
	2022	3	1	33.3			0.0	0.0			11.5	289.9		
02 Middle & Other Managers	2019	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	4	0	0.0			0.0	0.0			17.6	0.0		
03 Professionals	2019	19	6	31.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	19	6	31.6			0.0	0.0			37.5	84.2		
04 Semi-Professionals & Technicians	2019	18	8	44.4	3	266.7	0.0	0.0	4	200.0	0.0	0.0		
	2022	18	8	44.4			0.0	0.0			30.7	144.8		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			51.5	0.0			51.5	0.0		
06 Supervisors: Crafts & Trades	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			44.4	0.0			44.4	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2017	0	0	0.0	0.0	0	0	0.0																
	2019	4	2	50.0	40.6	2	0	123.2	6	4	66.7	2	2	1	0	0.0	0	0	0	3	2	66.7	0	2
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2017	23	11	47.8	48.1	11	0	99.4																
	2019	23	11	47.8	52.2	12	-1	91.6	9	4	44.4	5	-1	1	0	0.0	0	0	0	7	4	57.1	3	1
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2017	71	30	42.3	55.9	40	-10	75.6																
	2019	67	27	40.3	61.6	41	-14	65.4	18	11	61.1	11	0	0	0	0.0	0	0	0	15	12	80.0	6	6

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2019	7	4	57.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	7	4	57.1			0.0	0.0			40.6	140.7		
08 Skilled Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	10	4	40.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	10	4	40.0			52.2	76.6			52.2	76.6		
11 Intermediate Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	18	11	61.1	11	100.0	0.0	0.0	15	73.3	0.0	0.0		
	2022	18	11	61.1			61.6	99.2			61.6	99.2		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Nanowave Technologies Inc.

[Date: 2019-02-28]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0																
	2019	0	0	0.0	0.0	0	0	0.0	2	1	50.0	0	1	0	0	0.0	0	0	2	1	50.0	0	1	
14 Other Manual Workers	2017	32	11	34.4	50.5	16	-5	68.1																
	2019	33	11	33.3	55.0	18	-7	60.6	3	1	33.3	2	-1	0	0	0.0	0	0	0	0	0.0	0	0	
Total	2017	204	83	40.7	43.8	89	-6	92.9																
	2019	221	90	40.7	46.6	103	-13	87.4	75	35	46.7	35	0	12	1	8.3	5	-4	50	23	46.0	20	3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2019	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	1	50.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2019	3	1	33.3	6	16.7	0.0	0.0	8	12.5	0.0	0.0		
	2022	3	1	33.3			55.0	60.6			55.0	60.6		
Total	2019	87	36	41.4	20	180.0	0.0	0.0	27	133.3	0.0	0.0		
	2022	87	36	41.4			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Nanowave Technologies Inc.
[Date: 2019-02-28]

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.

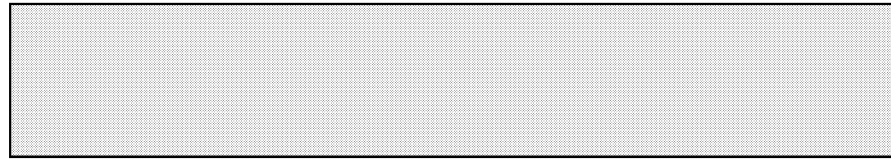
We have reviewed our business model and changes are in place as we enter a new market.

- Any reorganization or other corporate structural changes.

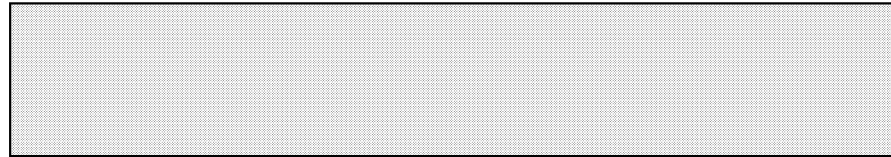
Yes we have more administrative and less direct labour in this new market/

- Acquisitions, mergers or transfers of employees.

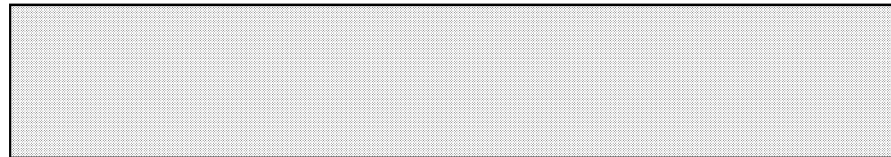
- Significant layoffs (include the number of employees affected and the occupational groups of those employees).



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

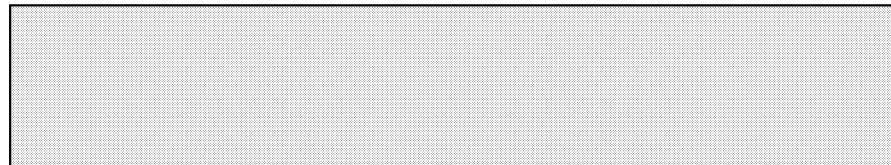


- Other.



Additional Details

Please provide any additional information (optional):



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

Employer Name: Nanowave Technologies Inc.

Primary Location: Ottawa, Ontario

Number of Employees: 221

- Ontario 220
- Quebec 1

Organization Overview:

NAICS # 3345 (Navigational, measuring, medical and control instruments manufacturing - Industry group)

NanoWave develops and provide technology for high precision measurement and motion control at the nano-scale level. These new technologies have applications in semiconductor, MEMS and optical component manufacturing, biotech instrumentation, information storage, and other nanotechnology industries.

Key Dates – First Year Assessment

Initiated: 2016-12-29
 Received: 2017-01-23
 Closed: 2017-01-25
 Workforce 2017-01-23
 Analysis:

Key Dates – Subsequent Assessment

Initiated: 2018-12-09
 Received: 2019-04-01
 Workforce 2019-02-28
 Analysis:

DATA VERIFICATION

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

Yes No

Comments:

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

Yes No

Comments:

The period reported on the Achievement report is 2017-01-23 to 2019-02-28. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS submitted by the employer on 2019-04-01.

ASSESSMENT OF REASONABLE PROGRESS

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

Women

01	Senior Managers	Goal not met (57.1%)
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Assessment/Observations

- EEOG 01: Plan was to promote internally or hire when a position became available by having a national recruitment. With an LMA rate of 27.4% and 3 new entrants into this EEOG, the goal was not attainable.

Aboriginal Peoples

12	Semi-Skilled Manual	Goal not met (0%)
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Assessment/Observations

- EEOG 12: With 18 new entrants in this EEOG, and an LMA rate of 0.8%, this goal was not attainable.

Persons with Disabilities

01/02	Managers	Goal not met (0%)
03	Professionals	Goal not met (0%)
04	Semi-Professionals & Tech	Goal not met (0%)
05	Supervisors	Goal not met (0%)
06	Supervisors: Crafts and Trades	Goal not met (0%)
10	Clerical Personnel	Goal not met (0%)
12	Semi-Skilled Manual	Goal not met (0%)
14	Other Manual Workers	Goal not met (0%)

Assessment/Observations

- The plan for some of the categories was to outsource the jobs. No person with a disability was hired during the reporting period in any of the above EEOGs. However, due to low LMA rates, the goals were unattainable.
- EEOG 01 & 02: Out of seven new entrants in this EEOG, 0 were persons with disabilities. With an LMA rate of 4.3% the goal was unattainable.

- EEOG 03: Out of 19 new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 3.8%, the goal was unattainable.
- EEOG 04: Out of 18 new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 4.6, the goal was unattainable.
- EEOG 05: Out of one new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 0%, the goal was unattainable.
- EEOG 06: Out of one new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 7.8%, the goal was unattainable.
- EEOG 10: Out of 10 new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 7.0%, the goal was unattainable.
- EEOG 12: Out of 18 new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 4.8%, the goal was unattainable.
- EEOG 14: Out of 3 new entrants in this EEOG, none was a person with disabilities. With an LMA rate of 5.3%, the goal was unattainable.

Members of Visible Minorities

04	Semi-Professionals & Tech	No goal set
10	Clerical Personnel	No goal set
12	Semi-Skilled Manual	No goal set
14	Other Manual Workers	Goal not met (16.7%)

Assessment/Observations

- EEOG 04: Out of three new entrants in this EEOG, one was a member of visible minorities. No goal was set.
- EEOG 10: Out of 10 new entrants in this EEOG, four were members of visible minorities. No goal was set. The number of people hired from this EEOG matches the minimum number of people required given the LMA rate of 48.1% and the number of new entrants.
- EEOG 12: Out of 18 new entrants in this EEOG, 11 were members of visible minorities. No goal was set. The number of people hired from this EEOG exceeds the minimum number of people required given the LMA rate of 55.9% and the number of new entrants.
- EEOG 14: Out of three new entrants in this EEOG, one was a member of visible minorities. With an LMA rate of 50.5%, one person would have been required. However, the goal of hiring six people was too high/unrealistic.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2017-01-23 to 2019-02-28.
 - During their initial assessment, the organization set eleven short-term goals.
 - No goals were set for three EEOGs with pre-existing gaps.

- 10 goals were unattainable due to low numbers in hiring coupled with low availability rates.

ASSESSMENT OF CURRENT GOALS AND GAPS

- All short and long-term goals are set in percentage format, and at labour market availability as required.
- The goals are reduced to 50% for women only.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-1	27.6	27.6	0	27.6
07	Admin & Senior Clerical Personnel	-1	50.0	50.0	50.0	79.1

Observations:

- Goals (short and long-term) were set at the LMA rate.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
10	Semi-Skilled Manual Workers	-1	0.9	0.9	0	0.9

Observations:

- Goals have been set appropriately at LMA where there is a gap present.
- The employer indicates that they will be more aggressive if recruiting members in this EEOG.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01/02	Managers	-1	5.0	5.0	0	5.0
03	Professionals	-2	8.9	8.9	0	8.9
04	Semi-Professionals & Techs	-3	7.6	7.6	0	7.6
06	Supervisors: Crafts and Trades	-1	10.1	10.1	0	10.1
10	Clerical Personnel	-7	9.3	9.3	1	9.3
12	Semi-Skilled Manual Workers	-2	10.3	10.3	0	10.3
14	Other Manual Workers	-2	6.8	6.8	0	6.8

Observations:

- Goals have been set appropriately at LMA where there is a gap present.
- The employer indicates that they will be more aggressive if recruiting members in these EEOGs.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation-	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
05	Supervisors	-1	51.5	51.5	0	51.5
06	Supervisors: Crafts and Trades	-2	44.4	44.4	27.3	44.4
10	Clerical Personnel	-1	52.2	52.2	47.8	52.2
12	Semi-Skilled Manual Workers	-14	61.6	61.6	40.3	61.6
14	Other Manual Workers	-7	55.0	55.0	33.3	55.0

Observations:

- Goals have been set appropriately at LMA where there is a gap present. According to the employer many employee in these categories did not self-identify.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Through their second compliance assessment, the employer has demonstrated some progress towards achieving employment equity in the workplace, especially with women and members of visible minorities.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- Partnerships with colleges, universities or other professional associations can also help identify qualified students or professionals that are part of the designated groups and consider them for permanent full-time and permanent part-time employment, when vacancies arise.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

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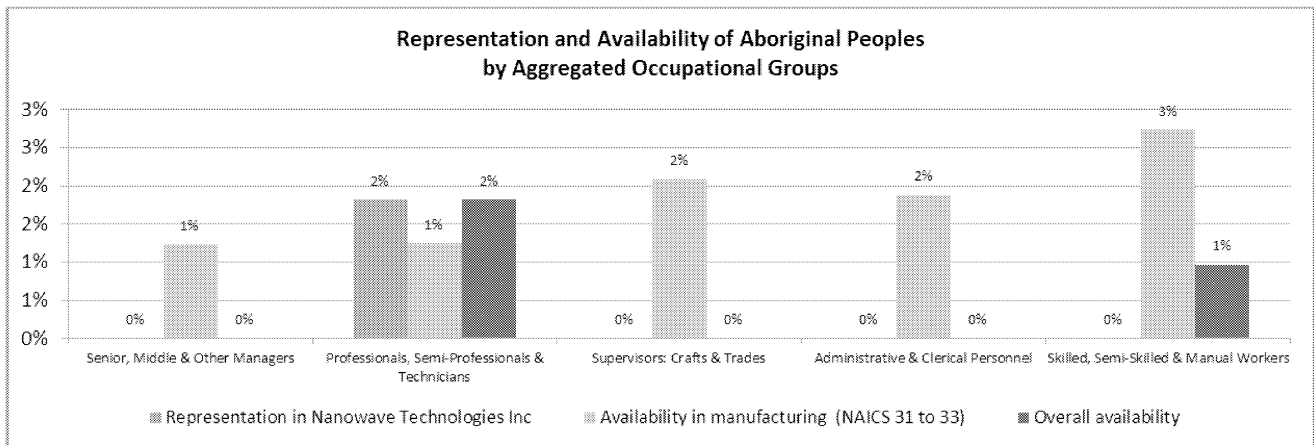
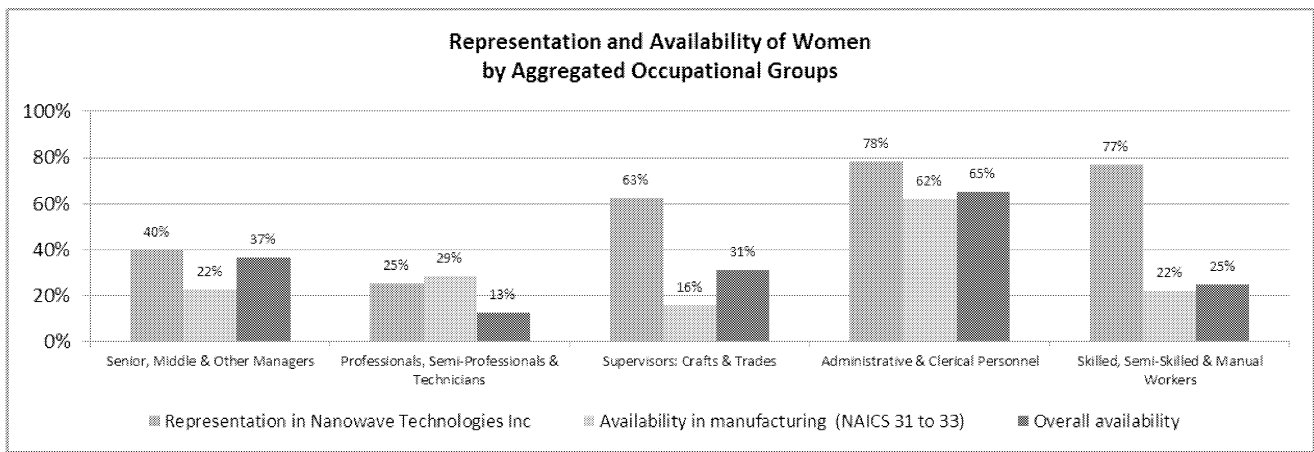
Name of Analyst: Olga Arnaoudova

Date: May 8, 2019

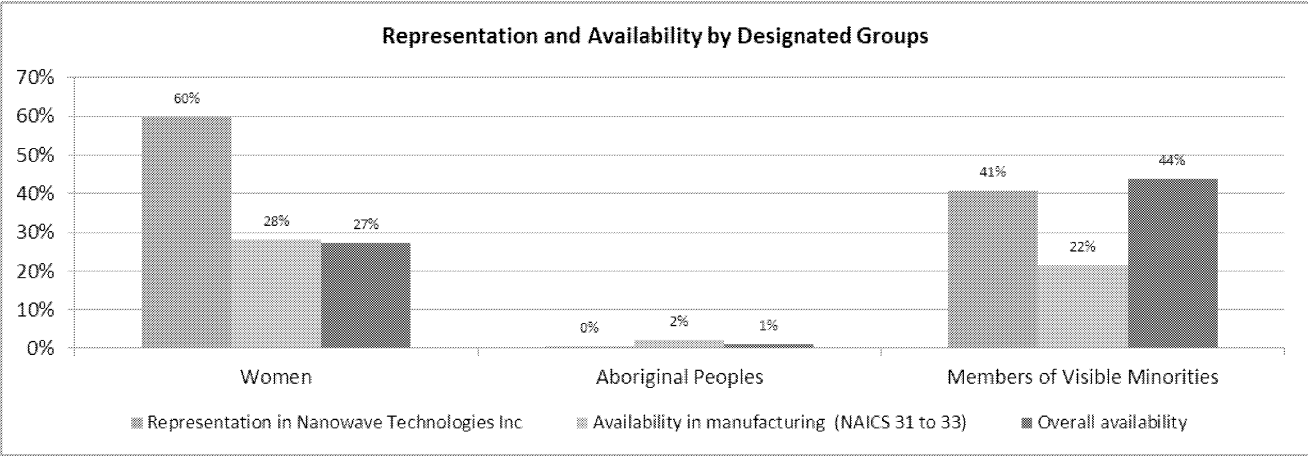
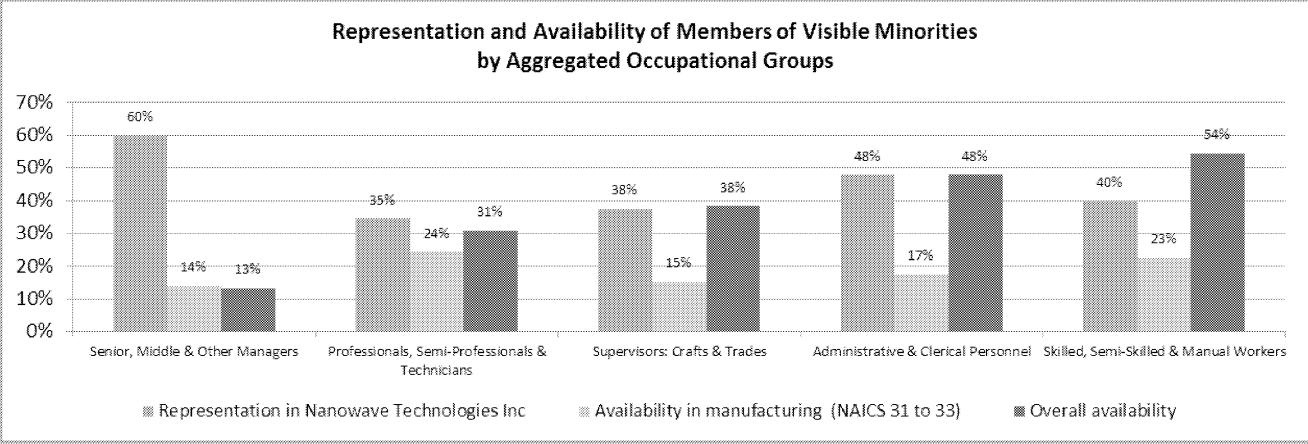
Summary of Nanowave Technologies Inc's Employment Equity Results

In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in Nanowave Technologies Inc based on your organization's submission are compared to manufacturing and the overall Canadian labour market availability.

Note: The Canadian labour market availability at the industry level for persons with disabilities is not currently available.



Note: For Aboriginals Peoples, Senior, Middle & Other Managers the availability percentage in manufacturing is calculated based on the Employment Equity Occupational Group (1%) and the overall availability percentage is calculated based at the National Level (0%). For the Supervisors Crafts & Trades the availability percentage is calculated based on the National Occupational Classification (2%) and the overall availability percentage is calculated based at the Provincial Level (0%). For Administrative & Clerical Personnel the availability percentage is calculated based on the Employment Equity Occupational Group (2%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).



The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers

Nyirasafari, Ange AN [NC]

From: Normandin, Ward W [NC]
Sent: January 25, 2017 11:43 AM
To: 'oore@nanowavetech.com'
Cc: 'Annette Chapman'
Subject: RE: Government of Canada Agreement 10000247 - Notification in Compliance with the Federal Contractors Program
Attachments: FP-Email-WEDFCP Nanowave Technologies Inc Notice of Compliance Letter-20170124.pdf

Please find attached the accompanying charts.

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

From: Normandin, Ward W [NC]
Sent: 2017-01-25 11:40 AM
To: 'oore@nanowavetech.com'
Cc: 'Annette Chapman'
Subject: Government of Canada Agreement 10000247 - Notification in Compliance with the Federal Contractors Program

Mr. Ore,

This email is to confirm that the compliance assessment initiated on January 19, 2017 has been completed. As a result of the assessment, Nanowave Technologies Inc has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of the Employment Equity Act.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis, and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Attached for your reference is a summary of Nanowave Technologies Inc employment equity results compared against Employment Equity Occupational Group levels in your industry as well as overall Canadian labour market availability.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When Nanowave Technologies Inc is notified of a follow-up assessment, the following information will be required:

1. a completed Achievement Table;

2. a current workforce analysis; and
3. revised goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the first assessment. If reasonable progress has not been made, Nanowave Technologies 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.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Ward Normandin at ward.normandin@labour-travail.gc.ca.

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

Équipe de l'équité en emploi / Workplace Equity Team

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