



Employment and Social Development Canada
 Emploi et Développement social Canada
 Labour Program
 Federal Contractors Program

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

New Agreement

Revised Agreement **Vol 0801**

s.19(1)

s.24(1)

ORGANIZATION	
Legal Name of Organization Panasonic Canada Inc	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scien/2007/list-liste-eng.htm 4142, 4161, 4173, and 4179	Total number of employees in Canada (Permanent Full-Time and Part-Time) 297 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 5770 Ambler Drive	City Mississauga	Province ON	Postal Code L4W 2P3
Telephone Number 905-624-5010			

EMPLOYMENT EQUITY CONTACT			
Name (print) Deborah Scott	Title General Manager HR and Facilities Operations	Telephone Number 905-238-2152	E-mail Address deborah.scott@ca.panasonic.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) Michael Moskowitz	Title President	Telephone Number [REDACTED]	E-mail Address michael.moskowitz@ca.panasonic.com
		Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Date (YYYY-MM-DD) 2015 / 07 / 20			

The information on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program. Your information is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

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



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2016-01-01 to 2018-09-30

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	268	2	0	270	Calgary	7	0	0	7
Québec	12	0	0	12	Halifax	1	0	0	1
Nova Scotia	1	0	0	1	Montréal	12	0	0	12
Manitoba	1	0	0	1	Toronto	266	2	0	268
British Columbia	5	0	0	5	Vancouver	5	0	0	5
Alberta	7	0	0	7	Winnipeg	1	0	0	1
Total Employees in Canada				296	Ottawa - Gatineau	2	0	0	2
					Total Employees in Canada				296

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-01-01 to 2018-09-30

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: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2	2	2										
	1	2		2									
	Total	5	3	2									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	3	3								2	2	
	3	4	3	1							1		1
	2	18	14	4							4	3	1
	1	53	34	19	1	1		3	1	2	5	3	2
	Total	78	54	24	1	1		3	1	2	12	8	4
Professionals Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3												
	2	10	5	5							4	2	2
	1	7	1	6							3	1	2
	Total	18	7	11							7	3	4
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	1	1								1	1	
	3												
	2	11	11								6	6	
	1	25	23	2							13	12	1
	Total	37	35	2							20	19	1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-01-01 to 2018-09-30

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: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	2	2								2	2	
	3	3	2	1							1	1	
	2	7	3	4							3	2	1
	1	6	2	4							5	1	4
	Total	18	9	9							11	6	5
Administrative and Senior Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 40,000 - \$44,999	4	3		3									
	3	1		1							1		1
	2	3		3							1		1
	1	5		5							3		3
	Total	12		12							5		5
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	5	5		2	2							
	3	9	8	1									
	2	17	15	2							3	3	
	1	4	3	1							1	1	
	Total	35	31	4	2	2					4	4	
Clerical Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 30,000 - \$34,999	4	4	2	2							2		2
	3	5	1	4							3	1	2
	2	18	10	8				1	1		7	5	2
	1	21	5	16							9	1	8
	Total	48	18	30				1	1		21	7	14

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-01-01 to 2018-09-30

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
Intermediate Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	6	2	4				1	1		2		2
	3	3	3										
	2	12	7	5							2		2
	1	20	7	13							11	4	7
	Total	41	19	22				1	1		15	4	11
Other Sales and Service Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
Total Number of Employees		294	178	116	3	3		5	3	2	95	51	44

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2016-01-01 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
Total Number of Employees		2		2									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-01-01 to 2018-09-30

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: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2	2	2										
	1	2		2									
	Total	5	3	2									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	3	3								2	2	
	3	4	3	1							1		1
	2	18	14	4							4	3	1
	1	50	31	19	1	1		3	1	2	5	3	2
	Total	75	51	24	1	1		3	1	2	12	8	4
Professionals Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3												
	2	10	5	5							4	2	2
	1	7	1	6							3	1	2
	Total	18	7	11							7	3	4
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	1	1								1	1	
	3												
	2	10	10								5	5	
	1	25	23	2							13	12	1
	Total	36	34	2							19	18	1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-01-01 to 2018-09-30

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: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	2	2								2	2	
	3	3	2	1							1	1	
	2	7	3	4							3	2	1
	1	6	2	4							5	1	4
	Total	18	9	9							11	6	5
Administrative and Senior Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 40,000 - \$44,999	4	2		2									
	3	1		1							1		1
	2	3		3							1		1
	1	5		5							3		3
	Total	11		11							5		5
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 65,000 - \$69,999	4	4	4		1	1							
	3	5	4	1									
	2	11	10	1							3	3	
	1	2	1	1							1	1	
	Total	22	19	3	1	1					4	4	
Clerical Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 30,000 - \$34,999	4	4	2	2							2		2
	3	5	1	4							3	1	2
	2	18	10	8				1	1		7	5	2
	1	21	5	16							9	1	8
	Total	48	18	30				1	1		21	7	14

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

Reporting Period 2016-01-01 to 2018-09-30

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
Intermediate Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999	4	5	2	3				1	1		1		1
	3	1	1										
	2	7	2	5							2		2
	1	20	7	13							11	4	7
	Total	33	12	21				1	1		14	4	10
Other Sales and Service Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 35,000 - \$39,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
Total Number of Employees		268	155	113	2	2		5	3	2	93	50	43

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Ontario

Reporting Period 2016-01-01 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									
Total Number of Employees		2		2									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Québec

Reporting Period 2016-01-01 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 80,000 - \$84,999	4	2	2										
	3	2	2										
	2	1		1									
	1	2	2										
	Total	7	6	1									
Intermediate Sales and Service Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3												
	2	1	1										
	1	1	1										
	Total	3	3										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Québec
Reporting Period 2016-01-01 to 2018-09-30

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

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Nova Scotia

Reporting Period 2016-01-01 to 2018-09-30

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
Intermediate Sales and Service Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Manitoba

Reporting Period 2016-01-01 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		1	1										

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / British Columbia
 Reporting Period 2016-01-01 to 2018-09-30

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-Professionals and Technicians Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 85,000 - \$89,999	4												
	3												
	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 75,000 - \$79,999	4	1	1		1	1							
	3												
	2												
	1	2	2										
	Total	3	3		1	1							
Intermediate Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Total Number of Employees		5	4	1	1	1					2	1	1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Alberta

Reporting Period 2016-01-01 to 2018-09-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2	1	1										
	1	1	1										
	Total	3	3										
Intermediate Sales and Service Personnel Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 55,000 - \$59,999	4	1	1										
	3	1	1										
	2												
	1	1	1										
	Total	3	3										
Total Number of Employees		7	7										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 30,000 - \$34,999	3	2	1							2	2	
\$ 35,000 - \$37,499	1		1							1		1
\$ 37,500 - \$39,999	5	1	4							1		1
\$ 40,000 - \$44,999	17	6	11							9	2	7
\$ 45,000 - \$49,999	26	10	16							15	8	7
\$ 50,000 - \$59,999	36	17	19				1	1		13	3	10
\$ 60,000 - \$69,999	26	12	14							14	7	7
\$ 70,000 - \$84,999	44	29	15							12	8	4
\$ 85,000 - \$99,999	49	33	16				2	2		11	8	3
\$100,000 and over	87	68	19	3	3		2		2	17	13	4
Total Number of Employees	294	178	116	3	3		5	3	2	95	51	44

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 35,000 - \$39,999	2		2									
Total Number of Employees	2		2									

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ontario
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 30,000 - \$34,999	3	2	1							2	2	
\$ 35,000 - \$37,499	1		1							1		1
\$ 37,500 - \$39,999	5	1	4							1		1
\$ 40,000 - \$44,999	17	6	11							9	2	7
\$ 45,000 - \$49,999	26	10	16							15	8	7
\$ 50,000 - \$59,999	35	16	19				1	1		13	3	10
\$ 60,000 - \$69,999	23	10	13							14	7	7
\$ 70,000 - \$84,999	36	21	15							12	8	4
\$ 85,000 - \$99,999	43	28	15				2	2		10	7	3
\$100,000 and over	79	61	18	2	2		2		2	16	13	3
Total Number of Employees	268	155	113	2	2		5	3	2	93	50	43

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Ontario
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 35,000 - \$39,999	2		2									
Total Number of Employees	2		2									

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Québec
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 60,000 - \$69,999	2	1	1									
\$ 70,000 - \$84,999	3	3										
\$ 85,000 - \$99,999	3	2	1									
\$100,000 and over	4	4										
Total Number of Employees	12	10	2									

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Nova Scotia
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 60,000 - \$69,999	1	1										
Total Number of Employees	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Manitoba
Reporting Period 2016-01-01 to 2018-09-30

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
\$100,000 and over	1	1										
Total Number of Employees	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / British Columbia
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 70,000 - \$84,999	2	2										
\$ 85,000 - \$99,999	1	1								1	1	
\$100,000 and over	2	1	1	1	1					1		1
Total Number of Employees	5	4	1	1	1					2	1	1

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Alberta
Reporting Period 2016-01-01 to 2018-09-30

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
\$ 50,000 - \$59,999	1	1										
\$ 70,000 - \$84,999	3	3										
\$ 85,000 - \$99,999	2	2										
\$100,000 and over	1	1										
Total Number of Employees	7	7										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2016-01-01 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	11	7	4							3	1	2
Professionals	5	3	2							1	1	
Semi-Professionals and Technicians	11	10	1							6	5	1
Supervisors	2	2								1	1	
Skilled Sales and Service Personnel	16	11	5	1	1					4	4	
Clerical Personnel	18	6	12							4		4
Intermediate Sales and Service Personnel	11	6	5							4	1	3
Total Number of Employees Hired	74	45	29	1	1					23	13	10

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2016-01-01 to 2018-09-30

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
Clerical Personnel	1	1										
Total Number of Employees Hired	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ontario
Reporting Period 2016-01-01 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	11	7	4							3	1	2
Professionals	5	3	2							1	1	
Semi-Professionals and Technicians	11	10	1							6	5	1
Supervisors	2	2								1	1	
Skilled Sales and Service Personnel	15	11	4	1	1					4	4	
Clerical Personnel	18	6	12							4		4
Intermediate Sales and Service Personnel	8	4	4							3	1	2
Total Number of Employees Hired	70	43	27	1	1					22	13	9

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / Ontario
Reporting Period 2016-01-01 to 2018-09-30

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
Clerical Personnel	1	1										
Total Number of Employees Hired	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Québec
Reporting Period 2016-01-01 to 2018-09-30

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
Skilled Sales and Service Personnel	1		1									
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Hired	2	1	1									

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Nova Scotia
Reporting Period 2016-01-01 to 2018-09-30

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
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Hired	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / British Columbia
Reporting Period 2016-01-01 to 2018-09-30

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
Intermediate Sales and Service Personnel	1		1							1		1
Total Number of Employees Hired	1		1							1		1

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-01-01 to 2018-09-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	1	2									
Middle and Other Managers	25	17	8						2	2		
Professionals	2		2						2			2
Semi-Professionals and Technicians	5	5							3	3		
Supervisors	4	2	2						3	1		2
Skilled Sales and Service Personnel	2	2										
Clerical Personnel	6	1	5						2	1		1
Intermediate Sales and Service Personnel	5	2	3						2			2
Total Number of Employees Promoted	52	30	22						14	7		7
Total Number of Promotions	62	36	26						15	7		8

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2016-01-01 to 2018-09-30

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
Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2016-01-01 to 2018-09-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	3	1	2									
Middle and Other Managers	24	16	8							2	2	
Professionals	2		2							2		2
Semi-Professionals and Technicians	5	5								3	3	
Supervisors	4	2	2							3	1	2
Skilled Sales and Service Personnel	1	1										
Clerical Personnel	6	1	5							2	1	1
Intermediate Sales and Service Personnel	4	1	3							2		2
Total Number of Employees Promoted	49	27	22							14	7	7
Total Number of Promotions	58	32	26							15	7	8

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / Ontario
Reporting Period 2016-01-01 to 2018-09-30

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
Clerical Personnel	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Québec
Reporting Period 2016-01-01 to 2018-09-30

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

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Manitoba
Reporting Period 2016-01-01 to 2018-09-30

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	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / British Columbia
Reporting Period 2016-01-01 to 2018-09-30

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
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	2	2										

Panasonic Canada Inc. (certificate # V060801)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-01-01 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	15	13	2				1	1		6	6	
Professionals	6	2	4							4	1	3
Semi-Professionals and Technicians	7	7								4	4	
Supervisors	3	1	2							1		1
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	13	10	3							2	2	
Clerical Personnel	17	5	12							7	2	5
Intermediate Sales and Service Personnel	10	7	3							3	2	1
Total Number of Employees Terminated	72	45	27				1	1		27	17	10

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 2016-01-01 to 2018-09-30

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
Clerical Personnel	1	1										
Total Number of Employees Terminated	1	1										

Panasonic Canada Inc. (certificate # V060801)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / Ontario
 Reporting Period 2016-01-01 to 2018-09-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	15	13	2				1	1		6	6	
Professionals	6	2	4							4	1	3
Semi-Professionals and Technicians	7	7								4	4	
Supervisors	3	1	2							1		1
Administrative and Senior Clerical Personnel	1		1									
Skilled Sales and Service Personnel	9	6	3							2	2	
Clerical Personnel	17	5	12							7	2	5
Intermediate Sales and Service Personnel	6	3	3							3	2	1
Total Number of Employees Terminated	64	37	27				1	1		27	17	10

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / Ontario
Reporting Period 2016-01-01 to 2018-09-30

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
Clerical Personnel	1	1										
Total Number of Employees Terminated	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Québec
Reporting Period 2016-01-01 to 2018-09-30

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
Skilled Sales and Service Personnel	2	2										
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	3	3										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Nova Scotia
Reporting Period 2016-01-01 to 2018-09-30

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
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	1	1										

Panasonic Canada Inc. (certificate # V060801)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2016-01-01 to 2018-09-30

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
Skilled Sales and Service Personnel	2	2										
Intermediate Sales and Service Personnel	2	2										
Total Number of Employees Terminated	4	4										

Workplace Equity Information Management System - Panasonic Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	5	2	40.0 %	27.4 %	1	1	National
02 : Middle and Other Managers	National	78	24	30.8 %	38.9 %	30	3	National
03 : Professionals		18	11	61.1 %	34.9 %	6	5	
1111 : Financial auditors and accountants	National	1	1	100.0 %	55.1 %	1	0	National
1121 : Human resources professionals	National	2	2	100.0 %	71.1 %	1	1	National
2171 : Information systems analysts and consultants	National	4	2	50.0 %	28.3 %	1	1	National
2174 : Computer programmers and interactive media developers	National	6	2	33.3 %	17.9 %	1	1	National
2175 : Web designers and developers	National	3	3	100.0 %	32.9 %	1	2	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	42.5 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	1	100.0 %	69.9 %	1	0	National
04 : Semi-Professionals and Technicians		37	2	5.4 %	8.7 %	3	3	
2242 : Electronic service technicians (household and business equipment)	British Columbia	1	0	0.0 %	5.3 %	0	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario	33	1	3.0 %	7.4 %	2	1	Ontario
2282 : User support technicians	Ontario	3	1	33.3 %	24.2 %	1	0	Ontario
05 : Supervisors		18	9	50.0 %	53.0 %	10	3	
Employment Equity Occupational Group	Toronto	18	9	50.0 %	53.0 %	10	3	Toronto
07 : Administrative and Senior Clerical Personnel		12	12	100.0 %	80.2 %	10	2	
Employment Equity Occupational Group	Montreal	1	1	100.0 %	80.8 %	1	0	Montréal
Employment Equity Occupational Group	Toronto	11	11	100.0 %	80.1 %	9	2	Toronto
08 : Skilled Sales and Service Personnel		35	4	11.4 %	27.9 %	10	3	
6221 : Technical sales specialists - wholesale trade	Alberta	3	0	0.0 %	20.5 %	1	3	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	3	0	0.0 %	26.3 %	1	3	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	22	3	13.6 %	28.7 %	6	3	Ontario
6221 : Technical sales specialists - wholesale trade	Quebec	7	1	14.3 %	29.1 %	2	3	Québec

Workplace Equity Information Management System - Panasonic Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		50	32	64.0 %	65.2 %	33	3	
Employment Equity Occupational Group	Toronto	50	32	64.0 %	65.2 %	33	3	Toronto
11 : Intermediate Sales and Service Personnel		41	22	53.7 %	63.9 %	26	4	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	66.1 %	2	2	Calgary
Employment Equity Occupational Group	Halifax	1	0	0.0 %	65.5 %	1	1	Halifax
Employment Equity Occupational Group	Montréal	3	0	0.0 %	61.8 %	2	2	Montréal
Employment Equity Occupational Group	Toronto	33	21	63.6 %	63.9 %	21	0	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	64.2 %	1	0	Vancouver
13 : Other Sales and Service Personnel		2	0	0.0 %	55.5 %	1	1	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	55.5 %	1	1	Toronto
Total		296	118	39.9 %	43.9 %	130	17	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Panasonic Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-30

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
01 : Senior Managers	National	5	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	78	1	1.3 %	2.2 %	2	3	National
03 : Professionals		18	0	0.0 %	1.4 %	0	0	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	2	0	0.0 %	2.7 %	0	0	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	1.1 %	0	0	National
2174 : Computer programmers and interactive media developers	National	6	0	0.0 %	1.0 %	0	0	National
2175 : Web designers and developers	National	3	0	0.0 %	1.5 %	0	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.6 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	2.9 %	0	0	National
04 : Semi-Professionals and Technicians		37	0	0.0 %	1.6 %	1	3	
2242 : Electronic service technicians (household and business equipment)	British Columbia	1	0	0.0 %	2.1 %	0	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario	33	0	0.0 %	1.6 %	1	3	Ontario
2282 : User support technicians	Ontario	3	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		18	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Toronto	18	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		12	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		35	2	5.7 %	1.2 %	0	2	
6221 : Technical sales specialists - wholesale trade	Alberta	3	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	3	1	33.3 %	2.5 %	0	1	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	22	1	4.5 %	1.0 %	0	1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	7	0	0.0 %	1.0 %	0	0	Québec

Workplace Equity Information Management System - Panasonic Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-30

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
10 : Clerical Personnel		50	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Toronto	50	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		41	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	33	0	0.0 %	0.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.3 %	0	0	Vancouver
13 : Other Sales and Service Personnel		2	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.8 %	0	0	Toronto
Total		296	3	1.0 %	1.4 %	3	0	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Panasonic Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-30

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	5	0	0.0 %	10.1 %	1	3	National
02 : Middle and Other Managers	National	78	12	15.4 %	15.0 %	12	0	National
03 : Professionals		18	7	38.9 %	26.3 %	5	2	
1111 : Financial auditors and accountants	National	1	1	100.0 %	27.5 %	0	1	National
1121 : Human resources professionals	National	2	0	0.0 %	14.1 %	0	0	National
2171 : Information systems analysts and consultants	National	4	2	50.0 %	31.4 %	1	1	National
2174 : Computer programmers and interactive media developers	National	6	3	50.0 %	31.5 %	2	1	National
2175 : Web designers and developers	National	3	1	33.3 %	22.8 %	1	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	12.5 %	0	0	National
5125 : Translators, terminologists and interpreters	National	1	0	0.0 %	22.2 %	0	0	National
04 : Semi-Professionals and Technicians		37	20	54.1 %	30.0 %	11	9	
2242 : Electronic service technicians (household and business equipment)	British Columbia	1	1	100.0 %	32.8 %	0	1	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario	33	17	51.5 %	29.3 %	10	7	Ontario
2282 : User support technicians	Ontario	3	2	66.7 %	35.9 %	1	1	Ontario
05 : Supervisors		18	11	61.1 %	45.8 %	8	3	
Employment Equity Occupational Group	Toronto	18	11	61.1 %	45.8 %	8	3	Toronto
07 : Administrative and Senior Clerical Personnel		12	5	41.7 %	35.2 %	4	1	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	12.2 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	11	5	45.5 %	37.3 %	4	1	Toronto
08 : Skilled Sales and Service Personnel		35	4	11.4 %	17.8 %	6	2	
6221 : Technical sales specialists - wholesale trade	Alberta	3	0	0.0 %	11.3 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	3	0	0.0 %	24.7 %	1	4	British Columbia
6221 : Technical sales specialists - wholesale trade	Ontario	22	4	18.2 %	20.8 %	5	3	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	7	0	0.0 %	8.5 %	1	1	Québec

Workplace Equity Information Management System - Panasonic Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-30

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability %	Gap #	Recruitment Area
			Representation #	Representation %			
10 : Clerical Personnel		50	21	42.0 %	48.1 %	24	
Employment Equity Occupational Group	Toronto	50	21	42.0 %	48.1 %	24	Toronto
11 : Intermediate Sales and Service Personnel		41	15	36.6 %	44.6 %	18	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	29.7 %	1	Calgary
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.5 %	0	Halifax
Employment Equity Occupational Group	Montréal	3	0	0.0 %	22.2 %	1	Montréal
Employment Equity Occupational Group	Toronto	33	14	42.4 %	48.9 %	16	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	47.5 %	0	Vancouver
13 : Other Sales and Service Personnel		2	0	0.0 %	52.7 %	1	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	52.7 %	1	Toronto
Total		296	95	32.1 %	30.4 %	90	5

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Panasonic Canada Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-30

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area
			Representation #	%	Availability %	Gap #	
01/02 : Managers	National	83	3	3.6 %	4.3 %	4	National
03 : Professionals	National	18	0	0.0 %	3.8 %	1	National
04 : Semi-Professionals and Technicians	National	37	0	0.0 %	4.6 %	2	National
05 : Supervisors	National	18	0	0.0 %	13.9 %	3	National
07 : Administrative and Senior Clerical Personnel	National	12	0	0.0 %	3.4 %	0	National
08 : Skilled Sales and Service Personnel	National	35	0	0.0 %	3.5 %	1	National
10 : Clerical Personnel	National	50	1	2.0 %	7.0 %	4	National
11 : Intermediate Sales and Service Personnel	National	41	1	2.4 %	5.6 %	2	National
13 : Other Sales and Service Personnel	National	2	0	0.0 %	6.3 %	0	National
Total		296	5	1.7 %	5.4 %	17	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-09-30

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

Set as per employment systems review 2004

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-09-30

WFA Defaults - Persons with Disabilities

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

Workforce Analysis - Summary Report

Date: 2018-09-30

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	5	2	40.0 %	27.4 %	1	1
02 : Middle and Other Managers	78	24	30.8 %	38.9 %	30	6
03 : Professionals	18	11	61.1 %	34.9 %	6	5
04 : Semi-Professionals and Technicians	37	2	5.4 %	8.7 %	3	3
05 : Supervisors	18	9	50.0 %	53.0 %	10	4
07 : Administrative and Senior Clerical Personnel	12	12	100.0 %	80.2 %	10	2
08 : Skilled Sales and Service Personnel	35	4	11.4 %	27.9 %	10	6
10 : Clerical Personnel	50	32	64.0 %	65.2 %	33	3
11 : Intermediate Sales and Service Personnel	41	22	53.7 %	63.9 %	26	4
13 : Other Sales and Service Personnel	2	0	0.0 %	55.5 %	1	3
Total	296	118	39.9 %	43.9 %	130	12

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-30

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	5	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	78	1	1.3 %	2.2 %	2	1
03 : Professionals	18	0	0.0 %	1.4 %	0	0
04 : Semi-Professionals and Technicians	37	0	0.0 %	1.6 %	1	1
05 : Supervisors	18	0	0.0 %	1.0 %	0	0
07 : Administrative and Senior Clerical Personnel	12	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	35	2	5.7 %	1.2 %	0	2
10 : Clerical Personnel	50	0	0.0 %	0.7 %	0	0
11 : Intermediate Sales and Service Personnel	41	0	0.0 %	0.9 %	0	0
13 : Other Sales and Service Personnel	2	0	0.0 %	0.8 %	0	0
Total	296	3	1.0 %	1.4 %	3	0

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-30

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	5	0	0.0 %	10.1 %	1	3
02 : Middle and Other Managers	78	12	15.4 %	15.0 %	12	0
03 : Professionals	18	7	38.9 %	26.3 %	5	2
04 : Semi-Professionals and Technicians	37	20	54.1 %	30.0 %	11	9
05 : Supervisors	18	11	61.1 %	45.8 %	8	3
07 : Administrative and Senior Clerical Personnel	12	5	41.7 %	35.2 %	4	1
08 : Skilled Sales and Service Personnel	35	4	11.4 %	17.8 %	6	2
10 : Clerical Personnel	50	21	42.0 %	48.1 %	24	3
11 : Intermediate Sales and Service Personnel	41	15	36.6 %	44.6 %	18	4
13 : Other Sales and Service Personnel	2	0	0.0 %	52.7 %	1	1
Total	296	95	32.1 %	30.4 %	90	5

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-30

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	83	3	3.6 %	4.3 %	4	1
03 : Professionals	18	0	0.0 %	3.8 %	1	1
04 : Semi-Professionals and Technicians	37	0	0.0 %	4.6 %	2	2
05 : Supervisors	18	0	0.0 %	13.9 %	3	3
07 : Administrative and Senior Clerical Personnel	12	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	35	0	0.0 %	3.5 %	1	1
10 : Clerical Personnel	50	1	2.0 %	7.0 %	4	3
11 : Intermediate Sales and Service Personnel	41	1	2.4 %	5.6 %	2	1
13 : Other Sales and Service Personnel	2	0	0.0 %	6.3 %	0	0
Total	296	5	1.7 %	5.4 %	17	12

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-09-30

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

Set as per employment systems review 2004

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workforce Analysis - Summary Report

Date: 2018-09-30

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Panasonic Canada Inc

2018-09-30

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	3	0	2.9
02	Middle & Other Managers	73	1	2.2
03	Professionals	20	0	1.4
04	Semi-Professionals & Technicians	38	0	1.6
05	Supervisors	18	0	1.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	14	0	0.8
08	Skilled Sales & Service Personnel	34	1	1.2
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	56	0	0.7
11	Intermediate Sales & Service Personnel	49	0	0.9
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	2	0	0.8
14	Other Manual Workers	0	0	0.0
Total		307	2	1.4

* Source:
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		5	0	2.9
		78	1	2.2
		18	0	1.4
		37	0	1.6
		18	0	1.0
		0	0	0.0
		12	0	0.8
		35	2	1.2
		0	0	0.0
		50	0	0.7
		41	0	0.9
		0	0	0.0
		2	0	0.8
		0	0	0.0
Total		296	3	1.4

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Panasonic Canada Inc

2018-09-30

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	01

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	30

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	76	3	4.3
03	Professionals	20	0	3.8
04	Semi-Professionals & Technicians	38	0	4.6
05	Supervisors	18	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	14	0	3.4
08	Skilled Sales & Service Personnel	34	0	3.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	56	1	7.0
11	Intermediate Sales & Service Personnel	49	1	5.6
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	2	0	6.3
14	Other Manual Workers	0	0	0.0
Total		307	5	5.4

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		83	3	4.3
		18	0	3.8
		37	0	4.6
		18	0	13.9
		0	0	0.0
		12	0	3.4
		35	0	3.5
		0	0	0.0
		50	1	7.0
		41	1	5.6
		0	0	0.0
		2	0	6.3
		0	0	0.0
Total		296	5	5.4

* Source:
2012 Canadian Survey on Disability

* Source:
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Panasonic Canada Inc

2018-09-30

Start Date of Flow Data		
YYYY	MM	DD
2016	01	01

End Date of Flow Data		
YYYY	MM	DD
2018	09	30

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	0	0	0	0	3	2	0	0	0	0	0	0
02 Middle & Other Managers	11	4	0	0	25	8	0	0	15	2	0	0
03 Professionals	5	2	0	0	2	2	0	0	6	4	0	0
04 Semi-Professionals & Technicians	11	1	0	0	5	0	0	0	7	0	0	0
05 Supervisors	2	0	0	0	4	2	0	0	3	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	1	1	0	0
08 Skilled Sales & Service Personnel	16	5	0	0	2	0	0	0	13	3	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	18	12	1	0	6	5	1	1	17	12	1	0
11 Intermediate Sales & Service Personnel	11	5	0	0	5	3	0	0	10	3	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	74	29	1	0	52	22	1	1	72	27	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Panasonic Canada Inc

2018-09-30

Start Date of Flow Data		
YYYY	MM	DD
2016	01	01

End Date of Flow Data		
YYYY	MM	DD
2018	09	30

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	0	0	0	0	0	0	0
02 Middle & Other Managers	11	0	0	0	0	0	0	
03 Professionals	5	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	11	0	0	0	0	0	0	
05 Supervisors	2	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	16	1	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	
10 Clerical Personnel	18	0	1	0	0	0	0	
11 Intermediate Sales & Service Personnel	11	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	
Total	74	1	1	0	0	0	0	

Full-time / National				Part-time / National			
All Employees Promoted		Aboriginal Peoples Promoted		All Employees Promoted		Aboriginal Peoples Promoted	
#	#	#	#	#	#	#	#
3	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
6	0	1	0	0	0	0	0
5	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
52	0	1	0	0	0	0	0

Full-time / National				Part-time / National			
All Employees Terminated		Aboriginal Peoples Terminated		All Employees Terminated		Aboriginal Peoples Terminated	
#	#	#	#	#	#	#	#
0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
17	0	1	0	0	0	0	0
10	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
72	0	1	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Panasonic Canada Inc

2018-09-30

Start Date of Flow Data		
YYYY	MM	DD
2016	01	01

End Date of Flow Data		
YYYY	MM	DD
2018	09	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National				Part-time / National			
	All Employees Hired		Persons with Disabilities Hired		All Employees Hired		Persons with Disabilities Hired	
	#	#	#	#	#	#	#	
	01 Senior Managers	0	0	0	0	0	0	0
02 Middle & Other Managers	11	0	0	0	0	0	0	
03 Professionals	5	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	11	0	0	0	0	0	0	
05 Supervisors	2	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	
08 Skilled Sales & Service Personnel	16	0	0	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	
10 Clerical Personnel	18	0	1	0	0	0	0	
11 Intermediate Sales & Service Personnel	11	0	0	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	
14 Other Manual Workers	0	0	0	0	0	0	0	
Total	74	0	1	0	0	0	0	

Full-time / National				Part-time / National			
All Employees Promoted		Persons with Disabilities Promoted		All Employees Promoted		Persons with Disabilities Promoted	
#	#	#	#	#	#	#	#
3	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
5	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
6	0	1	0	0	0	0	0
5	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
52	0	1	0	0	0	0	0

Full-time / National				Part-time / National			
All Employees Terminated		Persons with Disabilities Terminated		All Employees Terminated		Persons with Disabilities Terminated	
#	#	#	#	#	#	#	#
0	0	0	0	0	0	0	0
15	1	0	0	0	0	0	0
6	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
17	0	1	0	0	0	0	0
10	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
72	1	1	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Panasonic Canada Inc

2018-09-30

Start Date of Flow Data		
YYYY	MM	DD
2016	01	01

End Date of Flow Data		
YYYY	MM	DD
2018	09	30

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)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	11	3	0	0
03 Professionals	5	1	0	0
04 Semi-Professionals & Technicians	11	6	0	0
05 Supervisors	2	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	16	4	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	18	4	1	0
11 Intermediate Sales & Service Personnel	11	4	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	74	23	1	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
3	0	0	0
25	2	0	0
2	2	0	0
5	3	0	0
4	3	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
6	2	1	0
5	2	0	0
0	0	0	0
0	0	0	0
0	0	0	0
52	14	1	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
15	6	0	0
6	4	0	0
7	4	0	0
3	1	0	0
0	0	0	0
1	0	0	0
13	2	0	0
0	0	0	0
17	7	1	0
10	3	0	0
0	0	0	0
0	0	0	0
0	0	0	0
72	27	1	0

Federal Contractors Program Achievement Report

Part 3: Goals

Panasonic Canada Inc

2018-09-30

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 ¹	Data Entry	C x F / x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women												
	Number		Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Anticipated Hires (Over 3 Years)	Number		Turnover (Replacement of Terminated Employees)		Hires Required (Over 3 Years)	3 Year Goals From To		Essential Availability	Percent Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2016-01-01	2016-01-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-01-01	Annually		Over 3 Years	2016	2019									
	#	%	%	%	#	%	%	#	#	%	%	#	%										
	01 Senior Managers	3	18.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0	0	0	1	0	0	27.4%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	73	2.2%	5.0%	11	19.9%	1.0%	2	3	21	1.0%	1	13	0	13	0	0	38.9%	-7	-13	28.8%	23.8%		
03 Professionals	20	-3.5%	0.0%	0	31.6%	0.0%	0	0	13	0.0%	0	-6	0	0	0	0	33.5%	6	6	65.0%	65.0%		
04 Semi-Professionals & Tech	18	-0.9%	0.0%	0	18.7%	0.8%	1	1	2	0.8%	0	1	0	1	0	0	8.9%	-1	-1	5.3%	5.3%		
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.4%	0	0	9	0.4%	0	9	0	1	0	0	53.0%	-1	-1	50.0%	50.0%		
06 Supervisors, Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.4%	0	0	0	0.4%	0	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	14	-5.0%	0.0%	0	7.7%	0.1%	0	0	14	0.1%	0	-3	0	0	0	0	80.2%	3	3	100.0%	100.0%		
08 Skilled Sales & Service	34	1.0%	0.0%	0	37.7%	0.6%	1	1	3	0.6%	0	6	0	6	0	0	27.9%	-6	-6	8.8%	8.8%		
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	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	56	-3.7%	0.0%	0	34.0%	1.4%	2	2	24	1.4%	1	4	0	4	0	0	65.2%	-3	-4	60.7%	58.9%		
11 Intermediate Sales & Service	49	-5.8%	0.0%	0	22.2%	0.0%	0	0	23	0.0%	0	8	0	8	0	0	64.0%	-8	-8	46.9%	46.9%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0	0	0	55.5%	-1	-1	0.0%	0.0%		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	307	-1.2%	5.0%	46	24.2%	5.3%	49	95	119	5.3%	19	60	0	60	0	0	45.2%	-20	-60	38.8%	26.3%		

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{0.5} - 1) x 100.

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0%	0	0.0%	Low turnover
02 Middle & Other Managers	1	20.0%	1	20.0%	Low turnover
03 Professionals	0	0.0%	0	0.0%	Low turnover
04 Semi-Professionals & Tech	1	10.0%	0	0.0%	Review status of co-op arrangements
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%	Low turnover
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%	1	10.0%	Business to decline. No growth anticipated
12 Semi-Skilled Manual	0	0.0%	0	0.0%	
13 Other Sales & Service	0	0.0%	0	0.0%	Low turnover
14 Other Manual Workers	0	0.0%	0	0.0%	
Total	2	0.0%	2	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

Panasonic Canada Inc

2018-09-30

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 ¹	Data Entry	C x F / x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M ÷ O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Anticipated Hires (Over 3 Years)	Number	Turnover (Replacement of Terminated Employees)		Hires Required (Over 3 Years)	3 Year Goals From To		Essential Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years
		2016-01-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			2016-01-01	Annually		Over 3 Years	2016					
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%	%		
	01 Senior Managers	3	18.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	2.9%	0	0	0.0%
02 Middle & Other Managers	73	2.2%	0.0%	0	19.9%	1.0%	2	2	1	1.0%	0	1	0	0	0	2.2%	-1	-1	1.4%	1.4%
03 Professionals	20	-3.5%	0.0%	0	31.6%	0.0%	0	0	0	0.0%	0	0	0	0	0	1.4%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	18	-0.9%	0.0%	0	18.7%	0.8%	1	1	0	0.5%	0	1	0	0	0	1.6%	-1	-1	0.0%	0.0%
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.4%	0	0	0	0.4%	0	0	0	0	0	1.0%	0	0	0.0%	0.0%
06 Supervisors, Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.4%	0	0	0	0.4%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	14	-5.0%	0.0%	0	7.7%	0.1%	0	0	0	0.1%	0	0	0	0	0	0.8%	0	0	0.0%	0.0%
08 Skilled Sales & Service	34	1.0%	0.0%	0	37.7%	0.6%	1	1	1	0.6%	0	-1	0	0	0	1.2%	1	1	2.9%	2.9%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.6%	0	0	0	0.6%	0	0	0	0	0	0.6%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	56	-3.7%	0.0%	0	34.0%	1.4%	2	2	2	1.4%	0	0	0	0	0	0.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	49	-5.8%	0.0%	0	22.2%	0.6%	0	0	0	0.6%	0	0	0	0	0	0.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.6%	0	0	0	0.6%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.6%	0	0	0	0.6%	0	0	0	0	0	0.8%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.6%	0	0	0	0.6%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
Total	307	-1.2%	0.0%	0	24.2%	5.3%	49	49	2	5.3%	0	2	0	0	0	1.4%	-2	-2	0.7%	0.7%

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)² - 1) x 100.

² 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%	Low turnover	
03 Professionals	0	0.0%	0	0.0%		
04 Semi-Professionals & Tech	0	0.0%	0	0.0%	Review status of coop arrangements	
05 Supervisors	0	0.0%	0	0.0%		
06 Supervisors, Crafts & Trades	0	0.0%	0	0.0%		
07 Administrative & Sr Clerical	0	0.0%	0	0.0%		
08 Skilled Sales & Service	0	0.0%	0	0.0%		
09 Skilled Crafts & Trades	0	0.0%	0	0.0%		
10 Clerical Personnel	0	0.0%	0	0.0%		
11 Intermediate Sales & Service	0	0.0%	0	0.0%		
12 Semi-Skilled Manual	0	0.0%	0	0.0%		
13 Other Sales & Service	0	0.0%	0	0.0%		
14 Other Manual Workers	0	0.0%	0	0.0%		
Total	0	0.0%	0	0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Panasonic Canada Inc

2018-09-30

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 ¹	Data Entry	C x F x 3	From Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities												
	Number		Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Participated Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Essential Availability	Percent Gap	Projected Gap	Percent Representation	Projected Representation in 3 Years
	2016-01-01	2018-09-30	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected		Actual	Projected	2016	2019								
	#	%	%	%	%	%	%	%	#	%	%	%	#	%									
	01/02 Managers	76	10.4%	0.0%	0	0.9%	1.0%	2	2	3	1.0%	0	0	0	0	0	0	4.3%	0	0	3.9%	3.9%	
03 Professionals	20	-3.5%	0.0%	0	31.6%	0.0%	0	0	0	0.0%	0	1	0	3.8%	-1	-1	0.0%	0	0.0%	0.0%			
04 Semi-Professionals & Tech	38	-0.9%	0.0%	0	18.7%	0.8%	1	1	0	0.3%	0	2	0	4.6%	-2	-2	0.0%	0	0.0%	0.0%			
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.4%	0	0	0	0.4%	0	3	0	13.9%	-3	-3	0.0%	0	0.0%	0.0%			
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.4%	0	0	0	0.4%	0	0	0	0.0%	0	0	#DIV/0!	0	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	14	-5.0%	0.0%	0	7.7%	0.1%	0	0	0	0.1%	0	0	0	3.4%	0	0	0.0%	0	0.0%	0.0%			
08 Skilled Sales & Service	34	1.0%	0.0%	0	37.7%	0.6%	1	1	0	0.6%	0	1	0	3.5%	-1	-1	0.0%	0	0.0%	0.0%			
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!	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	56	-3.7%	0.0%	0	34.0%	1.4%	2	2	1	1.4%	0	3	0	7.0%	-3	-3	1.8%	0	1.8%	1.8%			
11 Intermediate Sales & Service	49	-5.3%	0.0%	0	22.2%	0.0%	0	0	1	0.0%	0	2	0	5.6%	-2	-2	2.0%	0	2.0%	2.0%			
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.6%	0	0	0	0.6%	0	0	0	6.3%	0	0	0.0%	0	0.0%	0.0%			
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	0	#DIV/0!	#DIV/0!			
Total	307	-1.2%	0.0%	0	24.2%	3.3%	49	49	5	5.3%	1	13	0	5.4%	-12	-12	1.6%	0	1.6%	1.3%			

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{0.5} - 1) x 100.

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.0%	0	0.0	
03 Professionals	0	0.0%	0	0.0	Low turnover
04 Semi-Professionals & Tech	0	0.0%	1	10.0	Review status of co-op arrangements
05 Supervisors	0	0.0%	0	0.0	Low turnover
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	Low turnover
09 Skilled Crafts & Trades	0	0.0%	0	0.0	
10 Clerical Personnel	0	0.0%	1	10.0	Low turnover
11 Intermediate Sales & Service	0	0.0%	0	0.0	Low turnover
12 Semi-Skilled Manual	0	0.0%	0	0.0	
13 Other Sales & Service	0	0.0%	0	0.0	
14 Other Manual Workers	0	0.0%	0	0.0	
Total	0	0.0%	2	2.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

Panasonic Canada Inc

2018-09-30

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 ¹	Data Entry	C x F x 3	From Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of Terminated Employees)		Hires Required (Over 3 Years)	3 Year Goals		Essent. Availability	Percent Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2016-01-01	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	2016-01-01		Annually	Over 3 Years		From: To:	2016					
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
	01 Senior Managers	3	18.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%
02 Middle & Other Managers	73	2.2%	0.0%	0	19.9%	1.0%	2	2	13	1.0%	0	-2	0	0	15.0%	2	2	17.8%	17.8%	
03 Professionals	20	-3.5%	0.0%	0	31.6%	0.0%	0	0	9	0.0%	0	-4	0	0	26.3%	4	4	45.0%	45.0%	
04 Semi-Professionals & Tech	38	-0.9%	0.0%	0	18.7%	0.8%	1	1	23	0.8%	1	-11	0	0	30.1%	12	11	60.5%	57.9%	
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.4%	0	0	8	0.4%	0	0	0	0	45.8%	0	0	44.4%	44.4%	
06 Supervisors, Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.4%	0	0	0	0.4%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	14	-5.0%	0.0%	0	7.7%	0.1%	0	0	5	0.1%	0	0	0	0	35.3%	0	0	35.7%	35.7%	
08 Skilled Sales & Service	34	1.0%	0.0%	0	37.7%	0.6%	1	1	2	0.0%	0	4	0	0	17.7%	-4	-4	5.9%	5.9%	
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	#DIV/0!	#DIV/0!	
10 Clerical Personnel	56	-3.7%	0.0%	0	34.0%	1.4%	2	2	28	1.4%	1	0	0	0	48.1%	1	0	50.0%	48.2%	
11 Intermediate Sales & Service	49	-5.8%	0.0%	0	22.2%	0.0%	0	0	19	0.0%	0	3	0	0	45.6%	-3	-3	38.8%	38.8%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0	52.7%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	307	-1.2%	0.0%	0	24.2%	-5.3%	49	49	107	-5.3%	17	6	0	0	31.2%	11	-6	34.9%	29.3%	

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{0.5} - 1) x 100.

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0%	0	0.0%	
02 Middle & Other Managers	0	0.0%	0	0.0%	
03 Professionals	0	0.0%	0	0.0%	
04 Semi-Professionals & Tech	0	0.0%	0	0.0%	
05 Supervisors	0	0.0%	0	0.0%	
06 Supervisors, Crafts & Trades	0	0.0%	0	0.0%	
07 Administrative & Sr Clerical	0	0.0%	0	0.0%	
08 Skilled Sales & Service	0	0.0%	1	10.0%	Share availability of opportunities with women category
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%	Business in decline. No growth anticipated
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%	Low turnover
Total	0	0.0%	1	0.0%	

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Part 3: Goals

Panasonic Canada Inc

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Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ¹	Data Entry	C x F; x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)	

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women										
	Number 2018-09-30	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires (Over 3 Years)	Number 2018-09-30	Turnover (Replacement of Terminated Employees)		Hires Required (Over 3 Years)	3 Year Goals From: To: 2018 - 2021		Essential Availability	Percent Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		2018	2021					
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%		
	01 Senior Managers	5	18.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-1	0	27.4%	1	1	40.0%	40.0%
02 Middle & Other Managers	78	2.2%	0.0%	0	19.9%	0.7%	2	2	24	0.7%	1	7	1	38.9%	38.9%	-6	-6	30.8%	30.8%
03 Professionals	18	-3.5%	0.0%	0	31.6%	0.0%	0	1	11	0.0%	0	-5	0	34.9%	5	5	61.1%	61.1%	
04 Semi-Professionals & Tech	17	-0.9%	0.0%	0	18.7%	2.3%	3	3	2	2.1%	0	1	0	8.7%	8.7%	-1	-1	5.4%	5.4%
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.0%	0	0	9	0.0%	0	1	0	53.0%	-1	-1	50.0%	50.0%	
06 Supervisors, Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	12	-5.0%	0.0%	0	7.7%	0.0%	0	0	12	0.0%	0	-2	0	80.2%	2	2	100.0%	100.0%	
08 Skilled Sales & Service	15	1.0%	0.0%	0	37.7%	0.5%	1	1	4	0.5%	0	6	0	27.9%	-6	-6	11.4%	11.4%	
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	50	-3.7%	0.0%	0	34.0%	1.0%	2	2	12	1.0%	1	2	0	65.2%	-1	-2	64.0%	62.0%	
11 Intermediate Sales & Service	41	-5.8%	0.0%	0	22.2%	0.0%	0	0	22	0.0%	0	4	0	63.9%	-4	-4	53.7%	53.7%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	50.0%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	296	-1.2%	0.0%	0	24.2%	-4.3%	40	40	118	4.5%	16	28	50	125.5%	-43.9%	-12	22	39.9%	51.4%

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)⁰ - 1) x 100.

² 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	0.0		
02 Middle & Other Managers	38.9	38.9	Not achievable in the short term. Shared availability with aboriginals and persons with disabilities. Goal 1 short term.
03 Professionals	0.0		
04 Semi-Professionals & Tech	8.7	8.7	Most are hired through Co-op program to assess availability with Sheridan.
05 Supervisors	0.0		Gaps exist but there have been no opportunities and no opportunities are projected.
06 Supervisors, Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	27.9	27.9	Not achievable in the short term. Goal 2 in the short term.
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		Not achievable in the short term. Goal 1 in the short term.
11 Intermediate Sales & Service	0.0		Gaps exist but there have been no opportunities and no opportunities are projected. Business in decline.
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	50.0	50.0	Gaps exist but there have been no opportunities and no opportunities are projected.
14 Other Manual Workers	0.0		
Total	125.5	125.5	

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis ¹	Data Entry	C x F; x 3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M ÷ O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples												
	Number 2018-09-30	Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years	Number 2018-09-30	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From To		Essential Availability	Percent Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Actual	Projected	Annually	Over 3 Years	Annually	Over 3 Years			2018	2021								
		%	%	%	%	%	%	%	%			%	%								
01 Senior Managers	5	18.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0	2.0%	0	0	0.0%	0.0%	
02 Middle & Other Managers	78	2.2%	0.0%	0	19.9%	0.7%	2	2	1	0.7%	0	1	0	2.2%	2.2%	-1	-1	1.3%	1.3%		
03 Professionals	18	-3.5%	0.0%	0	31.6%	0.0%	0	0	0	0.0%	0	0	0	1.4%	1.4%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	17	-0.9%	0.0%	0	18.7%	2.3%	3	3	0	2.3%	0	1	0	1.6%	1.6%	-1	-1	0.0%	0.0%		
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.0%	0	0	0	0.0%	0	0	0	1.0%	1.0%	0	0	0.0%	0.0%		
06 Supervisors, Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	12	-5.0%	0.0%	0	7.7%	0.0%	0	0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	15	1.0%	0.0%	0	37.7%	0.5%	1	1	2	0.5%	0	-2	0	1.2%	1.2%	2	2	5.7%	5.7%		
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	50	-3.7%	0.0%	0	34.0%	1.0%	2	2	0	1.0%	0	0	0	0.7%	0.7%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	41	-5.8%	0.0%	0	22.2%	0.0%	0	0	0	0.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	296	-1.2%	0.0%	0	24.2%	-3.5%	40	40	3	4.5%	0	1	2	3.8%	1.4%	-1	1	1.0%	1.7%		

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)⁰ - 1) x 100.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0			
02 Middle & Other Managers		2.2		2.2	Shares availability with women and persons with disabilities categories
03 Professionals		0.0			
04 Semi-Professionals & Tech		1.6		1.6	Most are hired through Co-op program to assess availability with Sheridan
05 Supervisors		0.0			
06 Supervisors, Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.0			
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		0.0			
14 Other Manual Workers		0.0			
Total		3.8		3.8	

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis ¹	Data Entry	C x F; x 3	From Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number 2018-09-30	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires (Over 3 Years)	Number 2018-09-30	Turnover (Replacement of Terminated Employees)		Hires Required (Over 3 Years)	3 Year Goals From To 2018 2021		Essential Availability	Percent Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		2018	2021					
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%		
	01/02 Managers	83	10.4%	0.0%	0	0.9%	0.7%	2	2	3	0.7%	0	1	0	4.3%	4.3%	-1	-1	3.6%
03 Professionals	18	-3.5%	0.0%	0	31.6%	0.0%	0	0	0	0.0%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	17	-0.9%	0.0%	0	18.7%	2.3%	3	3	0	2.3%	0	2	0	4.6%	4.6%	-2	-2	0.0%	0.0%
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.0%	0	0	0	0.0%	0	3	0	13.9%	13.9%	-3	-3	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	12	-5.0%	0.0%	0	7.7%	0.0%	0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	15	1.0%	0.0%	0	37.7%	0.5%	1	1	0	0.5%	0	1	0	3.5%	3.5%	-1	-1	0.0%	0.0%
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	50	-3.7%	0.0%	0	34.0%	1.0%	2	2	1	1.0%	0	3	0	7.0%	7.0%	-3	-3	2.0%	2.0%
11 Intermediate Sales & Service	41	-5.3%	0.0%	0	22.2%	0.0%	0	0	1	0.0%	0	1	0	5.6%	5.6%	-1	-1	2.4%	2.4%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	6.3%	6.3%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	296	-1.2%	0.0%	0	24.2%	3.5%	40	40	5	4.5%	1	12	17	32.7%	32.7%	-11	-5	1.7%	7.1%

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{0.5} - 1) x 100.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
01/02 Managers	4.3	4.3	Share availability of opportunities with women and visible minority categories
03 Professionals	3.8	3.8	Gaps exist but there have been no opportunities and no opportunities are projected
04 Semi-Professionals & Tech	4.6	4.6	Most are hired through Co-op program with Sheridan. Verify availability with Sheridan
05 Supervisors	13.9	13.9	Gaps exist but there have been no opportunities and no opportunities are projected
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	3.5	3.5	Share availability of opportunities with women and visible minority categories
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	7.0	7.0	No achievable in the short-term, but should be able to make progress
11 Intermediate Sales & Service	5.6	5.6	Gaps exist but there have been no opportunities and no opportunities are projected. Business is in decline
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	42.7	42.7	

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ¹	Data Entry	C x F / x 3	From Data Analysis & Workforce Analysis ²	Data Entry	C x H x 3	F + 1	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										Members of Visible Minorities										
	Number	Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Participated Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From: To		Present Availability	Percent Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2018-09-30	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	2018-09-30			Annually	Over 3 Years		2018	2021					
	#	%	%	#	%	%	#	#	%	%	#	%	%	#	#	%	%				
	01 Senior Managers	5	18.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	78	2.2%	0.0%	0	19.9%	0.7%	2	2	12	0.7%	0	0	0	0	15.0%	15.0%	0	0	15.4%	15.4%	
03 Professionals	18	-3.5%	0.0%	0	31.6%	0.0%	0	0	7	0.0%	0	-2	0	0	26.3%	26.3%	2	2	38.9%	38.9%	
04 Semi-Professionals & Tech	17	-0.9%	0.0%	0	18.7%	2.3%	3	3	20	2.3%	1	-8	0	0	30.0%	30.0%	9	8	54.1%	51.4%	
05 Supervisors	18	0.0%	0.0%	0	16.7%	0.0%	0	0	11	0.0%	0	-3	0	0	45.8%	45.8%	3	3	61.1%	61.1%	
06 Supervisors, Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	12	-5.0%	0.0%	0	7.7%	0.0%	0	0	5	0.0%	0	-1	0	0	35.2%	35.2%	1	1	41.7%	41.7%	
08 Skilled Sales & Service	15	1.0%	0.0%	0	37.7%	0.5%	1	1	4	0.5%	0	2	0	0	17.8%	17.8%	-2	-2	11.4%	11.4%	
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	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	50	-3.7%	0.0%	0	34.0%	1.0%	2	2	21	1.0%	1	4	1	0	48.1%	48.1%	-3	-3	42.0%	42.0%	
11 Intermediate Sales & Service	41	-5.8%	0.0%	0	22.2%	0.0%	0	0	15	0.0%	0	3	0	0	44.6%	44.6%	-3	-3	36.6%	36.6%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	0	50.0%	52.7%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	296	-1.2%	0.0%	0	24.2%	-3.5%	40	40	95	4.5%	13	8	68	170.6%	30.4%	30.4%	5	60	32.1%	50.7%	

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

² 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		10.1		10.1	Gaps exist but there have been no opportunities and no opportunities are projected
02 Middle & Other Managers		0.0			
03 Professionals		0.0			
04 Semi-Professionals & Tech		0.0			
05 Supervisors		0.0			
06 Supervisors, Crafts & Trades		0.0			
07 Administrative & Sr Clerical		0.0			
08 Skilled Sales & Service		17.8		17.8	Share availability of opportunities with women and persons with disabilities categories
09 Skilled Crafts & Trades		0.0			
10 Clerical Personnel		48.1		48.1	Goal unachievable, but should be able to make progress. Shares availability with women category. Goal 2 in the short term
11 Intermediate Sales & Service		44.6		44.6	Gaps exist but there have been no opportunities and no opportunities are projected. Business is in decline
12 Semi-Skilled Manual		0.0			
13 Other Sales & Service		50.0		50.0	Gaps exist but there have been no opportunities and no opportunities are projected
14 Other Manual Workers		0.0			
Total		170.6		170.6	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Women				Exp.				All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2016	3	0	0.0	27.4	1	-1	0.0																
	2018	5	2	40.0	27.4	1	1	146.0	0	0	0.0	0	0	3	2	66.7	0	2	0	0	0.0	0	0	
02 Middle & Other Managers	2016	73	21	28.8	38.9	28	-7	74.9																
	2018	78	24	30.8	38.9	30	-6	79.1	11	4	36.4	4	0	25	8	32.0	7	1	15	2	13.3	4	-2	
03 Professionals	2016	20	13	65.0	35.5	7	6	183.1																
	2018	18	11	61.1	34.9	6	5	175.1	5	2	40.0	2	0	2	2	100.0	1	1	6	4	66.7	4	0	
04 Semi-Professionals & Technicians	2016	38	2	5.3	8.9	3	-1	59.1																
	2018	37	2	5.4	8.7	3	-1	62.1	11	1	9.1	1	0	5	0	0.0	0	0	7	0	0.0	0	0	
05 Supervisors	2016	18	9	50.0	53.0	10	-1	94.3																
	2018	18	9	50.0	53.0	10	-1	94.3	2	0	0.0	1	-1	4	2	50.0	2	0	3	2	66.7	2	1	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Women		Women		Women		Women		Women		
		#	%	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2018	3	2	66.7	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	3	2	66.7			0	0.0			0	0.0		
02 Middle & Other Managers	2018	36	12	33.3	1	1,200.0	20.0	166.7	1	1,200.0	20.0	166.7		
	2021	36	12	33.3			38.9	85.7			38.9	85.7		
03 Professionals	2018	7	4	57.1	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	7	4	57.1			0	0.0			0	0.0		
04 Semi-Professionals & Technicians	2018	16	1	6.3	1	100.0	10.0	62.5	0	0.0	0	0.0		
	2021	16	1	6.3			8.7	71.8			8.7	71.8		
05 Supervisors	2018	6	2	33.3	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	6	2	33.3			0	0.0			0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	0	0	0.0			0	0.0			0	0.0		

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 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				Exp.				All Employees		Women		Expected		Difference		All Employees		Women		Expected		Difference		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2016	14	14	100.0	80.2	11	3	124.7	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1	0
	2018	12	12	100.0	80.2	10	2	124.7	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	1	0
08 Skilled Sales & Service Personnel	2016	34	3	8.8	27.9	9	-6	31.6	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	13	3	23.1	1	2
	2018	35	4	11.4	27.9	10	-6	41.0	16	5	31.3	4	1	2	0	0.0	0	0	0	0	0.0	0	0	13	3	23.1	1	2
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	56	34	60.7	65.2	37	-3	93.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	50	32	64.0	65.2	33	-1	98.2	19	12	63.2	12	0	7	6	85.7	4	2	18	12	66.7	11	1					
11 Intermediate Sales & Service Personnel	2016	49	23	46.9	64.0	31	-8	73.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	41	22	53.7	63.9	26	-4	84.0	11	5	45.5	7	-2	5	3	60.0	2	1	10	3	30.0	5	-2					
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees		Women		Women		Women		Women		Women		
		#	%	#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2018	18	5	27.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	18	5	27.8			27.9	99.6			27.9	99.6		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	26	18	69.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	26	18	69.2			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	16	8	50.0	0	0.0	0.0	0.0	1	800.0	10.0	500.0		
	2021	16	8	50.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G - 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 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	Representation		Availability		Exp.	EE Result	All Employees	Women			All Employees	Women			All Employees	Women						
			#	%	#	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2016	2	0	0.0	55.5	1	-1	0.0																
	2018	2	0	0.0	55.5	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2016	307	119	38.8	45.2	139	-20	85.8																
	2018	296	118	39.9	43.9	130	-12	90.8	75	29	38.7	33	-4	53	23	43.4	21	2	73	27	37.0	28	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	U + G x 100	Part 3: Goals	F + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women		Women		Women		Women		
			Actual	Goal	Percent of Goal Met	Total	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			50.0	0.0			50.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2018	128	52	40.6	2	2600.0	0.0	0.0	2	2600.0	0.0	0.0	
	2021	128	52	40.6			125.5	32.4			125.5	32.4	

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				Exp.	EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Exp.	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
01 Senior Managers	2016	3	0	0.0	2.9	0	0	0.0																	
	2018	5	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	73	1	1.4	2.2	2	-1	62.3																	
	2018	78	1	1.3	2.2	2	-1	58.3	11	0	0.0	0	0	0	25	0	0.0	0	0	0	15	0	0.0	0	0
03 Professionals	2016	20	0	0.0	1.4	0	0	0.0																	
	2018	18	0	0.0	1.4	0	0	0.0	5	0	0.0	0	0	0	2	0	0.0	0	0	0	6	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	38	0	0.0	1.6	1	-1	0.0																	
	2018	37	0	0.0	1.6	1	-1	0.0	11	0	0.0	0	0	0	5	0	0.0	0	0	0	7	0	0.0	0	0
05 Supervisors	2016	18	0	0.0	1.0	0	0	0.0																	
	2018	18	0	0.0	1.0	0	0	0.0	2	0	0.0	0	0	0	4	0	0.0	0	0	0	3	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F - N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	36	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	36	0	0.0			2.2	0.0			2.2	0.0		
03 Professionals	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	16	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	16	0	0.0			1.6	0.0			1.6	0.0		
05 Supervisors	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F x 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	Exp.	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2016	14	0	0.0	0.8	0	0	0.0																		
	2018	12	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2016	34	1	2.9	1.2	0	1	245.1																		
	2018	35	2	5.7	1.2	0	2	476.2	16	1	6.3	0	1	2	0	0.0	0	0	0	0	13	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	56	0	0.0	0.7	0	0	0.0																		
	2018	50	0	0.0	0.7	0	0	0.0	19	0	0.0	0	0	7	0	0.0	0	0	0	0	18	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	49	0	0.0	0.9	0	0	0.0																		
	2018	41	0	0.0	0.9	0	0	0.0	11	0	0.0	0	0	5	0	0.0	0	0	0	0	10	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F - N x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	18	1	5.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	18	1	5.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
10 Clerical Personnel	2018	26	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	26	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	16	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	16	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Panasonic Canada Inc

2018-09-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
13 Other Sales & Service Personnel	2016	2	0	0.0	0.8	0	0	0.0																	
	2018	2	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	307	2	0.7	1.4	4	-2	46.5																	
	2018	296	3	1.0	1.4	4	-1	72.4	75	1	1.3	1	0	53	0	0.0	0	0	0	73	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	U + G x 100	Part 3: Goals	F + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	128	1	0.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	128	1	0.8			3.8	20.6			3.8	20.6		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Panasonic Canada Inc

2018-09-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + 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 + V + 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
01&02 Managers	2016	76	3	3.9	4.3	3	0	91.8																	
	2018	83	3	3.6	4.3	4	-1	84.1	11	0	0.0	0	0	0	28	0	0.0	1	-1	15	1	6.7	1	0	
03 Professionals	2016	20	0	0.0	3.8	1	-1	0.0																	
	2018	18	0	0.0	3.8	1	-1	0.0	5	0	0.0	0	0	0	2	0	0.0	0	0	6	0	0.0	0	0	
04 Semi-Professionals & Technicians	2016	38	0	0.0	4.6	2	-2	0.0																	
	2018	37	0	0.0	4.6	2	-2	0.0	11	0	0.0	1	-1	5	0	0.0	0	0	7	0	0.0	0	0	0	
05 Supervisors	2016	18	0	0.0	13.9	3	-3	0.0																	
	2018	18	0	0.0	13.9	3	-3	0.0	2	0	0.0	0	0	4	0	0.0	0	0	3	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	F + G x 100	Part 3: Goals	F + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments		
		Flow Data		Short-term Goals					Long-term Goals							
		All Employees		Persons with Disabilities		Persons with Disabilities					Persons with Disabilities					
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
01&02 Managers	2018	39	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0			
	2021	39	0	0.0			4.3	0.0			4.3	0.0				
03 Professionals	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0			
	2021	7	0	0.0			3.8	0.0			3.8	0.0				
04 Semi-Professionals & Technicians	2018	16	0	0.0	0	0.0	0.0	0.0	1	0.0	10.0	0.0	0.0	Not available through co-op program		
	2021	16	0	0.0			4.6	0.0			4.6	0.0				
05 Supervisors	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0			
	2021	6	0	0.0			13.9	0.0			13.9	0.0				
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0			
	2021	0	0	0.0			0.0	0.0			0.0	0.0				

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Panasonic Canada Inc

2018-09-30

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Exp.	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
e	e	e	%	%	e	e	%	e	e	%	e	e	%	e	e	%	e	e	%	e	e	%			
07 Administrative & Senior Clerical	2016	14	0	0.0	3.4	0	0	0.0																	
	2018	12	0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	34	0	0.0	3.5	1	-1	0.9																	
	2018	35	0	0.0	3.5	1	-1	0.0	16	0	0.0	1	-1	2	0	0.0	0	0	0	0	13	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	56	1	1.8	7.0	4	-3	25.5																	
	2018	50	1	2.0	7.0	4	-3	28.6	19	0	0.0	1	-1	7	0	0.0	0	0	0	0	18	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	49	1	2.0	5.6	3	-2	36.4																	
	2018	41	1	2.4	5.6	2	-1	43.6	11	0	0.0	1	-1	5	0	0.0	0	0	0	0	10	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + N x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
e	e	e	%	e	%	e	%	e	%					
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	18	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	18	0	0.0			3.5	0.0			3.5	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	26	0	0.0	0	0.0	0.0	0.0	1	0.0	10.0	0.0	We have until 2021	
	2021	26	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2018	16	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	16	0	0.0			5.6	0.0			5.6	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Panasonic Canada Inc

2018-09-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + 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 + V + 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	Difference	All Employees		Persons with Disabilities	Difference	All Employees		Persons with Disabilities		Difference		
		#	%	Representation	Availability	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference				
13 Other Sales & Service Personnel	2016	2	0	0.0	6.3	0	0	0.0																		
	2018	2	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	
Total	2016	307	5	1.6	5.4	17	-12	30.2																		
	2018	296	5	1.7	5.4	16	-11	31.3	75	0	0.0	4	-4	53	0	0.0	1	-1	73	1	1.4	1	0			

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	U + G x 100	Part 3: Goals	F + L x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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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				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	0	0	0.0			0.0	0.0			0.0	0.0				
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	0	0	0.0			0.0	0.0			0.0	0.0				
Total	2018	128	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0				
	2021	128	0	0.0			42.7	0.0			42.7	0.0				

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Panasonic Canada Inc

2018-09-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G x 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K x G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U + V x 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					
		Actual	%	Actual	%	Goal	FE Result	Actual	Expected	Difference	Actual	%	Expected	Difference	Actual	%	Expected	Difference	Actual	%	Expected	Difference			
01 Senior Managers	2016	3	0	0.0	10.1	0	0	0.0																	
	2018	5	0	0.0	10.1	1	-1	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	73	13	17.8	15.0	11	2	118.7																	
	2018	78	12	15.4	15.0	12	0	102.6	11	3	27.3	2	1	25	2	8.0	4	-2	15	6	40.0	3	3		
03 Professionals	2016	20	9	45.0	26.3	5	4	171.1																	
	2018	18	7	38.9	26.3	5	2	147.9	5	1	20.0	1	0	2	2	100.0	1	1	6	4	66.7	3	1		
04 Semi-Professionals & Technicians	2016	38	23	60.5	30.1	11	12	201.1																	
	2018	37	20	54.1	30.0	11	9	180.2	11	6	54.5	3	3	5	3	60.0	3	0	7	4	57.1	4	0		
05 Supervisors	2016	18	8	44.4	45.8	8	0	97.0																	
	2018	18	11	61.1	45.8	8	3	133.4	2	1	50.0	1	0	4	3	75.0	2	1	3	1	33.3	1	0		
06 Supervisors: Crafts & Trades	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + N x 100
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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		Visible Minorities		Visible Minorities		
		Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			10.1	0.0			10.1	0.0		
02 Middle & Other Managers	2018	36	5	13.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	36	5	13.9			0.0	0.0			0.0	0.0		
03 Professionals	2018	7	3	42.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	3	42.9			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	16	9	56.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	16	9	56.3			0.0	0.0			0.0	0.0		
05 Supervisors	2018	6	4	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	4	66.7			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Panasonic Canada Inc

2018-09-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + K x 100	K ÷ G x 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P ÷ F x 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U ÷ F x 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
07 Administrative & Senior Clerical	2016	14	5	35.7	35.3	5	0	101.2																	
	2018	12	5	41.7	35.2	4	1	118.4	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	34	2	5.9	17.7	6	-4	33.2																	
	2018	35	4	11.4	17.8	6	-2	64.2	16	4	25.0	3	1	2	0	0.0	0	0	0	13	2	15.4	1	1	
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	56	28	50.0	48.1	27	1	104.0																	
	2018	50	21	42.0	48.1	24	-3	87.3	19	4	21.1	9	-5	7	2	28.6	4	-2	18	7	38.9	9	-2		
11 Intermediate Sales & Service Personnel	2016	49	19	38.8	45.6	22	-3	85.0																	
	2018	41	15	36.6	44.6	18	-3	82.0	11	4	36.4	5	-1	5	2	40.0	2	0	10	3	30.0	4	-1		
12 Semi-Skilled Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + U x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F - N x 100
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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		Visible Minorities		Visible Minorities		
		#	%	Actual	Goal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	18	4	22.2	0	0.0	0.0	0.0	1	40.0	10.0	22.2		
	2021	18	4	22.2			17.8	124.8			17.8	124.8		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	26	6	23.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	26	6	23.1			48.1	48.0			48.1	48.0		
11 Intermediate Sales & Service Personnel	2018	16	6	37.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	16	6	37.5			44.6	84.1			44.6	84.1		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Panasonic Canada Inc

2018-09-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	F - H	F + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	U + 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 + V + 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	Exp.	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
13 Other Sales & Service Personnel	2016	2	0	0.0	52.7	1	-1	0.0																	
	2018	2	0	0.0	52.7	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	307	107	34.9	31.2	96	11	111.7																	
	2018	296	95	32.1	30.4	90	5	105.6	75	23	30.7	23	0	53	14	26.4	18	-4	73	27	37.0	25	2		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Visible Minorities				Visible Minorities						
		#	%	Actual	Goal	Percent of Goal Met	Total	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			50.0	0.0			50.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	128	37	28.9	0	0.0	0.0	0.0	1	3700.0	0.0	0.0		
	2021	128	37	28.9			170.6	16.9			170.6	16.9		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Panasonic Canada Inc
2018-09-30

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Shift of focus from consumer goods to business to business sales. Realignment of strategies, corporately and in country.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

Acquisition of services business to be fully transferred April 1, 2019

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

[Redacted]

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

N/A

- Other.

Changes in recruiting include the use of internet sites such as LinkedIn and Indeed

Additional Details

Please provide any additional information (optional):

Panasonic Canada is not unionized

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Panasonic Canada Inc

Primary Location: Mississauga (Ontario)

Number of Employees: 296

Ontario	270
Québec	12
Nova Scotia	1
Manitoba	1
British Columbia	5
Alberta	7

Organization Overview:

4142 – Home Entertainment Equipment and Household Appliance Wholesaler – Distributors. Panasonic Canada Inc. provides digital and electronics products and solutions. The organisation also supply comprehensive solutions to business markets from public safety to healthcare to housing.

Key Dates – First Year Assessment

Initiated: 2016-02-01
 Received: 2016-03-03
 Closed: 2016-05-30
 Workforce Analysis: 2016-01-01

Key Dates – Subsequent Assessment

Initiated: 2018-12-16
 Received: 2018-12-14
 Workforce Analysis: 2018-09-30

DATA VERIFICATION

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

Yes No

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.

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

Yes No

Comments:

- Discrepancies were noted in the Workforce and the Flow Data Analysis. Corrections were made based on the forms and the Workforce Analysis report. The data included in the Achievement Report is now consistent with that found in Forms 1 to 6 from WEIMS and Workforce Analysis Report.

ASSESSMENT OF REASONABLE PROGRESS

- The organization established goals both in numbers and in percentages. For consistency purposes, the percentage of goals met reflected in the analysis below is taken from the percentages goal.

Women

01	Senior Managers	No goal set
02	Middle & Other Managers	Goal met at 166%
04	Semi-Professionals & Technicians	Goal not met (63% achieved)
05	Supervisors	No goal set
08	Skilled Sales & Service Personnel	No goal set
10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set
13	Other Sales & Service Personnel	No goal set

Assessment/Observations

- EEOG 04: There were 16 new entrants including a woman. This is to be expected given the labour market availability (LMA) of 8.9%.

Aboriginal Peoples

02	Middle & Other Managers	No goal set
04	Semi-Professionals & Technicians	No goal set

Assessment/Observations

- None

Persons with Disabilities

03	Professionals	No goal set
04	Semi-Professionals & Technicians	No goal set

05	Supervisors	No goal set
08	Skilled Sales & Service Personnel	No goal set
10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set

Assessment/Observations

- None

Members of Visible Minorities

08	Skilled Sales & Service Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set
13	Other Sales & Service Personnel	No goal set

Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

- The organization set two goals and achieved one. However, in the situation where the goal was not achieved, the availability rate was not high enough to let the organization meet the goal set. In addition, the total number of employees slightly decreased from 307 to 296, which makes achievement of goals difficult. Reasonable progress could have been made had the organization hired more employees.
- An assessment of reasonable efforts was completed and the organization implemented all the required measures and other additional measures.

ASSESSMENT OF GOALS

- A goal has been set for every gap in representation uncovered by the workforce analysis. All short-term and long-term goals were set in percentage format and are, at minimum, equal to LMA.

Women

Workforce Analysis Results		Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)	Gap	Short-term (1 to 3 years)	Long-term (+3 years)		

#	Description	#	%	%	%	%
02	Middle & Other Managers	-6	38.9	38.9	30.8	38.9
04	Semi-Professionals & Technicians	-1	8.7	8.7	5.4	8.7
05	Supervisors	-1	-	-	50.0	53.0
08	Skilled Sales & Service Personnel	-6	27.9	27.9	11.4	27.9
10	Clerical Personnel	-1	-	-	64.0	65.2
11	Intermediate Sales & Service Personnel	-4	-	-	53.7	63.9
13	Other Sales & Service Personnel	-1	50.0	50.0	0.0	55.5

Observations: None

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.2	2.2	1.3	2.2
04	Semi-Professionals & Technicians	-1	1.6	1.6	0.0	1.6

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01/02	Managers	-1	4.3	4.3	3.6	4.3
03	Professionals	-1	3.8	3.8	0.0	3.8
04	Semi-Professionals & Technicians	-2	4.6	4.6	0.0	4.6
05	Supervisors	-3	13.9	13.9	0.0	13.9
08	Skilled Sales & Service Personnel	-1	3.5	3.5	0.0	3.5
10	Clerical Personnel	-3	7.0	7.0	2.0	7.0
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	2.4	5.6

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
08	Skilled Sales & Service Personnel	-2	17.8	17.8	11.4	17.8
10	Clerical Personnel	-3	48.1	48.1	42.0	48.1
11	Intermediate Sales & Service Personnel	-3	44.6	44.6	36.6	44.6
13	Other Sales & Service Personnel	-1	50.0	50.0	0.0	52.7

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- We noticed a stagnation in the value of gaps between the two compliance assessments. We recommend that Panasonic Canada Inc. pay close attention to the recruitment and promotion of employees of designated groups in order to achieve the goals set in the current assessment, and to avoid creating any new gaps in representation.
- Panasonic Canada Inc. may focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place, which are preventing employment equity. The company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of employees of designated groups. Guidance on the conduct of an employment systems review is available on the Labour Program website ([Step 2-2](#) of the training modules).

Name of Analyst: Maurice N. Yakibonge

Date: 2019-01-16

From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME

Sent: January 29, 2019 1:42 PM

To: 'michael.moskowitz@ca.panasonic.com' <michael.moskowitz@ca.panasonic.com>

Cc: 'diana.stewart@ca.panasonic.com' <diana.stewart@ca.panasonic.com>;

'patti.holowatenko@ca.panasonic.com' <patti.holowatenko@ca.panasonic.com>;

'deborah.scott@ca.panasonic.com' <deborah.scott@ca.panasonic.com>

Subject: Government of Canada Agreement Number: V060801 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Michael Moskowitz:

I am writing to inform you that the subsequent compliance assessment initiated on December 16, 2018 has been completed. As a result of the assessment, Panasonic Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Panasonic Canada Inc.'s employment equity program.

- We noticed a stagnation in the value of gaps between the two compliance assessments. We recommend that Panasonic Canada Inc. pay close attention to the recruitment and promotion of employees of designated groups in order to achieve the goals set in the current assessment, and to avoid creating any new gaps in representation.
- Panasonic Canada Inc. may focus on the early stages of the hiring and recruitment process to ensure that there are no barriers in place, which are preventing employment equity. The company may want to consider conducting an Employment Systems Review (ESR) to identify any potential barriers to the recruitment and retention of employees of designated groups. Guidance on the conduct of an ESR is available on the Labour Program website (Step 2-2 of the training modules).

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on December 16, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Panasonic Canada Inc. will be required to demonstrate that it has made reasonable efforts to

achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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