Z Revised Agreement	s.19(1)					
	5. <b>24(1)</b>	ANIZATION	· · · · · · · · · · · · · · · · · · ·	·····		
Legal Name of Organization	4740	7.55432054 5.50334	Pagent carecae	y is located outside	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
				y 12 12 00000 October	i vanana	
Parsons Inc.				Yes	∭ No	
Operation 23 and 12 feet and 2			\$			
Operating Name (if different from Legal Name N / A.	r or radaussanoui		Business Num	i <u>t</u> reer		
			(Permanent Ful	Lemployees in Car I-Time and/or Part	uda Time)	773
Organization's North American Industry Class To find your organization's four-digit NAICS or	ification System (NAICS) Cod	a Number				•••••••••••••••••••••••••••••••••••••••
http://www.statcan.gc.ca/subjects-sujets/stand	ooc piease visit. Sant-norma/naics-scian/2007/j	list-liste-eng.htm	Eederally			
541330			Provincial	lly Regulated		
	HEA	D OFFICE	}			
Address (building number, street, suite, etc.)		Cry		Province	Postal Code	
2751 John Street Markham, On		Mai kham		ON	138 2Y8	
Canada		Telephone Number				~~~~~
		305-944-9877	`` '			
	EMPLOYMENT	EQUITY CONTA	ACT	~~~~~	······································	
Name (print)		Title		***************************************	~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~	
Kathryn Morrisos		Diversity Ma	nagen			
Telephone Number	E-meil Address			Preferred Langua	ge of Correspor	ndence
202-690-4092	kathryn.morrisch9	parmers.cem		[V] English	[] Frenc	on
The art	CERT	IFICATION	······			***************************************
The above-harned organization:						
<ul> <li>having a combined workforce of 100</li> </ul>	or more permanent full-tim	e and permanent p	art-time employ	rees in Canada.	ANO	
<ul> <li>intending to bid on, or being in receipt Supply Arrangement, valued at \$1,00</li> </ul>	t of, a federal government 0.000 or more (including a	goods or services o pplicable taxes)	ontract, standir	ng affer or comba	ct tassed and	ខាខ
hereby certifies its commitment to implem	ent or maintain employme	nt aquity on an on-c	gaing basis, bey	yend the period (	of the procurer	ment
instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng	fontractors Program requiri Mabour/equality/fop/index.	ements. For more is shimi :	nformation on h	ow to implement	employment	equity
Important note: If an audit of the Agreen the procurement instrument(s) with the Gr	rent to ampiernent Employe Preniment of Canada may	nent Equity uncover be terminated.	rs mereprésent	lation on the par	of the organi	cation,
	8101	NATORY			······································	
NOTE: The signatory must be the Chief I contract on behalf of the organiza	Executive Officer <b>OR</b> an au		an executive po	legel dliw noiller	authority to si	ign a
Name (print)		Tibe				
Peter Marrocco		Sr. Vice Fre	sident			
Telephone Number	E-mai: Address	ł		Preferred Langu	age of Correspo	andence
905-844-8877	heter. Max roccosp.	apsons,com		Englis		
Signature	·	Date (YYYY-MM-DD	}		************	
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	pring unace the enthants of a	solina 89 učeti - 8	u annual Comment		, ,	
The information you provide on this form is colli Contractors Program (FCP)	orner mose, and sociolists of St	rease ee ee ee ee eenje	учени харту Асс	en deteknasa you:	engibility for the	a Federal

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FOP Limited Eligibility to Bid Ust, 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 light to the protection of, and access to your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *into Source*, which is available at the following website address: http://www.infoscurice.go.co..info Source may also be 006 006369 accessed unine 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)

	ł	Province		
ı	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	568	7	0	575
Québec	29	1	0	30
Nova Scotia	1	0	0	1
Manitoba	16	1	0	17
British Columbia	140	2	0	142
Saskatchewan	22	0	0	22
Alberta	96	7	0	103
Yukon	35	0	0	35
Northwest Territories	7	0	0	7
Total Employees in Cana	ıdə 🕨	····		933

	Cens	sus Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	85	5	0	90
Edmonton	11	2	0	13
Montréal	29	1	0	30
Regina	22	0	0	22
Toronto	398	4	0	402
Vancouver	122	2	0	124
Winnipeg	16	1	0	17
Kingston	13	1	0	14
Ottawa - Gatineau	98	1	0	99
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	
N.W.T.	7	0	0	
Ont. less CMA	s 5	0	0	;

Canada

# 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 Em	ployees in Canada	<b>&gt;</b>		932

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		,	All Employee:	3	At	ooriginal Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible f	Ainorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	27	24	3							4	4	
	Total	27	24	3							4	4	
Middle and Other Managers	4												
Top Range: Under \$5,000	3		***************************************										
Bottom Range: Under \$5,000	2		***************************************										
	1	173	140	33				1	1		36	25	11
	Total	173	140	33				1	1		36	25	11
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	416	274	142	3	1	2	4	3	1	134	87	47
	Total	416	274	142	3	1 1	2	4	3	1	134	87	47
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	183	151	32	5	3	2	4	4		37	31	e
	Total	183	151	32	5	3	2	4	4		37	31	- 6

Page 1 of 5

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employee:	S	At	ooriginal Peo	ples		ons with Disa	bilities	Membe	rs of Visible f	Minorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	16	11	5							4	2	! :
	Total	16	11	5							4	2	
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2	***************************************											
	1	56	4	52	5	1	4	1		1	12	1	11
	Total	56	4	52	S	1	4	1			12	1	4
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	9	1	8							5	1	
	Total	9	1	8							5	1	

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Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

## Parsons Inc. (certificate # 061523)

#### Form 2 A

#### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employees	3	Ab	original Peop	ples	Persons with Disa	abilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Men Col. 8 Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	28	17	11						8	5	3
	Total	28	17	11						8	5	G
Semi-Skilled Manual Workers	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	4	4									
	Total	4	4									
Total Number of Employees		914	628	286	13	5	8	10 8	3 2	240	156	84

Canada

#### Form 2 B

## Parsons Inc. (certificate # 061523)

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

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

Occupational Group			All Em	oloyee	·S		Α	borig	nal Peo	ples		1	erso	ns with Di	sabilit	es	Memi	pers	of Visible	le Mi	inorities
Salary Range	QTR	Total	M	en	Wor		Total		Men		ımen	Tota		Men	•	Nome	 Total	$\Box$	Men		Women
Col. 1		Col. 2	Co	l. 3	Co	1. 4	Col. 5	,	Col. 6	С	ol. 7	Col.	8	Col. 9		Col. 10	Col. 11		Col. 12	2	Col. 13
Middle and Other Managers	4																				
Top Range: Under \$5,000	3																				
Bottom Range: Under \$5,000	2																	T			
	1	2	2	1		1												$\top$			
	Total	2	8	1		1															
Professionals	4																	T	,		
Top Range: Under \$5,000	3	***************************************		•••••		••••••			•••••		***********					•••••	***************************************		***************************************		***************************************
Bottom Range: Under \$5,000	2																				
	1	g	)	2		7												3		1	2
	Total	g	)	2		7												3		1	•
Semi-Professionals and Technicians	4																				
Top Range: Under \$5,000	3																				
Bottom Range: Under \$5,000	2																				
	1	3	3	1		2												2			2
	Total	3	3	1		2												2			ż
Administrative and Senior Clerical Personnel	4																	T			
Top Range: Under \$5,000	3																	T			
Bottom Range: Under \$5,000	2																				
	1	3	3			3												2			2
	Total	3	ı			3												2			

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Canada

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## Parsons Inc. (certificate # 061523)

#### Form 2 B

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

# Part-Time / National

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

Occupational Group Salary Range			All Employee	s	Ab	original Peop	nies	Perso	ns with Disa	oilities	Member	rs of Visible A	Ainorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1							1		1
	Total	1		1							1		1
Total Number of Employees		18	4	14							8	1	7

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## Parsons Inc. (certificate # 061523)

#### Form 3 A

#### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

		All Employees	;	A	original Peopl	es	Pers	sons with Disabilities	Membe	Members of Visible Minorit		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men Wome	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8 Col. 9	Col. 10	Col. 11	Col. 12	
Under \$15,000	914	628	286	13	5	8	10	8	2 240	156	84	
Total Number of Emplayees	914	628	286	13	5	В	10	8	2 240	156	84	

#### Form 3 B

# Parsons Inc. (certificate # 061523)

# FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

#### Part-Time / National

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

		All Employees	;	A	original Peopl	es	Pers	ons with Disab	ilitles	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	18	4	14							8	1	7
Total Number of Employees	18		14								1	7

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

#### Full-Time / National

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

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

		All Employees		Α	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	norities
Occupational Group	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									
Professionals	7	2	5							1	1	
Semi-Professionals and Technicians	:	3 1	2							2		2
Administrative and Senior Clerical Personnel	3	3	3									
Intermediate Sales and Service Personnel	2	2	2							1		1
Total Number of Employees Hired	17	4	13							4	1	3

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

#### Full-Time / National

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

	Employe	ees promoted (	Employees pro	moted during	the year are to	be reported or	aly in the occup	ational groups	la which or to	which they have	e been last pro	moted.)
Occupational Group		All Employees		ļ	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	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

Canada

Employment and Social Emplot et Séreloppement Vocalopment Consta xorast Consta

#### Form 5 B

#### Parsons Inc. (certificate # 061523)

#### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

#### Part-Time / National

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

	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or									which they have been last promoted.)				
Occupational Croup		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	norities			
Occupational Group	Total Col. 1	Men Col. 2	Women Cal. 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											

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

# Full-Time / National

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

		All Employees		Aboriginal Peoples			Pers	ons with Disab	ilities	Members of Visible Minorities		norities
Occupational Group	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

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

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

		All Employees	:	Α	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	ers of Visible M	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	t										
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									

Canada

# Workforce Analysis - Detailed Report

Date: 2018-09-11

#### Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	27	3	11.1 %	27.6 %	7	***	National
02 : Middle and Other Managers	National	175	34	19.4 %	39.4 %	69	338	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		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 : Etectrical and electronics engineers	National	5	0	0.0 %	10.7 %	1		National
2141 : Industrial and manufacturing engineers	National	2	Ö	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		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		National
2173 : Software engineers and designers	National	14	Ö	0.0 %	16.0 %	2	2	National
163: Business development officers and marketing researchers and consultants	National	3	8	100.0 %	51.3 %	4	4	National
164 : Social policy researchers, consultants and program officers	National	1	1	100.0 %	66.4 %	1	0	National
94 : Semi-Professionals and Technicians		186	34	18.3 %	21.5 %	40	•	
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



# Workforce Analysis - Detailed Report

Date: 2018-09-11

#### Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	-	sentation		ability	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		Ontario
2212 : Geological and mineral technologists and technicians	Yukon	12	2	16.7 %	0.0 %	0	2	Yukon
231 : Civil engineering technologists and technicians	Alberta	1	1	100.0 %	18.1 %	0	1	Alberta
231 : Civil engineering technologists and technicians	British Columbia	3	0	% 0,0	21.8 %	1		British Columbia
231 : Civil engineering technologists and technicians	Ontario	21	4	19.0 %	14.9 %	3	1	Ontario
231 : Civil engineering technologists and technicians	Québec	1	1	100.0 %	16.9 %	0	1	Québec
233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	1	50.0 %	18.6 %	0	1	Ontario
243 : Industrial instrument technicians and mechanics	Alberta	1	0	0.0 %	4.5 %	0	0	Alberta
243 : Industrial instrument technicians and mechanics	British Columbia	1	1	100.0 %	5.3 %	0	1	British Columbia
243 : Industrial instrument technicians and mechanics	Ontario	8	1	12.5 %	8.4 %	1	0	Ontario
251 : Architectural technologists and technicians	Ontario	5	3	60.0 %	29.8 %	1	2	Ontario
253 : Drafting technologists and technicians	Alberta	8	4	50.0 %	28.5 %	2	2	Alberta
253 : Drafting technologists and technicians	British Columbia	23	3	13.0 %	25.3 %	6 🎇		British Columbia
253 : Drafting technologists and technicians	Ontario	35	3	8.6 %	29.2 %	10		Ontario
253 : Drafting technologists and technicians	Québec	4	0	0.0 %	34.5 %	1		Québec
263 : Inspectors in public and environmental health and occupational health and safety	Yukon	3	2	66.7 %	42.1 %	1	1	Yukon
264 : Construction inspectors	Alberta	1	0	0.0 %	19.0 %	0	0	Alberta
264 : Construction inspectors	British Columbia	1	0	0.0 %	13.0 %	0	0	British Columbia
264 : Construction inspectors	Ontario	24	2	8.3 %	12.5 %	3 🎆		Ontario
264 : Construction inspectors	Saskatchewan	2	1	50.0 %	13.1 %	0	1	Saskatchewan
282 : User support technicians	Alberta	1	0	0.0 %	23.8 %	0	0	Alberta
282 : User support technicians	British Columbia	1	0	0.0 %	24.5 %	0	0	British Columbia
282 : User support technicians	Ontario	4	0	0.0 %	23.9 %	1 🎆	*****	Ontario
• •						***	**********	



# Workforce Analysis - Detailed Report

Date: 2018-09-11

#### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
5241 : Graphic designers and illustrators	Ontario	3	1	33.3 %	50.0 %	2		Ontario
05 : Supervisors		16	5	31.3 %	52.1 %	8		
Employment Equity Occupational Group	Regina	1	0	0.0 %	53.0 %	1		Regina
Employment Equity Occupational Group	Toronto	15	5	33.3 %	52.0 %	8		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		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	4	1	100.0 %	82.0 %	1	0	Winnipeg
Employment Equity Occupational Group	Υ.Τ.	3	3	100.0 %	86.7 %	3	0	Υ.Τ.
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

		Women							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability	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	*		
Employment Equity Occupational Group	Toronto	29	12	41.4 %	65.7 %			Toronto	
12 : Semi-Skilled Manual Workers		4	0	0.0 %	10.7 %	0	0		
Employment Equity Occupational Group	Υ.Τ.	4	Ö	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**

				Aboriç	inal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Availa %	bility ( #	Gap #	Recruitment Area
01 : Senior Managers	National	27	0	0.0 %	3.2 %	1	 ****	National
92 : 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	0	National
1121 : Hurrian resources professionals	National	4	Ö	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	19	0	0.0 %	1.6 %	0	0	National
2113 : Geoscientists and oceanographers	National	1	0	0.0 %	2.0 %	0	0	National
2115 : Other professional occupations in physical sciences	National	70	1	1.4 %	1.4 %	1	0	National
2121 : Biologists and related scientists	National	5	0	0.0 %	1.8 %	0	0	National
2131 : Civil engineers	National	223	0	0.0 %	1.4 %	3		National
2132 : Mechanical engineers	National	1	Ö	0.0 %	1.0 %	0	0	National
2133 : Electrical and electronics engineers	National	5	0	0.0 %	1.0 %	0	0	National
2141 : Industrial and manufacturing engineers	National	2	0	0.0 %	0.9 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	2	0	0.0 %	0.8 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	6	0	0.0 %	2.1 %	0	0	National
2151 : Architects	National	8	0	0.0 %	0.7 %	0	0	National
2153 : Urban and land use planners	National	20	Ö	0.0 %	2.8 %	1		National
2171 : Information systems analysts and consultants	National	34	1	2.9 %	1.3 %	0	1	National
2173 : Software engineers and designers	National	14	0	0.0 %	0.6 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	8	0	0.0 %	2.0 %	0	0	National
4164 : Social policy researchers, consultants and program officers	National	1	1	100.0 %	6.3 %	0	1	National
04 : Semi-Professionals and Technicians		186	5	2.7 %	4.9 %	9	<b>**</b>	
2212 : Geological and mineral technologists and technicians	Alberta	8	1	12.5 %	2.9 %	0	1	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	3	0	0.0 %	4.0 %	0	0	British Columbia



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# **Aboriginal Peoples**

				Abori	ginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
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
212 : Geological and mineral technologists and technicians	Yukon	12	1	8.3 %	33.3 %	4		Yukon
231 : Civil engineering technologists and technicians	Alberta	1	0	0.0 %	2.8 %	0	0	Alberta
231 : Civil engineering technologists and technicians	British Columbia	3	Ö	0.0 %	3.9 %	0	0	British Columbia
231 : Civil engineering technologists and technicians	Ontario	21	0	0.0 %	1.9 %	0	0	Ontario
231 : Civil engineering technologists and technicians	Québec	1	0	0.0 %	1.8 %	0	0	Québec
233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
243 : Industrial instrument technicians and mechanics	Alberta	†	0	0.0 %	4.7 %	0	0	Alberta
243 : Industrial instrument technicians and mechanics	British Columbia	1	0	0.0 %	4.2 %	0	0	British Columbia
243 : Industrial instrument technicians and mechanics	Ontario	8	0	0.0 %	3.5 %	0	0	Ontario
251 : Architectural technologists and technicians	Ontario	5	0	0.0 %	1.0 %	0	0	Ontario
253 : Drafting technologists and technicians	Alberta	8	0	0.0 %	3.1 %	0	0	Alberta
253 : Drafting technologists and technicians	British Columbia	23	0	0.0 %	2.0 %	0	0	British Columbia
253 : Drafting technologists and technicians	Ontario	35	2	5.7 %	1.8 %	1	1	Ontario
253 : Drafting technologists and technicians	Québec	4	0	0.0 %	1.0 %	0	0	Québec
263 : Inspectors in public and environmental health and occupational health and safety	Yukon	3	1	33.3 %	21.1 %	1	0	Yukon
264 : Construction inspectors	Alberta	1	0	0.0 %	5.2 %	0	0	Alberta
264 : Construction inspectors	British Columbia	1	0	0.0 %	6.0 %	0	0	British Columbia
264 : Construction inspectors	Ontario	24	0	0.0 %	2.4 %	1	*	Ontario
264 : Construction inspectors	Saskatchewan	2	0	0.0 %	8.0 %	0	0	Saskatchewan
282 : User support technicians	Alberta	1	0	0.0 %	2.3 %	0	0	Alberta
282 : User support technicians	British Columbia	1	0	0.0 %	2.8 %	0	0	British Columbia
282 : User support technicians	Ontario	4	0	0.0 %	1.3 %	0	0	Ontario



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# **Aboriginal Peoples**

		Abori	jinal Peoples					
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	entation %	Availa %	ability #	Gap #	Recruitment Area
5241 : Graphic designers and illustrators	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
	Ortano		0	0.0 %	1.1 %	0	0	Cittaio
05 : Supervisors		16						Desir
Employment Equity Occupational Group	Regina	1	0	0.0 %	4.5 %	0	0	Regina
Employment Equity Occupational Group	Toronto	15	0	0.0 %	0.9 %	0	0	Tarouto
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	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.7 %	0	0	Edmonton
Employment Equity Occupational Group	Kingston	1	0	0.0 %	3.2 %	0	0	Kingston
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.2 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	3	1	33.3 %	1.6 %	0	1	London
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.W.T.	1	1	100.0 %	41.1 %	0	3	N.W.T.
Employment Equity Occupational Group	Otława - Gatineau	5	Ō	0.0 %	3.4 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Regina	4	0	0.0 %	6.6 %	0	0	Regina
Employment Equity Occupational Group	St. Catharines - Niagara	1	0	0.0 %	1.9 %	0	0	St. Catharines -
Employment Equity Occupational Group	Toronto	24	1	4.2 %	0.8 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	7	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	3.5 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.2 %	0	0	Winnipeg
Employment Equity Occupational Group	Υ.Τ.	3	2	66.7 %	21.7 %	1	1	Υ.Τ.
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	0	Yukon
7241 : Electricians (except industrial and power system)	Yukon	1	0	0.0 %	14.7 %	0	0	Yukon
10 : Clerical Personnel		9	0	0.0 %	0.8 %	0	0	



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# **Aboriginal Peoples**

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
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		A	0	0.0 %	28.1 %	1	4	
Employment Equity Occupational Group	Υ.Τ.	4	Ö	0.0 %	28.1 %		*	Y.T.
Total		932	13	1.4 %	2.7 %	25		

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

Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		lability	Gap	Recruitment Area
		#	#	%	<b>%</b>	#	#	
01 : Senior Managers	National	27	4	14.8 %	11.5 %	3	1	National
92 : 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
P131 : Civil engineers	National	223	76	34.1 %	30.0 %	67	9	National
2132 : Mechanical engineers	National	1	Ō	0.0 %	30.7 %	0	0	National
2133 : Electrical and electronics engineers	National	5	3	60.0 %	39.6 %	2	1	National
141 : Industrial and manufacturing engineers	National	2	0	0.0 %	33.9 %	1		National
.147 : Computer engineers (except software engineers and designers)	National	2	2	100.0 %	42.7 %	1	1	National
148 : Other professional engineers, n.e.c.	National	6	2	33.3 %	27.2 %	2	0	National
151 : 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
1163 : Business development officers and marketing researchers and consultants	National	8	1	12.5 %	25.7 %	2		National
164 : Social policy researchers, consultants and program officers	National	1	0	0.0 %	21.6 %	0	0	National
4 : Semi-Professionals and Technicians		186	39	21.0 %	24.5 %	46		
212 : Geological and mineral technologists and technicians	Alberta	8	0	0.0 %	25.2 %	2	·······	Alberta
2212 : Geological and mineral technologists and technicians	British Columbia	3	0	0.0 %	22.9 %	1		British Columbia
						100000	00000000	



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#### Members of Visible Minorities

Employment Equity Occupational Group Internal Location All Employees Repre # #  2212 : Geological and mineral technologists and technicians Manitoba 4 0	sentation % 0.0 %	Availa %	ability Gap # #	Recruitment Area
		%	- 22	Recruitment Area
22.12 : Geological and mineral technologists and technicians Manitoba 4 0	0.0%		# #	
	0.0 %	12.5 %	1	Manitoba
2212 : Geological and mineral technologists and technicians Ontario 6 0	0.0 %	11.3 %	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 8ritish 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
2 1233 : Industrial engineering and manufacturing technologists and technicians Ontario 2 0	0.0 %	37.0 %	1	Ontario
243 : Industrial instrument technicians and mechanics Alberta 1 0	0.0 %	13.8 %	0 0	Alberta
243 : Industrial instrument technicians and mechanics British Columbia 1 0	0.0 %	11.6 %	0 0	British Columbia
243 : Industrial instrument technicians and mechanics Ontario 8 2	25.0 %	17.7 %	1 1	Ontario
251 : Architectural technologists and technicians Ontario 5 0	0.0 %	29.8 %	1	Ontario
253 : Drafting technologists and technicians Alberta 8 3	37.5 %	36.0 %	3 0	Alberta
253 : Drafting technologists and technicians British Columbia 23 7	30.4 %	38.9 %	9	British Columbia
253 : Drafting technologists and technicians Ontario 35 11	31.4 %	33.4 %	12	Ontario
253 : Drafting technologists and technicians Québec 4 0	0.0 %	9.5 %	0 0	Québec
263 : Inspectors in public and environmental health and occupational health and safety Yukon 3 0	% 0.0	0.0 %	0 0	Yukon
264 : Construction inspectors Alberta 1 0	0.0 %	11.8 %	0 0	Alberta
1264 : Construction inspectors British Columbia 1 0	0.0 %	12.6 %	0 0	British Columbia
264 : Construction inspectors Ontario 24 2	8.3 %	18.9 %	5	Ontario
264 : Construction inspectors Saskatchewan 2 1	<b>50</b> .0 %	4.4 %	0 1	Saskatchewan
282 : User support technicians Alberta 1 1	100.0 %	29.7 %	0 1	Alberta
282 : User support fechnicians British Columbia 1 0	0.0 %	37.8 %	0 0	British Columbia
282 : User support technicians Ontario 4 2	50.0 %	38.8 %	2 0	Ontario



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#### Members of Visible Minorities

	Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area	
		#	#	%	%	#	#		
5241 : Graphic designers and illustrators	Ontario	3	0	0.0 %	28.6 %	1		Ontano	
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		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	4	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	Ū	0.0 %	14.1 %	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		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	Υ.Τ.	
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	Repres	sentation	Avai	ilability	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	Э	31.0 %	54.7 %	16		Toronto
12 : Semi-Skilled Manual Workers		4	0	0.0 %	6.5 %	0	0	
Employment Equity Occupational Group	Υ.Τ.	4	Ō	0.0 %	6.5 %	0	0	Y.T.
Total		932	940	26.6 %	27.1 %	254 🕮		
Tutai		932	248	20.0 %	41.1 70	204		

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

	Persons with Disabilities							
Employment Equity Occupational Group Internal Lo		All Employees	Representation		Availability		Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	202	1	0.5 %	5.0 %	10	9	National
03 : Professionals	National	425	4	0.9 %	8.9 %		34	National
04 : Semi-Professionals and Technicians	National	186	4	2.2 %	7.6 %	14 🎆	*16	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	\$	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	*	National
11 : Intermediate Sales and Service Personnel	National	29	0	0.0 %	10.8 %	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		

Total may not equal sum of components due to rounding.

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



# Workforce Analysis - Detailed Report

Date: 2018-09-11

# 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 - Detailed 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



# **Workforce Analysis - Summary Report**

Date: 2018-09-11

#### Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	27	3	11.1%	27.6 %	7	4	
2 : Middle and Other Managers	175	34	19.4 %	39.4 %		25	
3 : Professionals	425	149	35.1 %	24.0 %	102	47	
4 : Semi-Professionals and Technicians	186	34	18.3 %	21.5 %	40	4	
i : Supervisors	16	5	31.3 %	52.1 %	8	***	
: Administrative and Senior Clerical Personnel	59	55	93.2 %	80.2 %	47	8	
Skilled Crafts and Trades Workers	2	0	0.0 %	2.9 %	0	0	
: Clerical Personnel	9	8	88.9 %	65.5 %	6	2	
: Intermediate Sales and Service Personnel	29	12	41.4 %	65.7 %	19	***	
2 : Semi-Skilled Manual Workers	4	0	0.0 %	10.7 %	0	0	
otal	932	300	32.2 %	32.1 %	298	2	



# **Workforce Analysis - Summary Report**

Date: 2018-09-11

# **Aboriginal Peoples**

	Aboriginal Peoples							
Employment Equity Occupational Group	All Employees	Representation		Avail	lability	Gap		
	#	#	%	%	#	#		
01 : Senior Managers	27	0	0.0 %	3.2 %	1	- 4		
02 : Middle and Other Managers	175	0	0.0 %	2.7 %		8		
03 : Professionals	425	3	0.7 %	1.5 %	6	<b>3</b>		
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		
08 : Skilled Crafts and Trades Workers	2	0	0.0 %	27.4 %				
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			
Total	932	13	1.4 %	2.7 %	25	32		



# Workforce Analysis - Summary Report

Date: 2018-09-11

#### Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilabilíty	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	
5 : Supervisors	16	4	25.0 %	49.9 %		4	
7 : Administrative and Senior Clerical Personnel	59	14	23.7 %	27.0 %	16	2	
8 : Skilled Crafts and Trades Workers	2	0	0.0 %	0.0 %	0	0	
0 : Clerical Personnel	9	5	55.6 %	52.2 %	5	0	
11: Intermediate Sales and Service Personnel	29	9	31.0 %	54.7 %	16		
12 : Semi-Skilled Manual Workers	4	0	0.0 %	6.5 %	0	0	
Total	932	248	26.6 %	27.1 %	254		



# **Workforce Analysis - Summary Report**

Date: 2018-09-11

#### Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees		Representation		lability	Gар	
	#	#	%	%	#	#	
01/02 : Managers	202	1	0.5 %	5.0 %	10	-9	
03 : Professionals	425	4	0.9 %	8.9 %		34	
04 : Semi-Professionals and Technicians	186	4	2.2 %	7.6 %	14	716	
05 : Supervisors	16	0	0.0 %	27.5 %	4	4	
07 : Administrative and Senior Clerical Personnel	59	1	1.7 %	10.0 %	6	*****	
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	7.8 %	0	0	
10 : Clerical Personnel	9	0	0.0 %	9.3 %		*	
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	96	



## 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



#### Workplace Equity Information Management System - Parsons Inc.

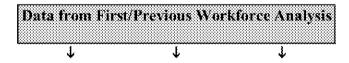
## Workforce Analysis - Summary Report

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





Data from Si		ent Workforce
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		•	Fable 1: Women	
		First/Pr	evious Workforce A	nalysis
1711.	The state of the s	All Employees	Won	æn
E.Halan	syment Equity Occupational Group (EFOG)		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	U	0.0
07	Administrative & Senior Clerical Personnel	52	50	79.9
08	Skilfed 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	e e	0.0
14	Other Manual Workers	0	0	0.0
l'otal		685	244	32.8

•	lable 5: Women	
Subsequent	Current Workfore	e Analysis
All Employees	Won	ien
	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
n	0	0.0
2	0	2,9
9	8	65.5
29	12	65.7
4	ol.	10.7
0	0	0.0
0	0	0.0
932	300	32.1

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	rst/Previous Work!	
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2015	07	27

	equent/Current Wo	
YYYY	MM	DĐ
2018	09	11

		Table	2: Aboriginal Pe	oples
		First/Pro	evious Workforce A	nalys <del>i</del> s
17		All Employees	Abarigina	l Peoples
E.HHH	oyment Equity Occupational Group (EFOG)		Representation	Availability*
		#	Ħ	%
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	1.3	0	1.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	52	2	1.8
08	Skilfed 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	1.3	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

Table	6: Aboriginal P	copies
Subsequent	Current Workfore	e Analysis
All Employees	Aborigina	l Peoples
	Representation	Availability*
#	#	4∕4
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	ol	27.4
9	0	0.8
29	0	0.8
4	0	28.1
0	0	0.0
0	0	0.0
932	13	2.7

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2015	07	27

	quent/Current Wo	
YYYY	MM	DD
2018	09	11

		Table 3: Me	mbers of Visible	Minorities
		First/Pro	evious Workforce A	nalysis
1711	For the Original Control (PROCE)	All Employees	Members of Visi	ble Minorities
E milin	syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/4
01	Senior Managers	28	2	1,0,1
02	Middle & Other Managers	149	29	15.0
03	Professionals	300	101	24.7
04	Semi-Professionals & Technicians	116	24	23.3
05	Supervisors	1.3	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
<b>)</b> ()	Clerical Personnel	14	8	44.0
11	Intermediate Sales & Service Personnel	1.3	1	48.9
12	Semi-Skilled Manual Workers	0	o	0,0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Fotal		685	182	23.0

Table 7: Me	mbers of Visible Minorities	
Subsequent	Current Workforce Analysis	
All Employees	Members of Vis	ible Minorities
	Representation	Availability*
#	#	<del>0</del> ⁄4
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
932	248	27.1

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Data from Fi	tar recomma contri	orce Analysis
YYYY	MM	DD
2015	07	27

	quent/Current Wo	
YYYY	MM	DĐ
2018	09	11

0000000000000		***************************************	<u>Persons with Di</u> s	
		First/Pro	evious Workforce A	analysis
Femilo	yment Equity Occupational Group (EFOG)	All Employees	Persons with	Disabilities
er endeen	Smens estant specialization of strain fractions		Representation	Availability*
		#	Ħ	%
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
07	Administrative & Senior Clerical Personnel	52	1	3,4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilfed Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	14	0	7.0
11	Intermediate Sales & Service Personnel	1.3	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
Fotal		685	7	4,3

Table 8:	Persons with Dis	abilities
Subsequent	Current Workfore	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
202	1	5.0
425	4	8,8
186	4	7.6
16	0	27.5
0	0	0,0
59	1	10.0
0	0	0.0
2	0	7.8
9	0	9.3
29	0	10.8
4	0	10.3
0	0	0.0
0	0	0.0
932	10	8.3

* Source	•				
2012 Car	adian :	Survey (	on Disabi	lity	

* Source	•				
2012 Can	iadian	Survey	on Disa	bility	

### Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

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Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	<b>4</b>	4	Ψ.	¥
		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Supinyment Equity Occupational Group  EEOG)	All Employers Hired	Wanga Hired	All Employees Hired	Women Hires
	į.	Ħ	#	4
01 Senior Managers	16	0	<b>}</b>	(
02 Middle & Other Managers	130	24	1	1
03 Professionals	347	117	7	\$
94 Semi-Professionals & Technicians	147	29	3	2
05 Supervisors	13	3	0	C
)6 Supervisors: Crafts & Trades	0	0	Đ	C
07 Administrative & Senior Clerical Personnel	45	42	3	3
08 Skilled Sales & Service Personnel	0	0	()	(
99 Skilled Crafts & Trades Workers	4	0	(j	t
0 Clerical Personnel	6	6	0	(
1 Intermediate Sales & Service Personnel	57	25	2	2
2 Semi-Skilled Manual Workers	5	0	θ	C
13 Other Sales & Service Personnel	0	0	0	(
14 Other Manual Workers	Ø	0	θ	(

779

246

Total

	Table 5:	Women	
Full-time	National	Part-time	National
All Employees Prometed	Women Pransited	All Employees Promoted	Wamen Promoted
ii .	#	#	#
4		()	0
37	9	0	0
53	23	3	2
16	2	1	()
4	<b>f</b>	0	0
0	0	0	0
4	4	0	0
0	0	0	()
0	0	0	0
0	0	0	()
0	0	υ	Ü
	0	0	0
0	0	0	()
0	0	0	0
119	40	4	2

Table 9: Women				
Full-time / National		Part-time	/ National	
All Employees Terminated	Wamen Terminated	All Employees Ferminated	Women Terminated	
#	#	#	Ħ	
12	0	<b>{</b>	()	
62	7	0	()	
155	49	3	2	
47	7	2	2	
	3	0	()	
0	0	0	9	
19	19	3	3	
0	0	0	0	
2	6	0	0	
3				
31	16	<b>[</b>	3	
f	0	0	()	
0	0	0	0	
Ø	0	0	()	
336	104	11	9	

### Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

Start	Date of Flov	- Data
YYYY	MM	ÐĐ
2015	06	28

End l	ate of Flow	Data
YYYY	MM	ĐĐ
2018	09	18

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Tab	le 2: Abor	iginal Pec	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employers Hired	Abortginal Peoples Hired	All Employees Hired	Aboraginal Peoples Hirot
	#	#	#	4
01 Senior Managers	16	0	J	()
02 Middle & Other Managers	130	ľ	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 Skitted Sales & Service Personnet	0	- 0	0	0
09 Skilled Crafts & Trades Workers	4	1	0	0
10 Clerical Personnel	6	0	()	0
11 Intermediate Sales & Service Personnel	57	0	2	0
12 Semi-Skilled Manual Workers	5	Ü	0	0
13 Other Sales & Service Personnel	0	0	0	()
14 Other Manual Workers	0	0	0	0
Fotal .	778	13	17	0

Full-time	le 6: Abor National	Part-time	
All Employees Fromated	Aboriginal Peoples Pransited	All Employees Promoted	Aburginal Peoples Pronoted
#	#	#	Ħ
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
1	0	0	0
0	0	0	0
0	0	0	0
119	0	4	0

Table 10: Aboriginal Peoples				
Full-time	National	Part-time	/ National	
All Employees Termnated	Aberiginal Peoples Terminated	All Employees Ferminated	Aboriginal Peoples Terminated	
#	#	#	Ħ	
12	0	}	0	
62	<b>(</b>	0	()	
155	0	3	$\mathfrak{g}$	
47	()	2	0	
4	o	0	()	
0	0	0	θ	
19	1	3	0	
0	0	0	0	
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3	()	}	()	
31	()	1	θ	
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0	0	0	0	
0	0	0	()	
336	3	11	()	

### Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

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Start	Date of Flov	(Pata
YYYY	3131	ÐÐ
2015	06	28

End I	ate of Flow	Data
YYYY	MM	ĐĐ
2018	09	18

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		<b>1</b>	4	Ţ	<b>4</b>
		Table	3: Persons	with Disa	bilities
		Full-time	/ National	Part-time	/National
***	pployment Equity Occupational Group (OG)	All Employers (Bred	Persons with Displatities Hired	All Employees Hired	Persons with Disabilities Hired
		Ħ	Ħ	#	- 4
01	Senior Managers	16	0	J	()
02	Middle & Other Managers	130	į.	1	0
03	Professionals	347	4	7	0
()4	Semi-Professionals & Technicians	147	2	3	0
05	Supervisors	13	0	0	0
	Supervisors: Crafts & Trades	0	0	0	Ü
	Administrative & Senior Clerical Personnel	45	1	3	0
08	Skilled Sales & Service Personnel	l 6	l n	0	n

770

09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

11 Intermediate Sales & Service Personnel

10 Clerical Personnel

14 Other Manual Workers

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Frameted	All Employers Promoted	Persons with Disabilities Promoted
Ĥ	#	#	Ħ
4	0	0	()
37	0	0	0
53	0	3	9
16	- 0	1	()
4	0	0	()
0	0	0	0
4	0	0	0
0	0	0	()
0	0	0	θ
0	0	0	0
0	0	0	ŋ
1	0	0	0
0	0	0	0
0	()	0	0
119	0	4	0

Table 11: Persons with Disabilities			
Full-time	/ National	Part-time	/National
All Employees Terminated	Persons with Disabilities forminated		Persons with Disabilities Terminated
Ħ	Ħ	<b>a</b>	Ħ
12	0	}	0
62	0	0	0
155	3	3	$\theta$
47	()	2	0
4	O.	0	()
0	Ð	0	0
19	0	3	0
0	0	0	0
2	6	0	ũ
3	()	}	()
31	()	1	0
1	0	0	0
0	0	0	0
Û	0	0	()
336	3	11	()

### Part 2: Flow Data Analysis

Parsons Inc.

[Date: 2018-09-11]

Start	Date of Flov	- Data
YYYY	MM	ÐĐ
2015	06	28

End I	ate of Flow	Data
YYYY	MM	ÐÐ
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

		Full-time	National	Part-time	/ National
	phyment Equity Occupational Group (OG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	Ħ	#	g.
01	Senior Managers	16	1	{	()
02	Middle & Other Managers	130	29	1	0
03	Professionals	347	94	7	1
()4	Semi-Professionals & Technicians	347	25	3	2
05	Supervisors	13	2	0	0
06	Supervisors: Crafts & Trades	0	0	0	Ü
07	Administrative & Senior Clerical Personnel	45	4	3	0
08	Skilled Sales & Service Personnel	0	0	0	0
$\theta 9$	Skilled Crafts & Trades Workers	4	0	0	0
10	Clerical Personnel	6	3	()	0
11	Intermediate Sales & Service Personnel	57	12	2	1
12	Semi-Skilled Manual Workers	5	Ü	0	0
13	Other Sales & Service Personnel	0	0	()	()
14	Other Manual Workers	0	0	0	0
Tot	al	779	170	17	4

Full-time	Antional	Part-time	/ National
All Employees Promoted	Members of Visible Minorates Promoted	All Employees Promoted	Members of Visible Minorities Promoted
77	7	Ħ	Ħ
4	3	0	(
37	7	0	(
53	17	3	(
16	3	1	
4	()	0	r en en en en en en en en en en en en en
0	0	0	(
4	0	0	(
0	0	0	(
0	0	0	(
0	()	0	(
0	0	0	ţ
1	0	0	
0	0	0	(
0	()	0	(
119	28	4	(

	National	of Visible   Part-time	vimorities / National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Ferndoated	Mombers of Visible Minerities Terminated
7	#	<b>#</b>	#
12	()	1	0
62	13	0	()
155	42	3	9
47	8	2	0
4	3	0	9
0	6)	0	0
19	1	3	0
0	0	0	0
2	0	0	Đ
3	2	}	()
31	4	Į.	0
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0	0	0	0
0	0	0	Ó
336	71.	11	()

Federal Contractors Program Achievement Report Part 3: Goals
Parsons Inc.
{Date: 2018-09-11]

									Data 1	or First/I	Previous (	anais							
(A) B	<u>C</u>	<u> </u>	[ E	£	G	н		J	K	<u>                                     </u>	<u> </u>	I N	0	P	2	R	8	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Date Analysis & Workforce Analysis <sup>2</sup>	Data	CxBx3	J [	From Workforce Analysis	Equivalent to B	Exlx3	(F x Q) ~ R+M	1 x P	Data Entry	From	From Workforce Analysis	1	K÷ C	(K - M + O)→ (C + F)
	1	1	<b>.</b>	1	1	<b>.</b>	1	1	1		1	1	ţ.	1	1	1	Ţ	1	ţ
										Table 1:	Women kortsterre t								
				AREC	iplayees				*****	) - 1. + ) NOX - 31	440 4-460 40 3	xoace		53	(0)H(1)				
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Employment Equity Occupational Group (EEOG)	1010-1010-00	Action	Pro	ected	Actual	Pro	lectest	Mices Occord Visco	**********			19.43	3111	****	Present Avsilatiiku	Present Gon	(Lap	Representation	Representation in 3 Years
£	3 40.15.40.28	Asusaxis	Amonts	Orer 3 Years	toroidh	Notoudly	tirer 3 Nexes		2015-07-27	Amodis	tirer 5 Nexes	tions	2015	2018					
	3 2015-07-27			•	14		g		3										<b></b>
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01 Senior Managers 02 Middle & Other Managers	3	<b>8</b> 6	×ζ	39	<b>%</b> 47.3%	*.	***************************************	*	* 2	0.0%	<b>*</b> 0	# fi	*	9,8	27.4% 38.9%	<b>36</b>	<b>8</b> 5 -6	7 1% 16.1%	7.1% 16.1%

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19

5	otal	685	10.8%		0	42.9%		1)	(	244	0.0%	0	-19	
	† Calculated by using the follow	ong formula: ((	Current numb	her of empl	oyees from	Workforce	Analysis + 1	Previous a	umber of empl	ovees from W	orkforce Ar	alysis) <sup>W</sup> - l	3 x 300.	

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27.6%

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300

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Professionals

Supervisors

Semi-Professionals & Tech

Supervisors: Crafts & Frades

07 Administrative & Sr Clerical

Skilled Sales & Service

Skilled Crafts & Trades

Intermediate Sales & Service

Clerical Personnel

13 Other Sales & Service

14 Other Manual Workers

Semi-Skilled Manual

()4

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10

Coloniated 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 Correct Workforce Analysis) = 2) x 100.

			Table 2: Women		
	Women				
Employment Equity Occupational Group (EEOG)	Short term Coals Lung-term Goals			Comments	
is certificatives en such (ETECN)	# % # %				
01 Senior Managers	0 79 0 274	4			
02 Middle & Other Managers	0 173 0 389	9			
03 Professionals	0 00 0 00	.0)			
04   Semi-Professionals & Tech	0 00 0	,0 <b>)</b>			
05 Supervisors	9 90 9 00	:44			
06 Supervisors: Crafts & Frade	s	.0			
07 Administrative & 5r Clerica	0 00 0	.0			
08 Skilled Sales & Service	0 00 0 00	6			
09 Skilled Crafts & Trades	0 0.0 0 0.0	<u>0</u>			
10 Clerical Personnel	0 0.0 0 0.0	(4)			
11 Intermediate Sales & Service	- 0 0,0 8 0,0	<b>,</b> 03			
12 Semi-Skilled Manual	[ 0] 0.0] 6 0.0	.01			
13 Other Sales & Service	0.0 0 0.0 0 0.0	.0[			

38.0%

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2DIV/0!

85.7%

84.6%

#DIV/0!

#DIV/0!

#DIV/05

35.6%

38.0%

20.7%

53.8%

96.2%

#DIV/0!

#DIV/05

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85.7%

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35.6%

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	Parsons Inc.																																			
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14	Other Ma	nusł Work	cers			0		101		65	ſ	1.01																								
Total				<b>!</b>		Ø	(	5.01		<b>{</b> }		1.01																								3000

Federal Contractors Program Achievement Report Part 3: Goals
Parsons Inc.
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Data sources:	From Workforce Analysis	From Workforce Analysis*	Data Entry	CxEx3	From Flow Date Analysis & Workforce Analysis <sup>3</sup>	Data Entry	C×B×3	F+ [	From Workforce Analysis	Equivalent to B	ExLx3	(F x Q) ~ R + M	ЭxР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	Ķ÷C	(K - M + Q) → (C + F)
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				AR Eq	playees									Aberigi	ral Propies				
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Employment Equity Occupational Group (EECC)	1313.00.00	Action	<b>P5</b> ()	octed	Actual	Prop	scied		\$535-333-3 <b>3</b> 0			Respiozal Thee 3	3171	<b>435</b> 1	Present Avsjiatsjiles	Present-Con-	Угодород Кар	Priorint Representation	<b>Нергиональной из</b> 3
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02 Middle & Other Managers	149	5.5%		1	0 38.3%		f)	•	0	0.0%	0	3	0		2.2%	. 3	-3	0.0%	0.0%
03 Professionals	300	12,3%			0 43.6%		0		1	0.0%	0	2	()		1.1%	-2	-2	0.3%	0.3%
64 Semi-Professionals & Tech	H 6	£7.0% is			0 32.5%		0	(	3	0.0%	0	0	()		2.5%	6 0	()	2.6%	2.6%
05 Supervisors	13	7.2%			0 27.6%		0	(	0	0.0%	0	0	t)		1.0%	i 0	0	0.0"6	0.0%
06 Supervisors: Crafts & Frades	0	0.0%			0.0%		0	(	0	0.0%	0	0	Ú		0.0%	. 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	52	4.31%			0 39.6%		()	€	2	0.0%	0	-)	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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	6.0%			0 200,0%		0	₹.	0	0.0%	()	0	0		0.0%	. 0	0	#DIV/0!	#DI V/0!
10 Clerical Personnel	14	~13.7%			0 34.8%		0	₹	0	0.0%	0	0	()		L0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	13	30.7%			0 152.4%		0	(	()	0.0%	0	0	()		0.6%	6 0	0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%			0 50.0%		0	(	0	0.0%	0	0	Ú		0.0%	i 0	0	#DIV/0!	#D1√/0!
13 Other Sales & Service	0	0.0%			0.0%		0	(	0	0.0%	0	0	U		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	#DIV/0!	#DIV/0!
Total	685	10.8%			0 42.9%		()	(	6	0.0%	0	6	0		1.7%	-6		0.9%	0.9%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 100.

Colculated by using the following formula: (Terminated foll-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 (EECC.)	Aboriginal Peoples Short term Coals Long-term Coals	Comments	
01 Senior Managers	0 01 0		
02 Middle & Other Managers	0 01 0 22		
03 Professionals	0 04 0		
64 Semi-Professionals & Tech	0 00 0		
05 Supervisors	0 00 0		
06 Supervisors: Crafts & Frade	s[		
07 Administrative & Sr Clerica	0 0.0 0		
08 Skilled Sales & Service	0 00 00		
09 Skilled Crafts & Trades	0 00 0		
10 Clerical Personnel	0 00 0		
11 Intermediate Sales & Servie	·[ 0] 0.0] 0.1		
12 Semi-Skilled Manual	0 00 60 00		
13 Other Sales & Service			

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{Date: 2018-09-11]

									Data	or First/	Previous	Coals							
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Data sources:	From Workforce Analysis	From Worldbree Analysis <sup>†</sup>	Dam Entry	CxEx3	From Flow Date Analysis & Workforce Analysis <sup>3</sup>	Data Entry	C×B×3	f:⊹ f	From Workforce Analysis	Equivalent to B	ExLx3	(F x Q) ~ R+M	) x P	Data Entry	From Workforce Analysis	From Workforce Aualysis	(K - M + O) - ((C + F) x Q)	K÷€	(K - M + O) → (C + F)
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Enephysical Equity	3101000° 1313.000.00			octed	Actual		jeciest	Austripated Mices Over 3			i placoment o f Employees)	Respions		65 + 3 ts - <b>4 %</b> 5 Y	Fresent Avvilonism	Present Con	Projected Con	Priorial Roscescionilos	Projected Representation in 3
Employment Equity Occupational Cross (FEOC)				ected Green 3			jeciest Gree 5 Years								Present Avsifabilits	Present-Gop	Proposed Eags	Евоні Веревециюх	
Occupational Group (EECC)	X X X X 25 20 20 20 20 20 20 20 20 20 20 20 20 20	Action	Dini)	ected Geor 3 Yeons	Actual Actual	Pro	tirer 3	Mices Occord	2015-07-27	Reministra	Over 3	Respions	5577	***		Bresent Con	(ia)		Representation in 3 Years
Occupational Group (EEOG)  01/02 Managers	2915-87-27 2915-87-27	Action Assemble Rg	Proj Associa	ected Green 3		Pro Autouds	tieer 5 Years	Mices Over 3 Years	2015-07-27	Terrototiza Amuzilo	Geor 3 Years	Respional Titles 3 Titles	3333 2015	2018	Availability		(ia)	\$4000000000000000000000000000000000000	Representation in 3 Years %6 0.0%
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Occupational Croup (EEOC)  01/02 Managers 03 Professionals	2915-07-27 8 177 300	Action Associate 86 2.2% 12.3%	Proj Associa	ected Geor 3 Yeons	\$ccool \$000008 \$60 0 42.596 43.696 0 32.5% 0 27.6%	Pro Autouds	tieer 5 Years	Mices Over 3 Years	2015-07-27	Association   As	Geor 3 Years	Respional Titles 3 Titles	3333 2015	2018	######################################		(ia)	84 0 0% 3 3% 1 7% 0,0%	**Correspondence
O E/O.2 Managers  0.1/0.2 Managers  0.3 Professionals  0.4 Semi-Professionals & Tech  0.5 Supervisors  0.6 Supervisors: Crafts & Trade	2915-97-27 8 177 300 116 13 28	Action Associate \$6 2.2% 12.3% 17.0% 7.2% 0.0%	Proj Associa	ected Geor 3 Yeons	\$ctoof: \$00000lk: \$6: 0 42.9% 43.6% 32.5% 0 27.6% 6.0%	Pro Autouds	tieer 5 Years	Mices Over 3 Years	2015-07-27	Association   As	Geor 3 Years	Respional Titles 3 Titles	3333 2015	2018	4.3% 4.3% 3.8% 4.6% (3.9%) 0.0%		(ia)	0.0% 1.3% 1.7% 0.0% 9DIV/0!	**************************************
O 1/02 Managers 03 Professionals & Tech 05 Supervisors	2915-07-27 # 177 300 116 13 28	Schot  Susatis  \$6  2.2% 12.3% 17.0% 7.2%	Proj Associa	ected Geor 3 Yeons	\$ccool \$000008 \$60 0 42.596 43.696 0 32.5% 0 27.6%	Pro Autouds	tieer 5 Years	Mices Over 3 Years	2015-07-27	Association   As	Geor 3 Years	Respional Titles 3 Titles	3333 2015	2018	4.3% 4.3% 4.6% (3.9%		(ia)	84 0 0% 3 3% 1 7% 0,0%	**Correspondence

\* Calculated by using the following formula: ((Current number of employees from Workforce Analysis \* Previous number of employees from Previous number of employees from Previous number of employees from Previous number of employees

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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 + Foral number of employees from Current Workforce Analysis + Total number of employees from Flow Data Analysis + Total number of employees from Flow Data Analysis + Foral number of employees from Flow Data Analysis + Total number of employees from Flow Data Analysi

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09 Skilled Crafts & Trades

Cleneal Personnel

Semi-Skilled Manual

13 Other Sales & Service

14 Other Manual Workers

Total

Intermediate Sales & Service

Workforce Analysis) + 2) x 1		
	Table 6: Persons with Disabilities	
100000000000000000000000000000000000000	Persons with thisabilities	
Employment Equity Occupational Group (EE(G)	Short-term Goals Leng-term Goals Comments	
Octupation and the carry	# <u> </u>	
0 I/02 Managers	0 02 6 43	
0.1 Professionals	a 15 6 18	
04 Semi-Professionals & Tech	0 21 0 46	
05 Supervisors	0 32 0 139	
06 Supervisors: Crafts & Trades	0 00 0 00	
07 Administrative & Sr Clerical	0 20 0 34	
08 Skilled Sales & Service	n no 6 eo	
09 Skilled Crafts & Trades	a ao 6 40	
10 Clerical Personnel	a us e 70	
11 Intermediate Sales & Service	0	
12 Semi-Skilled Manual	0	
13 Other Sales & Service	0 00 0 00	
14 Other Manusl Workers	0 00 6 00	
Fotal	9 0.0 6 0.0	

#DIV/0!

0.0%

0.0%

#DTV/0!

8DIV/0!

#DIV/0!

3.0%

7,0%

5.6%

0.0%

0.0%

0.0%

4.3%

#DIV/0!

0.0%

0.0%

#DEV/01

#DIV/0!

4DIV/0!

3.0%

Federal Contractors Program Achievement i Part 3: Goals	Report
Parsons Inc. [Date: 2018-09-11]	

Federal Contractors Program Achievement Report Part 3: Goals
Parsons Inc.
{Date: 2018-09-11]

A		n.	F.		C	14	1	Y	Data	or First/I	revious (	anats	0	P	0	D.	s	3	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Date Analysis & Workforce Analysis <sup>2</sup>	Data Entry	CxBx3	k+1	From Workforce Analysis	Equivalent to B	ExLx3	(FxQ)- R+M	1 <sub>X</sub> P	Data Entry	From	From Workforce Auglysis	(K - M + O) - ((C - F) x Q)	K÷ C	(K-M+O) → (C + F)
	1	1	1	1	1	1	Ţ	1	1	1	1	1	1	¥	1	Ţ	Ţ	ı	ţ
									Table 7: M	embers a	f Visible	Minoritie	5						

										ennoers ar Previous Sk	*******								
				AR Eo	playees								340	urbers af	Visible Miner	ities			
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Employment Equity						Cooples ces)		Augicipated		Laiseren (R. Leonatainen		Hires Respions	Fron		Present		Угонения	Propol	Projected
Occupational Group (EEOG)	1313.00.00	Actor	Proje	ected	Actual	Proj	ectest	Miles Over 3 Visits	3335-HH-990			mer3	3,444	****	Avsilabilits	Present Gon	£ap	Representation	Representation of 3
	2615-07-27	Asusaxiis	Amortis	Ores 3 Notes	tororoth	Aoronds	Ores 3 Notes		2015-97-27	Axisoxils	Oror 3 Years	t pars	2015	2018					
	*	×,	× <sub>6</sub>	*	9%	9,	*	*	#	×.	*	¥	***	•	9,	#	*	9,	***
01 Senior Managers	28	-1.2%		()	47.3%		()	()	2	0.0%	0	)	0		10.1%	-1	1	7 (%)	7.1%
02 Middle & Other Managers	149	5.5%		ŋ	38.3%		t)	0	29	0.0%	0	.7	0		15.0%	7	7	19.5%	19.5%
03 Professionals	300	£2,3%6		0	43.6%		0	0	[ <del>(</del> )]	0.0%	0	-27	0		24.7%	27	27	3.3.7%	33.7%
64 Semi-Professionals & Tech	116	17.0%		0	32.5%		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	ti		45.8%	-1	-1	38.5%	38.5%
06 Supervisors: Crafts & Frades	9	0.0%		0	0.0%		0	0	0	0.0%	0	- 0	0		0.0%	Ú	0	#OIV/0!	#DIV/0!
07 Administrative & Sr Clerical	52	4.31%		0	39.6%		- 0	()	12	0.0%	0	)	0		24.9%	-1	-1	23.4%	23.1%
08 Skilled Sales & Service	0	0.0%		0	0.0%		- 0	()	()	0.0%	0	0	0		0.0%	0	0	# <b>DIV</b> /0!	#DIV/01
09 Skilled Crafts & Trades	0	6.0%		()	200,0%		0	O	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DI V/0!
10 (Clerical Personne)	14	~(3.7%		0	34.8%		0	0	8	0.0%	0	-2	0		44.0%	2	2	57.1%	57.1%
11 Intermediate Sales & Service	1.3	30.7%		0	152.4%		0	()	1	0.0%	0	5	0		48.9%	-5	-5	7.7%	7.7%
12 Semi-Skilled Manual	9	0.0%		0	50.0%		0	0	0	0.0%	0	ŋ	0		0.0%	Ú	6	#DIV/0!	#DIV/9!
13 Other Sales & Service	9	0.0%		0	0.0%		0	0	0	0.0%	0	- 0	0		0.0%	Ú	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	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%		1)	()	182	0.0%	0	-24	0		23.0%	2.4	24	26.6%	26.6%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 100.

Colculated by using the following formula: (Ternénated foll-time employees from Flow Data Analysis + Ternénated 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.

							$\mathbf{r}$	able 8	Mem	bers a	f Visit	1e M	inorit	ìes								
Fauctorment Faucto		ors of Visible I																				
Exeptorareat Espairs Occupational Group (EEOG)	Short term	Coats Li	ing term	Souls									Co	mmen	¥\$							
	-} · · · · # · · · · }	Α,	#	%i																200000	.0000000	 
01 Scoiur Managers	1	7.2	6	16.1																		
02 Middle & Other Managers	0	0.64	<b>(</b> )	0.0																		
03 Professionals	0	0.01	Q	0.0																		
64 Semi-Professionals & Tech	0	21.0	3	23,3																		
05 Supervisors	6	40.2	ß	48.8																		
06 Supervisors: Crafts & Frades	,	9.0	(5	0.0																		
07 Administrative & 5r Clerical		23.2	Ð	24.3																		
08 Skilled Sales & Service	[ (i)	0.01	- 6	n.o																		
09 Skilled Crafts & Trades	[ 0]	0.6	Ð	0.0																		
10 Clerical Personnel	[ 0	0.0	Q	0.0																		
11 Intermediate Sales & Service	- [ 0]	29.8	3	48,9																		
12 Semi-Skilled Manual	[0]	0.0	SS .	0.0																		
13 Other Sales & Service	[ 0]	9,0	<b>{</b> }	0.0																		

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					 			 			 	 				1'	arso	ns Inc	с.					 	 	 	 	 	 	 	 	 
																{Dat	e: 20	18-09	1-11													
14	Other Ma	nusł Work	cers		0		101	65	ſ	1.01																						
Total				<b>!</b>	Ø	(	5.01	<b>{</b> }		1.01																						3000

Federal Contractors Program Achievement Report
Part 3: Gmils
Parsons Inc.
{Date: 2018-09-11

#### Data for Subsequent/Current Goals From Flow From From Date From From (K - M • From Data Eunivalent (F x O) $(K - M + O) \Rightarrow (C$ Workforce Workforce Data Entry C x E x 3 Analysis & CxBx3 p + 1Workforce 3 x P Data Entry Workforce Norkforce O) - ((C -K = CData sources Ext.x3 Entry to R R + M+ 17) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis' Analysis<sup>3</sup> J Table 9: Women Subsempent/Correst Short-term Coals All Employees Momen 3 year tiook Тикаемсе (Replacement и Гентинаний Growth (New Pasialons) Mordace Nigibia Faculty of the collegement of Employees) Hires From - In Ainticinated Liesforment Liedty Legarororizal Expulsescess Recolore . Кожени Hices Over 3 5444°4454 1313 353 86 Dissected Decise ad 3333-333-58 Acrost Arcuof (novement from Communication Occupational Cross (EEOC) inec3 Angingging Car Years 13363 three 3 tteer 3 Y war. 2018-09-11 Αρμοσκίδο Axouxile A otomilla: 2819-09-11 Axouxla 2021 komisih X, ×, 4 97 0 ×, 0 0, 100 \* \* 01 Senior Managers 27 -1.2% (1.0%) 47.3% 10.4% (0.4%) 27.6% 27.6% E | 19a [4.8% Middle & Other Managers 175 5.5% 0.69% 1150 11.5% 39.4% -35 19.4% 38,3% 60 39.4% 26.3% 03 24.0% 47 Professionals 425 E2.3% 0.69% 43.6% 11.8% 150 150 149 11.8% 53 35.1% 22.6% ()4 Semi-Professionals & Treb 186 17.0% 0.0% 32.5% 10.7% 60 34 10.7% Ð 23 5% 21.5% 18,3% 19.4% 05 7.2% 6 0% 27.6% 11.0% J1.0% Section 52.1% 31.3% 37.5% Supervisors 16 Supervisors: Crafts & Frades 0.0% 0.0% 0.0% 0.0% #OIV/0! #DIV/0! Administrative & Sr Clerical 39 4.31% (1.0%) 39.6% 14.4% 25 14.4% 80.2% 93.2% 52.5% Skilled Sales & Service 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Skilled Crafts & Trades 0.0% 200,0% $0.6^{\circ}$ 2.9% 0.0% 0.0% 0.6% 0.0% Clencal Personnel ~[3.7% 0.65% 34.8% 12.99 12.9% 65.5% 88.9% 55.6%

152.4%

50.0%

0.0%

0.0%

42,9%

18 5%

12.31

0.0%

33

Intermediate Sales & Service

Semi-Skilled Manual

13 Other Sales & Service

14 Other Manual Workers

Total.

29

932

30.7%

0.0%

0.0%

0.0%

10.8%

0.69%

(133%

3(8)

344

38.5%

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H

110

50 00

18.6%

64

65.7%

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32.1%

worktorec amirysisj ≈ 2.5 x 1	110.																				
								Lable	10: V	omen											0100000000
Employment Equity Occupational Group (EECK.)	Wor Sport-term Goals	Long-term Go	<del>18</del> 5								Co	mme	918								
01 Senior Managers	27.6	1	27.6																		
Senior Managers     Middle & Other Managers	39.	4	39.4																		
0.3 Professionals	{ · · · · · · · · · · · · · · · · · · ·	)	0.0																		
04 Semi-Professionals & Tech	21.5	5	21.5																		
05 Supervisors 06 Supervisors: Crafts & Trades	<b>30.0</b>	,	50,0																		
06   Supervisors: Crafts & Trades	<b>]</b> 0.0	)	0.0																		
07 Administrative & Sr Clerical	<b>]</b> 0.0	)	0.0																		
08 Skilled Sales & Service	6.0	<b>)</b>	0.0																		
09 Skilled Crafts & Trades	{:::::::::::::::::::::::::::::::::::::	}	11.0																		
10 Clerical Personnul	[ D (	3	6.0														.::::::::::				
11 Intermediate Sales & Service	50.0	)	50.0																		
12 Semi-Skilled Manual	<b>]</b>	<b>,</b>	0.0																		
13 Other Sales & Service	0.6	,	0.0																		30000000000000000000000000000000000000
14 Other Manual Workers	<b>]</b> 0.0		0.0																	ഹം	2422

41.4%

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32.2%

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27.1%

0.0%

Calculated by using the following formula: ((Current number of employees from Workforce Analysis \* Previous number of employees from Workforce Analysis \* Or 100.

Colonfatted by using the following fortunits: (Terminated foll-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 Corrent Workforce Analysis) = 2) x 100

	Federal Contractors Program Achievement Report Part 3: Goals
	Parsons Inc.
	{Date: 2018-09-11]
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Federal Contractors Program Achievement Report  Part 3: Goals
Parsons Inc.
{Date: 2018-09-11]

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									Data for	Subseque	nt/Curre	nt Goals							
A	[	<u>I)</u>	E	F	G	H		J	K		M	N	0	P	Q	R	] s ]	T	C.
Data sources:	From Workforce Analysis	From Worldorce Analysis <sup>†</sup>	Dam Entry	CxEx3	From Flow Date Analysis & Workforce Analysis <sup>2</sup>	Data Entry	CxBx3	F+1	From Workforce Analysis	Equivalent to B	KxLx3	(F x Q) ~ R+M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	1 1 1	<b>K</b> ÷C	(K - M + O) → (C + F)
		<u> </u>		↓				1	<b>.</b>		1		1				1	1	<b></b>
	<b></b>									11: Abor									
	<u> </u>			AH C.	playees				SUBSCIR	nt/Carren	SMAN	in conta		t konstal	nal Peoples				
		1		38 PH	***************************************								3.60	or thoofs	140 140 140				
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Lieploraient Lipits	1313.88.88	Action	Pro-i	octed	Actual	***********	ociosi	Austripated Hires Over 3	3333-333-330	Terministral	t anglasyces)	Respiozi	<u> </u>	****	Present Arsifetifin	Present-Gon	Усожения	Propi	Projected Representation in 3
Occupational Group (EEOG)	<u> </u>			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			tieur 3	Years	******		there's	tiner?	<del>}</del>		Avspanien		(ia)	Representation	Nace
	2018-00-11	Asusoxis	Amodis	Orer 3 Vesus	Aototelb	Aotoudly	Years		2038-09-13	Axiooxilis	Nexes 3		2018	2023					
		×,	Α,	*	9/4	%	- 16	*	¥	ж,	- 8	¥	#	9 <sub>8</sub>	9,,	#	#	9/6	1%
01 Senior Managers	27	,		0	47.3%	10.4%	Ä	8	()	10.4%	0			6.3%	3.2%	1	0	0.0%	3.7%
02 Middle & Other Managers	175	•		0	38.3%	11.5%	60	60	()	11.5%	0	5		2.7%	2.7%	1 -	-3	0.0%	1.1%
03 Professionals	425 186			0	43.6%	11.8%	150	150		11.8%	!	1		2 3.5% 3 4.0%	1.5%		1 4	0.7% 2.7%	0.9%
04 Semi-Professionals & Tech 05 Supervisors	160				32.5% 27.6%	10.7%	60	។ ប	, 0	10,7% 11,0%	2	,		A.MSN	4.9% 1.7%	, 4		2,7% 0,0%	3.2% 0.0%
05 Supervisors  06 Supervisors: Crafts & Frade	<b>{</b>	0.0%		,	0.0%		,	n n	,,	0.0%	0			<u>,                                    </u>	0.0%	6		#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	1			n	39.6%	14.4%	25	25	3	(4.4%	,	1		n	3,9%	3		8.5%	5.1%
08 Skilled Sales & Service	0	0.0%		0	0.0%	11.01	0	6		0.0%	0	0		n la company	0.0%	7	ا ا	#OIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	0.0%		0	200,0%	0.8%	0	Ü	Ú	0.0%	0	,		27.4%	27,4%	1		0.0%	0.0%
10 Clerical Personnel	1	~[3,7%		0	34.8%	12.9%	3	3	()	12.9%	0	0		n less services	0.8%	. 0	0	0.0%	0.0%
11 Intermediate Sales & Service	. 29	30.7%		0	152.4%	38.5%	13	33	()	38,5%	0	0		ı <mark>kali asal asal asal asal asal asal asal a</mark>	0.8%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	4	0.0%		0		0.0%	0	0	0	0.0%	0	1		0 28.1%	28.1%	, , , , ,	-1	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0		o <mark>l</mark> ection of the	0.0%	. 0	0	#OIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	()	()	0.0%	0	0		0	(),0%	-1	0	#DIV/0!	#DIV/0!
Total	932	10.8%		0	42.9%	123%	344	344	13	12.3%	5	17		8 2.3%	2.7%	-12	-9	1 4%	1.7%

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

manufaction and last a start	114.					
				Table 12: Aboriginal Peoples		
E-market mount & mailte	Aboriginal Peoples					
Luplayment Equity Occupational Group (EEOG)	Abaciginal Peoples Shart-term Goals Long-term	Coats		C	ammessis	
	М,	•/,				
01 Senior Managers 02 Middle & Other Managers	6.3	3.2				
02 Middle & Other Managers	2.7	2.7				
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	274	27.4 No Short Term Goal ha	s been set as no hires are untic	ipated over the next 3 years		
10 Clerical Personnel	0.0	6.0				
11 Intermediate Sales & Service	0.0	0.0				
12 Semi-Skilled Manual	28.1	18.1 No Short Ferm Good ha	s been set as no hires are initio	ipated over the next 3 years		
13 Other Sales & Service	0.0	0.0				
14 Other Manual Workers	0.0	0.0				006424

Calculated by using the following formula: (Terminated foll-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 160.

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	Parsons Inc.
	{Date: 2018-09-11]
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Parsons Inc.
{Date: 2018-09-11]

									Data for	Subseque	nt/Curre	nt Goals							
AB	С	В	E	ε	<u> </u>	H		J	K	<u> </u>	M	N	0	P	2	R	s	<u> </u>	E j
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Date Analysis & Workforce Analysis <sup>2</sup>	Data Entry	CxBx3	F÷ [	From Workforce Analysis	Equivalent to B	ExLx3	(F x Q) ~ R + M	) x P	Data Entry	From Workforce Analysis	:	(K - M + O) - ((C + F) x Q)	<b>K</b> ÷€	(K - M + O)→ (C + F)
Constitution of the Consti	ı	1	J.	Ţ	į.	↓	<u>,                                     </u>	1	1	Į.	1	<b>V</b>	Ļ	Į.	j.	, 1	Ţ	Ţ	J.
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				3H K.A	ibjeioes		7			<b>T</b>					di Disabilitic	6 3			
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Liophyment Limits	1313 88 86	Sessort		octed	Actual		iccicii	Authoritated Mices Over 3	3333.484.580	1 continue	f:t:xopdxycos):	Respions		****	Fresen	Present-Gon	Усоденя	<b>Ремон</b>	Projected Representation in 3
Occupational Group (EECG)			, , , ,				4000000000000	Years				ther?		r en en en en en en en en en en en en en	Avsjigtjikn		Cap	Ягриссецияся	Yours
	2618-09-11	Asusaxis	Associa	Vexes	Aototelb	Хоюнду	Vexes		2018-09-11	Axxixix	Veres 3		2018	2023					
	γ	×,	×	4	9/4	0	- W	<b>,</b>	•	X,	*		¥	0 g	0,	¥	- A	۰,	1%
01/02 Managers	202	2.2%		0	42.8%	11.2%	68	68	Į.	11.2%	0	9	3	5,01%	5.0%	. 9	-41	0.5%	2.0%
03 Professionals	425	12.3%		0	43.6%	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%	-I0	~6	2.2%	4.3%
05 Supervisors	16	7.2%		0	27.6%	11.0%	5	5	(1	1 E.0%	0	4	į į	27.5%	27.5%	-4	-3	0.0%	6.3%
06 Supervisors: Crafts & Trades	0	0.0%		(1	0.0%		0	()	0	0.0%	0	0	(1)		0.0%	0	0	#DIV/0!	#DFV/0!
07 Administrative & Sr Clerical	59	4.3%		0	39.6%	14,4%	25	2.5	Į į	14.4%	0	5	3	10.0%	10.0%	-5	-2	1.7%	6.8%
08 Skilled Sales & Service	( )	0.0%		0	0.0%	11,0%	8 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		7.8%	. 0	0	0.0%	0.0%
10 [Clerical Personnel	<b>9</b>	-13.7%		(1	34.8%	12.9%	3	3	0	12.9%	0	1	į t	16.7%	9.3%	.[ -t	0	0.6%	11.1%

\* Calculated by using the following formula: ((Current number of employees from Workforce Analysis \* Previous number of employees from Workforce Analysis) 113 - 1) x 100.

152,4%

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11 Intermediate Sales & Service

Semi-Skilled Manual

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14 Other Manual Workers

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04 Semi-Professionals & Tech	<b>!</b>	7.6		7.6																			
05 Supervisors	<b>!</b>	27.5		27.5																			
66 Supervisors: Crafts & Trades		0,0		0,0																			
07 Administrative & Sr Clerical	<b>}</b>	10.01		10.0																			
08 Skilled Sales & Service	<b>[</b>	9.0		0.0																			
09 Skilled Crafts & Trades	<b>[</b>	0.0		9.0																			
10 Clerical Personnel	<b>.</b>	16.7		0.0																			
11 Intermediate Sales & Service		10.8		6.0																			
12 Semi-Skilled Manual		0.0		0.0																			
13 Other Sales & Service	<b>}</b>	0,0		0,0																			
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30

Federal Contractors Program Achievement Report  Part 3: Goals
Parsons Inc.
{Date: 2018-09-11]

#### Data for Subsequent/Current Goals From Flow From From Date From From (K - M • From Data Equivalent (F x O) $(K - M + O) \Rightarrow (C$ Workforce Workforce Data Entry C x E x 3 Analysis & CxBx3 p + 1Workforce 3 x P Data Entry Workforce Workforce: O) - ((C -K = CData sources Extx3 Entry to R R+M + 17) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis' Analysis<sup>3</sup> J Table 15: Members of Visible Minorities Subscripent/Correct Short-Lerm Cinals All Employees Monthers of Visible Minorities 3 Year trook Тикано се (Кордожени ак и Гента (ален Growth (New Pasialons) Mordace Faculty of the collegement of Employees) Hires From - In Aisticipated Liesforment Liedty Legarororizal Expulsescess Recolore . Кожени Dissected Hices Over 3 4535 WW 58 5444°4454 1313 353 86 Design ad Action Arcuof (novement from Communication Occupational Cross (EEOC) inec3 Angingging Car Years 13363 tteer 3 three 3 tteer 3 Y war. 2018-09-11 Αρμοσκίδο Axooxile Aoioiolb Accoudly. 2819-09-11 Axouxla 2021 X, ×, 4 97 0 ×, 0 100 \* 01 Senior Managers 27 -1.2% 47.3% 10.4% 10.4% 11.5% 14.8% 11.1% Middle & Other Managers 175 5.5% 38,3% 1150 11.5% 17.6% 20.6% 13.7% 60 03 Professionals 425 12.3% 43.6% 11.8% L50 150 137 11.8% 48 40 30.3% 32.2% 20.9% ()4 Semi-Professionals & Tech 186 17.0% 32.5% 10.7% 60 39 10.7% 20 24.6% 24.5% 21.0% 22.0% 05 7.2% 27.6% 11.023 11.0% 19 4 49.9% 25.0% 31,3% Supervisors 16 Supervisors: Crafts & Trades 0.0% 0.0% 0.0% 0.0% #OIV/0! #DIV/0! Administrative & Sr Clerical 39 4.31% 39.6% 14.4% 25 (4.4% 27.0% 27.0% 23.7% 25.40 Skilled Sales & Service 0.0% 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0!

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932

Skilled Crafts & Trades

Intermediate Sales & Service

Clencal Personnel

Semi-Skilled Manual

13 Other Sales & Service

14 Other Manual Workers

Total.

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96 Supervisors: Crafts & Trades	<b>[</b>	0.0		0.0																				2000000			
07 Administrative & Sr Clerical		27.0		27.0																							
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Calculated by using the following formula: ((Current number of employees from Workforce Analysis \* Previous number of employees from Workforce Analysis \* Or 100.

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	Federal Contractors Program Achievement Report  Part 3: Goals
	Parsons Inc.
	{Date: 2018-09-11}
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#### Federal Contractors Program Achievement Report Part 4: Results - Women Parsons Inc. [Date: 2018-09-11] C G M 0 Đ 10 Ħ 0 Ð W Past in Pag to l'art 1: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow 1 + K Workforce Workforce Workforce F - H Flow Date 6 x G = 100 Flow fasts P x F = 100 Q -5 Flow Data C tF + No. V - X . Historianisco 2 100 Data Analysis s 100 Duor Appropries E DO Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Workforce Hires Promotions Terminations Year Occupational Group 92.000cm Wisolen. West of the last o Wiloten: 431 XВ A.B 111 BYOU Coplecto Language Sourceofosion Acathebility faigs. PA Result Actoid: Exosceted: Difference 4. dual Нажения Actord Difference Program Experient . 8 9 ø 2015 27.47 2 26.1 7. 03 Senior Managers 2018 27 3 27.6 40.3 H. 0.0 1.7 0 25.0 13 0 0.0 74 58 -34 2015 [49] 16. 38.9 41.4 Middle & Other 02 Managers 2018 175 34 19.4 39.4 69 -35 49.3 131 -27 25 9. 52 24.3 62 11.3 1 [4] 45 2015 300 38.0 23.0 69 165.2 03 Professionals 2018 149 102 425 35.1 24.0 47 [46.1 354 122 34.5 85 37 56 25 44.6 21 158 51 32.3 60 Semi-Professionals & 2015 116 24 20. 21.0 24 98.5 Technicians 2018 186 34 18.3 21.5 40 85.0 150 31 20.7 14.8 49 9 18 4 10 32 2015 13 53.3 53.0 101.6 05 Supervisors 2018 313 52.1 60.0 23.1 75.0 1.3 25.0 16 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0 Part 2: Pino Felix Part 3: Partie Post & B = 10 x Page 35 Flow Date $b \neq f \times 100 \stackrel{f}{\sim} Part 3$ ; thoods + Max 100 Data somere Date Anatysis Coass 100 Gods Cools Analysis New Entrants Coals Flow Data Long-term Goals Short-term Goals k mplovment Equity Year Униса **K**oopi Ужанса. Occupational Group Comments (ELOG) Persent n Persone wi Employees Actoof Cost Cod Losi Gogl tool No found Mod Spirit May Court Med ٩, ν, 12.5 2.9 158.2 27.4 45.6 1 01 Senior Managers 2021 12.: 27.6 45.3 27.6 45. 27 25.3 147.2 2018 106 17.3 38.9 Middle & Other 0.0 0.0 65.5 Managers 202 E 39,4 306 25.3 64.6 39.4 64. 252 96 0.0 0.0 0.0 2018 38. 0.0 0.0 0.0 03 Professionals 2021 252 96 38.1 0.0 0.0 0.0 0.0 24 20.3 0.0 0.0 2018 118 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 202 E 348 24 20.3 21.5 94.6 94.6 23.5 0.0 2018 13 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2023 13 7.7 5033 15.4 50.0 15.4 0.0 2018 0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 Trades 202 E 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] C G 0 Đ 10 M Ð W Past in Pag to l'art 1: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow 1 + K Workforce Workforce Workforce F - H Flow Date 6 x G = 100 Flow fasts P x F = 100 Q -5 Flow Data C tF + No. V - X . Historianisco 2 100 Data Analysis x 100 Duor Appropries E DO Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Workforce Hires Promotions Terminations Year Occupational Group 92.000cm Wisolen. West of the last o Wiloten: 431 XВ A.B 111 BYOU Coplecto Language Sourceofosion Acathebility faigs. PA Result Actoid: Difference 4. dual Нажения Loppione Aoster Difference Exoxected: Program Experient . 26 8 4 9 ø 2015 79.9 Administrative & 50 96. 120.3 07 Senior Clement 2018 59 55 47 93.3 80.2 116.2 45 93.8 0.00 48 100.0 22 21 Skilled Sales & 2015 0 0.0 0.0 0.0 Service Personnel 2018 0 0.0 0.0 n o 0.0 0.0 0 0.0 0 2015 0 0.0 0.0 Skilled Crafts & 0.0 09 Trades Workers 2018 0 29 0.0 0.0 0 0.0 0.00 0.0 2015 14 12 85. 65.6 130.7 10 Clerical Personnel 2018 8 \$8.9 65.5 135.7 100.0 0.0 100.0 6 2015 13 84.6 132.4 Intermediate Sales & 63.9 Service Personnel 2018 29 12 65.7 63.0 45.8 414 10 27 -12 0.0 32 17 53.1 27 -10 Semi-Skilled Manual 2015 0 0.0 0.0 0.0 Workers 0.0 10.7 0.0 0.0 0.0 0.0 Park 2: Pino Felix Part 3: Partie Post & B = 10 x Page 35 Flow Date F ÷ Lx 100 É Part 3: Goals + Max 100 Data someres Date Anatysis Coass 100 Gods Cools Analysis New Entrants Coals Flow Data Long-term Goals Short-term Goals k mplovment Equity Year Униса **K**oopi Ужанев. Occupational Group Comments (ELOG) Persent n Persone wi Employees Actoof Cost Ced Losi Gogl tool No found Most Spice Made Court Med ٩, ъ, 27 90.0 0.0 0.0 0.0 Administrative & 30 0.0 0.0 0.0 Senior Clerical 2021 30 27 90.0 0.00.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0. 0.0 0.0 Service Personnel 202 E 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0.0 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 2018 2 100.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 202 E 100.0 0.0 0.0 0.0 0.0 27 0.0 2018 10 37.0 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 Service Personnel 2023 27 10 37.0 5033 74.1 50.0 74. 0.0 2018 0.0 0.0 0.0 0.0 Semi-Skilled Manual () 0.0 0.0 Workers 202 E 0.0 0.0 0.0 0.0 0.0

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#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Parsons Inc. [Date: 2018-09-11] C G M 0 W Đ E Ħ 0 Ð Past in Pag to l'art 1: Part 2: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow 1 + KWorkforce Workforce Workforce Е- Н Fires Date K c G = 100 Flow fiste 0 -5 Flow Data C v F + 100 V - X . Historianiscos 2 100 Data Analysis s 100 Date Applyers TOO. Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolovment Emulty Hires Workforce **Promoticus** Terminations Year Occupational Group Abscenius Peoples Absorbinat Propes ationiclost Peoples Abacecinal Protein 431 XВ A.B . It BYOU Coplecto Language Sourceofosion Acadahii (s faags. PA Result Actord Loxected Difference Artual Holerence Aoster Expected Difference Program 4 26 8 0 ø 9 2015 2.9 0 0.0 03 Senior Managers 2018 27 0 3.2 0.0 0.0 0.0 1.7 03 $\alpha$ 0.0 13 0 0.0 0.0 2.2 2015 [49] 0 0.0 Middle & Other 02 Managers 2018 175 0 0.6 2.7 0.0 31 0.8 0.0 62 1.6 300 0.3 30.3 2015 3 1.1 03 Professionals 2018 42.1 425 3 0.3 1.5 354 0.8 56 0.0 158 0 0.0 Semi-Professionals & 2015 116 3 2.6 2.5 103.4 Technicians 2018 186 2.7 4.9 54.0 150 2.0 0.0 o 49 0 0.0 2015 13 () 0.0 1.0 0.0 05 Supervisors 2018 0 0.0 16 0.0 113 1.3 0 0.0 0.0 0 0.0 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0 Part 2: Pino Felix Part 3: Partie Post 3 B = 10 × Page 35 Flow Date $\Rightarrow f \in 100^{\frac{1}{2}}$ Plot 3: Goods - Nix 190 Data sources Date Anatysis Creats 100 Gods Gostis Analysis New Entrants Coals Flow Data Short-term Goals Long-term Goals Leoplovment Lauity Year Absorption Peoples Aborigited Propies Afterest teniglentes Occupational Group Comments (ELOG) Persent n Employees Actoof Cost Cod Losi Gogl tool No found Mod out the Court Med ۹, 0 0.1 0.0 0.0 0.0 0.0 2.9 01 Senior Managers in 2015 there were no Aho. Peoples in this EEOG, With no hires goal was not achieved 2021 0 0.0 6.3 0.0 3,2 0.0 2.2 2018 106 0.0 0.0 0.0 Middle & Other 0 0.0 0.10.0 Although there was I have this engitoyee was terminated during the goal period and so the goal not achieved Managers 2.7 202 E 306 0 0.0 0.02. 0.0 252 3 297.6 2018 0.4 0.0 [.]108.3 0.0 03 Professionals Although bines were below availability & there were in printinitions, as there were no terms, goal was achieved 1.5 79.4 2021 252 79.4 3 2.5 0.0 2018 118 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 4.9 202 E 318 4.9 53.9 513 13 0 0.0 0.0 2018 0.0 0.0 0.0 -0.00.0 05 Supervisors 2023 13 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 Trades 202 E 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] C G M 0 Đ 10 Ħ Ð W Past in Pag to l'art 1: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow 1 + K Workforce Workforce Workforce F - H Flow Date 6 x G = 100 Flow fists P x F = 100 Q -5 Flow Data C tF + No. V - X . Historianiscos 2 100 Data Analysis s 100 Duor Appropries E DO Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Hires Workforce **Promoticus** Terminations Year Occupational Group Abscenius Peoples Absoriginal Propies: ationiclost Peoples Abacecinal Protein 431 XВ A.B 111 BYOU Coplecto Language Sourceofosion Acadahii (s faigs. PA Result Actord Loxected Difference Artual Programa Нажение Aoster Expected Difference . 26 8 . 0 ø 9 2015 213.7 Administrative & 1.8 3.1 07 Senior Clement 2018 59 5 3.9 2123 10.4 22 8.5 o: 0.0 4.5 Skilled Sales & 2015 0 0.0 0.0 0.0 Service Personnel 2018 0.0 0.0 0.0 0.0 0.0 0 0.0 0 2015 0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2018 0 0.0 0.0 27.4 25.0 0.050.0 2015 14 0. 0.0 1.0 0.0 10 Clerical Personnel 2018 0. 0.0 0.8 0.0 oi 0.0 0.0 0 0.0 2015 13 () 0.0 0.0 Intermediate Sales & 0.6 Service Personnel 2018 29 0 0.8 0.0 50 0.0 0 0.0 0.0 32 0 0.0 Semi-Skilled Manual 2015 0 0.0 0.0 0.0 Workers 0.0 28.1 0.0 0.0 0.0 Part 2: Pino Felix Part 3: Partie Post 3 B = 10 x Page 35 Flow Date ÷ Lz 160 É Part 3: Goals + Max 100 Data someres Date Anatysis Coass 100 Gods Cools Analysis New Entrants Coals Flow Data Long-term Goals Short-term Goals Leoplovment Lauity Year Absorption Peoples Aborigited Propies Afterest teniglentes Occupational Group Comments (ELOG) Persent n Employees Actoof Cost Cod Losi Gogl tool No found Mod Spirit May Court Med ۹, ъ, 13.3 0.0 0.0 0.0 0.0 Administrative & 30 4 0.0 0.0 Senior Clerical 2021 30 4 13.3 0.00.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 202 E 0 0.0 0.0 0.0 -0.00.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0.0 Trades Workers 2021 0 0.0 27.4 0.0 27.4 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 202 E 0.00.0 0.0 0.0 0.0 27 0.0 2018 0.0 0.0 0.0 Intermediate Sales & -0.00.0 0.0 Service Personnel 2023 27 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 0.0 Workers 202 E 0.0 28.1 0.0 28. t 0.0

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#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Parsons Inc. [Date: 2018-09-11] C G 0 Ð W Đ E Ħ M 0 Past in Pag to l'art 1: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow 1 + KWorkforce Workforce Workforce Е- Н Flow Date K c G = 100 1. - N Flow fists Q -5 Flow Data C v F + 100 V - X . Historianiscos 2 100 Data Analysis s 100 Daos Apothers E DO Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Hires Promotions Workforce Terminations Year Occupational Group Persons with Disakifaka Present with Disololities Payson on with: His abilities Persons with Disolofines 431 XВ A.B . It BYOU Coplecto Language isourescolation Acadahii (s PA Result Actord Difference 4. Idal Holerence Actical Difference king). 4 Ŕ. 26 8 • 9 ø 2015 177 4.3 0.0 0 0.6 Managers 02 2018 99 202 0.5 5.0 148 0.2 10 41 0 0.0 0 0.0 300 11 35.1 2015 4 3.8 03 Professionals 425 0.9 8.9 38 2018 10.6 354 0.0 158 37.5 2015 316 4.6 Semi-Professionals & 04 Technicians 4 2018 186 2.2 76 14 -10 28.3 150 0.0 49 0 0.0 2015 13 0. 0.0 13.9 0.0 05 Supervisors 2018 16 0. 0.0 27.5 0.0 1.3 oi 0.0 0.0 a 0 0.0 2015 () 0.6 0.0 Supervisors: Crafts & 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 R+Dx E+G× Part 2: How Pour Se Page 3 Part 3: Place Dona Fit Ex 100 Filter 3: Gods F + M × 100 Data sources: Date Audysis 100 Greds (00) Goods Coals Analysis 1 Goals New Entrants Flow Data Short-term Goals Long-term Goals Employment Equity Persons with Year Parsons with Disabilitie Persons with Disabilities Occupational Group Comments l insaferiero 40 (EEOG) Prophyson Persone id Ремин к Percease Perevat of kctool Go.d. i bai Gost Cool Me Cost vici Cost Mc Great Mas 96 4 17 P/. 9 4 Y., 2018 1 438.6 20.4 []-1 0.2 0.0 4.3 0.3 Managers 02 2021 [14] 0,9 5.0 17.5 5.0 17. 2018 252 0.0 3.3 0.4 0.0 26.5 10.4 fares below availability, no promotions, terminations above representation. Little progress. Focus needed on hires, 03 Professionals 2021 252 0.4 8.0 4.5 mountions & retention 1 8.9 4.5 2018 118 2.1 80.7 0.0 4.6 36.8 Semi-Professionals & 0.0l'echnicians 22.3 22. 2021 118 7.6 7.6 0.0 (3.9 2018 0 0.0 3.2 0.0 0.0 0.0 05 Supervisors no representation in 2015 & no lines. No progress towards goals. Focus nexted on lines 2021 27.5 0.0 13 0 0.0 27.5 0.6 Supervisors: Crafts & 2018 0 0.0 (0.0) 0.0 0.0 0,0 0,0 0.0 Trades 2021 0 0.0 0.0 0.9 0,0 0.0

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Parsons Inc. [Date: 2018-09-11] G Đ Ð W Past in Pag to l'art 1: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow Workforce Workforce Workforce Е- Н Flow Date K x G = 100 Flow fists Q -5 Flow Data $C \times F = 100$ Histor connector 2 100 Data Analysis s 100 Daos Apothers TOO. Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolovment Emulty Workforce Hires Promotkats Terminations Year Occupational Group Possons schrip Disolcifolos Persons with Divolations Payson on with: His abilities Persons with Disolofines 431 A.B . It XB BYOU Coplecto Language dintresean(ndian Acadahii (s PA Result Actord Difference 4. Idal Ножими Actical Difference king). . 26 8 0 2015 3.4 Administrative & 56.6 07 Senior Clement 2018 59 10.0 16.9 2.1 0.0 0 0.0 Skilled Sales & 2015 0 0.0 0.0 0.0 Service Personnel 2018 0.6 0.0 0.0 0.0 0 0.0 0 0.0 0 0.6 0.0 2015 0.0 Skilled Crafts & 09 Trades Workers 2018 0 0.0 0.0 78 0 0.0 0.00 0.0 2015 14 0. 0.0 7.0 0.0 10 Clerical Personnel 2018 0 0.0 9.33 0.0 oi 0.0 0.0 0 0.0 2015 () 0.0 5.6 0.0 Intermediate Sales & Service Personnel 2018 29 0 0.0 0.0 10.8 50 0 0.0 0.0 32 0 0.0 Semi-Skilled Manual 2015 0 0.0 0.0 0.0 Workers 0.0 10.3 0.0 0.0 0.0 Part 2: Flow Felix Partie Part 3: Part & B = 10 × Page 35 Flow Date $\Rightarrow f \in 100^{\frac{1}{2}}$ Plot 3: Goods + Nex 100 Data sources Date Anatysis Coass 100 Gods Gostis Analysis New Entrants Coals Flow Data Short-term Goals Long-term Goals Employment Equity Year Posseus with Disabilities Occupational Group Persons with Disabilities Comments Disabilities XII. (EEOG) Liojdos ces Percent of Percent of Personal of Proceeding Amout Gogl Cost Sion) Gral The Cost Mot Tiold Mile Loss Met 9 4 4 4 4 76 ٠, ٧. 2018 Administrative & 3() 3.3 0.0 2.0 166. 0.0 3.4 98.0 Semor Clerical 2021 30 10.0 33.3 33.3 3.3 (0,0 2018 0 0.0 0.0 0.0 0,0 0.0 Skilled Sales & 0.0 0.0Service Personnel 2021 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.00.0 0.0 0.0 09 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 (0.4) 0.5 0.0 0,0 7.0 0.0 10 Clerical Personnel No lines, promotions or terms in this EEOG where no represention in 2015. No progress, Focus on lives required 2021 0 0.0 16.7 0.0 0.0 9.0 2018 0. 0.0 3.0 0.0 0.0 5.6 0,0 Intermediate Sales & 0.0 No bites, promotions or terms in this EEOC where no representation in 2015. No progress. Focus on bires required. Service Personnel 2021 0.0 10.8 0.0 0.0 0.6 27 (): Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0,0 2021 0 9.0 0.0 0.0 9.0

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#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Parsons Inc. [Date: 2018-09-11] G 0 C Đ E Ħ M 0 Ð W Past in Pag to l'art 1: Part 2: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow 1 + KWorkforce Workforce Workforce Е- Н Fires Date K c G = 100 1. - N Flow Date Q -5 Flow Data C v F + 100 V - X Histor connector 2 100 Data Analysis s 100 Daos Apothers EDO: Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolovment Emulty Hires Workforce Promotkats Terminations Year Occupational Group Visible Atheorities Visible Macorine Claddy Minscoles Vishie Macorides 4.1 ХB A.B . It BYOU Coplecto Language Seurosco(ation Acadahii (s faags. P4 Resuf Actord Difference A. Israil Holerence Aoster Difference 4 26 8 4 0 ø x 9 2015 10.1 2 70. 7. 03 Senior Managers 2018 27 4 11.5 14.8 128.8 5.9 1.7 25.0 13 0 0.0 70 22 2015 [49] [9.: (5.0) (29.8 Middle & Other 02 Managers 2018 175 36 20.6 17.6 31 131 116.9 29 22.1 23 18.9 62 13 21.0 12 74 101 2015 300 33. 24.7 1.36.3 03 Professionals 2018 13? 425 32.3 30.3 129 106.4 354 95 26.8 103 -12 56 30.4 158 42 26.6 53 -11 2015 116 24 20. 23.3 27 88.8 Semi-Professionals & Technicians 2018 186 39 21.6 24.5 46 85.6 150 27 (8.0 - (0 17.6 49 10 37 16.3 2015 13 5 38.5 45.8 84.0 05 Supervisors 2018 25.0 49.0 50.1 1.3 15.4 0.0 25.0 16 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0 Part 2: Flore Febr Part 3: E + G v Post 3 B = 10 × Page 35 · + 1 × 100 i Part 3: Goods - Nex 100 Data sources How Date Date Anatysis Creats 100 Gods Gostis Analysis New Entrants Coals Flow Data Short-term Goals Long-term Goals Leoplovment Lauity Year Visible Minorstors Visible Motorities Violde Minordies Occupational Group Comments (ELOG) Persent s Employees Actoof Cost Cod Lesi Gogl tool No found Mod out the Court Med Đ,... ъ, 25.0 347.2 0.0 10.1 247. 2 7.2 01 Senior Managers tationals lines below availability as promotions ligher than representation & no terminations goal achieved 2021 25.0 0.00.0 0.0 0.0 2018 106 23 21. 0.0 0.0 0.0 0.0 Middle & Other 0.0 0.0 Managers 202 E 21. 0.0 0.0 0.0 306 23 0.0 252 70 27.8 0.0 0.0 0.0 2018 0.0 0.0 0.0 03 Professionals 70 2021 252 27.8 0.0 0.0 0.0 0.0 22 88.8 23.3 2018 118 18.6 0.0 21.0 0.0 80.0 Semi-Professionals & Although hires below availability & promotions below representation as no terromations reasonable progress was made Technicians 202 E 318 18.6 24.6 75.8 24.6 75. 19.1 45.8 2018 13 40.2 0.0 0.0 16.8 05 Supervisors ares below availability, no gramatious & terminations below representation. Little process. Focus needed on hubra. 15.4 2023 13 7.7 49.5 15.4 49,9 0.0 2018 0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 Trades 202 E 0.0 0.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Parsons Inc. [Date: 2018-09-11] C G M 0 Đ 10 Ħ 0 Ð W Past in Pag to l'art 1: Part 2: Part 2: Flow Part 2: Flow E + D $D \times G$ Part 2: Flow 1 + K Workforce Workforce Workforce Е- Н Flow Date K x G = 100 Flow fiste P x F = 100 Q -5 Flow Data $C \times F = 100$ V - X . Historianiscos 2 100 Data Analysis s 100 Duor Appropries TOO. Data Analysis 160 \$ 100 - F(X) Arabais Analysia Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Emolorment Emultr Hires Workforce **Promotions** Terminations Year Occupational Group Visite Whorites Visible Macorine Claddy Minscoles Vishie Macorides 431 XВ A.B 111 BYOU Coplecto Language Sourceofosion Acadahii (s faigs. PA Result Actord Difference Artual Нажение Aoster Expected Difference Lowested Program . 26 8 . 0 9 X. 9 2015 12 23. 24.9 Administrative & 92.7 07 Senior Clement 2018 59 23.1 27.0 87.9 14 16 22 48 43 8.3 $\alpha$ 0.0 4 3 Skilled Sales & 2015 0 0.0 0.0 0.0 Service Personnel 2018 0 0.6 0.0 0.0 0.0 0.0 0 0.0 0 2015 0 0.6 0.0 0.0 Skilled Crafts & 09 Trades Workers 2018 0 0.0 0.0 0.0 0 0.0 0.00 0.0 2015 14 8 57. 44.0 129.9 10 Clerical Personnel 2018 55.6 52.2 106.4 50.0 0.0 50.0 Intermediate Sales & 2015 13 3 7. 48.9 15.7 Service Personnel 2018 29 9 31.0 54.7 56.7 50 22.0 16 13 3.7 -19 0.0 32 12.5 Semi-Skilled Manual 2015 0 0.0 0.0 0.0 Workers 0.0 6.5 0.0 0.0 0.0 Part 2: Pino Felix Part 3: E + G v Post 3 B = 10 × Page 35 Flow Date $\Rightarrow f \in 100^{\frac{1}{2}}$ Plot 3: Goods + Nex 100 Data sources Date Anatysis Coass 100 Gods Gostis Analysis New Entrants Coals Flow Data Short-term Goals Long-term Goals k mplovment Equity Year Visible Minorstors Visible Motorities Violde Minordies Occupational Group Comments (ELOG) Persent n Persone wi Employees Actoof Cost Ced Losi Gogl tool No found Mod Spirit May Court Med ٩, 10.0 23.2 43.1 0.0 24.9 40.3 Administrative & 30 3 Higgs below availability, to promotions and terminations below representation. Little progress. Focus needs to be on Senior Clerical 2021 30 3 19.0 27.0 37.0 27.0 37.0 ivente and promotions 2018 0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 0.0 Service Personnel 202 E 0 0.0 0.0 0.0 0.0 -0.02018 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0.0 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 50.0 0.0 0.0 0.0 2018 3 0.0 0.0 0.0 10 Clerical Personnel 0.0 202 E 50.6 0.0 0.0 0.0 27 111.9 2018 33.0 29.8 0.0 48.9 68.2 Intermediate Sales & 0.0 Service Personnel 2023 27 ų. 33.3 5033 66.70.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 Semi-Skilled Manual 0.0 0.0 Workers 202 E 0.0 0.0 0.0 0.0 0.0

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	Other Sales & Service Personnel	2018 2024	0	0	0.0	0	0.0	0.0	0.0	0	(0.0)	0.0	0.0											
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## Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Parsons Inc. [Date: 2018-09-11]

## **Efforts**

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equity.

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

Required	measures:
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Requi	red measures:
7	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
7	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.
$\Box$	Adjusted survey results to reflect hires, promotions and terminations.
V	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.
$\Box$	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).
V	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.
V	Maintained appropriate records in all required areas.
Other	measures:
V	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.
<b>V</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
<b>V</b>	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

	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.
$\checkmark$	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
V	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 gan analysis within one year of our submission to determine
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
7	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.
V	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.
Addi	tional Details
Please	provide any additional information (optional):

## Federal Contractors Program Report of the Subsequent Compliance Assessment

•

**Primary Location:** Calgary (Alberta)

Number of Employees: 932

Employer Name: Parsons Inc.

•	Ontario	575
•	Québec	30
•	Nova Scotia	1
•	Manitoba	17
•	British Columbia	142

•	Saskatchewan	22

Alberta 103Yukon 35

Northwest Territories 7

#### 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			
		Gap	Short- term	Long- term	Representation	LMA
Employment Equity Occupational Group (EEOG)	(1 to 3		(+3			
			years)	years)		
#	Description	#	%	%	%	%
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			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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			
			Short-	Long-	Representation	LMA
Employ	Employment Equity Occupational Group (EEOG)		term	term		
Employ			(1 to 3	(+3		
		years)	years)			
#	Description	#	%	%	%	%
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	. 1	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			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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	J	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 shortterm. 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.

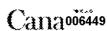
#### RECOMMENDATION

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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 hinng 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are

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

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

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



Johnson vous as **Forum de Léquite, la diversite et Finchasion en mueur de ouveir :**an ligne, un espaçe collaboratel pour emperyaturs. Loronez mous un utratitel pour vous soinsiser

con the online **Warsplace Equity. Diversity and Inclusion Forum (V**21311) (ollaborative space for employers. Send us an empli to join!