

ORGANIZATION

Legal Name of Organization Parsons 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) N/A	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 541330	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 773 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE

Address (building number, street, suite, etc.) 2751 John Street Markham, On Canada	City Markham	Province ON	Postal Code L3R 2Y8
Telephone Number 905-944-8877			

EMPLOYMENT EQUITY CONTACT

Name (print) Kathryn Morrison	Title Diversity Manager
Telephone Number 202-690-4092	E-mail Address kathryn.morrison@parsons.com
Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

CERTIFICATION

The above-named organization:

- 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) Peter Marrocco	Title Sr. Vice President
Telephone Number 905-944-8877	E-mail Address Peter.Marrocco@parsons.com
Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2-18-16

Privacy Notice:

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

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

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

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank EGDC 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.

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2015-07-28 to 2018-09-11

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	568	7	0	575	Calgary	85	5	0	90
Québec	29	1	0	30	Edmonton	11	2	0	13
Nova Scotia	1	0	0	1	Montréal	29	1	0	30
Manitoba	16	1	0	17	Regina	22	0	0	22
British Columbia	140	2	0	142	Toronto	398	4	0	402
Saskatchewan	22	0	0	22	Vancouver	122	2	0	124
Alberta	96	7	0	103	Winnipeg	16	1	0	17
Yukon	35	0	0	35	Kingston	13	1	0	14
Northwest Territories	7	0	0	7	Ottawa - Gatineau	98	1	0	99
Total Employees in Canada				932	St. Catharines - Niagara	13	0	0	13
					Kitchener - Cambridge - Waterloo	6	1	0	7
					London	35	0	0	35
					Victoria	18	0	0	18
					N.S. less CMA	1	0	0	1
					N.W.T.	7	0	0	7
					Ont. less CMAs	5	0	0	5



Parsons Inc. (certificate # 061523)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
Reporting Period 2015-07-28 to 2018-09-11

Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Y.T.	35	0	0	35
Total Employees in Canada				932

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2015-07-28 to 2018-09-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	27	24	3							4	4	
	Total	27	24	3							4	4	
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	173	140	33				1	1		36	25	11
	Total	173	140	33				1	1		36	25	11
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	416	274	142	3	1	2	4	3	1	134	87	47
	Total	416	274	142	3	1	2	4	3	1	134	87	47
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	183	151	32	5	3	2	4	4		37	31	6
	Total	183	151	32	5	3	2	4	4		37	31	6

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2015-07-28 to 2018-09-11

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	16	11	5							4	2	2
	Total	16	11	5							4	2	2
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	56	4	52	5	1	4	1		1	12	1	11
	Total	56	4	52	5	1	4	1		1	12	1	11
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	9	1	8							5	1	4
	Total	9	1	8							5	1	4

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2015-07-28 to 2018-09-11

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: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	28	17	11							8	5	3
	Total	28	17	11							8	5	3
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	4										
	Total	4	4										
Total Number of Employees		914	628	286	13	5	8	10	8	2	240	156	84

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2015-07-28 to 2018-09-11

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

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

Reporting Period 2015-07-28 to 2018-09-11

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: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Total Number of Employees		18	4	14							8	1	7

Parsons Inc. (certificate # 061523)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2015-07-28 to 2018-09-11

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	914	628	286	13	5	8	10	8	2	240	156	84
Total Number of Employees	914	628	286	13	5	8	10	8	2	240	156	84

Parsons Inc. (certificate # 061523)

Form 3 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / National
 Reporting Period 2015-07-28 to 2018-09-11

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	18	4	14							8	1	7
Total Number of Employees	18	4	14							8	1	7

Parsons Inc. (certificate # 061523)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2015-07-28 to 2018-09-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	16	16								1	1	
Middle and Other Managers	130	106	24	1	1		1	1		29	22	7
Professionals	347	230	117	3	1	2	4	3	1	94	63	31
Semi-Professionals and Technicians	147	118	29	3	2	1	2	2		25	21	4
Supervisors	13	10	3							2	1	1
Administrative and Senior Clerical Personnel	45	3	42	5	1	4	1		1	4		4
Skilled Crafts and Trades Workers	4	4		1	1							
Clerical Personnel	6		6							3		3
Intermediate Sales and Service Personnel	57	32	25							12	5	7
Semi-Skilled Manual Workers	5	5										
Total Number of Employees Hired	770	524	246	13	6	7	8	6	2	170	113	57

Parsons Inc. (certificate # 061523)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2015-07-28 to 2018-09-11

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

Parsons Inc. (certificate # 061523)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-07-28 to 2018-09-11

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	4	3	1							1	1	
Middle and Other Managers	37	28	9							7	4	3
Professionals	53	30	23							17	9	8
Semi-Professionals and Technicians	16	14	2							3	3	
Supervisors	4	3	1									
Administrative and Senior Clerical Personnel	4		4									
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Promoted	119	79	40							28	17	11
Total Number of Promotions	151	102	49							34	22	12

Parsons Inc. (certificate # 061523)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2015-07-28 to 2018-09-11

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
Professionals	3	1	2									
Semi-Professionals and Technicians	1	1										
Total Number of Employees Promoted	4	2	2									
Total Number of Promotions	4	2	2									

Parsons Inc. (certificate # 061523)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National
Reporting Period 2015-07-28 to 2018-09-11

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	12	12										
Middle and Other Managers	62	55	7	1	1					13	12	1
Professionals	155	106	49				3	3		42	31	11
Semi-Professionals and Technicians	47	40	7							8	8	
Supervisors	4	1	3							1		1
Administrative and Senior Clerical Personnel	19		19	1		1				1		1
Skilled Crafts and Trades Workers	2	2		1	1							
Clerical Personnel	3		3							2		2
Intermediate Sales and Service Personnel	31	15	16							4		4
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Terminated	336	232	104	3	2	1	3	3		71	51	20

Parsons Inc. (certificate # 061523)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National
Reporting Period 2015-07-28 to 2018-09-11

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

Workplace Equity Information Management System - Parsons Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-11

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	27	3	11.1 %	27.6 %	7	4	National
02 : Middle and Other Managers	National	175	34	19.4 %	39.4 %	69	35	National
03 : Professionals		425	149	35.1 %	24.0 %	102	47	
1111 : Financial auditors and accountants	National	5	1	20.0 %	56.0 %	3	2	National
1121 : Human resources professionals	National	4	3	75.0 %	73.2 %	3	0	National
1122 : Professional occupations in business management consulting	National	19	11	57.9 %	42.7 %	8	3	National
2113 : Geoscientists and oceanographers	National	1	1	100.0 %	24.0 %	0	1	National
2115 : Other professional occupations in physical sciences	National	70	32	45.7 %	23.5 %	16	16	National
2121 : Biologists and related scientists	National	5	2	40.0 %	52.8 %	3	3	National
2131 : Civil engineers	National	223	67	30.0 %	17.7 %	39	28	National
2132 : Mechanical engineers	National	1	0	0.0 %	9.5 %	0	0	National
2133 : Electrical and electronics engineers	National	5	0	0.0 %	10.7 %	1	4	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	20.4 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	11.1 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	6	4	66.7 %	19.9 %	1	3	National
2151 : Architects	National	5	1	20.0 %	32.4 %	2	3	National
2153 : Urban and land use planners	National	20	12	60.0 %	44.0 %	9	3	National
2171 : Information systems analysts and consultants	National	34	6	17.6 %	27.7 %	9	4	National
2173 : Software engineers and designers	National	14	0	0.0 %	16.0 %	2	2	National
4163 : Business development officers and marketing researchers and consultants	National	8	8	100.0 %	51.3 %	4	4	National
4164 : Social policy researchers, consultants and program officers	National	1	1	100.0 %	66.4 %	1	0	National
04 : Semi-Professionals and Technicians		186	34	18.3 %	21.5 %	40	6	
2212 : Geological and mineral technologists and technicians	Alberta	8	2	25.0 %	29.9 %	2	0	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	3	1	33.3 %	24.2 %	1	0	British Columbia

Workplace Equity Information Management System - Parsons Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-11

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2212 : Geological and mineral technologists and technicians	Manitoba	4	1	25.0 %	32.5 %	1	0	Manitoba
2212 : Geological and mineral technologists and technicians	Ontario	6	0	0.0 %	20.7 %	1	3	Ontario
2212 : Geological and mineral technologists and technicians	Yukon	12	2	16.7 %	0.0 %	0	2	Yukon
2231 : Civil engineering technologists and technicians	Alberta	1	1	100.0 %	18.1 %	0	1	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	3	0	0.0 %	21.8 %	1	3	British Columbia
2231 : Civil engineering technologists and technicians	Ontario	21	4	19.0 %	14.9 %	3	1	Ontario
2231 : Civil engineering technologists and technicians	Québec	1	1	100.0 %	16.9 %	0	1	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	1	50.0 %	18.6 %	0	1	Ontario
2243 : Industrial instrument technicians and mechanics	Alberta	1	0	0.0 %	4.5 %	0	0	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	1	1	100.0 %	5.3 %	0	1	British Columbia
2243 : Industrial instrument technicians and mechanics	Ontario	8	1	12.5 %	8.4 %	1	0	Ontario
2251 : Architectural technologists and technicians	Ontario	5	3	60.0 %	29.8 %	1	2	Ontario
2253 : Drafting technologists and technicians	Alberta	8	4	50.0 %	28.5 %	2	2	Alberta
2253 : Drafting technologists and technicians	British Columbia	23	3	13.0 %	25.3 %	6	3	British Columbia
2253 : Drafting technologists and technicians	Ontario	35	3	8.6 %	29.2 %	10	3	Ontario
2253 : Drafting technologists and technicians	Québec	4	0	0.0 %	34.5 %	1	4	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Yukon	3	2	66.7 %	42.1 %	1	1	Yukon
2264 : Construction inspectors	Alberta	1	0	0.0 %	19.0 %	0	0	Alberta
2264 : Construction inspectors	British Columbia	1	0	0.0 %	13.0 %	0	0	British Columbia
2264 : Construction inspectors	Ontario	24	2	8.3 %	12.5 %	3	3	Ontario
2264 : Construction inspectors	Saskatchewan	2	1	50.0 %	13.1 %	0	1	Saskatchewan
2282 : User support technicians	Alberta	1	0	0.0 %	23.8 %	0	0	Alberta
2282 : User support technicians	British Columbia	1	0	0.0 %	24.5 %	0	0	British Columbia
2282 : User support technicians	Ontario	4	0	0.0 %	23.9 %	1	3	Ontario

Workplace Equity Information Management System - Parsons Inc.

Workforce Analysis - Detailed Report

Date: 2018-09-11

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
5241 : Graphic designers and illustrators	Ontario	3	1	33.3 %	50.0 %	2	3	Ontario
05 : Supervisors		16	5	31.3 %	52.1 %	8	3	
Employment Equity Occupational Group	Regina	1	0	0.0 %	53.0 %	1	1	Regina
Employment Equity Occupational Group	Toronto	15	5	33.3 %	52.0 %	8	3	Toronto
07 : Administrative and Senior Clerical Personnel		59	55	93.2 %	80.2 %	47	8	
Employment Equity Occupational Group	Calgary	5	5	100.0 %	81.2 %	4	1	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.2 %	1	0	Edmonton
Employment Equity Occupational Group	Kingston	1	1	100.0 %	83.4 %	1	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	82.1 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	3	3	100.0 %	82.8 %	2	1	London
Employment Equity Occupational Group	Montréal	1	1	100.0 %	80.9 %	1	0	Montréal
Employment Equity Occupational Group	N.W.T.	1	0	0.0 %	80.9 %	1	1	N.W.T.
Employment Equity Occupational Group	Ottawa - Gatineau	5	5	100.0 %	76.8 %	4	1	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	4	4	100.0 %	80.4 %	3	1	Regina
Employment Equity Occupational Group	St. Catharines - Niagara	1	1	100.0 %	82.4 %	1	0	St. Catharines -
Employment Equity Occupational Group	Toronto	24	21	87.5 %	79.1 %	19	2	Toronto
Employment Equity Occupational Group	Vancouver	7	7	100.0 %	78.9 %	6	1	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	82.5 %	1	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	82.0 %	1	0	Winnipeg
Employment Equity Occupational Group	Y.T.	3	3	100.0 %	86.7 %	3	0	Y.T.
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	2.9 %	0	0	
7237 : Welders and related machine operators	Yukon	1	0	0.0 %	0.0 %	0	0	Yukon
7241 : Electricians (except industrial and power system)	Yukon	1	0	0.0 %	5.9 %	0	0	Yukon
10 : Clerical Personnel		9	8	88.9 %	65.5 %	6	2	

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	9	8	88.9 %	65.5 %	6	2	Toronto
11 : Intermediate Sales and Service Personnel		29	12	41.4 %	65.7 %	19	7	
Employment Equity Occupational Group	Toronto	29	12	41.4 %	65.7 %	19	7	Toronto
12 : Semi-Skilled Manual Workers		4	0	0.0 %	10.7 %	0	0	
Employment Equity Occupational Group	Y.T.	4	0	0.0 %	10.7 %	0	0	Y.T.
Total		932	300	32.2 %	32.1 %	298	2	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area
			Representation #	%	Availability %	Gap #	
01 : Senior Managers	National	27	0	0.0 %	3.2 %	1	National
02 : Middle and Other Managers	National	175	0	0.0 %	2.7 %	5	National
03 : Professionals		425	3	0.7 %	1.5 %	6	
1111 : Financial auditors and accountants	National	5	0	0.0 %	1.4 %	0	National
1121 : Human resources professionals	National	4	0	0.0 %	3.1 %	0	National
1122 : Professional occupations in business management consulting	National	19	0	0.0 %	1.6 %	0	National
2113 : Geoscientists and oceanographers	National	1	0	0.0 %	2.0 %	0	National
2115 : Other professional occupations in physical sciences	National	70	1	1.4 %	1.4 %	1	National
2121 : Biologists and related scientists	National	5	0	0.0 %	1.8 %	0	National
2131 : Civil engineers	National	223	0	0.0 %	1.4 %	3	National
2132 : Mechanical engineers	National	1	0	0.0 %	1.0 %	0	National
2133 : Electrical and electronics engineers	National	5	0	0.0 %	1.0 %	0	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	0.9 %	0	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	0.8 %	0	National
2148 : Other professional engineers, n.e.c.	National	6	0	0.0 %	2.1 %	0	National
2151 : Architects	National	5	0	0.0 %	0.7 %	0	National
2153 : Urban and land use planners	National	20	0	0.0 %	2.8 %	1	National
2171 : Information systems analysts and consultants	National	34	1	2.9 %	1.3 %	0	National
2173 : Software engineers and designers	National	14	0	0.0 %	0.6 %	0	National
4163 : Business development officers and marketing researchers and consultants	National	8	0	0.0 %	2.0 %	0	National
4164 : Social policy researchers, consultants and program officers	National	1	1	100.0 %	6.3 %	0	National
04 : Semi-Professionals and Technicians		186	5	2.7 %	4.9 %	9	
2212 : Geological and mineral technologists and technicians	Alberta	8	1	12.5 %	2.9 %	0	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	3	0	0.0 %	4.0 %	0	British Columbia

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
2212 : Geological and mineral technologists and technicians	Manitoba	4	0	0.0 %	10.0 %	0	0	Manitoba
2212 : Geological and mineral technologists and technicians	Ontario	6	0	0.0 %	6.1 %	0	0	Ontario
2212 : Geological and mineral technologists and technicians	Yukon	12	1	8.3 %	33.3 %	4	4	Yukon
2231 : Civil engineering technologists and technicians	Alberta	1	0	0.0 %	2.8 %	0	0	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	3	0	0.0 %	3.9 %	0	0	British Columbia
2231 : Civil engineering technologists and technicians	Ontario	21	0	0.0 %	1.9 %	0	0	Ontario
2231 : Civil engineering technologists and technicians	Québec	1	0	0.0 %	1.8 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
2243 : Industrial instrument technicians and mechanics	Alberta	1	0	0.0 %	4.7 %	0	0	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	1	0	0.0 %	4.2 %	0	0	British Columbia
2243 : Industrial instrument technicians and mechanics	Ontario	8	0	0.0 %	3.5 %	0	0	Ontario
2251 : Architectural technologists and technicians	Ontario	5	0	0.0 %	1.0 %	0	0	Ontario
2253 : Drafting technologists and technicians	Alberta	8	0	0.0 %	3.1 %	0	0	Alberta
2253 : Drafting technologists and technicians	British Columbia	23	0	0.0 %	2.0 %	0	0	British Columbia
2253 : Drafting technologists and technicians	Ontario	35	2	5.7 %	1.8 %	1	1	Ontario
2253 : Drafting technologists and technicians	Québec	4	0	0.0 %	1.0 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Yukon	3	1	33.3 %	21.1 %	1	0	Yukon
2264 : Construction inspectors	Alberta	1	0	0.0 %	5.2 %	0	0	Alberta
2264 : Construction inspectors	British Columbia	1	0	0.0 %	6.0 %	0	0	British Columbia
2264 : Construction inspectors	Ontario	24	0	0.0 %	2.4 %	1	1	Ontario
2264 : Construction inspectors	Saskatchewan	2	0	0.0 %	8.0 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	1	0	0.0 %	2.3 %	0	0	Alberta
2282 : User support technicians	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
2282 : User support technicians	Ontario	4	0	0.0 %	1.3 %	0	0	Ontario

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area
			Representation #	Representation %			
5241 : Graphic designers and illustrators	Ontario	3	0	0.0 %	1.4 %	0	Ontario
05 : Supervisors		16	0	0.0 %	1.1 %	0	
Employment Equity Occupational Group	Regina	1	0	0.0 %	4.5 %	0	Regina
Employment Equity Occupational Group	Toronto	15	0	0.0 %	0.9 %	0	Toronto
07 : Administrative and Senior Clerical Personnel		59	5	8.5 %	3.9 %	2	3
Employment Equity Occupational Group	Calgary	5	0	0.0 %	2.9 %	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.7 %	0	Edmonton
Employment Equity Occupational Group	Kingston	1	0	0.0 %	3.2 %	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.2 %	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	3	1	33.3 %	1.6 %	0	1
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	Montréal
Employment Equity Occupational Group	N.W.T.	1	1	100.0 %	41.1 %	0	1
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	3.4 %	0	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	4	0	0.0 %	6.6 %	0	Regina
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	1.9 %	0	0
Employment Equity Occupational Group	Toronto	24	1	4.2 %	0.8 %	0	1
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.1 %	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	3.5 %	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.2 %	0	Winnipeg
Employment Equity Occupational Group	Y.T.	3	2	66.7 %	21.7 %	1	1
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	27.4 %	1	
7237 : Welders and related machine operators	Yukon	1	0	0.0 %	40.0 %	0	Yukon
7241 : Electricians (except industrial and power system)	Yukon	1	0	0.0 %	14.7 %	0	Yukon
10 : Clerical Personnel		9	0	0.0 %	0.8 %	0	

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
Employment Equity Occupational Group	Toronto	9	0	0.0 %	0.8 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		29	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	29	0	0.0 %	0.8 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		4	0	0.0 %	28.1 %	1	3	
Employment Equity Occupational Group	Y.T.	4	0	0.0 %	28.1 %	1	3	Y.T.
Total		932	13	1.4 %	2.7 %	25	68	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	27	4	14.8 %	11.5 %	3	1	National
02 : Middle and Other Managers	National	175	36	20.6 %	17.6 %	31	5	National
03 : Professionals		425	137	32.2 %	30.3 %	129	8	
1111 : Financial auditors and accountants	National	5	2	40.0 %	32.3 %	2	0	National
1121 : Human resources professionals	National	4	3	75.0 %	16.7 %	1	2	National
1122 : Professional occupations in business management consulting	National	19	5	26.3 %	26.4 %	5	0	National
2113 : Geoscientists and oceanographers	National	1	0	0.0 %	13.3 %	0	0	National
2115 : Other professional occupations in physical sciences	National	70	14	20.0 %	31.3 %	22	8	National
2121 : Biologists and related scientists	National	5	1	20.0 %	20.7 %	1	0	National
2131 : Civil engineers	National	223	76	34.1 %	30.0 %	67	9	National
2132 : Mechanical engineers	National	1	0	0.0 %	30.7 %	0	0	National
2133 : Electrical and electronics engineers	National	5	3	60.0 %	39.6 %	2	1	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	33.9 %	1	1	National
2147 : Computer engineers (except software engineers and designers)	National	2	2	100.0 %	42.7 %	1	1	National
2148 : Other professional engineers, n.e.c.	National	6	2	33.3 %	27.2 %	2	0	National
2151 : Architects	National	5	3	60.0 %	26.4 %	1	2	National
2153 : Urban and land use planners	National	20	5	25.0 %	14.1 %	3	2	National
2171 : Information systems analysts and consultants	National	34	15	44.1 %	38.6 %	13	2	National
2173 : Software engineers and designers	National	14	5	35.7 %	46.7 %	7	2	National
4163 : Business development officers and marketing researchers and consultants	National	8	1	12.5 %	25.7 %	2	3	National
4164 : Social policy researchers, consultants and program officers	National	1	0	0.0 %	21.6 %	0	0	National
04 : Semi-Professionals and Technicians		186	39	21.0 %	24.5 %	46	4	
2212 : Geological and mineral technologists and technicians	Alberta	8	0	0.0 %	25.2 %	2	2	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	3	0	0.0 %	22.9 %	1	1	British Columbia

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2212 : Geological and mineral technologists and technicians	Manitoba	4	0	0.0 %	12.5 %	1	1	Manitoba
2212 : Geological and mineral technologists and technicians	Ontario	6	0	0.0 %	11.3 %	1	1	Ontario
2212 : Geological and mineral technologists and technicians	Yukon	12	0	0.0 %	0.0 %	0	0	Yukon
2231 : Civil engineering technologists and technicians	Alberta	1	1	100.0 %	28.3 %	0	1	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	3	2	66.7 %	20.2 %	1	1	British Columbia
2231 : Civil engineering technologists and technicians	Ontario	21	6	28.6 %	23.7 %	5	1	Ontario
2231 : Civil engineering technologists and technicians	Québec	1	1	100.0 %	8.1 %	0	1	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	0	0.0 %	37.0 %	1	1	Ontario
2243 : Industrial instrument technicians and mechanics	Alberta	1	0	0.0 %	13.8 %	0	0	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	1	0	0.0 %	11.6 %	0	0	British Columbia
2243 : Industrial instrument technicians and mechanics	Ontario	8	2	25.0 %	17.7 %	1	1	Ontario
2251 : Architectural technologists and technicians	Ontario	5	0	0.0 %	29.8 %	1	1	Ontario
2253 : Drafting technologists and technicians	Alberta	8	3	37.5 %	36.0 %	3	0	Alberta
2253 : Drafting technologists and technicians	British Columbia	23	7	30.4 %	38.9 %	9	2	British Columbia
2253 : Drafting technologists and technicians	Ontario	35	11	31.4 %	33.4 %	12	1	Ontario
2253 : Drafting technologists and technicians	Québec	4	0	0.0 %	9.5 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Yukon	3	0	0.0 %	0.0 %	0	0	Yukon
2264 : Construction inspectors	Alberta	1	0	0.0 %	11.8 %	0	0	Alberta
2264 : Construction inspectors	British Columbia	1	0	0.0 %	12.6 %	0	0	British Columbia
2264 : Construction inspectors	Ontario	24	2	8.3 %	18.9 %	5	3	Ontario
2264 : Construction inspectors	Saskatchewan	2	1	50.0 %	4.4 %	0	1	Saskatchewan
2282 : User support technicians	Alberta	1	1	100.0 %	29.7 %	0	1	Alberta
2282 : User support technicians	British Columbia	1	0	0.0 %	37.8 %	0	0	British Columbia
2282 : User support technicians	Ontario	4	2	50.0 %	38.8 %	2	0	Ontario

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
5241 : Graphic designers and illustrators	Ontario	3	0	0.0 %	28.6 %	1	1	Ontario
05 : Supervisors		16	4	25.0 %	49.9 %	8	4	
Employment Equity Occupational Group	Regina	1	0	0.0 %	26.2 %	0	0	Regina
Employment Equity Occupational Group	Toronto	15	4	26.7 %	51.5 %	8	4	Toronto
07 : Administrative and Senior Clerical Personnel		59	14	23.7 %	27.0 %	16	2	
Employment Equity Occupational Group	Calgary	5	0	0.0 %	20.6 %	1	1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	16.9 %	0	0	Edmonton
Employment Equity Occupational Group	Kingston	1	0	0.0 %	5.4 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	10.9 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	3	1	33.3 %	8.8 %	0	1	London
Employment Equity Occupational Group	Montréal	1	0	0.0 %	14.6 %	0	0	Montréal
Employment Equity Occupational Group	N.W.T.	1	0	0.0 %	7.9 %	0	0	N.W.T.
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	14.1 %	1	1	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	4	0	0.0 %	9.5 %	0	0	Regina
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	5.5 %	0	0	St. Catharines -
Employment Equity Occupational Group	Toronto	24	10	41.7 %	40.6 %	10	0	Toronto
Employment Equity Occupational Group	Vancouver	7	2	28.6 %	39.9 %	3	3	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	9.7 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	15.9 %	0	1	Winnipeg
Employment Equity Occupational Group	Y.T.	3	0	0.0 %	4.3 %	0	0	Y.T.
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	0.0 %	0	0	
7237 : Welders and related machine operators	Yukon	1	0	0.0 %	0.0 %	0	0	Yukon
7241 : Electricians (except industrial and power system)	Yukon	1	0	0.0 %	0.0 %	0	0	Yukon
10 : Clerical Personnel		9	5	55.6 %	52.2 %	5	0	

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	9	5	55.6 %	52.2 %	5	0	Toronto
11 : Intermediate Sales and Service Personnel		29	9	31.0 %	54.7 %	16	7	
Employment Equity Occupational Group	Toronto	29	9	31.0 %	54.7 %	16	7	Toronto
12 : Semi-Skilled Manual Workers		4	0	0.0 %	6.5 %	0	0	
Employment Equity Occupational Group	Y.T.	4	0	0.0 %	6.5 %	0	0	Y.T.
Total		932	248	26.6 %	27.1 %	254	6	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data

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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01/02 : Managers	National	202	1	0.5 %	5.0 %	10	9	National
03 : Professionals	National	425	4	0.9 %	8.9 %	38	34	National
04 : Semi-Professionals and Technicians	National	186	4	2.2 %	7.6 %	14	10	National
05 : Supervisors	National	16	0	0.0 %	27.5 %	4	4	National
07 : Administrative and Senior Clerical Personnel	National	59	1	1.7 %	10.0 %	6	5	National
09 : Skilled Crafts and Trades Workers	National	2	0	0.0 %	7.8 %	0	0	National
10 : Clerical Personnel	National	9	0	0.0 %	9.3 %	1	1	National
11 : Intermediate Sales and Service Personnel	National	29	0	0.0 %	10.8 %	3	3	National
12 : Semi-Skilled Manual Workers	National	4	0	0.0 %	10.3 %	0	0	National
Total		932	10	1.1 %	8.3 %	76	66	

Total may not equal sum of components due to rounding.

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



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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
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



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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
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National

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Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	27	3	11.1 %	27.6 %	7	4
02 : Middle and Other Managers	175	34	19.4 %	39.4 %	69	35
03 : Professionals	425	149	35.1 %	24.0 %	102	47
04 : Semi-Professionals and Technicians	186	34	18.3 %	21.5 %	40	6
05 : Supervisors	16	5	31.3 %	52.1 %	8	3
07 : Administrative and Senior Clerical Personnel	59	55	93.2 %	80.2 %	47	8
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	2.9 %	0	0
10 : Clerical Personnel	9	8	88.9 %	65.5 %	6	2
11 : Intermediate Sales and Service Personnel	29	12	41.4 %	65.7 %	19	7
12 : Semi-Skilled Manual Workers	4	0	0.0 %	10.7 %	0	0
Total	932	300	32.2 %	32.1 %	298	2

Total may not equal sum of components due to rounding.

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Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	27	0	0.0 %	3.2 %	1	3
02 : Middle and Other Managers	175	0	0.0 %	2.7 %	5	5
03 : Professionals	425	3	0.7 %	1.5 %	6	3
04 : Semi-Professionals and Technicians	186	5	2.7 %	4.9 %	9	4
05 : Supervisors	16	0	0.0 %	1.1 %	0	0
07 : Administrative and Senior Clerical Personnel	59	5	8.5 %	3.9 %	2	3
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	27.4 %	1	3
10 : Clerical Personnel	9	0	0.0 %	0.8 %	0	0
11 : Intermediate Sales and Service Personnel	29	0	0.0 %	0.8 %	0	0
12 : Semi-Skilled Manual Workers	4	0	0.0 %	28.1 %	1	3
Total	932	13	1.4 %	2.7 %	25	12

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-11

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	27	4	14.8 %	11.5 %	3	1
02 : Middle and Other Managers	175	36	20.6 %	17.6 %	31	5
03 : Professionals	425	137	32.2 %	30.3 %	129	8
04 : Semi-Professionals and Technicians	186	39	21.0 %	24.5 %	46	7
05 : Supervisors	16	4	25.0 %	49.9 %	8	4
07 : Administrative and Senior Clerical Personnel	59	14	23.7 %	27.0 %	16	2
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	0.0 %	0	0
10 : Clerical Personnel	9	5	55.6 %	52.2 %	5	0
11 : Intermediate Sales and Service Personnel	29	9	31.0 %	54.7 %	16	3
12 : Semi-Skilled Manual Workers	4	0	0.0 %	6.5 %	0	0
Total	932	248	26.6 %	27.1 %	254	6

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Parsons Inc.

Workforce Analysis - Summary Report

Date: 2018-09-11

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	202	1	0.5 %	5.0 %	10	9
03 : Professionals	425	4	0.9 %	8.9 %	38	34
04 : Semi-Professionals and Technicians	186	4	2.2 %	7.6 %	14	10
05 : Supervisors	16	0	0.0 %	27.5 %	4	4
07 : Administrative and Senior Clerical Personnel	59	1	1.7 %	10.0 %	6	5
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	7.8 %	0	0
10 : Clerical Personnel	9	0	0.0 %	9.3 %	1	1
11 : Intermediate Sales and Service Personnel	29	0	0.0 %	10.8 %	3	3
12 : Semi-Skilled Manual Workers	4	0	0.0 %	10.3 %	0	0
Total	932	10	1.1 %	8.3 %	76	66

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-11

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

All recruitment for positions in EEOG 02 and EEOG 03 is done at the CMA Level

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
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-09-11

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
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part I: Workforce Analysis

Parsons Inc.

[Date: 2018-09-11]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	07	27

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	11

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		Representation	Availability*	
		#	#	%
01	Senior Managers	28	2	27.4
02	Middle & Other Managers	149	24	38.9
03	Professionals	300	114	23.0
04	Semi-Professionals & Technicians	116	24	21.0
05	Supervisors	13	7	53.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	50	79.9
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	14	12	65.6
11	Intermediate Sales & Service Personnel	13	11	63.9
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		685	244	32.8

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		Representation	Availability*	
		#	#	%
		27	3	27.6
		175	34	39.4
		425	149	24.0
		186	34	21.5
		16	5	52.1
		0	0	0.0
		59	55	80.2
		0	0	0.0
		2	0	2.9
		9	8	65.5
		29	12	65.7
		4	0	10.7
		0	0	0.0
		0	0	0.0
Total		932	300	32.1

* Source:
2011 National Household Survey

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Parsons Inc.

[Date: 2018-09-11]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis

YYYY	MM	DD
2015	07	27

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis

YYYY	MM	DD
2018	09	11

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	28	0	2.9
02	Middle & Other Managers	149	0	2.2
03	Professionals	300	1	1.1
04	Semi-Professionals & Technicians	116	3	2.5
05	Supervisors	13	0	1.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	2	1.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	14	0	1.0
11	Intermediate Sales & Service Personnel	13	0	0.6
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		685	6	1.7

* Source:

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		27	0	3.2
		175	0	2.7
		425	3	1.5
		186	5	4.9
		16	0	1.1
		0	0	0.0
		59	5	3.9
		0	0	0.0
		2	0	27.4
		9	0	0.8
		29	0	0.8
		4	0	28.1
		0	0	0.0
		0	0	0.0
Total		932	13	2.7

* Source:

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Parsons Inc.

[Date: 2018-09-11]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	07	27

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	11

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	28	2	10.1
02	Middle & Other Managers	149	29	15.0
03	Professionals	300	101	24.7
04	Semi-Professionals & Technicians	116	24	23.3
05	Supervisors	13	5	45.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	12	24.9
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	14	8	44.0
11	Intermediate Sales & Service Personnel	13	1	48.9
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		685	182	23.0

* Source:
2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		27	4	11.5
		175	36	17.6
		425	137	30.3
		186	39	24.5
		16	4	49.9
		0	0	0.0
		59	14	27.0
		0	0	0.0
		2	0	0.0
		9	5	52.2
		29	9	54.7
		4	0	6.5
		0	0	0.0
		0	0	0.0
Total		932	248	27.1

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Parsons Inc.

[Date: 2018-09-11]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	07	27

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	09	11

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	177	0	4.3
03	Professionals	300	4	3.8
04	Semi-Professionals & Technicians	116	2	4.6
05	Supervisors	13	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	1	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	14	0	7.0
11	Intermediate Sales & Service Personnel	13	0	5.6
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		685	7	4.3

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
	Managers	202	1	5.0
	Professionals	425	4	8.9
	Semi-Professionals & Technicians	186	4	7.6
	Supervisors	16	0	27.5
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	59	1	10.0
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	2	0	7.8
	Clerical Personnel	9	0	9.3
	Intermediate Sales & Service Personnel	29	0	10.8
	Semi-Skilled Manual Workers	4	0	10.3
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
	Total	932	10	8.3

* Source:
2012 Canadian Survey on Disability

* Source:
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

Start Date of Flow Data		
YYYY	MM	DD
2015	06	28

End Date of Flow Data		
YYYY	MM	DD
2018	09	18

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			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	16	0	1	0
02 Middle & Other Managers	130	24	1	1
03 Professionals	347	117	7	5
04 Semi-Professionals & Technicians	147	29	3	2
05 Supervisors	13	3	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	45	42	3	3
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	6	6	0	0
11 Intermediate Sales & Service Personnel	57	25	2	2
12 Semi-Skilled Manual Workers	5	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	770	246	17	13

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	4	1	0	0
	37	9	0	0
	53	23	3	2
	16	2	1	0
	4	1	0	0
	0	0	0	0
	4	4	0	0
	0	0	0	0
	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	119	40	4	2

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	12	0	1	0
	62	7	0	0
	155	49	3	2
	47	7	2	2
	4	3	0	0
	0	0	0	0
	19	19	3	3
	0	0	0	0
	2	0	0	0
	3	3	1	1
	31	16	1	1
	1	0	0	0
	0	0	0	0
	0	0	0	0
Total	336	104	11	9

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

Start Date of Flow Data		
YYYY	MM	DD
2015	06	28

End Date of Flow Data		
YYYY	MM	DD
2018	09	18

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	16	0	1	0
02 Middle & Other Managers	130	1	1	0
03 Professionals	347	3	7	0
04 Semi-Professionals & Technicians	147	3	3	0
05 Supervisors	13	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	45	5	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	1	0	0
10 Clerical Personnel	6	0	0	0
11 Intermediate Sales & Service Personnel	57	0	2	0
12 Semi-Skilled Manual Workers	5	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	770	13	17	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
4	0	0	0
37	0	0	0
53	0	3	0
16	0	1	0
4	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
0	0	0	0
0	0	0	0
119	0	4	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
12	0	1	0
62	1	0	0
155	0	3	0
47	0	2	0
4	0	0	0
0	0	0	0
19	1	3	0
0	0	0	0
2	1	0	0
3	0	1	0
31	0	1	0
1	0	0	0
0	0	0	0
0	0	0	0
336	3	11	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

Start Date of Flow Data		
YYYY	MM	DD
2015	06	28

End Date of Flow Data		
YYYY	MM	DD
2018	09	18

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	16	0	1	0
02 Middle & Other Managers	130	1	1	0
03 Professionals	347	4	7	0
04 Semi-Professionals & Technicians	147	2	3	0
05 Supervisors	13	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	45	1	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	6	0	0	0
11 Intermediate Sales & Service Personnel	57	0	2	0
12 Semi-Skilled Manual Workers	5	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	770	8	17	0

	Table 7: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#
	4	0	0	0
	37	0	0	0
	53	0	3	0
	16	0	1	0
	4	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
	0	0	0	0
Total	119	0	4	0

	Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#
	12	0	1	0
	62	0	0	0
	155	3	3	0
	47	0	2	0
	4	0	0	0
	0	0	0	0
	19	0	3	0
	0	0	0	0
	2	0	0	0
	3	0	1	0
	31	0	1	0
	1	0	0	0
	0	0	0	0
	0	0	0	0
Total	336	3	11	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

Start Date of Flow Data		
YYYY	MM	DD
2015	06	28

End Date of Flow Data		
YYYY	MM	DD
2018	09	18

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	16	1	1
02 Middle & Other Managers	130	29	1	0
03 Professionals	347	94	7	1
04 Semi-Professionals & Technicians	147	25	3	2
05 Supervisors	13	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	45	4	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	6	3	0	0
11 Intermediate Sales & Service Personnel	57	12	2	1
12 Semi-Skilled Manual Workers	5	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	770	170	17	4

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
4	1	0	0
37	7	0	0
53	17	3	0
16	3	1	0
4	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
0	0	0	0
0	0	0	0
119	28	4	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
12	0	1	0
62	13	0	0
155	42	3	0
47	8	2	0
4	1	0	0
0	0	0	0
19	1	3	0
0	0	0	0
2	0	0	0
3	2	1	0
31	4	1	0
1	0	0	0
0	0	0	0
0	0	0	0
336	71	11	0

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F ÷ I	From Workforce Analysis	Equivalent to B	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)	First/Previous Short-term Goals																			
	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Actual	Projected	Over 3 Years			XXXX-YYYY-00	Annually	Over 3 Years		2015	2018					
	2015-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-07-27	Annually	Over 3 Years	Years	2015	2018	#	%	#	%	%	#	%
#	%	%	#	%	%	#	#	%	#	%	#	#	%	%	#	%	%	#	%	
01 Senior Managers	28	-1.2%		0	47.3%		0	0	2	0.0%	0	6	0		27.4%	-6	-6	7.1%	7.1%	
02 Middle & Other Managers	149	5.8%		0	38.3%		0	0	24	0.0%	0	34	0		38.9%	-34	-34	16.1%	16.1%	
03 Professionals	300	12.3%		0	43.6%		0	0	114	0.0%	0	-45	0		23.0%	45	45	38.0%	38.0%	
04 Semi-Professionals & Tech	116	17.0%		0	32.5%		0	0	24	0.0%	0	0	0		21.0%	0	0	20.7%	20.7%	
05 Supervisors	13	7.2%		0	27.6%		0	0	7	0.0%	0	0	0		53.0%	0	0	53.8%	53.8%	
06 Supervisors: Crafts & Trades	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	52	4.3%		0	39.6%		0	0	50	0.0%	0	-8	0		79.9%	8	8	96.2%	96.2%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	14	-13.7%		0	34.8%		0	0	12	0.0%	0	-3	0		65.6%	3	3	85.7%	85.7%	
11 Intermediate Sales & Service	13	30.7%		0	152.4%		0	0	11	0.0%	0	-3	0		63.9%	3	3	84.6%	84.6%	
12 Semi-Skilled Manual	0	0.0%		0	50.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	685	10.8%		0	42.9%		0	0	244	0.0%	0	-19	0		32.8%	19	19	35.6%	35.6%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	7.9	0	27.4	
02 Middle & Other Managers	0	17.3	0	38.9	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

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

Parsons Inc.

[Date: 2018-09-11]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																			
	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-00	Annually		Over 3 Years	XXXX-YYYY					
	2015-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-07-27	Annually	Over 3 Years	Years	2015	2018	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	%	#	#	#	%	%	%	%	%			
01 Senior Managers	28	-1.2%		0	47.3%		0	0	0.0%	0	1	0		2.9%	-1	-1	0.0%	0.0%		
02 Middle & Other Managers	149	5.5%		0	38.3%		0	0	0.0%	0	3	0		2.2%	-3	-3	0.0%	0.0%		
03 Professionals	300	12.3%		0	43.0%		0	1	0.0%	0	2	0		1.1%	-2	-2	0.3%	0.3%		
04 Semi-Professionals & Tech	116	17.0%		0	32.5%		0	3	0.0%	0	0	0		2.5%	0	0	2.6%	2.6%		
05 Supervisors	13	7.2%		0	27.6%		0	0	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	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	52	4.3%		0	39.6%		0	2	0.0%	0	-1	0		1.8%	1	1	3.8%	3.8%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	200.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	14	-13.7%		0	34.8%		0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	13	30.7%		0	152.4%		0	0	0.0%	0	0	0		0.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%		0	50.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total	685	10.8%		0	42.9%		0	6	0.0%	0	6	0		1.7%	-6	-6	0.9%	0.9%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/2} - (3 x 10)).

‡ 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	2.9		
02 Middle & Other Managers	0	0.0%	0	2.2		
03 Professionals	0	0.4	0	1.1		
04 Semi-Professionals & Tech	0	0.0	0	0.0		
05 Supervisors	0	0.0	0	0.0		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	0.0	0	0.0		
08 Skilled Sales & Service	0	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	0	0.0	0	0.0		
11 Intermediate Sales & Service	0	0.0	0	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	0	0.0	0	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

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

Parsons Inc.

{Date: 2018-09-11}

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																			
	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years	
		XXXX-YYYY-00	Actual	Projected	Actual	Projected	Over 3 Years			XXXX-YYYY-00	Annually		Over 3 Years	XXXX-YYYY						XXXX-YYYY
	2015-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-07-27	Annually	Over 3 Years	Years	2015	2018	%	#	#	%	%		
#	%	%	#	%	%	#	#	#	%	#	#	#	%	#	#	%	%			
01/02 Managers	177	2.2%		0	42.3%		0	0	0	0.0%	0	5	0	4.3%	-8	-8	0.0%	0.0%		
03 Professionals	300	12.3%		0	43.0%		0	4	0.0%	0	7	0	3.8%	-7	-7	1.3%	1.3%			
04 Semi-Professionals & Tech	116	17.0%		0	32.5%		0	2	0.0%	0	3	0	4.6%	-3	-3	1.7%	1.7%			
05 Supervisors	13	7.2%		0	27.6%		0	0	0.0%	0	2	0	13.9%	-2	-2	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	#DIV/0!	#DIV/0!			
07 Administrative & Sr Clerical	52	4.3%		0	39.6%		0	1	0.0%	0	1	0	3.4%	-1	-1	1.9%	1.9%			
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
09 Skilled Crafts & Trades	0	0.0%		0	200.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
10 Clerical Personnel	14	-13.7%		0	34.8%		0	0	0.0%	0	1	0	7.0%	-1	-1	0.0%	0.0%			
11 Intermediate Sales & Service	13	30.7%		0	152.4%		0	0	0.0%	0	1	0	5.6%	-1	-1	0.0%	0.0%			
12 Semi-Skilled Manual	0	0.0%		0	50.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
Total	655	10.8%		0	42.0%		0	7	0.0%	0	22	0	4.3%	-22	-22	1.0%	1.0%			

¹ Calculated by using the following formula: ((Current number of employees from Workforce Analysis - Previous number of employees from Workforce Analysis)^{1/2} - 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	0.2	0	4.3	
03 Professionals	0	1.5	0	3.8	
04 Semi-Professionals & Tech	0	2.3	0	4.6	
05 Supervisors	0	3.2	0	13.9	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	2.0	0	3.4	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.5	0	7.0	
11 Intermediate Sales & Service	0	3.0	0	5.6	
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

Parsons Inc.

{Date: 2018-09-11}

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to B	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)	First/Previous Short-term Goals																			
	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-00	Actual	Projected	Actual	Projected	Over 3 Years			XXXX-YYYY-00	Annually	Over 3 Years		2015	2018					
	2015-07-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-07-27	Annually	Over 3 Years	Years	2015	2018	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	#	#	#	#	%	#	#	%	%			
01 Senior Managers	28	-1.2%		0	47.3%		0	0	2	0.0%	0	1	0		10.1%	-1	-1	7.1%	7.1%	
02 Middle & Other Managers	149	5.5%		0	38.3%		0	0	29	0.0%	0	-7	0		15.0%	7	7	19.5%	19.5%	
03 Professionals	300	12.3%		0	43.0%		0	0	101	0.0%	0	-27	0		24.7%	27	27	33.7%	33.7%	
04 Semi-Professionals & Tech	116	17.0%		0	32.5%		0	0	24	0.0%	0	3	0		23.3%	-3	-3	20.7%	20.7%	
05 Supervisors	13	7.2%		0	27.6%		0	0	5	0.0%	0	1	0		45.8%	-1	-1	38.5%	38.5%	
06 Supervisors: Crafts & Trades	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	52	4.3%		0	39.6%		0	0	12	0.0%	0	1	0		24.9%	-1	-1	23.1%	23.1%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	14	-13.7%		0	34.8%		0	0	8	0.0%	0	-2	0		44.0%	2	2	57.1%	57.1%	
11 Intermediate Sales & Service	13	30.7%		0	152.4%		0	0	1	0.0%	0	5	0		48.9%	-5	-5	7.7%	7.7%	
12 Semi-Skilled Manual	0	0.0%		0	50.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	685	10.8%		0	42.9%		0	0	182	0.0%	0	-24	0		23.0%	24	24	26.6%	26.6%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	7.2	0	10.1	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	21.0	0	23.3	
05 Supervisors	0	40.2	0	45.8	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	23.2	0	24.9	
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	29.8	0	48.9	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

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

Parsons Inc.

{Date: 2018-09-11}

Data for Subsequent/Current Goals

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

Employment Equity Occupational Group (EOG)		Table 9: Women																							
		All Employees										Subsequent/Current Short-term Goals													
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years	Number			Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		2018-09-11	Annually	Over 3 Years	Actual	Projected	Over 3 Years	2018-09-11	Annually	Over 3 Years	2018		2021												
#	%	%	#	%	%	#	%	#	#	%	#	%	#	%	%	#	%	%	%						
01	Senior Managers	27	-1.2%	0.0%	0	47.3%	10.4%	8	8	3	10.4%	1	5	2	27.6%	27.6%	-4	-3	11.1%	14.8%					
02	Middle & Other Managers	175	5.3%	0.0%	0	38.3%	11.5%	60	60	34	11.5%	12	47	24	39.4%	39.4%	-35	-23	19.4%	26.3%					
03	Professionals	425	12.3%	0.0%	0	43.0%	11.8%	150	150	149	11.8%	53	6	0	24.0%	24.0%	47	-6	35.1%	22.6%					
04	Semi-Professionals & Tech	186	17.0%	0.0%	0	32.5%	10.7%	60	60	51	10.7%	11	17	13	21.5%	21.5%	-6	-4	18.3%	19.4%					
05	Supervisors	16	7.2%	0.0%	0	27.6%	11.0%	5	5	5	11.0%	2	5	3	50.0%	52.1%	-3	-2	31.3%	37.5%					
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	59	4.3%	0.0%	0	39.6%	14.4%	25	25	55	14.4%	24	16	0	80.2%	80.2%	8	-16	93.2%	52.5%					
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
09	Skilled Crafts & Trades	2	0.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	2.9%	2.9%	0	0	0.0%	0.0%					
10	Clerical Personnel	9	-13.7%	0.0%	0	34.8%	12.9%	3	3	8	12.9%	3	1	0	65.5%	65.5%	2	-1	88.9%	55.6%					
11	Intermediate Sales & Service	29	30.7%	0.0%	0	152.4%	38.3%	33	33	12	38.5%	14	21	17	50.0%	65.7%	-7	-4	41.4%	51.7%					
12	Semi-Skilled Manual	4	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0	10.7%	10.7%	0	0	0.0%	0.0%					
13	Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!					
Total		932	10.8%	0.0%	0	42.9%	12.3%	344	344	300	12.3%	111	110	64	18.6%	32.1%	1	-46	32.2%	27.1%					

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

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

Employment Equity Occupational Group (EOG)		Table 10: Women			
		Women		Comments	
		Short-term Goals	Long-term Goals		
	%	%			
01	Senior Managers	27.6	27.6		
02	Middle & Other Managers	39.4	39.4		
03	Professionals	0.0	0.0		
04	Semi-Professionals & Tech	21.5	21.5		
05	Supervisors	50.0	50.0		
06	Supervisors: Crafts & Trades	0.0	0.0		
07	Administrative & Sr Clerical	0.0	0.0		
08	Skilled Sales & Service	0.0	0.0		
09	Skilled Crafts & Trades	0.0	0.0		
10	Clerical Personnel	0.0	0.0		
11	Intermediate Sales & Service	50.0	50.0		
12	Semi-Skilled Manual	0.0	0.0		
13	Other Sales & Service	0.0	0.0		
14	Other Manual Workers	0.0	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

Total		18.6	32.1
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Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-09	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-09	Annually		Over 3 Years	From FY					
	2018-09-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-11	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	%	#	#	%	%							
01 Senior Managers	27	-1.2%		0	47.3%	10.4%	3	8	0	10.4%	0	1	1	6.3%	3.2%	-1	0	0.0%	3.7%	
02 Middle & Other Managers	175	5.3%		0	38.3%	11.5%	60	60	0	11.5%	0	5	2	2.7%	2.7%	-3	-3	0.0%	1.1%	
03 Professionals	425	12.3%		0	43.0%	11.8%	150	150	3	11.8%	1	4	2	1.5%	1.5%	-3	-2	0.7%	0.9%	
04 Semi-Professionals & Tech	186	17.0%		0	32.5%	10.7%	60	60	5	10.7%	2	6	3	4.8%	4.9%	-4	-3	2.7%	3.2%	
05 Supervisors	16	7.2%		0	27.6%	11.0%	5	5	0	11.0%	0	0	0		1.1%	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	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	59	4.3%		0	39.6%	14.4%	25	25	5	14.4%	2	-1	0		3.9%	3	1	8.5%	5.1%	
08 Skilled Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	0.0%		0	200.0%	0.0%	0	0	0	0.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	9	-13.7%		0	34.8%	12.9%	3	3	0	12.9%	0	0	0		0.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	29	30.7%		0	152.4%	38.3%	33	33	0	38.5%	0	0	0		0.8%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	4	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	1	0	28.1%	28.1%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	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	932	10.8%		0	42.9%	12.3%	344	344	12	12.3%	5	17	8	2.3%	2.7%	-12	-9	1.4%	1.7%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/2} - (3 x 10)).

‡ 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	6.3	3.2	
02 Middle & Other Managers	2.7	3.7	
03 Professionals	1.5	1.5	
04 Semi-Professionals & Tech	4.9	4.9	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	27.4	27.4	No Short Term Goal has been set as no hires are anticipated over the next 3 years.
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	28.1	28.1	No Short Term Goal has been set as no hires are anticipated over the next 3 years.
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

Total		2.3	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

[Date: 2018-09-11]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																			
	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-09	Actual	Projected		Actual	Projected			XXXX-YYYY-09	Annually	Over 3 Years		XXXX-YYYY	XXXX-YYYY					
	2018-09-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-11	Annually	Over 3 Years		2018	2021	%	#	#	%	%		
#	%	%	#	%	%	#	#	%	%	#	#	#	%	%	#	#	%	%		
01/02 Managers	202	2.2%		0	42.3%	11.2%	65	68	1	11.2%	0	9	3	5.0%	5.0%	-9	-6	0.5%	2.0%	
03 Professionals	425	12.3%		0	43.0%	11.8%	150	150	4	11.8%	1	35	13	8.9%	8.9%	-34	-22	0.9%	3.8%	
04 Semi-Professionals & Tech	186	17.0%		0	32.5%	10.7%	60	60	4	10.7%	1	11	5	7.6%	7.6%	-10	-6	2.2%	4.3%	
05 Supervisors	16	7.2%		0	27.6%	11.0%	5	5	0	11.0%	0	4	1	27.5%	27.5%	-4	-3	0.0%	6.3%	
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	59	4.3%		0	39.6%	14.4%	25	25	1	14.4%	0	5	3	10.0%	10.0%	-5	-2	1.7%	6.8%	
08 Skilled Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	0.0%		0	200.0%	0.0%	0	0	0	0.0%	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	9	-13.7%		0	34.8%	12.9%	3	3	0	12.9%	0	1	1	16.7%	9.3%	-1	0	0.0%	11.1%	
11 Intermediate Sales & Service	29	30.7%		0	152.4%	38.5%	33	33	0	38.5%	0	3	4	10.8%	10.8%	-3	1	0.0%	13.8%	
12 Semi-Skilled Manual	4	0.0%		0	50.0%	0.0%	0	0	0	0.0%	0	0	0	10.3%	10.3%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	932	10.8%		0	42.9%	12.3%	344	344	10	12.3%	4	71	30	8.7%	8.3%	-67	-41	1.1%	3.9%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis - Previous number of employees from Workforce Analysis)¹⁰¹ - 1) x 100.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers		5.0		5.0	
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		27.5		27.5	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		16.7		0.0	
11 Intermediate Sales & Service		10.8		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		8.7		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Percent Gap	Targeted Gap	Present Representation	Projected Representation in 3 Years
		XXXX-YYYY-09	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	XXXX-YYYY-09	Annually		Over 3 Years	2018					
	2018-09-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-09-11	Annually	Over 3 Years	#	%								
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%	%	%	
01 Senior Managers	27	-1.2%		0	47.3%	10.4%	3	8	4	10.4%	1	0	0	0	11.5%	1	0	14.8%	11.1%	
02 Middle & Other Managers	175	5.8%		0	38.3%	11.5%	60	60	36	11.5%	12	7	0	17.6%	5	-7	20.6%	13.7%		
03 Professionals	425	12.3%		0	43.6%	11.8%	150	150	137	11.8%	48	40	0	30.3%	8	-40	32.2%	20.9%		
04 Semi-Professionals & Tech	186	17.0%		0	32.5%	10.7%	60	60	39	10.7%	13	20	15	24.6%	24.5%	-7	-5	21.0%	22.0%	
05 Supervisors	16	7.2%		0	27.6%	11.0%	5	5	4	11.0%	1	5	2	49.9%	49.9%	-4	-3	25.0%	31.3%	
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	59	4.3%		0	39.6%	14.4%	25	25	14	14.4%	6	8	7	27.0%	27.0%	-2	-1	23.7%	25.4%	
08 Skilled Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	2	0.0%		0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	9	-13.7%		0	34.8%	12.9%	3	3	5	12.9%	2	2	2	0	52.2%	-2	-2	55.6%	33.3%	
11 Intermediate Sales & Service	29	30.7%		0	152.4%	38.3%	33	33	9	38.5%	10	17	17	50.0%	54.7%	-7	0	31.0%	55.2%	
12 Semi-Skilled Manual	4	0.0%		0	50.0%	0.0%	0	0	0	0.0%	0	0	0	0	6.5%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	932	10.8%		0	42.9%	12.3%	344	344	248	12.3%	92	97	42	12.2%	27.1%	-5	-55	26.6%	21.2%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	24.6	24.6	
05 Supervisors	49.9	49.9	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	27.0	27.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	50.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Parsons Inc.

{Date: 2018-09-11}

Total		12.2	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Parsons Inc.

[Date: 2018-09-11]

		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	Women				Exp.	EE Result	All Employees	Women			All Employees	Women			All Employees	Women										
		#	Representation	Availability	Exp.	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference						
01 Senior Managers	2015	28	2	7.1	27.4	8	-6	26.1																				
	2018	27	3	11.1	27.6	7	-4	40.3	17	0	0.0	5	-5	4	1	25.0	0	1	13	0	0.0	1	-1					
02 Middle & Other Managers	2015	149	24	16.1	38.9	58	-34	41.4																				
	2018	175	34	19.4	39.4	69	-35	49.3	131	25	19.1	52	-27	37	9	24.3	6	3	62	7	11.3	10	-3					
03 Professionals	2015	300	114	38.0	25.0	69	45	165.2																				
	2018	425	149	35.1	24.0	102	47	146.1	354	122	34.5	85	37	56	25	44.6	21	4	158	51	32.3	60	-9					
04 Semi-Professionals & Technicians	2015	116	24	20.7	21.0	24	0	98.5																				
	2018	186	34	18.3	21.5	40	-6	85.0	150	31	20.7	32	-1	17	2	11.8	4	-2	49	9	18.4	10	-1					
05 Supervisors	2015	13	7	53.8	53.0	7	0	101.6																				
	2018	16	5	31.3	52.1	8	-3	60.0	13	3	23.1	7	-4	4	1	25.0	2	-1	4	3	75.0	2	1					
06 Supervisors: Crafts & Trades	2015	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

		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	
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	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	8	1	12.5	0	0.0	7.9	158.2	0	0.0	27.4	45.6		
	2021	8	1	12.5			27.6	45.3			27.6	45.3		
02 Middle & Other Managers	2018	106	27	25.5	0	0.0	17.3	147.2	0	0.0	38.9	65.5		
	2021	106	27	25.5			39.4	64.6			39.4	64.6		
03 Professionals	2018	252	96	38.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	252	96	38.1			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2018	118	24	20.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	118	24	20.3			21.5	94.6			21.5	94.6		
05 Supervisors	2018	13	1	7.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	13	1	7.7			50.0	15.4			50.0	15.4		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Parsons Inc.

[Date: 2018-09-11]

		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 (EOG)	Year	Workforce Analysis										Flow Data Analysis																
		Workforce										Hires				Promotions				Terminations								
		All Employees	Women				Exp.	EE Result	All Employees	Women			All Employees	Women			All Employees	Women										
		#	Representation	Availability	Exp.	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference						
07 Administrative & Senior Clerical	2015	52	50	96.2	79.9	42	8	120.3																				
	2018	59	55	93.2	80.2	47	8	116.2	48	45	93.8	38	7	4	4	100.0	4	0	23	22	100.0	21	1					
08 Skilled Sales & Service Personnel	2015	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		
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																				
	2018	2	0	0.0	2.9	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0					
10 Clerical Personnel	2015	14	12	85.7	65.6	9	3	130.7																				
	2018	9	8	88.9	65.5	6	2	135.7	6	6	100.0	4	2	0	0	0.0	0	0	4	4	100.0	3	1					
11 Intermediate Sales & Service Personnel	2015	13	11	84.6	63.9	8	3	132.4																				
	2018	29	12	41.4	65.7	19	-7	63.0	59	27	45.8	39	-12	0	0	0.0	0	0	32	17	53.1	27	-10					
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																				
	2018	4	0	0.0	10.7	0	0	0.0	5	0	0.0	1	-1	1	0	0.0	0	0	1	0	0.0	0	0					

		New Entrants												Goals				Comments
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						
Employment Equity Occupational Group (EOG)	Year	Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Women			Women				Women								
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met							
07 Administrative & Senior Clerical	2018	30	27	90.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	30	27	90.0														
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	0	0	0.0														
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	2	0	0.0														
10 Clerical Personnel	2018	2	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	2	2	100.0														
11 Intermediate Sales & Service Personnel	2018	27	10	37.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	27	10	37.0														
12 Semi-Skilled Manual Workers	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0						
	2021	5	0	0.0														

Federal Contractors Program Achievement Report

Part 4: Results - Women

Parsons Inc.

[Date: 2018-09-11]

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			All Employees	Women			
			%	%	%	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference	
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	
13 Other Sales & Service Personnel	2015	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
14 Other Manual Workers	2015	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	2015	685	244	35.6	32.8	225	19	108.6																	
	2018	932	300	32.2	32.1	299	1	100.3	787	259	32.9	253	6	123	42	34.1	44	-2	347	113	32.6	124	-11		

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	Actual	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	563	188	33.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	563	188	33.4			18.6	179.5			32.1	104.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Parsons Inc.

[Date: 2018-09-11]

		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	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U + V + 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					
01 Senior Managers	2015	28	0	0.0	2.9	1	-1	0.0																			
	2018	27	0	0.0	3.2	1	-1	0.0	17	0	0.0	1	-1	4	0	0.0	0	0	0	0	13	0	0.0	0	0	0	
02 Middle & Other Managers	2015	149	0	0.0	2.2	3	-3	0.0																			
	2018	175	0	0.0	2.7	5	-5	0.0	131	1	0.8	4	-3	37	0	0.0	0	0	0	0	62	1	1.6	0	1		
03 Professionals	2015	300	1	0.3	1.1	3	-2	30.3																			
	2018	425	3	0.7	1.5	6	-3	47.1	354	3	0.8	5	-2	56	0	0.0	0	0	0	0	158	0	0.0	1	-1		
04 Semi-Professionals & Technicians	2015	116	3	2.6	2.5	3	0	103.4																			
	2018	186	5	2.7	4.9	9	-4	54.9	150	3	2.0	7	-4	17	0	0.0	0	0	0	0	49	0	0.0	1	-1		
05 Supervisors	2015	13	0	0.0	1.0	0	0	0.0																			
	2018	16	0	0.0	1.1	0	0	0.0	13	0	0.0	0	0	4	0	0.0	0	0	0	0	4	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2015	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		

		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	
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		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples							
		#	%	Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met								
01 Senior Managers	2018	8	0	0.0	0	0.0	0.1	0.0	0	0.0	2.9	0.0	In 2015 there were no Abo. Peoples in this EEOG. With no hires goal was not achieved										
	2021	8	0	0.0	0	0.0	6.3	0.0	0	0.0	3.2	0.0											
02 Middle & Other Managers	2018	106	0	0.0	0	0.0	0.1	0.0	0	0.0	2.2	0.0	Although there was 1 hire this employee was terminated during the goal period and so the goal not achieved										
	2021	106	0	0.0	0	0.0	2.7	0.0	0	0.0	2.7	0.0											
03 Professionals	2018	252	3	1.2	0	0.0	0.4	297.6	0	0.0	1.1	108.2	Although hires were below availability & there were no promotions, as there were no termin. goal was achieved										
	2021	252	3	1.2	0	0.0	1.5	79.4	0	0.0	1.5	79.4											
04 Semi-Professionals & Technicians	2018	118	3	2.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2021	118	3	2.5	0	0.0	4.9	51.9	0	0.0	4.9	51.9											
05 Supervisors	2018	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2021	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Parsons Inc.

[Date: 2018-09-11]

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	1 + 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	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	2015	52	2	3.8	1.8	1	1	213.7																	
	2018	59	5	8.5	3.9	2	3	217.3	48	5	10.4	2	3	4	0	0.0	0	0	0	23	1	4.5	1	0	
08 Skilled Sales & Service Personnel	2015	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	
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	27.4	1	-1	0.0	4	1	25.0	1	0	0	0	0.0	0	0	0	2	1	50.0	0	1	
10 Clerical Personnel	2015	14	0	0.0	1.0	0	0	0.0																	
	2018	9	0	0.0	0.8	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	0	4	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	13	0	0.0	0.6	0	0	0.0																	
	2018	29	0	0.0	0.8	0	0	0.0	59	0	0.0	0	0	0	0	0.0	0	0	0	32	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	4	0	0.0	28.1	1	-1	0.0	5	0	0.0	1	-1	1	0	0.0	0	0	0	1	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		
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	30	4	13.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	30	4	13.3			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			27.4	0.0			27.4	0.0		
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	27	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	27	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0			28.1	0.0			28.1	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Parsons Inc.

[Date: 2018-09-11]

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						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%			
13 Other Sales & Service Personnel	2015	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	
14 Other Manual Workers	2015	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	
Total	2015	685	6	0.9	1.7	12	-6	51.5																			
	2018	932	13	1.4	2.7	25	-12	51.7	787	13	1.7	21	-8	123	0	0.0	1	-1	347	3	0.9	3	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	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples						
			Actual	Goal	Percent of Goal Met	Target	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
Total	2018	563	10	1.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	563	10	1.8			2.3	77.2			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Parsons Inc.

[Date: 2018-09-11]

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		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	Actual	Expected	Difference			
01&02 Managers	2015	177	0	0.0	4.3	8	-8	0.0																	
	2018	202	1	0.5	5.0	10	-9	9.9	148	1	0.7	7	-6	41	0	0.0	0	0	0	75	0	0.0	0	0	0
03 Professionals	2015	300	4	1.3	3.8	11	-7	35.1																	
	2018	425	4	0.9	8.9	38	-34	10.6	354	4	1.1	32	-28	56	0	0.0	1	-1	158	3	1.9	2	1	1	
04 Semi-Professionals & Technicians	2015	116	2	1.7	4.6	5	-3	37.5																	
	2018	186	4	2.2	7.6	14	-10	28.3	150	2	1.3	11	-9	17	0	0.0	0	0	49	0	0.0	1	-1	-1	
05 Supervisors	2015	13	0	0.0	13.9	2	-2	0.0																	
	2018	16	0	0.0	27.5	4	-4	0.0	13	0	0.0	4	-4	4	0	0.0	0	0	4	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2015	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	134	1	0.9	0	0.0	0.2	438.6	0	0.0	4.3	20.4		
	2021	114	1	0.9			5.0	17.5			5.0	17.5		
03 Professionals	2018	252	1	0.4	0	0.0	1.5	26.5	0	0.0	3.8	10.4	Hires below availability, no promotions, terminations above representation. Little progress. Focus needed on hires, promotions & retention	
	2021	252	1	0.4			8.9	4.5			8.9	4.5		
04 Semi-Professionals & Technicians	2018	118	2	1.7	0	0.0	2.1	80.7	0	0.0	4.6	36.8		
	2021	118	2	1.7			7.6	22.3			7.6	22.3		
05 Supervisors	2018	13	0	0.0	0	0.0	3.2	0.0	0	0.0	13.9	0.0	no representation in 2015 & no hires. No progress towards goals. Focus needed on hires	
	2021	13	0	0.0			27.5	0.0			27.5	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 6: Results - Persons with Disabilities

Parsons Inc.

[Date: 2018-09-11]

		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	1 + 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 ÷ P x 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						
07 Administrative & Senior Clerical	2015	52	1	1.9	3.4	2	-1	56.6																				
	2018	59	1	1.7	10.0	6	-5	16.9	48	1	2.1	5	-4	4	0	0.0	0	0	0	23	0	0.0	0	0				
08 Skilled Sales & Service Personnel	2015	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				
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																				
	2018	2	0	0.0	7.8	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0				
10 Clerical Personnel	2015	14	0	0.0	7.0	1	-1	0.0																				
	2018	9	0	0.0	9.3	1	-1	0.0	6	0	0.0	1	-1	0	0	0.0	0	0	0	4	0	0.0	0	0				
11 Intermediate Sales & Service Personnel	2015	13	0	0.0	5.6	1	-1	0.0																				
	2018	29	0	0.0	10.8	3	-3	0.0	59	0	0.0	6	-6	0	0	0.0	0	0	0	32	0	0.0	0	0				
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																				
	2018	4	0	0.0	10.3	0	0	0.0	5	0	0.0	1	-1	1	0	0.0	0	0	0	1	0	0.0	0	0				

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + N x 100														
Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals											Comments												
		Flow Data		Short-term Goals				Long-term Goals																			
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities																			
		#	%	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	30	1	3.3	0	0.0	2.0	166.7	0	0.0	3.4	98.0															
	2021	30	1	3.3			10.0	33.3			10.0	33.3															
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0															
	2021	0	0	0.0			0.0	0.0			0.0	0.0															
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0															
	2021	2	0	0.0			0.0	0.0			0.0	0.0															
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0.5	0.0	0	0.0	7.0	0.0	No hires, promotions or terms in this EEOG where no representation in 2015. No progress. Focus on hires required.														
	2021	2	0	0.0			16.7	0.0			0.0	0.0															
11 Intermediate Sales & Service Personnel	2018	27	0	0.0	0	0.0	3.0	0.0	0	0.0	5.6	0.0	No hires, promotions or terms in this EEOG where no representation in 2015. No progress. Focus on hires required.														
	2021	27	0	0.0			10.8	0.0			0.0	0.0															
12 Semi-Skilled Manual Workers	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0															
	2021	5	0	0.0			0.0	0.0			0.0	0.0															

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Parsons Inc.

[Date: 2018-09-11]

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						
13 Other Sales & Service Personnel	2015	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
14 Other Manual Workers	2015	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	2015	685	7	1.0	4.3	29	-22	23.8																	
	2018	932	10	1.1	8.3	77	-67	12.9	787	8	1.0	65	-57	123	0	0.0	1	-1	347	3	0.9	4	-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		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	563	5	0.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	563	5	0.9			8.7	10.2			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Parsons Inc.

[Date: 2018-09-11]

		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			Visible Minorities			Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	2015	28	2	7.1	10.1	3	-1	70.7																		
	2018	27	4	14.8	11.5	3	1	128.8	17	1	5.9	2	-1	4	1	25.0	0	1	13	0	0.0	1	-1			
02 Middle & Other Managers	2015	149	29	19.5	15.0	22	7	129.8																		
	2018	175	36	20.6	17.6	31	5	116.9	131	29	22.1	23	6	37	7	18.9	7	0	62	13	21.0	12	1			
03 Professionals	2015	300	101	33.7	24.7	74	27	136.3																		
	2018	425	137	32.2	30.3	129	8	106.4	354	95	26.8	107	-12	56	17	30.4	19	-2	158	42	26.6	53	-11			
04 Semi-Professionals & Technicians	2015	116	24	20.7	23.3	27	-3	88.8																		
	2018	186	39	21.0	24.5	46	-7	85.6	150	27	18.0	37	-10	17	3	17.6	4	-1	49	8	16.3	10	-2			
05 Supervisors	2015	13	5	38.5	45.8	6	-1	84.0																		
	2018	16	4	25.0	49.9	8	-4	50.1	13	2	15.4	6	-4	4	0	0.0	2	-2	4	1	25.0	2	-1			
06 Supervisors: Crafts & Trades	2015	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	

		New Entrants										Goals				Comments
Employment Equity Occupational Group (EEOG)	Year	Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities						
		#	#	%	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
		#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	8	2	25.0	0	0.0	7.2	347.2	0	0.0	10.1	247.5	Although hires below availability as promotions higher than representation & no terminations goal achieved			
	2021	8	2	25.0			0.0	0.0			0.0	0.0				
02 Middle & Other Managers	2018	106	23	21.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	106	23	21.7			0.0	0.0			0.0	0.0				
03 Professionals	2018	252	70	27.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	252	70	27.8			0.0	0.0			0.0	0.0				
04 Semi-Professionals & Technicians	2018	118	22	18.6	0	0.0	21.0	88.8	0	0.0	23.3	80.0	Although hires below availability & promotions below representation as no terminations reasonable progress was made			
	2021	118	22	18.6			24.6	75.8			24.6	75.8				
05 Supervisors	2018	13	1	7.7	0	0.0	40.2	19.1	0	0.0	45.8	16.8	Hires below availability, no promotions & terminations below representation. Little progress. Focus needed on hiring			
	2021	13	1	7.7			49.9	15.4			49.9	15.4				
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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Part 7: Results - Members of Visible Minorities

Parsons Inc.

[Date: 2018-09-11]

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						
07 Administrative & Senior Clerical	2015	52	12	23.1	24.9	13	-1	92.7																	
	2018	59	14	23.7	27.0	16	-2	87.9	48	4	8.3	13	-9	4	0	0.0	1	-1	22	1	4.5	5	-4		
08 Skilled Sales & Service Personnel	2015	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
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	0.0	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
10 Clerical Personnel	2015	14	8	57.1	44.0	6	2	129.9																	
	2018	9	5	55.6	52.2	5	0	106.4	6	3	50.0	3	0	0	0	0	0.0	0	0	4	2	50.0	2	0	
11 Intermediate Sales & Service Personnel	2015	13	1	7.7	48.9	6	-5	15.7																	
	2018	29	9	31.0	54.7	16	-7	56.7	59	13	22.0	32	-19	0	0	0.0	0	0	32	4	12.5	2	2		
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	4	0	0.0	6.5	0	0	0.0	5	0	0.0	0	0	1	0	0.0	0	0	1	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	30	3	10.0	0	0.0	23.2	43.1	0	0.0	24.9	40.2	Hires below availability, no promotions and terminations below representation. Little progress. Focus needs to be on hiring and promotions.	
	2021	30	3	10.0			27.0	37.0			27.0	37.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	27	9	33.3	0	0.0	29.8	111.9	0	0.0	48.9	68.2		
	2021	27	9	33.3			50.0	66.7			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0			0.0	0.0			0.0	0.0		

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Part 7: Results - Members of Visible Minorities

Parsons Inc.

[Date: 2018-09-11]

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								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2015	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
14 Other Manual Workers	2015	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	2015	685	182	26.6	25.0	158	24	115.5																	
	2018	932	248	26.6	27.1	253	5	98.2	787	174	22.1	213	-30	123	28	22.8	33	-5	347	71	20.5	92	-21		

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 + 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	Visible Minorities	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	0.0	0.0
	2021	0	0	0.0			0.0	0.0			0.0	0.0		0.0
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		0.0
Total	2018	563	131	23.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	563	131	23.3			12.2	190.7			0.0	0.0		0.0

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Parsons Inc.
[Date: 2018-09-11]

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):

In 2016, Parsons created the Inclusion & Diversity (I&D) Task Force across our organization including Canada. The mission of the task force is to introduce programs to include, attract and retain talent. Since its inception, the task force has implemented four initiatives to include an ambassador program in all of our 17 largest offices (2 in Canada - Ontario/Calgary), a mentoring pilot program, an I&D toolkit and our newest initiative, executive recruiting and development. Parsons commits to conducting a formal gap analysis within one year of our submission to determine

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.

Parsons experiences substantial fluctuations in the level of business activity from year to year, sometimes in short time spans. Because a large percentage of Parsons' business throughout the world is related directly to construction contracts, a closeout point is always a matter of months away. Predicting the number of employees and skill makeup for the future is generally a calculated estimate. It is the nature of the engineering/construction business to expect upsurges in employee numbers and then declines as projects are completed.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

Geography plays an important part in our workforce composition as projects may close in one province and open in another province. 76 of our 104 involuntary terminations or 73% were due to

contract completions or RIF affecting all EEOG's. Professionals and mid-level managers were particularly affected. As discussed above, project completion plays a significant role in the composition of workforce.

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

- Other.

Additional Details

Please provide any additional information (optional):

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

Employer Name: Parsons Inc.

Primary Location: Calgary (Alberta)

Number of Employees: 932

• Ontario	575	• Saskatchewan	22
• Québec	30	• Alberta	103
• Nova Scotia	1	• Yukon	35
• Manitoba	17	• Northwest Territories	7
• British Columbia	142		

Organization Overview:

NAICS 5413 – Architectural, Engineering and Related Services
Parsons delivers design-build, construction management, engineering, cyber security, and other professional services. Parsons provides also building deconstruction and demolition services. The company operates as a subsidiary of Parsons Corporation.

Key Dates – First Year Assessment

Initiated: 2016-02-01
Received: Unknown
Closed: 2016-03-08
Workforce Analysis: 2015-07-27

Key Dates – Subsequent Assessment

Initiated: 2019-02-19
Received: 2019-02-26
Workforce Analysis: 2018-09-11

DATA VERIFICATION

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

Yes No

Comments: None

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

Yes No

Comments: None

ASSESSMENT OF REASONABLE PROGRESS

- All goals set during the previous assessment were set as percentages.

Women

01	Senior Managers	Goal not met (60% achieved)
02	Middle & Other Managers	Goal not met (117%)

Assessment/Observations

- EEOG 01: There were 21 new entrants including a woman. This represents a 4.8% hiring rate, which is below the LMA of 27.4%. At this availability rate, five women would have been expected.

Aboriginal Peoples

01	Senior Managers	Goal not met (0% achieved)
02	Middle & Other Managers	Goal met at 595%
03	Professionals	Goal met at 183%

Assessment/Observations

- EEOG 01: There were 21 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 2.9%.

Persons with Disabilities

01/02	Managers	Goal met at 265%
03	Professionals	Goal not met (65% achieved)
04	Semi-Professionals & Technicians	Goal not met (57% achieved)
05	Supervisors	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal met at 96.2%
10	Clerical Personnel	Goal not met (0% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 03: There were 410 new entrants and four were persons with disabilities. This represents a hiring rate of 1.0%, which is below the 3.8% LMA. Given the LMA, at least 15 persons with disabilities would have been expected.
- EEOG 04: There were 167 new entrants and two were persons with disabilities. This represents a hiring rate of 1.2%, which is below the 4.6% LMA. Given the LMA, at least seven persons with disabilities would have been expected.
- EEOG 05: There were 17 new entrants and none were persons with disabilities. Given the LMA of 4.6%, at least two would have been expected.

- EEOG 10: There were six new entrants and none were persons with disabilities. This is to be expected given the LMA of 7.0%.
- EEOG 11: There were 59 new entrants and none were persons with disabilities. Given the LMA of 5.6%, at least three would have been expected.

Members of Visible Minorities

01	Senior Managers	Goal met at 132%
04	Semi-Professionals & Technicians	Goal met at 86%
05	Supervisors	Goal not met (29% achieved)
07	Administrative & Senior Clerical Personnel	Goal not met (33% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (74 % achieved)

Assessment/Observations

- EEOG 05: There were 17 new entrants including two members of visible minorities. This represents a hiring rate of 11.8%. At LMA rate of 45.8%, at least seven members of visible minorities would have been expected.
- EEOG 07: There were 52 new entrants including four members of visible minorities. This represents a hiring rate of 7.7%. At LMA rate of 24.9%, at least 12 members of visible minorities would have been expected.
- EEOG 11: There were 59 new entrants including 13 members of visible minorities. This represents a hiring rate of 22.0%. At LMA rate of 48.9%, at least 28 members of visible minorities would have been expected.

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 17 goals during the previous assessment and achieved seven. This equals 41% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
- Out of 10 goals that were not achieved, there were sufficient hiring and promotion opportunities in eight instances to expect reasonable progress. In two instances, there were insufficient hiring to expect reasonable effort.
- An assessment of reasonable efforts was completed and the organization implemented all the required measures and other additional measures. This demonstrates that the organization is taking steps towards achieving a representative workforce. In addition, they explained that the company experiences substantial fluctuations in the level of business activity from year to year, sometimes in short time spans. This implies variations in the number of employees according to contracts received in the organization.

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	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-4	27.6	27.6	11.1	27.6
02	Middle & Other Managers	-35	39.4	39.4	19.4	39.4
04	Semi-Professionals & Technicians	-6	21.5	21.5	18.3	21.5
05	Supervisors	-3	50.0	50.0	31.3	52.1
11	Intermediate Sales & Service Personnel	-7	50.0	50.0	41.4	65.7

Observations:

- EEOG 05: Short and long-term goals should be set at 45% instead of 50% in order not to exceed a 100% total maximum goal for this EEOG.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-1	6.3	3.2	0.0	3.2
02	Middle & Other Managers	-5	2.7	2.7	0.0	2.7
03	Professionals	-3	1.5	1.5	0.7	1.5
04	Semi-Professionals & Technicians	-4	4.9	4.9	2.7	4.9
09	Skilled Crafts & Trades Workers	-1	27.4	27.4	0.0	27.4
12	Semi-Skilled Manual Workers	-1	28.1	28.1	0.0	28.1

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-9	5.0	5.0	0.5	5.0
03	Professionals	-34	8.9	8.9	0.9	8.9
04	Semi-Professionals & Technicians	-10	7.6	7.6	2.2	7.6
05	Supervisors	-4	27.5	27.5	0.0	27.5
07	Admin & Senior Clerical Personnel	-5	10.0	10.0	1.7	10.0
10	Clerical Personnel	-1	16.7	-	0.0	9.3
11	Intermediate Sales & Service Personnel	-3	10.8	-	0.0	10.8

Observations:

- Long-term goals are not required for EEOG 10 and 11 given that gaps will be closed in the short-term.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
04	Semi-Professionals & Technicians	-7	24.5	24.5	21.0	24.5
05	Supervisors	-4	49.9	49.9	25.0	49.9
07	Admin & Senior Clerical Personnel	-2	27.0	27.0	23.7	27.0
11	Intermediate Sales & Service Personnel	-7	50.0	-	31.0	54.7

Observations:

- EEOG 05: Short-term goal should be set at 30% instead of 49.9% in order not to exceed a 100% total maximum goal for this EEOG.
- EEOG 11: A long-term goal is not required given that the gap will be closed in the short-term. However, a short and long-term goal should be set at 27.5% instead in order not to exceed a 100% total maximum goal for this EEOG.

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 found that Parsons Inc. has struggled to meet its commitments to hire and promote members of the designated groups. The organization met seven of the 17 goals set during the first compliance assessment. In addition, there were sufficient hiring and promotion opportunities in eight instances to expect reasonable progress.
- As all of the previous gaps are still present, we encourage Parsons Inc. to conduct an Employment Systems Review (ESR) of your organization's recruitment and hiring policies and practices. Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace. Guidance on the conduct of an ESR is available on the Labour Program website ([Step 2-2 of the training modules](#)).
- While conducting the ESR, we recommend that Parsons Inc. 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. It may also be beneficial to conduct exit interviews upon the termination of employment. Conducting exit interviews could assist the organization to identify obstacles or barriers that may be present, which could be preventing the organization from retaining staff belonging to the designated groups.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-03-05

Nyirasafari, Ange AN [NC]

From: Yakibonge, Ntambwe N [NC]
Sent: March 25, 2019 2:20 PM
To: 'peter.marrocco@parsons.com'
Cc: 'kathryn.morrison@parsons.com'; 'Keith Jeffers'
Subject: Government of Canada Agreement Number: 061523 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Peter Marrocco:

I am writing to inform you that the subsequent compliance assessment initiated on February 19, 2019 has been completed. As a result of the assessment, Parsons 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 Parsons Inc.'s employment equity program.

- We found that Parsons Inc. has struggled to meet its commitments to hire and promote members of the designated groups. The organization met seven of the 17 goals set during the first compliance assessment. In addition, there were sufficient hiring and promotion opportunities in eight instances to expect reasonable progress.
- As all of the previous gaps are still present, we encourage Parsons Inc. to conduct an Employment Systems Review (ESR) of your organization's recruitment and hiring policies and practices. Completing an ESR should assist the organization in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace. Guidance on the conduct of an ESR is available on the Labour Program website ([Step 2-2](#) of the training modules).
- While conducting the ESR, we recommend that Parsons Inc. 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. It may also be beneficial to conduct exit interviews upon the termination of employment. Conducting exit interviews could assist the organization to identify obstacles or barriers that may be present, which could be preventing the organization from retaining staff belonging to the designated groups.

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 February 19, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Parsons 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@hrsdcc-rhdcc.gc.ca



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