



Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Pratt & Whitney Canada	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464 336410	Total number of employees in Canada (Permanent Full-time and/or Part-time) 6090 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1000 Boul Marie-Victorin	City Longueuil	Province QC	Postal Code J9G 1A1
Telephone Number 450-677-9411			

EMPLOYMENT EQUITY CONTACT			
Name (print) Élise Bourgeois	Title HR Director Talent Center		
Telephone Number 450-647-3782	E-mail Address Elise.Bourgeois@pwc.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time and/or permanent part-time employees in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a supply arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please contact the Labour Program at the email address provided at the bottom of this form.
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Élise Bourgeois	Title HR Director Talent Center		
Telephone Number 450-647-3782	E-mail Address Elise.Bourgeois@pwc.ca	Preferred Language of Correspondence <input type="checkbox"/> English <input checked="" type="checkbox"/> French	
[REDACTED]		Date (YYYY-MM-DD) 2015-08-25	

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

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

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

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



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Exp Adm 2018-11-30
 Exp Adm 2018-11-30

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Ontario718		6	0	724	Halifax3102	0 312
Quebec4954		36	0	4990	Montreal495436	0 4990
Nova Scotia310		2	0	312	Toronto7186	0 724
Alberta116		0	0	116	Alb. minus1160 CMAs	0 116
Total number of employees in Canada				6142	Total number of employees as of Canada	6142



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-01-27 to 2018-11-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	44	33	11							4	2	2
	Total	44	33	11							4	2	2
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	483	369	114				3	2	1	35	30	5
	Total	483	369	114				3	2	1	35	30	5
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1603	1279	324	5	3	2	9	8	1	250	203	47
	Total	1603	1279	324	5	3	2	9	8	1	250	203	47
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	847	705	142	4	3	1	8	7	1	77	54	23
	Total	847	705	142	4	3	1	8	7	1	77	54	23



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-01-27 to 2018-11-30

006527

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	19	8	11							1	1	
	Total	19	8	11							1	1	
Foremen Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	106	92	14							6	4	2
	Total	106	92	14							6	4	2
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	243	127	116	1	1		2	1	1	28	16	12
	Total	243	127	116	1	1		2	1	1	28	16	12
Specialized sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	12	12		1	1					2	2	
	Total	12	12		1	1					2	2	



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-01-27 to 2018-11-30

006528

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	113	111	2				2	2		6	6	
	Total	113	111	2				2	2		6	6	
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	25	8	17	1		1				2	2	
	Total	25	8	17	1		1				2	2	
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	142	98	44				2	1	1	19	11	8
	Total	142	98	44				2	1	1	19	11	8
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2275	2124	151	3	3		53	49	4	154	149	5
	Total	2275	2124	151	3	3		53	49	4	154	149	5



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2016-01-27 to 2018-11-30

006529

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	186	184	2				9	9		4	4	
	Total	186	184	2				9	9		4	4	
Total number of employees		6098	5150	948	15	11	4	88	79	9	588	484	104



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-01-27 to 2018-11-30

006530

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	33	14	19							1	1	
	Total	33	14	19							1	1	
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	3	3							1	1	
	Total	6	3	3							1	1	
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									



CONTRACTING PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2016-01-27 to 2018-11-30

006531

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										
Total number of employees		44	20	24							2	2	



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2016-01-27 to 2018-11-30

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	6098	5150	948	15	11	4	88	79	9	588	484	104
Total number of employees	6098	5150	948	15	11	4	88	79	9	588	484	104



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

Reporting period 2016-01-27 to 2018-11-30

006533

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$5,000	44	20	24							2	2	
Total number of employees	44	20	24							2	2	



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2016-01-27 to 2018-11-30

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	34	25	9							4	4	
Professionals	381	281	100	1	1		3	2	1	73	58	15
Semi-professional and technical staff	129	99	30				1	1		24	16	8
Supervisors	4	1	3									
Foremen	28	25	3							1	1	
Administrative and main office staff	62	35	27							16	11	5
Specialized sales and service personnel	2	2										
Skilled workers and artisans	13	13										
Clerical staff	4	2	2							2	2	
Intermediate sales and service personnel	31	18	13				1		1	7	3	4
Skilled Manual Workers	428	395	33	1	1		9	9		72	68	4
Other manual workers	38	37	1							2	2	
Total number of employees hired	1154	933	221	2	2		14	12	2	201	165	36



Pratt & Whitney Canada Corporation Inc (Certificate # 050024)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2016-01-27 to 2018-11-30

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	12	7	5							2		2
Middle management and other directors	114	81	33				1	1		14	11	3
Professionals	295	231	64	1		1	2	2		64	47	17
Semi-professional and technical staff	107	77	30				1	1		14	9	5
Supervisors	6	3	3									
Foremen	23	17	6							5	3	2
Administrative and main office staff	41	19	22				1		1	7	1	6
Specialized sales and service personnel	4	4		1	1					1	1	
Skilled workers and artisans	19	19					1	1		1	1	
Intermediate sales and service personnel	31	23	8				1	1		7	4	3
Skilled Manual Workers	194	181	13				4	4		13	13	
Other manual workers	10	10										
Total number of employees promoted	856	672	184	2	1	1	11	10	1	128	90	38
Total number of promotions	943	744	199	2	1	1	11	10	1	143	102	41



Pratt & Whitney Canada Corporation Inc (Certificate # 050024)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Part-time / National

Reporting period 2016-01-27 to 2018-11-30

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	2		2									
Total number of employees promoted	2		2									
Total number of promotions	2		2									

006536



FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2016-01-27 to 2018-11-30

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	10	10								1	1	
Middle management and other directors	56	40	16							5	2	3
Professionals	174	145	29				1	1		24	21	3
Semi-professional and technical staff	182	163	19	3	2	1	2	2		12	10	2
Supervisors	1	1										
Foremen	15	13	2									
Administrative and main office staff	54	31	23							5	4	1
Specialized sales and service personnel	21	16	5							2	1	1
Skilled workers and artisans	31	30	1									
Clerical staff	10	6	4				1	1				
Intermediate sales and service personnel	9	4	5				1		1	1		1
Skilled Manual Workers	233	219	14	1	1		10	7	3	8	7	1
Other sales and service personnel	1	1										
Other manual workers	14	14					1	1				
Total number of employees whose employment was terminated	811	693	118	4	3	1	16	12	4	58	46	12



Workplace Equity Information Management System - Pratt & Whitney Canada Corporation Inc

Workforce Analysis - Detailed Report

Date: 2018-12-17

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	44	11	25.0 %	27.4 %	12	-1	National
02 : Middle and Other Managers	National	485	115	23.7 %	38.9 %	189	-74	National
03 : Professionals		1636	343	21.0 %	22.2 %	363	-20	
1111 : Financial auditors and accountants	National	11	9	81.8 %	55.1 %	6	3	National
1112 : Financial and investment analysts	National	87	54	62.1 %	50.1 %	44	10	National
1114 : Other financial officers	National	16	8	50.0 %	44.1 %	7	1	National
1121 : Human resources professionals	National	28	22	78.6 %	71.1 %	20	2	National
1123 : Professional occupations in advertising, marketing and public relations	National	72	16	22.2 %	66.4 %	48	-32	National
2132 : Mechanical engineers	National	647	109	16.8 %	9.0 %	58	51	National
2133 : Electrical and electronics engineers	National	20	1	5.0 %	11.3 %	2	-1	National
2134 : Chemical engineers	National	107	20	18.7 %	24.5 %	26	-6	National
2141 : Industrial and manufacturing engineers	National	192	13	6.8 %	17.0 %	33	-20	National
2146 : Aerospace engineers	National	144	13	9.0 %	12.1 %	17	-4	National
2148 : Other professional engineers, n.e.c.	National	28	4	14.3 %	15.8 %	4	0	National
2171 : Information systems analysts and consultants	National	93	23	24.7 %	28.3 %	26	-3	National
2172 : Database analysts and data administrators	National	60	15	25.0 %	35.2 %	21	-6	National
2173 : Software engineers and designers	National	48	6	12.5 %	17.4 %	8	-2	National
4021 : College and other vocational instructors	National	4	0	0.0 %	53.8 %	2	-2	National
4112 : Lawyers and Quebec notaries	National	12	6	50.0 %	42.5 %	5	1	National
4163 : Business development officers and marketing researchers and consultants	National	67	24	35.8 %	50.7 %	34	-10	National
04 : Semi-Professionals and Technicians		853	145	17.0 %	21.6 %	184	-39	
2232 : Mechanical engineering technologists and technicians	Nova Scotia	31	0	0.0 %	0.0 %	0	0	Nova Scotia
2232 : Mechanical engineering technologists and technicians	Ontario	51	5	9.8 %	6.3 %	3	2	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	163	16	9.8 %	9.4 %	15	1	Québec



Workplace Equity Information Management System - Pratt & Whitney Canada Corporation Inc

Workforce Analysis - Detailed Report

Date: 2018-12-17

006539

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	2	0	0.0 %	21.9 %	0	0	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	4	3	75.0 %	14.5 %	1	2	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	19.9 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	3	0	0.0 %	26.7 %	1	-1	Québec
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Alberta	1	0	0.0 %	4.9 %	0	0	Alberta
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	9	0	0.0 %	9.5 %	1	-1	Ontario
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Québec	41	6	14.6 %	9.9 %	4	2	Québec
2252 : Industrial designers	Alberta	6	0	0.0 %	34.2 %	2	-2	Alberta
2252 : Industrial designers	Nova Scotia	3	0	0.0 %	0.0 %	0	0	Nova Scotia
2252 : Industrial designers	Ontario	10	2	20.0 %	26.5 %	3	-1	Ontario
2252 : Industrial designers	Québec	136	36	26.5 %	34.4 %	47	-11	Québec
2253 : Drafting technologists and technicians	Ontario	59	5	8.5 %	26.4 %	16	-11	Ontario
2253 : Drafting technologists and technicians	Québec	87	16	18.4 %	30.9 %	27	-11	Québec
2261 : Non-destructive testers and inspection technicians	Nova Scotia	8	1	12.5 %	0.0 %	0	1	Nova Scotia
2261 : Non-destructive testers and inspection technicians	Ontario	1	0	0.0 %	9.2 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Alberta	7	1	14.3 %	27.7 %	2	-1	Alberta
2262 : Engineering inspectors and regulatory officers	Nova Scotia	7	0	0.0 %	14.5 %	1	-1	Nova Scotia
2262 : Engineering inspectors and regulatory officers	Ontario	8	1	12.5 %	20.7 %	2	-1	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	159	29	18.2 %	22.8 %	36	-7	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	31.9 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	2	2	100.0 %	28.1 %	1	1	Nova Scotia
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	5	3	60.0 %	35.1 %	2	1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	19	11	57.9 %	40.2 %	8	3	Québec
2283 : Information systems testing technicians	Nova Scotia	22	3	13.6 %	43.8 %	10	-7	Nova Scotia



Workforce Analysis - Detailed Report

Date: 2018-12-17

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2283 : Information systems testing technicians	Québec	1	0	0.0 %	32.5 %	0	0	Québec
4211 : Paralegal and related occupations	Québec	1	1	100.0 %	85.5 %	1	0	Québec
4216 : Other instructors	Ontario	1	1	100.0 %	57.3 %	1	0	Ontario
4216 : Other instructors	Québec	4	3	75.0 %	51.4 %	2	1	Québec
05 : Supervisors		19	11	57.9 %	51.0 %	10	1	
Employment Equity Occupational Group	Montréal	17	10	58.8 %	50.8 %	9	1	Montréal
Employment Equity Occupational Group	Toronto	2	1	50.0 %	53.0 %	1	0	Toronto
06 : Supervisors: Crafts and Trades		106	14	13.2 %	21.8 %	23	-9	
7301 : Contractors and supervisors, mechanic trades	Québec	3	0	0.0 %	8.9 %	0	0	Québec
9227 : Supervisors, other products manufacturing and assembly	Alberta	5	2	40.0 %	0.0 %	0	2	Alberta
9227 : Supervisors, other products manufacturing and assembly	Nova Scotia	6	1	16.7 %	0.0 %	0	1	Nova Scotia
9227 : Supervisors, other products manufacturing and assembly	Ontario	4	1	25.0 %	22.7 %	1	0	Ontario
9227 : Supervisors, other products manufacturing and assembly	Québec	88	10	11.4 %	24.9 %	22	-12	Québec
07 : Administrative and Senior Clerical Personnel		244	117	48.0 %	80.9 %	197	-80	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	89.0 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	Halifax	8	2	25.0 %	81.4 %	7	-5	Halifax
Employment Equity Occupational Group	Montréal	227	110	48.5 %	80.8 %	183	-73	Montréal
Employment Equity Occupational Group	Toronto	8	5	62.5 %	80.1 %	6	-1	Toronto
08 : Skilled Sales and Service Personnel		12	0	0.0 %	28.4 %	3	-3	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	20.5 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Québec	11	0	0.0 %	29.1 %	3	-3	Québec
09 : Skilled Crafts and Trades Workers		113	2	1.8 %	3.7 %	4	-2	
7231 : Machinists and machining and tooling inspectors	Ontario	9	0	0.0 %	4.4 %	0	0	Ontario
7231 : Machinists and machining and tooling inspectors	Québec	14	0	0.0 %	5.2 %	1	-1	Québec



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7232 : Tool and die makers	Québec	58	2	3.4 %	3.3 %	2	0	Québec
7237 : Welders and related machine operators	Québec	18	0	0.0 %	5.0 %	1	-1	Québec
7242 : Industrial electricians	Ontario	3	0	0.0 %	1.0 %	0	0	Ontario
7242 : Industrial electricians	Québec	7	0	0.0 %	2.7 %	0	0	Québec
7311 : Construction millwrights and industrial mechanics	Ontario	4	0	0.0 %	1.6 %	0	0	Ontario
10 : Clerical Personnel		25	17	68.0 %	66.1 %	17	0	
Employment Equity Occupational Group	Alta. less CMAs	4	3	75.0 %	76.3 %	3	0	Alta. less CMAs
Employment Equity Occupational Group	Halifax	6	2	33.3 %	67.7 %	4	-2	Halifax
Employment Equity Occupational Group	Montréal	14	12	85.7 %	62.5 %	9	3	Montréal
Employment Equity Occupational Group	Toronto	1	0	0.0 %	65.2 %	1	-1	Toronto
11 : Intermediate Sales and Service Personnel		144	44	30.6 %	62.0 %	89	-45	
Employment Equity Occupational Group	Montréal	130	40	30.8 %	61.8 %	80	-40	Montréal
Employment Equity Occupational Group	Toronto	14	4	28.6 %	63.9 %	9	-5	Toronto
12 : Semi-Skilled Manual Workers		2275	151	6.6 %	18.0 %	410	-259	
Employment Equity Occupational Group	Alta. less CMAs	84	9	10.7 %	16.3 %	14	-5	Alta. less CMAs
Employment Equity Occupational Group	Halifax	193	8	4.1 %	12.1 %	23	-15	Halifax
Employment Equity Occupational Group	Montréal	1858	128	6.9 %	18.4 %	342	-214	Montréal
Employment Equity Occupational Group	Toronto	140	6	4.3 %	22.0 %	31	-25	Toronto
14 : Other Manual Workers		186	2	1.1 %	24.1 %	45	-43	
Employment Equity Occupational Group	Montréal	180	2	1.1 %	23.8 %	43	-41	Montréal
Employment Equity Occupational Group	Toronto	6	0	0.0 %	32.6 %	2	-2	Toronto
Total		6142	972	15.8 %	25.2 %	1546	-574	

Total may not equal sum of components due to rounding.

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



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Representation %	Availability %		
01 : Senior Managers	National	44	0	0.0 %	2.9 %	1	National
02 : Middle and Other Managers	National	485	0	0.0 %	2.2 %	11	National
03 : Professionals		1636	5	0.3 %	0.9 %	15	
1111 : Financial auditors and accountants	National	11	0	0.0 %	1.3 %	0	National
1112 : Financial and investment analysts	National	87	1	1.1 %	0.9 %	1	National
1114 : Other financial officers	National	16	0	0.0 %	1.3 %	0	National
1121 : Human resources professionals	National	28	0	0.0 %	2.7 %	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	72	1	1.4 %	2.1 %	2	National
2132 : Mechanical engineers	National	647	0	0.0 %	0.7 %	5	National
2133 : Electrical and electronics engineers	National	20	0	0.0 %	0.7 %	0	National
2134 : Chemical engineers	National	107	0	0.0 %	0.6 %	1	National
2141 : Industrial and manufacturing engineers	National	192	1	0.5 %	0.8 %	2	National
2146 : Aerospace engineers	National	144	1	0.7 %	0.6 %	1	National
2148 : Other professional engineers, n.e.c.	National	28	0	0.0 %	1.0 %	0	National
2171 : Information systems analysts and consultants	National	93	0	0.0 %	1.1 %	1	National
2172 : Database analysts and data administrators	National	60	0	0.0 %	1.3 %	1	National
2173 : Software engineers and designers	National	48	0	0.0 %	0.6 %	0	National
4021 : College and other vocational instructors	National	4	0	0.0 %	2.4 %	0	National
4112 : Lawyers and Quebec notaries	National	12	0	0.0 %	1.6 %	0	National
4163 : Business development officers and marketing researchers and consultants	National	67	1	1.5 %	2.0 %	1	National
04 : Semi-Professionals and Technicians		853	4	0.5 %	0.7 %	6	
2232 : Mechanical engineering technologists and technicians	Nova Scotia	31	1	3.2 %	0.0 %	0	Nova Scotia
2232 : Mechanical engineering technologists and technicians	Ontario	51	0	0.0 %	1.4 %	1	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	163	0	0.0 %	0.4 %	1	Québec



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	2	0	0.0 %	4.4 %	0	0	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	1.1 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	3	0	0.0 %	1.4 %	0	0	Québec
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Alberta	1	0	0.0 %	0.0 %	0	0	Alberta
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	9	0	0.0 %	5.1 %	0	0	Ontario
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Québec	41	0	0.0 %	0.0 %	0	0	Québec
2252 : Industrial designers	Alberta	6	0	0.0 %	0.0 %	0	0	Alberta
2252 : Industrial designers	Nova Scotia	3	0	0.0 %	0.0 %	0	0	Nova Scotia
2252 : Industrial designers	Ontario	10	0	0.0 %	0.6 %	0	0	Ontario
2252 : Industrial designers	Québec	136	1	0.7 %	0.5 %	1	0	Québec
2253 : Drafting technologists and technicians	Ontario	59	0	0.0 %	1.3 %	1	-1	Ontario
2253 : Drafting technologists and technicians	Québec	87	0	0.0 %	1.1 %	1	-1	Québec
2261 : Non-destructive testers and inspection technicians	Nova Scotia	8	0	0.0 %	0.0 %	0	0	Nova Scotia
2261 : Non-destructive testers and inspection technicians	Ontario	1	0	0.0 %	3.7 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Alberta	7	0	0.0 %	4.6 %	0	0	Alberta
2262 : Engineering inspectors and regulatory officers	Nova Scotia	7	0	0.0 %	7.3 %	1	-1	Nova Scotia
2262 : Engineering inspectors and regulatory officers	Ontario	8	0	0.0 %	0.0 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	159	1	0.6 %	0.0 %	0	1	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	4.2 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	2	0	0.0 %	3.1 %	0	0	Nova Scotia
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	5	1	20.0 %	2.1 %	0	1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	19	0	0.0 %	1.6 %	0	0	Québec
2283 : Information systems testing technicians	Nova Scotia	22	0	0.0 %	0.0 %	0	0	Nova Scotia



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2283 : Information systems testing technicians	Québec	1	0	0.0 %	0.0 %	0	0	Québec
4211 : Paralegal and related occupations	Québec	1	0	0.0 %	0.9 %	0	0	Québec
4216 : Other instructors	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
4216 : Other instructors	Québec	4	0	0.0 %	1.6 %	0	0	Québec
05 : Supervisors		19	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	17	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	2	0	0.0 %	1.0 %	0	0	Toronto
06 : Supervisors: Crafts and Trades		106	0	0.0 %	0.1 %	0	0	
7301 : Contractors and supervisors, mechanic trades	Québec	3	0	0.0 %	1.2 %	0	0	Québec
9227 : Supervisors, other products manufacturing and assembly	Alberta	5	0	0.0 %	0.0 %	0	0	Alberta
9227 : Supervisors, other products manufacturing and assembly	Nova Scotia	6	0	0.0 %	0.0 %	0	0	Nova Scotia
9227 : Supervisors, other products manufacturing and assembly	Ontario	4	0	0.0 %	1.2 %	0	0	Ontario
9227 : Supervisors, other products manufacturing and assembly	Québec	88	0	0.0 %	0.0 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		244	1	0.4 %	0.8 %	2	-1	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	6.0 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Halifax	8	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	227	1	0.4 %	0.7 %	2	-1	Montréal
Employment Equity Occupational Group	Toronto	8	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		12	1	8.3 %	1.1 %	0	1	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Québec	11	1	9.1 %	1.0 %	0	1	Québec
09 : Skilled Crafts and Trades Workers		113	0	0.0 %	1.3 %	1	-1	
7231 : Machinists and machining and tooling inspectors	Ontario	9	0	0.0 %	2.7 %	0	0	Ontario
7231 : Machinists and machining and tooling inspectors	Québec	14	0	0.0 %	1.0 %	0	0	Québec



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
7232 : Tool and die makers	Québec	58	0	0.0 %	0.9 %	1	-1	Québec
7237 : Welders and related machine operators	Québec	18	0	0.0 %	1.8 %	0	0	Québec
7242 : Industrial electricians	Ontario	3	0	0.0 %	2.2 %	0	0	Ontario
7242 : Industrial electricians	Québec	7	0	0.0 %	0.9 %	0	0	Québec
7311 : Construction millwrights and industrial mechanics	Ontario	4	0	0.0 %	2.7 %	0	0	Ontario
10 : Clerical Personnel		25	1	4.0 %	2.4 %	1	0	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	8.1 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Halifax	6	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	14	1	7.1 %	0.8 %	0	1	Montréal
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		144	0	0.0 %	0.8 %	1	-1	
Employment Equity Occupational Group	Montréal	130	0	0.0 %	0.9 %	1	-1	Montréal
Employment Equity Occupational Group	Toronto	14	0	0.0 %	0.6 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		2275	3	0.1 %	1.3 %	30	-27	
Employment Equity Occupational Group	Alta. less CMAs	84	0	0.0 %	8.5 %	7	-7	Alta. less CMAs
Employment Equity Occupational Group	Halifax	193	0	0.0 %	2.9 %	6	-6	Halifax
Employment Equity Occupational Group	Montréal	1858	3	0.2 %	0.9 %	17	-14	Montréal
Employment Equity Occupational Group	Toronto	140	0	0.0 %	0.7 %	1	-1	Toronto
14 : Other Manual Workers		186	0	0.0 %	0.8 %	1	-1	
Employment Equity Occupational Group	Montréal	180	0	0.0 %	0.8 %	1	-1	Montréal
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.8 %	0	0	Toronto
Total		6142	15	0.2 %	1.1 %	69	-54	

Total may not equal sum of components due to rounding.

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



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	44	4	9.1 %	10.1 %	4	0	National
02 : Middle and Other Managers	National	485	35	7.2 %	15.0 %	73	-38	National
03 : Professionals		1636	251	15.3 %	28.5 %	466	-215	
1111 : Financial auditors and accountants	National	11	1	9.1 %	27.5 %	3	-2	National
1112 : Financial and investment analysts	National	87	6	6.9 %	35.4 %	31	-25	National
1114 : Other financial officers	National	16	1	6.3 %	21.7 %	3	-2	National
1121 : Human resources professionals	National	28	1	3.6 %	14.1 %	4	-3	National
1123 : Professional occupations in advertising, marketing and public relations	National	72	10	13.9 %	16.9 %	12	-2	National
2132 : Mechanical engineers	National	647	101	15.6 %	28.6 %	185	-84	National
2133 : Electrical and electronics engineers	National	20	5	25.0 %	34.9 %	7	-2	National
2134 : Chemical engineers	National	107	30	28.0 %	30.8 %	33	-3	National
2141 : Industrial and manufacturing engineers	National	192	21	10.9 %	31.5 %	60	-39	National
2146 : Aerospace engineers	National	144	30	20.8 %	25.0 %	36	-6	National
2148 : Other professional engineers, n.e.c.	National	28	5	17.9 %	27.3 %	8	-3	National
2171 : Information systems analysts and consultants	National	93	8	8.6 %	31.4 %	29	-21	National
2172 : Database analysts and data administrators	National	60	8	13.3 %	32.3 %	19	-11	National
2173 : Software engineers and designers	National	48	12	25.0 %	40.5 %	19	-7	National
4021 : College and other vocational instructors	National	4	0	0.0 %	13.4 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	12	1	8.3 %	12.5 %	2	-1	National
4163 : Business development officers and marketing researchers and consultants	National	67	11	16.4 %	21.9 %	15	-4	National
04 : Semi-Professionals and Technicians		853	78	9.1 %	10.7 %	91	-13	
2232 : Mechanical engineering technologists and technicians	Nova Scotia	31	0	0.0 %	0.0 %	0	0	Nova Scotia
2232 : Mechanical engineering technologists and technicians	Ontario	51	8	15.7 %	20.5 %	10	-2	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	163	12	7.4 %	7.3 %	12	0	Québec



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	2	0	0.0 %	24.7 %	0	0	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	33.3 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	3	0	0.0 %	12.3 %	0	0	Québec
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Alberta	1	0	0.0 %	18.5 %	0	0	Alberta
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	9	1	11.1 %	21.3 %	2	-1	Ontario
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Québec	41	3	7.3 %	15.3 %	6	-3	Québec
2252 : Industrial designers	Alberta	6	1	16.7 %	25.6 %	2	-1	Alberta
2252 : Industrial designers	Nova Scotia	3	0	0.0 %	0.0 %	0	0	Nova Scotia
2252 : Industrial designers	Ontario	10	3	30.0 %	25.5 %	3	0	Ontario
2252 : Industrial designers	Québec	136	14	10.3 %	10.6 %	14	0	Québec
2253 : Drafting technologists and technicians	Ontario	59	9	15.3 %	30.2 %	18	-9	Ontario
2253 : Drafting technologists and technicians	Québec	87	6	6.9 %	7.7 %	7	-1	Québec
2261 : Non-destructive testers and inspection technicians	Nova Scotia	8	0	0.0 %	0.0 %	0	0	Nova Scotia
2261 : Non-destructive testers and inspection technicians	Ontario	1	0	0.0 %	9.5 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Alberta	7	0	0.0 %	19.1 %	1	-1	Alberta
2262 : Engineering inspectors and regulatory officers	Nova Scotia	7	0	0.0 %	0.0 %	0	0	Nova Scotia
2262 : Engineering inspectors and regulatory officers	Ontario	8	1	12.5 %	18.9 %	2	-1	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	159	18	11.3 %	6.7 %	11	7	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	1	0	0.0 %	7.1 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	5	0	0.0 %	16.6 %	1	-1	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	19	2	10.5 %	4.8 %	1	1	Québec
2283 : Information systems testing technicians	Nova Scotia	22	0	0.0 %	0.0 %	0	0	Nova Scotia



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
2283 : Information systems testing technicians	Québec	1	0	0.0 %	20.0 %	0	0	Québec
4211 : Paralegal and related occupations	Québec	1	0	0.0 %	8.3 %	0	0	Québec
4216 : Other instructors	Ontario	1	0	0.0 %	37.5 %	0	0	Ontario
4216 : Other instructors	Québec	4	0	0.0 %	18.3 %	1	-1	Québec
05 : Supervisors		19	1	5.3 %	19.7 %	4	-3	
Employment Equity Occupational Group	Montréal	17	1	5.9 %	16.7 %	3	-2	Montréal
Employment Equity Occupational Group	Toronto	2	0	0.0 %	45.8 %	1	-1	Toronto
06 : Supervisors: Crafts and Trades		106	6	5.7 %	14.1 %	15	-9	
7301 : Contractors and supervisors, mechanic trades	Québec	3	0	0.0 %	2.6 %	0	0	Québec
9227 : Supervisors, other products manufacturing and assembly	Alberta	5	0	0.0 %	22.2 %	1	-1	Alberta
9227 : Supervisors, other products manufacturing and assembly	Nova Scotia	6	0	0.0 %	0.0 %	0	0	Nova Scotia
9227 : Supervisors, other products manufacturing and assembly	Ontario	4	1	25.0 %	22.7 %	1	0	Ontario
9227 : Supervisors, other products manufacturing and assembly	Québec	88	5	5.7 %	14.6 %	13	-8	Québec
07 : Administrative and Senior Clerical Personnel		244	28	11.5 %	12.8 %	31	-3	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	3.4 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Halifax	8	0	0.0 %	5.8 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	227	24	10.6 %	12.2 %	28	-4	Montréal
Employment Equity Occupational Group	Toronto	8	4	50.0 %	37.3 %	3	1	Toronto
08 : Skilled Sales and Service Personnel		12	2	16.7 %	8.7 %	1	1	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	11.3 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Québec	11	2	18.2 %	8.5 %	1	1	Québec
09 : Skilled Crafts and Trades Workers		113	6	5.3 %	8.1 %	9	-3	
7231 : Machinists and machining and tooling inspectors	Ontario	9	4	44.4 %	22.9 %	2	2	Ontario
7231 : Machinists and machining and tooling inspectors	Québec	14	1	7.1 %	9.0 %	1	0	Québec



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
7232 : Tool and die makers	Québec	58	1	1.7 %	6.2 %	4	-3	Québec
7237 : Welders and related machine operators	Québec	18	0	0.0 %	5.2 %	1	-1	Québec
7242 : Industrial electricians	Ontario	3	0	0.0 %	13.4 %	0	0	Ontario
7242 : Industrial electricians	Québec	7	0	0.0 %	4.1 %	0	0	Québec
7311 : Construction millwrights and industrial mechanics	Ontario	4	0	0.0 %	14.1 %	1	-1	Ontario
10 : Clerical Personnel		25	2	8.0 %	14.1 %	4	-2	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	4.2 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Halifax	6	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	14	1	7.1 %	17.4 %	2	-1	Montréal
Employment Equity Occupational Group	Toronto	1	1	100.0 %	48.1 %	0	1	Toronto
11 : Intermediate Sales and Service Personnel		144	19	13.2 %	24.8 %	36	-17	
Employment Equity Occupational Group	Montréal	130	17	13.1 %	22.2 %	29	-12	Montréal
Employment Equity Occupational Group	Toronto	14	2	14.3 %	48.9 %	7	-5	Toronto
12 : Semi-Skilled Manual Workers		2275	154	6.8 %	22.8 %	519	-365	
Employment Equity Occupational Group	Alta. less CMAs	84	2	2.4 %	4.3 %	4	-2	Alta. less CMAs
Employment Equity Occupational Group	Halifax	193	2	1.0 %	6.1 %	12	-10	Halifax
Employment Equity Occupational Group	Montréal	1858	103	5.5 %	22.7 %	422	-319	Montréal
Employment Equity Occupational Group	Toronto	140	47	33.6 %	57.5 %	81	-34	Toronto
14 : Other Manual Workers		186	4	2.2 %	23.1 %	43	-39	
Employment Equity Occupational Group	Montréal	180	4	2.2 %	22.1 %	40	-36	Montréal
Employment Equity Occupational Group	Toronto	6	0	0.0 %	51.8 %	3	-3	Toronto
Total		6142	590	9.6 %	21.1 %	1296	-706	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-12-17

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	529	3	0.6 %	4.3 %	23	-20	National
03 : Professionals	National	1636	9	0.6 %	3.8 %	62	-53	National
04 : Semi-Professionals and Technicians	National	853	8	0.9 %	4.6 %	39	-31	National
05 : Supervisors	National	19	0	0.0 %	13.9 %	3	-3	National
06 : Supervisors: Crafts and Trades	National	106	0	0.0 %	7.8 %	8	-8	National
07 : Administrative and Senior Clerical Personnel	National	244	2	0.8 %	3.4 %	8	-6	National
08 : Skilled Sales and Service Personnel	National	12	0	0.0 %	3.5 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	113	2	1.8 %	3.8 %	4	-2	National
10 : Clerical Personnel	National	25	0	0.0 %	7.0 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	144	2	1.4 %	5.6 %	8	-6	National
12 : Semi-Skilled Manual Workers	National	2275	53	2.3 %	4.8 %	109	-56	National
14 : Other Manual Workers	National	186	9	4.8 %	5.3 %	10	-1	National
Total		6142	88	1.4 %	4.5 %	276	-188	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-12-17

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-12-17

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Pratt & Whitney Canada Corporation Inc

Workforce Analysis - Summary Report

Date: 2018-11-30

Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	44	11	25.0 %	27.6 %	12	-1
02 : Middle and Other Managers	485	115	23.7 %	39.4 %	191	-76
03 : Professionals	1636	343	21.0 %	22.7 %	371	-28
04 : Semi-Professionals and Technicians	853	145	17.0 %	22.2 %	189	-44
05 : Supervisors	19	11	57.9 %	50.6 %	10	1
06 : Supervisors: Crafts and Trades	106	14	13.2 %	20.3 %	22	-8
07 : Administrative and Senior Clerical Personnel	244	117	48.0 %	80.9 %	197	-80
08 : Skilled Sales and Service Personnel	12	0	0.0 %	29.4 %	4	-4
09 : Skilled Crafts and Trades Workers	113	2	1.8 %	8.0 %	9	-7
10 : Clerical Personnel	25	17	68.0 %	66.4 %	17	0
11 : Intermediate Sales and Service Personnel	144	44	30.6 %	63.4 %	91	-47
12 : Semi-Skilled Manual Workers	2275	151	6.6 %	15.9 %	362	-211
14 : Other Manual Workers	186	2	1.1 %	23.9 %	44	-42
Total	6142	972	15.8 %	24.7 %	1519	-547

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-30

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	44	0	0.0 %	3.2 %	1	-1
02 : Middle and Other Managers	485	0	0.0 %	2.7 %	13	-13
03 : Professionals	1636	5	0.3 %	1.1 %	18	-13
04 : Semi-Professionals and Technicians	853	4	0.5 %	1.6 %	14	-10
05 : Supervisors	19	0	0.0 %	0.8 %	0	0
06 : Supervisors: Crafts and Trades	106	0	0.0 %	1.5 %	2	-2
07 : Administrative and Senior Clerical Personnel	244	1	0.4 %	1.0 %	2	-1
08 : Skilled Sales and Service Personnel	12	1	8.3 %	1.3 %	0	1
09 : Skilled Crafts and Trades Workers	113	0	0.0 %	2.1 %	2	-2
10 : Clerical Personnel	25	1	4.0 %	3.0 %	1	0
11 : Intermediate Sales and Service Personnel	144	0	0.0 %	0.8 %	1	-1
12 : Semi-Skilled Manual Workers	2275	3	0.1 %	1.6 %	36	-33
14 : Other Manual Workers	186	0	0.0 %	1.0 %	2	-2
Total	6142	15	0.2 %	1.5 %	92	-77

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-30

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					Gap
	All Employees	Representation		Availability		
		#	#	%	%	
01 : Senior Managers	44	4	9.1 %	11.5 %	5	-1
02 : Middle and Other Managers	485	35	7.2 %	17.6 %	85	-50
03 : Professionals	1636	251	15.3 %	31.5 %	515	-264
04 : Semi-Professionals and Technicians	853	78	9.1 %	14.5 %	124	-46
05 : Supervisors	19	1	5.3 %	23.7 %	5	-4
06 : Supervisors: Crafts and Trades	106	6	5.7 %	11.3 %	12	-6
07 : Administrative and Senior Clerical Personnel	244	28	11.5 %	15.2 %	37	-9
08 : Skilled Sales and Service Personnel	12	2	16.7 %	11.1 %	1	1
09 : Skilled Crafts and Trades Workers	113	6	5.3 %	8.4 %	9	-3
10 : Clerical Personnel	25	2	8.0 %	16.2 %	4	-2
11 : Intermediate Sales and Service Personnel	144	19	13.2 %	29.4 %	42	-23
12 : Semi-Skilled Manual Workers	2275	154	6.8 %	26.2 %	596	-442
14 : Other Manual Workers	186	4	2.2 %	28.1 %	52	-48
Total	6142	590	9.6 %	24.2 %	1487	-897

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-30

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	529	3	0.6 %	5.0 %	26	-23
03 : Professionals	1636	9	0.6 %	8.9 %	146	-137
04 : Semi-Professionals and Technicians	853	8	0.9 %	7.6 %	65	-57
05 : Supervisors	19	0	0.0 %	27.5 %	5	-5
06 : Supervisors: Crafts and Trades	106	0	0.0 %	10.1 %	11	-11
07 : Administrative and Senior Clerical Personnel	244	2	0.8 %	10.0 %	24	-22
08 : Skilled Sales and Service Personnel	12	0	0.0 %	8.0 %	1	-1
09 : Skilled Crafts and Trades Workers	113	2	1.8 %	7.8 %	9	-7
10 : Clerical Personnel	25	0	0.0 %	9.3 %	2	-2
11 : Intermediate Sales and Service Personnel	144	2	1.4 %	10.8 %	16	-14
12 : Semi-Skilled Manual Workers	2275	53	2.3 %	10.3 %	234	-181
14 : Other Manual Workers	186	9	4.8 %	6.8 %	13	-4
Total	6142	88	1.4 %	9.0 %	552	-464

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-11-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-11-30

WFA Defaults - Persons with Disabilities

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

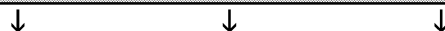
Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	27

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	30

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	47	8	27.4
02	Middle & Other Managers	430	95	38.9
03	Professionals	1,304	277	20.6
04	Semi-Professionals & Technicians	1,433	172	20.2
05	Supervisors	3	1	50.8
06	Supervisors: Crafts & Trades	117	21	21.5
07	Administrative & Senior Clerical Personnel	337	166	80.8
08	Skilled Sales & Service Personnel	254	41	29.1
09	Skilled Crafts & Trades Workers	537	27	3.7
10	Clerical Personnel	80	13	63.5
11	Intermediate Sales & Service Personnel	3	0	61.8
12	Semi-Skilled Manual Workers	1,440	85	18.6
13	Other Sales & Service Personnel	6	0	51.1
14	Other Manual Workers	35	1	23.8
Total		6,026	907	24.3

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		44	11	27.6
		485	115	39.4
		1,636	343	22.7
		853	145	22.2
		19	11	50.6
		106	14	20.3
		244	117	80.9
		12	0	29.4
		113	2	8.0
		25	17	66.4
		144	44	63.4
		2,275	151	15.9
		0	0	0.0
		186	2	23.9
Total		6,142	972	24.7

*** Source:**
2011 National Household Survey

*** Source:**

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Pratt & Whitney Canada Corporation Inc.
2018-11-16

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	27

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	30

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	%	
01	Senior Managers	47	0	2.9
02	Middle & Other Managers	430	0	2.2
03	Professionals	1,304	5	0.8
04	Semi-Professionals & Technicians	1,433	12	0.9
05	Supervisors	3	0	0.8
06	Supervisors: Crafts & Trades	117	0	0.3
07	Administrative & Senior Clerical Personnel	337	2	0.7
08	Skilled Sales & Service Personnel	254	1	1.0
09	Skilled Crafts & Trades Workers	537	1	1.4
10	Clerical Personnel	80	0	0.9
11	Intermediate Sales & Service Personnel	3	0	0.9
12	Semi-Skilled Manual Workers	1,440	2	0.8
13	Other Sales & Service Personnel	6	0	0.8
14	Other Manual Workers	35	0	0.8
Total		6,026	23	1.0

*** Source:**
2011 National Household Survey

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Subsequent/Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	%	
		44	0	3.2
		485	0	2.7
		1,636	5	1.1
		853	4	1.6
		19	0	0.8
		106	0	1.5
		244	1	1.0
		12	1	1.3
		113	0	2.1
		25	1	3.0
		144	0	0.8
		2,275	3	1.6
		0	0	0.0
		186	0	1.0
	Total	6,142	15	1.5

*** Source:**
0

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Pratt & Whitney Canada Corporation Inc.
2018-11-16

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	27

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	11	30

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
		#	%	
01/02	Managers	477	2	4.3
03	Professionals	1,304	5	3.8
04	Semi-Professionals & Technicians	1,433	16	4.6
05	Supervisors	3	0	13.9
06	Supervisors: Crafts & Trades	117	0	7.8
07	Administrative & Senior Clerical Personnel	337	3	3.4
08	Skilled Sales & Service Personnel	254	1	3.5
09	Skilled Crafts & Trades Workers	537	20	3.8
10	Clerical Personnel	80	3	7.0
11	Intermediate Sales & Service Personnel	3	0	5.6
12	Semi-Skilled Manual Workers	1,440	35	4.8
13	Other Sales & Service Personnel	6	0	6.3
14	Other Manual Workers	35	1	5.3
Total		6,026	86	4.4

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

Employment Equity Occupational Group (EEOG)		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
		#	%	
		529	3	5.0
		1,636	9	8.9
		853	8	7.6
		19	0	27.5
		106	0	10.1
		244	2	10.0
		12	0	8.0
		113	2	7.8
		25	0	9.3
		144	2	10.8
		2,275	53	10.3
		0	0	0.0
		186	9	6.8
		6,142	88	9.0

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Start Date of Flow Data		
YYYY	MM	DD
2016	01	27

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	34	9	0	0
03 Professionals	381	100	0	0
04 Semi-Professionals & Technicians	129	30	0	0
05 Supervisors	4	3	0	0
06 Supervisors: Crafts & Trades	28	3	0	0
07 Administrative & Senior Clerical Personnel	62	27	0	0
08 Skilled Sales & Service Personnel	2	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	2	0	0
11 Intermediate Sales & Service Personnel	31	13	0	0
12 Semi-Skilled Manual Workers	428	33	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	38	1	0	0
Total	1,154	221	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
12	5	0	0
114	33	0	0
295	64	2	2
107	30	0	0
6	3	0	0
23	6	0	0
41	22	0	0
4	0	0	0
19	0	0	0
0	0	0	0
31	8	0	0
194	13	0	0
0	0	0	0
10	0	0	0
856	184	2	2

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
10	0	0	0
56	16	0	0
174	29	0	0
182	19	0	0
1	0	0	0
15	2	0	0
54	23	0	0
21	5	0	0
31	1	0	0
10	4	0	0
9	5	0	0
233	14	0	0
1	0	0	0
14	0	0	0
811	118	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Start Date of Flow Data		
YYYY	MM	DD
2016	01	27

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	34	0	0	0
03 Professionals	381	1	0	0
04 Semi-Professionals & Technicians	129	0	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	28	0	0	0
07 Administrative & Senior Clerical Personnel	62	0	0	0
08 Skilled Sales & Service Personnel	2	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	31	0	0	0
12 Semi-Skilled Manual Workers	428	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	38	0	0	0
Total	1,154	2	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
12	0	0	0
114	0	0	0
295	1	2	0
107	0	0	0
6	0	0	0
23	0	0	0
41	0	0	0
4	1	0	0
19	0	0	0
0	0	0	0
31	0	0	0
194	0	0	0
0	0	0	0
10	0	0	0
856	2	2	0

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
10	0	0	0
56	0	0	0
174	0	0	0
182	3	0	0
1	0	0	0
15	0	0	0
54	0	0	0
21	0	0	0
31	0	0	0
10	0	0	0
9	0	0	0
233	1	0	0
1	0	0	0
14	0	0	0
811	4	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Start Date of Flow Data		
YYYY	MM	DD
2016	01	27

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	34	0	0	0
03 Professionals	381	3	0	0
04 Semi-Professionals & Technicians	129	1	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	28	0	0	0
07 Administrative & Senior Clerical Personnel	62	0	0	0
08 Skilled Sales & Service Personnel	2	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	31	1	0	0
12 Semi-Skilled Manual Workers	428	9	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	38	0	0	0
Total	1,154	14	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
12	0	0	0
114	1	0	0
295	2	2	0
107	1	0	0
6	0	0	0
23	0	0	0
41	1	0	0
4	0	0	0
19	1	0	0
0	0	0	0
31	1	0	0
194	4	0	0
0	0	0	0
10	0	0	0
856	11	2	0

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
10	0	0	0
56	0	0	0
174	1	0	0
182	2	0	0
1	0	0	0
15	0	0	0
54	0	0	0
21	0	0	0
31	0	0	0
10	1	0	0
9	1	0	0
233	10	0	0
1	0	0	0
14	1	0	0
811	16	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Start Date of Flow Data		
YYYY	MM	DD
2016	01	27

End Date of Flow Data		
YYYY	MM	DD
2018	11	30

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	34	4	0	0
03 Professionals	381	73	0	0
04 Semi-Professionals & Technicians	129	24	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	28	1	0	0
07 Administrative & Senior Clerical Personnel	62	16	0	0
08 Skilled Sales & Service Personnel	2	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	2	0	0
11 Intermediate Sales & Service Personnel	31	7	0	0
12 Semi-Skilled Manual Workers	428	72	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	38	2	0	0
Total	1,154	201	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
12	2	0	0
114	14	0	0
295	64	2	0
107	14	0	0
6	0	0	0
23	5	0	0
41	7	0	0
4	1	0	0
19	1	0	0
0	0	0	0
31	7	0	0
194	13	0	0
0	0	0	0
10	0	0	0
856	128	2	0

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
10	1	0	0
56	5	0	0
174	24	0	0
182	12	0	0
1	0	0	0
15	0	0	0
54	5	0	0
21	2	0	0
31	0	0	0
10	0	0	0
9	1	0	0
233	8	0	0
1	0	0	0
14	0	0	0
811	58	0	0

Federal Contractors Program Achievement Report

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Part 3: Goals

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-01-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	47	-2.2%		0	22.0%		0	0	8	0.0%	0	5	0	27.4%	-5	-5	17.0%	17.0%	
02 Middle & Other Managers	430	4.1%		0	12.2%		0	0	95	0.0%	0	72	0	38.9%	-72	-72	22.1%	22.1%	
03 Professionals	1,304	7.9%		0	11.8%		0	0	277	0.0%	0	-8	0	20.6%	8	8	21.2%	21.2%	
04 Semi-Professionals & Tech	1,433	-15.9%		0	15.9%		0	0	172	0.0%	0	117	0	20.2%	-117	-117	12.0%	12.0%	
05 Supervisors	3	85.0%		0	9.1%		0	0	1	0.0%	0	1	0	50.8%	-1	-1	33.3%	33.3%	
06 Supervisors: Crafts & Trades	117	-3.2%		0	13.5%		0	0	21	0.0%	0	4	0	21.5%	-4	-4	17.9%	17.9%	
07 Administrative & Sr Clerical	337	-10.2%		0	18.6%		0	0	166	0.0%	0	106	0	80.8%	-106	-106	49.3%	49.3%	
08 Skilled Sales & Service	254	-63.8%		0	15.8%		0	0	41	0.0%	0	33	0	29.1%	-33	-33	16.1%	16.1%	
09 Skilled Crafts & Trades	537	-40.5%		0	9.5%		0	0	27	0.0%	0	-7	0	3.7%	7	7	5.0%	5.0%	
10 Clerical Personnel	80	-32.1%		0	19.0%		0	0	13	0.0%	0	38	0	63.5%	-38	-38	16.3%	16.3%	
11 Intermediate Sales & Service	3	263.4%		0	12.2%		0	0	0	0.0%	0	2	0	61.8%	-2	-2	0.0%	0.0%	
12 Semi-Skilled Manual	1,440	16.5%		0	12.5%		0	0	85	0.0%	0	183	0	18.6%	-183	-183	5.9%	5.9%	
13 Other Sales & Service	6	-100.0%		0	33.3%		0	0	0	0.0%	0	3	0	51.1%	-3	-3	0.0%	0.0%	
14 Other Manual Workers	35	74.5%		0	12.7%		0	0	1	0.0%	0	7	0	23.8%	-7	-7	2.9%	2.9%	
Total	6,026	0.6%		0	13.3%		0	0	907	0.0%	0	557	0	24.3%	-557	-557	15.1%	15.1%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	1	0.0	
02 Middle & Other Managers	5	0.0	5	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	2	0.0	2	0.0	
05 Supervisors	0	0.0	1	0.0	
06 Supervisors: Crafts & Trades	0	0.0	1	0.0	
07 Administrative & Sr Clerical	7	0.0	6	0.0	
08 Skilled Sales & Service	2	0.0	2	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	3	0.0	2	0.0	
11 Intermediate Sales & Service	0	0.0	1	0.0	
12 Semi-Skilled Manual	4	0.0	3	0.0	
13 Other Sales & Service	0	0.0	1	0.0	

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Part 3: Goals

Pratt & Whitney Canada Corporation Inc.

2018-11-16

14	Other Manual Workers	0	0.0	1	0.0
Total		23		26	

Federal Contractors Program Achievement Report

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Part 3: Goals

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-01-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-01-27	Annually	Over 3 Years	Years	2016	2019						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%	
01 Senior Managers	47	-2.2%		0	22.0%		0	0	0	0.0%	0	1	0	2.9%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	430	4.1%		0	12.2%		0	0	0	0.0%	0	9	0	2.2%	-9	-9	0.0%	0.0%	
03 Professionals	1,304	7.9%		0	11.8%		0	0	5	0.0%	0	5	0	0.8%	-5	-5	0.4%	0.4%	
04 Semi-Professionals & Tech	1,433	-15.9%		0	15.9%		0	0	12	0.0%	0	1	0	0.9%	-1	-1	0.8%	0.8%	
05 Supervisors	3	85.0%		0	9.1%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	117	-3.2%		0	13.5%		0	0	0	0.0%	0	0	0	0.3%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	337	-10.2%		0	18.6%		0	0	2	0.0%	0	0	0	0.7%	0	0	0.6%	0.6%	
08 Skilled Sales & Service	254	-63.8%		0	15.8%		0	0	1	0.0%	0	2	0	1.0%	-2	-2	0.4%	0.4%	
09 Skilled Crafts & Trades	537	-40.5%		0	9.5%		0	0	1	0.0%	0	7	0	1.4%	-7	-7	0.2%	0.2%	
10 Clerical Personnel	80	-32.1%		0	19.0%		0	0	0	0.0%	0	1	0	0.9%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	3	263.4%		0	12.2%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	1,440	16.5%		0	12.5%		0	0	2	0.0%	0	10	0	0.8%	-10	-10	0.1%	0.1%	
13 Other Sales & Service	6	-100.0%		0	33.3%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
14 Other Manual Workers	35	74.5%		0	12.7%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
Total	6,026	0.6%		0	13.3%		0	0	23	0.0%	0	37	0	1.0%	-37	-37	0.4%	0.4%	

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

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

Table 4: Aboriginal Peoples

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

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Pratt & Whitney Canada Corporation Inc.

2018-11-16

14	Other Manual Workers	0	0.0	0	0.0
Total		2		7	

Federal Contractors Program Achievement Report

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Part 3: Goals

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2016-01-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-01-27	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%		
01/02	Managers	477	1.0%		0	17.1%		0	0	2	0.0%	0	19	0		4.3%	-19	-19	0.4%	0.4%
03	Professionals	1,304	7.9%		0	11.8%		0	0	5	0.0%	0	45	0		3.8%	-45	-45	0.4%	0.4%
04	Semi-Professionals & Tech	1,433	-15.9%		0	15.9%		0	0	16	0.0%	0	50	0		4.6%	-50	-50	1.1%	1.1%
05	Supervisors	3	85.0%		0	9.1%		0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	117	-3.2%		0	13.5%		0	0	0	0.0%	0	9	0		7.8%	-9	-9	0.0%	0.0%
07	Administrative & Sr Clerical	337	-10.2%		0	18.6%		0	0	3	0.0%	0	8	0		3.4%	-8	-8	0.9%	0.9%
08	Skilled Sales & Service	254	-63.8%		0	15.8%		0	0	1	0.0%	0	8	0		3.5%	-8	-8	0.4%	0.4%
09	Skilled Crafts & Trades	537	-40.5%		0	9.5%		0	0	20	0.0%	0	0	0		3.8%	0	0	3.7%	3.7%
10	Clerical Personnel	80	-32.1%		0	19.0%		0	0	3	0.0%	0	3	0		7.0%	-3	-3	3.8%	3.8%
11	Intermediate Sales & Service	3	263.4%		0	12.2%		0	0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	1,440	16.5%		0	12.5%		0	0	35	0.0%	0	34	0		4.8%	-34	-34	2.4%	2.4%
13	Other Sales & Service	6	-100.0%		0	33.3%		0	0	0	0.0%	0	0	0		6.3%	0	0	0.0%	0.0%
14	Other Manual Workers	35	74.5%		0	12.7%		0	0	1	0.0%	0	1	0		5.3%	-1	-1	2.9%	2.9%
Total		6,026	0.6%		0	13.3%		0	0	86	0.0%	0	179	0		4.4%	-179	-179	1.4%	1.4%

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers	2	0.0	2	0.0	
03	Professionals	4	0.0	3	0.0	
04	Semi-Professionals & Tech	1	0.0	1	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	1	0.0	1	0.0	
07	Administrative & Sr Clerical	1	0.0	1	0.0	
08	Skilled Sales & Service	1	0.0	1	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	1	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	1	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	1	0.0	
Total		10		12		

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Part 3: Goals

Pratt & Whitney Canada Corporation Inc.

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Part 3: Goals

Pratt & Whitney Canada Corporation Inc.

2018-11-16

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-01-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	47	-2.2%		0	22.0%		0	0	4	0.0%	0	1	0	10.1%	-1	-1	8.5%	8.5%	
02 Middle & Other Managers	430	4.1%		0	12.2%		0	0	25	0.0%	0	40	0	15.0%	-40	-40	5.8%	5.8%	
03 Professionals	1,304	7.9%		0	11.8%		0	0	183	0.0%	0	151	0	25.6%	-151	-151	14.0%	14.0%	
04 Semi-Professionals & Tech	1,433	-15.9%		0	15.9%		0	0	87	0.0%	0	71	0	11.0%	-71	-71	6.1%	6.1%	
05 Supervisors	3	85.0%		0	9.1%		0	0	0	0.0%	0	1	0	16.7%	-1	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	117	-3.2%		0	13.5%		0	0	3	0.0%	0	13	0	13.6%	-13	-13	2.6%	2.6%	
07 Administrative & Sr Clerical	337	-10.2%		0	18.6%		0	0	24	0.0%	0	20	0	13.2%	-20	-20	7.1%	7.1%	
08 Skilled Sales & Service	254	-63.8%		0	15.8%		0	0	26	0.0%	0	-2	0	9.5%	2	2	10.2%	10.2%	
09 Skilled Crafts & Trades	537	-40.5%		0	9.5%		0	0	8	0.0%	0	24	0	6.0%	-24	-24	1.5%	1.5%	
10 Clerical Personnel	80	-32.1%		0	19.0%		0	0	11	0.0%	0	9	0	24.4%	-9	-9	13.8%	13.8%	
11 Intermediate Sales & Service	3	263.4%		0	12.2%		0	0	0	0.0%	0	1	0	22.2%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	1,440	16.5%		0	12.5%		0	0	66	0.0%	0	291	0	24.8%	-291	-291	4.6%	4.6%	
13 Other Sales & Service	6	-100.0%		0	33.3%		0	0	0	0.0%	0	1	0	24.3%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	35	74.5%		0	12.7%		0	0	0	0.0%	0	8	0	22.1%	-8	-8	0.0%	0.0%	
Total	6,026	0.6%		0	13.3%		0	0	437	0.0%	0	630	0	17.7%	-630	-630	7.3%	7.3%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	1	0.0	
02 Middle & Other Managers	3	0.0	3	0.0	
03 Professionals	11	0.0	10	0.0	
04 Semi-Professionals & Tech	2	0.0	1	0.0	
05 Supervisors	0	0.0	1	0.0	
06 Supervisors: Crafts & Trades	1	0.0	1	0.0	
07 Administrative & Sr Clerical	1	0.0	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	1	0.0	1	0.0	
10 Clerical Personnel	0	0.0	1	0.0	
11 Intermediate Sales & Service	0	0.0	1	0.0	
12 Semi-Skilled Manual	5	0.0	5	0.0	
13 Other Sales & Service	0	0.0	1	0.0	

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14	Other Manual Workers	0	0.0	1	0.0
Total		24		28	

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	44	-2.2%		0	22.0%		0	0	11	0.0%	0	1	0	27.6%	27.6%	-1	-1	25.0%	25.0%
02 Middle & Other Managers	485	4.1%		0	12.2%		0	0	115	0.0%	0	76	0	39.4%	39.4%	-76	-76	23.7%	23.7%
03 Professionals	1,636	7.9%		0	11.8%		0	0	343	0.0%	0	28	0	22.7%	22.7%	-28	-28	21.0%	21.0%
04 Semi-Professionals & Tech	853	-15.9%		0	15.9%		0	0	145	0.0%	0	44	0	22.2%	22.2%	-44	-44	17.0%	17.0%
05 Supervisors	19	85.0%		0	9.1%		0	0	11	0.0%	0	-1	0		50.6%	1	1	57.9%	57.9%
06 Supervisors: Crafts & Trades	106	-3.2%		0	13.5%		0	0	14	0.0%	0	8	0	20.3%	20.3%	-8	-8	13.2%	13.2%
07 Administrative & Sr Clerical	244	-10.2%		0	18.6%		0	0	117	0.0%	0	80	0	50.0%	80.9%	-80	-80	48.0%	48.0%
08 Skilled Sales & Service	12	-63.8%		0	15.8%		0	0	0	0.0%	0	4	0	29.4%	29.4%	-4	-4	0.0%	0.0%
09 Skilled Crafts & Trades	113	-40.5%		0	9.5%		0	0	2	0.0%	0	7	0	8.0%	8.0%	-7	-7	1.8%	1.8%
10 Clerical Personnel	25	-32.1%		0	19.0%		0	0	17	0.0%	0	0	0		66.4%	0	0	68.0%	68.0%
11 Intermediate Sales & Service	144	263.4%		0	12.2%		0	0	44	0.0%	0	47	0	50.0%	63.4%	-47	-47	30.6%	30.6%
12 Semi-Skilled Manual	2,275	16.5%		0	12.5%		0	0	151	0.0%	0	211	0	15.9%	15.9%	-211	-211	6.6%	6.6%
13 Other Sales & Service	0	-100.0%		0	33.3%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	186	74.5%		0	12.7%		0	0	2	0.0%	0	42	0	23.9%	23.9%	-42	-42	1.1%	1.1%
Total	6,142	0.6%		0	13.3%		0	0	972	0.0%	0	545	0	25.2%	24.7%	-545	-545	15.8%	15.8%

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		27.6		27.6	
02 Middle & Other Managers		39.4		39.4	
03 Professionals		22.7		22.7	
04 Semi-Professionals & Tech		22.2		22.2	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		20.3		20.3	
07 Administrative & Sr Clerical		50.0		50.0	
08 Skilled Sales & Service		29.4		29.4	
09 Skilled Crafts & Trades		8.0		8.0	
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		50.0		50.0	
12 Semi-Skilled Manual		15.9		15.9	
13 Other Sales & Service		0.0			
14 Other Manual Workers		23.9		23.9	

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Pratt & Whitney Canada Corporation Inc.

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Total		25.2		25.2
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Part 3: Goals

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To						
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-30	Annually	Over 3 Years		2018	2021							
	#	%	%	#	%	%	#	#	%	#	%	#	%							
01 Senior Managers	44	-2.2%		0	22.0%		0	0	0	0.0%	0	1	0	3.2%	3.2%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	485	4.1%		0	12.2%		0	0	0	0.0%	0	13	0	2.7%	2.7%	-13	-13	0.0%	0.0%	
03 Professionals	1,636	7.9%		0	11.8%		0	0	5	0.0%	0	13	0	1.1%	1.1%	-13	-13	0.3%	0.3%	
04 Semi-Professionals & Tech	853	-15.9%		0	15.9%		0	0	4	0.0%	0	10	0	1.6%	1.6%	-10	-10	0.5%	0.5%	
05 Supervisors	19	85.0%		0	9.1%		0	0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	106	-3.2%		0	13.5%		0	0	0	0.0%	0	2	0	1.5%	1.5%	-2	-2	0.0%	0.0%	
07 Administrative & Sr Clerical	244	-10.2%		0	18.6%		0	0	1	0.0%	0	1	0	1.0%	1.0%	-1	-1	0.4%	0.4%	
08 Skilled Sales & Service	12	-63.8%		0	15.8%		0	0	1	0.0%	0	-1	0	1.3%	1.3%	1	1	8.3%	8.3%	
09 Skilled Crafts & Trades	113	-40.5%		0	9.5%		0	0	0	0.0%	0	2	0	2.1%	2.1%	-2	-2	0.0%	0.0%	
10 Clerical Personnel	25	-32.1%		0	19.0%		0	0	1	0.0%	0	0	0	3.0%	3.0%	0	0	4.0%	4.0%	
11 Intermediate Sales & Service	144	263.4%		0	12.2%		0	0	0	0.0%	0	1	0	0.8%	0.8%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	2,275	16.5%		0	12.5%		0	0	3	0.0%	0	33	0	1.6%	1.6%	-33	-33	0.1%	0.1%	
13 Other Sales & Service	0	-100.0%		0	33.3%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	186	74.5%		0	12.7%		0	0	0	0.0%	0	2	0	1.0%	1.0%	-2	-2	0.0%	0.0%	
Total	6,142	0.6%		0	13.3%		0	0	15	0.0%	0	77	0	1.1%	1.5%	-77	-77	0.2%	0.2%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		3.2		3.2	
02 Middle & Other Managers		2.7		2.7	
03 Professionals		1.1		1.1	
04 Semi-Professionals & Tech		1.6		1.6	
05 Supervisors		0.0			
06 Supervisors: Crafts & Trades		1.5		1.5	
07 Administrative & Sr Clerical		1.0		1.0	
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		2.1		2.1	
10 Clerical Personnel		0.0			
11 Intermediate Sales & Service		0.8		0.8	
12 Semi-Skilled Manual		1.6		1.6	
13 Other Sales & Service		0.0			
14 Other Manual Workers		1.0		1.0	

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Total		1.1	1.1
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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			From - To	2018		2021						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2018	2021	%	%	%	%	%	%	
		2018-11-30	%	%	#	%	%	#	#	%	#	%	#	%	%	%	#	#	%	%
01/02 Managers	529	1.0%		0	17.1%		0	0	3	0.0%	0	23	0	5.0%	5.0%	-23	-23	0.6%	0.6%	
03 Professionals	1,636	7.9%		0	11.8%		0	0	9	0.0%	0	137	0	8.9%	8.9%	-137	-137	0.6%	0.6%	
04 Semi-Professionals & Tech	853	-15.9%		0	15.9%		0	0	8	0.0%	0	57	0	7.6%	7.6%	-57	-57	0.9%	0.9%	
05 Supervisors	19	85.0%		0	9.1%		0	0	0	0.0%	0	5	0	27.5%	27.5%	-5	-5	0.0%	0.0%	
06 Supervisors: Crafts & Trades	106	-3.2%		0	13.5%		0	0	0	0.0%	0	11	0	10.1%	10.1%	-11	-11	0.0%	0.0%	
07 Administrative & Sr Clerical	244	-10.2%		0	18.6%		0	0	2	0.0%	0	22	0	10.0%	10.0%	-22	-22	0.8%	0.8%	
08 Skilled Sales & Service	12	-63.8%		0	15.8%		0	0	0	0.0%	0	1	0	8.0%	8.0%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	113	-40.5%		0	9.5%		0	0	2	0.0%	0	7	0	7.8%	7.8%	-7	-7	1.8%	1.8%	
10 Clerical Personnel	25	-32.1%		0	19.0%		0	0	0	0.0%	0	2	0	9.3%	9.3%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	144	263.4%		0	12.2%		0	0	2	0.0%	0	14	0	10.8%	10.8%	-14	-14	1.4%	1.4%	
12 Semi-Skilled Manual	2,275	16.5%		0	12.5%		0	0	53	0.0%	0	181	0	10.3%	10.3%	-181	-181	2.3%	2.3%	
13 Other Sales & Service	0	-100.0%		0	33.3%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	186	74.5%		0	12.7%		0	0	9	0.0%	0	4	0	6.8%	6.8%	-4	-4	4.8%	4.8%	
Total	6,142	0.6%		0	13.3%		0	0	88	0.0%	0	465	0	4.5%	9.0%	-465	-465	1.4%	1.4%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	%	%	%	%	
01/02 Managers		5.0		5.0	
03 Professionals		8.9		8.9	
04 Semi-Professionals & Tech		7.6		7.6	
05 Supervisors		27.5		27.5	
06 Supervisors: Crafts & Trades		10.1		10.1	
07 Administrative & Sr Clerical		10.0		10.0	
08 Skilled Sales & Service		8.0		8.0	
09 Skilled Crafts & Trades		7.8		7.8	
10 Clerical Personnel		9.3		9.3	
11 Intermediate Sales & Service		10.8		10.8	
12 Semi-Skilled Manual		10.3		10.3	
13 Other Sales & Service		0.0			
14 Other Manual Workers		6.8		6.8	
Total		4.5		4.5	

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To	YYYY - YYYY					
	2018-11-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-11-30	Annually	Over 3 Years		2018	2021	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	44	-2.2%		0	22.0%		0	0	4	0.0%	0	1	0	11.5%	11.5%	-1	-1	9.1%	9.1%	
02 Middle & Other Managers	485	4.1%		0	12.2%		0	0	35	0.0%	0	50	0	17.6%	17.6%	-50	-50	7.2%	7.2%	
03 Professionals	1,636	7.9%		0	11.8%		0	0	251	0.0%	0	264	0	31.5%	31.5%	-264	-264	15.3%	15.3%	
04 Semi-Professionals & Tech	853	-15.9%		0	15.9%		0	0	78	0.0%	0	46	0	14.5%	14.5%	-46	-46	9.1%	9.1%	
05 Supervisors	19	85.0%		0	9.1%		0	0	1	0.0%	0	4	0	23.7%	23.7%	-4	-4	5.3%	5.3%	
06 Supervisors: Crafts & Trades	106	-3.2%		0	13.5%		0	0	6	0.0%	0	6	0	11.3%	11.3%	-6	-6	5.7%	5.7%	
07 Administrative & Sr Clerical	244	-10.2%		0	18.6%		0	0	28	0.0%	0	9	0	15.2%	15.2%	-9	-9	11.5%	11.5%	
08 Skilled Sales & Service	12	-63.8%		0	15.8%		0	0	2	0.0%	0	-1	0	11.1%	11.1%	1	1	16.7%	16.7%	
09 Skilled Crafts & Trades	113	-40.5%		0	9.5%		0	0	6	0.0%	0	3	0	8.4%	8.4%	-3	-3	5.3%	5.3%	
10 Clerical Personnel	25	-32.1%		0	19.0%		0	0	2	0.0%	0	2	0	16.2%	16.2%	-2	-2	8.0%	8.0%	
11 Intermediate Sales & Service	144	263.4%		0	12.2%		0	0	19	0.0%	0	23	0	29.4%	29.4%	-23	-23	13.2%	13.2%	
12 Semi-Skilled Manual	2,275	16.5%		0	12.5%		0	0	154	0.0%	0	442	0	26.2%	26.2%	-442	-442	6.8%	6.8%	
13 Other Sales & Service	0	-100.0%		0	33.3%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	186	74.5%		0	12.7%		0	0	4	0.0%	0	48	0	28.1%	28.1%	-48	-48	2.2%	2.2%	
Total	6,142	0.6%		0	13.3%		0	0	590	0.0%	0	896	0	21.1%	24.2%	-896	-896	9.6%	9.6%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		11.5		11.5	
02 Middle & Other Managers		17.6		17.6	
03 Professionals		31.5		31.5	
04 Semi-Professionals & Tech		14.5		14.5	
05 Supervisors		23.7		23.7	
06 Supervisors: Crafts & Trades		11.3		11.3	
07 Administrative & Sr Clerical		15.2		15.2	
08 Skilled Sales & Service		0.0			
09 Skilled Crafts & Trades		8.4		8.4	
10 Clerical Personnel		16.2		16.2	
11 Intermediate Sales & Service		29.4		29.4	
12 Semi-Skilled Manual		26.2		26.2	
13 Other Sales & Service		0.0			
14 Other Manual Workers		28.1		28.1	

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Part 3: Goals

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Total		21.1		21.1
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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	47	8	17.0	27.4	13	-5	62.1																
	2018	44	11	25.0	27.6	12	-1	90.6	0	0	0.0	0	0	12	5	41.7	2	3	10	0	0.0	2	-2	
02 Middle & Other Managers	2016	430	95	22.1	38.9	167	-72	56.8																
	2018	485	115	23.7	39.4	191	-76	60.2	34	9	26.5	13	-4	114	33	28.9	25	8	56	16	28.6	12	4	
03 Professionals	2016	1,304	277	21.2	20.6	269	8	103.1																
	2018	1,636	343	21.0	22.7	371	-28	92.4	381	100	26.2	86	14	297	66	22.2	63	3	174	29	16.7	37	-8	
04 Semi-Professionals & Technicians	2016	1,433	172	12.0	20.2	289	-117	59.4																
	2018	853	145	17.0	22.2	189	-44	76.6	129	30	23.3	29	1	107	30	28.0	13	17	182	19	10.4	22	-3	
05 Supervisors	2016	3	1	33.3	50.8	2	-1	65.6																
	2018	19	11	57.9	50.6	10	1	114.4	4	3	75.0	2	1	6	3	50.0	2	1	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	117	21	17.9	21.5	25	-4	83.5																
	2018	106	14	13.2	20.3	22	-8	65.1	28	3	10.7	6	-3	23	6	26.1	4	2	15	2	13.3	3	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	5	250.0	0	0.0	0.0	0.0	1	500.0	0.0	0.0		
	2021	2	5	250.0			27.6	905.8			27.6	905.8		
02 Middle & Other Managers	2018	92	42	45.7	5	840.0	0.0	0.0	5	840.0	0.0	0.0		
	2021	92	42	45.7			39.4	115.9			39.4	115.9		
03 Professionals	2018	504	166	32.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	504	166	32.9			22.7	145.1			22.7	145.1		
04 Semi-Professionals & Technicians	2018	54	60	111.1	2	3000.0	0.0	0.0	2	3000.0	0.0	0.0		
	2021	54	60	111.1			22.2	500.5			22.2	500.5		
05 Supervisors	2018	9	6	66.7	0	0.0	0.0	0.0	1	600.0	0.0	0.0		
	2021	9	6	66.7			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	36	9	25.0	0	0.0	0.0	0.0	1	900.0	0.0	0.0		
	2021	36	9	25.0			20.3	123.2			20.3	123.2		

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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2016	337	166	49.3	80.8	272	-106	61.0																
	2018	244	117	48.0	80.9	197	-80	59.3	62	27	43.5	50	-23	41	22	53.7	20	2	54	23	42.6	27	-4	
08 Skilled Sales & Service Personnel	2016	254	41	16.1	29.1	74	-33	55.5																
	2018	12	0	0.0	29.4	4	-4	0.0	2	0	0.0	1	-1	4	0	0.0	1	-1	21	5	23.8	3	2	
09 Skilled Crafts & Trades Workers	2016	537	27	5.0	3.7	20	7	135.9																
	2018	113	2	1.8	8.0	9	-7	22.1	13	0	0.0	1	-1	19	0	0.0	1	-1	31	1	3.2	2	-1	
10 Clerical Personnel	2016	80	13	16.3	63.5	51	-38	25.6																
	2018	25	17	68.0	66.4	17	0	102.4	4	2	50.0	3	-1	0	0	0.0	0	0	10	4	40.0	2	2	
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	61.8	2	-2	0.0																
	2018	144	44	30.6	63.4	91	-47	48.2	31	13	41.9	20	-7	31	8	25.8	0	8	9	5	55.6	0	5	
12 Semi-Skilled Manual Workers	2016	1,440	85	5.9	18.6	268	-183	31.7																
	2018	2,275	151	6.6	15.9	362	-211	41.7	428	33	7.7	68	-35	194	13	6.7	11	2	233	14	6.0	14	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	49	49	100.0	7	700.0	0.0	0.0	6	816.7	0.0	0.0		
	2021	49	49	100.0			50.0	200.0			50.0	200.0		
08 Skilled Sales & Service Personnel	2018	-15	0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2021	-15	0	0.0			29.4	0.0			29.4	0.0		
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			8.0	0.0			8.0	0.0		
10 Clerical Personnel	2018	-6	2	-33.3	3	66.7	0.0	0.0	2	100.0	0.0	0.0		
	2021	-6	2	-33.3			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	53	21	39.6	0	0.0	0.0	0.0	1	2100.0	0.0	0.0		
	2021	53	21	39.6			50.0	79.2			50.0	79.2		
12 Semi-Skilled Manual Workers	2018	389	46	11.8	4	1150.0	0.0	0.0	3	1533.3	0.0	0.0		
	2021	389	46	11.8			15.9	74.4			15.9	74.4		

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Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis													
		Workforce								Hires				Promotions				Terminations					
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	6	0	0.0	51.1	3	-3	0.0															
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	35	1	2.9	23.8	8	-7	12.0															
	2018	186	2	1.1	23.9	44	-42	4.5	38	1	2.6	9	-8	10	0	0.0	0	0	0	0	0.0	0	0
Total	2016	6,026	907	15.1	24.3	1,464	-557	61.9															
	2018	6,142	972	15.8	24.7	1,517	-545	64.1	1,154	221	19.2	285	-64	858	186	21.7	129	57	811	118	14.5	122	-4

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Women			All Employees	Women				All Employees	Women				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%					
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0				
	2021	-1	0	0.0			0.0	0.0			0.0	0.0				
14 Other Manual Workers	2018	34	1	2.9	0	0.0	0.0	0.0	1	100.0	0.0	0.0				
	2021	34	1	2.9			23.9	12.3			23.9	12.3				
Total	2018	1,201	407	33.9	23	1769.6	0.0	0.0	26	1565.4	0.0	0.0				
	2021	1,201	407	33.9			25.2	134.5			25.2	134.5				

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	47	0	0.0	2.9	1	-1	0.0																
	2018	44	0	0.0	3.2	1	-1	0.0	0	0	0.0	0	0	12	0	0.0	0	0	0	10	0	0.0	0	0
02 Middle & Other Managers	2016	430	0	0.0	2.2	9	-9	0.0																
	2018	485	0	0.0	2.7	13	-13	0.0	34	0	0.0	1	-1	114	0	0.0	0	0	56	0	0.0	0	0	0
03 Professionals	2016	1,304	5	0.4	0.8	10	-5	47.9																
	2018	1,636	5	0.3	1.1	18	-13	27.8	381	1	0.3	4	-3	297	1	0.3	1	0	174	0	0.0	1	-1	
04 Semi-Professionals & Technicians	2016	1,433	12	0.8	0.9	13	-1	93.0																
	2018	853	4	0.5	1.6	14	-10	29.3	129	0	0.0	2	-2	107	0	0.0	1	-1	182	3	1.6	2	1	
05 Supervisors	2016	3	0	0.0	0.8	0	0	0.0																
	2018	19	0	0.0	0.8	0	0	0.0	4	0	0.0	0	0	6	0	0.0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	117	0	0.0	0.3	0	0	0.0																
	2018	106	0	0.0	1.5	2	-2	0.0	28	0	0.0	0	0	23	0	0.0	0	0	15	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			3.2	0.0			3.2	0.0		
02 Middle & Other Managers	2018	92	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	92	0	0.0			2.7	0.0			2.7	0.0		
03 Professionals	2018	504	2	0.4	1	200.0	0.0	0.0	1	200.0	0.0	0.0		
	2021	504	2	0.4			1.1	36.1			1.1	36.1		
04 Semi-Professionals & Technicians	2018	54	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	54	0	0.0			1.6	0.0			1.6	0.0		
05 Supervisors	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	36	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	36	0	0.0			1.5	0.0			1.5	0.0		

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Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	337	2	0.6	0.7	2	0	84.8																	
	2018	244	1	0.4	1.0	2	-1	41.0	62	0	0.0	1	-1	41	0	0.0	0	0	0	54	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	254	1	0.4	1.0	3	-2	39.4																	
	2018	12	1	8.3	1.3	0	1	641.0	2	0	0.0	0	0	4	1	25.0	0	1	21	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2016	537	1	0.2	1.4	8	-7	13.3																	
	2018	113	0	0.0	2.1	2	-2	0.0	13	0	0.0	0	0	19	0	0.0	0	0	31	0	0.0	0	0	0	
10 Clerical Personnel	2016	80	0	0.0	0.9	1	-1	0.0																	
	2018	25	1	4.0	3.0	1	0	133.3	4	0	0.0	0	0	0	0	0.0	0	0	10	0	0.0	0	0	0	
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	0.9	0	0	0.0																	
	2018	144	0	0.0	0.8	1	-1	0.0	31	0	0.0	0	0	31	0	0.0	0	0	9	0	0.0	0	0	0	
12 Semi-Skilled Manual Workers	2016	1,440	2	0.1	0.8	12	-10	17.4																	
	2018	2,275	3	0.1	1.6	36	-33	8.2	428	1	0.2	7	-6	194	0	0.0	0	0	233	1	0.4	0	1	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	49	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	49	0	0.0		1.0	0.0			1.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-15	1	-6.7	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	-15	1	-6.7		0.0	0.0			0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	1	0	0.0		2.1	0.0			2.1	0.0	0.0		
10 Clerical Personnel	2018	-6	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-6	0	0.0		0.0	0.0			0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	53	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	53	0	0.0		0.8	0.0			0.8	0.0	0.0		
12 Semi-Skilled Manual Workers	2018	389	1	0.3	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	389	1	0.3		1.6	16.1			1.6	16.1	0.0		

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Part 5: Results - Aboriginal Peoples

Pratt & Whitney Canada Corporation Inc.

2018-11-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	6	0	0.0	0.8	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2016	35	0	0.0	0.8	0	0	0.0																
	2018	186	0	0.0	1.0	2	-2	0.0	38	0	0.0	0	0	10	0	0.0	0	0	14	0	0.0	0	0	
Total	2016	6,026	23	0.4	1.0	60	-37	38.2																
	2018	6,142	15	0.2	1.5	92	-77	16.3	1,154	2	0.2	17	-15	858	2	0.2	3	-1	811	4	0.5	3	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-1	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2018	34	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	34	0	0.0			1.0	0.0			1.0	0.0	0.0	
Total	2018	1,201	4	0.3	2	200.0	0.0	0.0	0.0	7	57.1	0.0	0.0	
	2021	1,201	4	0.3			1.1	30.3			1.1	30.3	0.0	

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Part 6: Results - Persons with Disabilities

Pratt & Whitney Canada Corporation Inc.

2018-11-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01&02 Managers	2016	477	2	0.4	4.3	21	-19	9.8																
	2018	529	3	0.6	5.0	26	-23	11.3	34	0	0.0	2	-2	126	1	0.8	1	0	66	0	0.0	0	0	0
03 Professionals	2016	1,304	5	0.4	3.8	50	-45	10.1																
	2018	1,636	9	0.6	8.9	146	-137	6.2	381	3	0.8	34	-31	297	2	0.7	1	1	174	1	0.6	1	0	0
04 Semi-Professionals & Technicians	2016	1,433	16	1.1	4.6	66	-50	24.3																
	2018	853	8	0.9	7.6	65	-57	12.3	129	1	0.8	10	-9	107	1	0.9	1	0	182	2	1.1	2	0	0
05 Supervisors	2016	3	0	0.0	13.9	0	0	0.0																
	2018	19	0	0.0	27.5	5	-5	0.0	4	0	0.0	1	-1	6	0	0.0	0	0	1	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2016	117	0	0.0	7.8	9	-9	0.0																
	2018	106	0	0.0	10.1	11	-11	0.0	28	0	0.0	3	-3	23	0	0.0	0	0	15	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2018	94	1	1.1	2	50.0	0.0	0.0	2	50.0	0.0	0.0		
	2021	94	1	1.1			5.0	21.3			5.0	21.3		
03 Professionals	2018	504	5	1.0	4	125.0	0.0	0.0	3	166.7	0.0	0.0		
	2021	504	5	1.0			8.9	11.1			8.9	11.1		
04 Semi-Professionals & Technicians	2018	54	2	3.7	1	200.0	0.0	0.0	1	200.0	0.0	0.0		
	2021	54	2	3.7			7.6	48.7			7.6	48.7		
05 Supervisors	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0			27.5	0.0			27.5	0.0		
06 Supervisors: Crafts & Trades	2018	36	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	36	0	0.0			10.1	0.0			10.1	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Pratt & Whitney Canada Corporation Inc.

2018-11-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2016	337	3	0.9	3.4	11	-8	26.2																
	2018	244	2	0.8	10.0	24	-22	8.2	62	0	0.0	6	-6	41	1	2.4	0	1	54	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	254	1	0.4	3.5	9	-8	11.2																
	2018	12	0	0.0	8.0	1	-1	0.0	2	0	0.0	0	0	4	0	0.0	0	0	21	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	537	20	3.7	3.8	20	0	98.0																
	2018	113	2	1.8	7.8	9	-7	22.7	13	0	0.0	1	-1	19	1	5.3	1	0	31	0	0.0	1	-1	
10 Clerical Personnel	2016	80	3	3.8	7.0	6	-3	53.6																
	2018	25	0	0.0	9.3	2	-2	0.0	4	0	0.0	0	0	0	0	0.0	0	0	10	1	10.0	0	1	
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	5.6	0	0	0.0																
	2018	144	2	1.4	10.8	16	-14	12.9	31	1	3.2	3	-2	31	1	3.2	0	1	9	1	11.1	0	1	
12 Semi-Skilled Manual Workers	2016	1,440	35	2.4	4.8	69	-34	50.6																
	2018	2,275	53	2.3	10.3	234	-181	22.6	428	9	2.1	44	-35	194	4	2.1	5	-1	233	10	4.3	6	4	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	49	1	2.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	49	1	2.0			10.0	20.4			10.0	20.4		
08 Skilled Sales & Service Personnel	2018	-15	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-15	0	0.0			8.0	0.0			8.0	0.0		
09 Skilled Crafts & Trades Workers	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0			7.8	1282.1			7.8	1282.1		
10 Clerical Personnel	2018	-6	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-6	0	0.0			9.3	0.0			9.3	0.0		
11 Intermediate Sales & Service Personnel	2018	53	2	3.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	53	2	3.8			10.8	34.9			10.8	34.9		
12 Semi-Skilled Manual Workers	2018	389	13	3.3	0	0.0	0.0	0.0	1	1300.0	0.0	0.0		
	2021	389	13	3.3			10.3	32.4			10.3	32.4		

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Part 6: Results - Persons with Disabilities

Pratt & Whitney Canada Corporation Inc.

2018-11-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	6	0	0.0	6.3	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2016	35	1	2.9	5.3	2	-1	53.9																
	2018	186	9	4.8	6.8	13	-4	71.2	38	0	0.0	3	-3	10	0	0.0	0	0	14	1	7.1	0	1	
Total	2016	6,026	86	1.4	4.4	265	-179	32.4																
	2018	6,142	88	1.4	9.0	553	-465	15.9	1,154	14	1.2	104	-90	858	11	1.3	12	-1	811	16	2.0	12	4	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	34	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	34	0	0.0			6.8	0.0			6.8	0.0		
Total	2018	1,201	25	2.1	10	250.0	0.0	0.0	12	208.3	0.0	0.0		
	2021	1,201	25	2.1			4.5	46.3			4.5	46.3		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Pratt & Whitney Canada Corporation Inc.

2018-11-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
01 Senior Managers	2016	47	4	8.5	10.1	5	-1	84.3																
	2018	44	4	9.1	11.5	5	-1	79.1	0	0	0.0	0	0	12	2	16.7	1	1	10	1	10.0	1	0	0
02 Middle & Other Managers	2016	430	25	5.8	15.0	65	-40	38.8																
	2018	485	35	7.2	17.6	85	-50	41.0	34	4	11.8	6	-2	114	14	12.3	7	7	56	5	8.9	3	2	
03 Professionals	2016	1,304	183	14.0	25.6	334	-151	54.8																
	2018	1,636	251	15.3	31.5	515	-264	48.7	381	73	19.2	120	-47	297	64	21.5	42	22	174	24	13.8	24	0	
04 Semi-Professionals & Technicians	2016	1,433	87	6.1	11.0	158	-71	55.2																
	2018	853	78	9.1	14.5	124	-46	63.1	129	24	18.6	19	5	107	14	13.1	6	8	182	12	6.6	11	1	
05 Supervisors	2016	3	0	0.0	16.7	1	-1	0.0																
	2018	19	1	5.3	23.7	5	-4	22.2	4	0	0.0	1	-1	6	0	0.0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	117	3	2.6	13.6	16	-13	18.9																
	2018	106	6	5.7	11.3	12	-6	50.1	28	1	3.6	3	-2	23	5	21.7	1	4	15	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	2	2	100.0	0	0.0	0.0	0.0	1	200.0	0.0	0.0		
	2021	2	2	100.0			11.5	869.6			11.5	869.6		
02 Middle & Other Managers	2018	92	18	19.6	3	600.0	0.0	0.0	3	600.0	0.0	0.0		
	2021	92	18	19.6			17.6	111.2			17.6	111.2		
03 Professionals	2018	504	137	27.2	11	1,245.5	0.0	0.0	10	1,370.0	0.0	0.0		
	2021	504	137	27.2			31.5	86.3			31.5	86.3		
04 Semi-Professionals & Technicians	2018	54	38	70.4	2	1900.0	0.0	0.0	1	3800.0	0.0	0.0		
	2021	54	38	70.4			14.5	485.3			14.5	485.3		
05 Supervisors	2018	9	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	9	0	0.0			23.7	0.0			23.7	0.0		
06 Supervisors: Crafts & Trades	2018	36	6	16.7	1	600.0	0.0	0.0	1	600.0	0.0	0.0		
	2021	36	6	16.7			11.3	147.5			11.3	147.5		

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Pratt & Whitney Canada Corporation Inc.

2018-11-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2016	337	24	7.1	13.2	44	-20	54.0																
	2018	244	28	11.5	15.2	37	-9	75.5	62	16	25.8	9	37	7	41	7	17.1	3	4	54	5	9.3	4	1
08 Skilled Sales & Service Personnel	2016	254	26	10.2	9.5	24	2	107.7																
	2018	12	2	16.7	11.1	1	1	150.2	2	0	0.0	0	0	4	1	25.0	0	1	21	2	9.5	2	0	
09 Skilled Crafts & Trades Workers	2016	537	8	1.5	6.0	32	-24	24.8																
	2018	113	6	5.3	8.4	9	-3	63.2	13	0	0.0	1	-1	19	1	5.3	0	1	31	0	0.0	0	0	
10 Clerical Personnel	2016	80	11	13.8	24.4	20	-9	56.4																
	2018	25	2	8.0	16.2	4	-2	49.4	4	2	50.0	1	1	0	0	0.0	0	0	10	0	0.0	1	-1	
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	22.2	1	-1	0.0																
	2018	144	19	13.2	29.4	42	-23	44.9	31	7	22.6	9	-2	31	7	22.6	0	7	9	1	11.1	0	1	
12 Semi-Skilled Manual Workers	2016	1,440	66	4.6	24.8	357	-291	18.5																
	2018	2,275	154	6.8	26.2	596	-442	25.8	428	72	16.8	112	-40	194	13	6.7	9	4	233	8	3.4	11	-3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	49	23	46.9	1	2300.0	0.0	0.0	1	2300.0	0.0	0.0		
	2021	49	23	46.9			15.2	308.8			15.2	308.8		
08 Skilled Sales & Service Personnel	2018	-15	1	-6.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-15	1	-6.7			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	1	1	100.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	1	1	100.0			8.4	1190.5			8.4	1190.5		
10 Clerical Personnel	2018	-6	2	-33.3	0	0.0	0.0	0.0	1	200.0	0.0	0.0		
	2021	-6	2	-33.3			16.2	-205.8			16.2	-205.8		
11 Intermediate Sales & Service Personnel	2018	53	14	26.4	0	0.0	0.0	0.0	1	1400.0	0.0	0.0		
	2021	53	14	26.4			29.4	89.8			29.4	89.8		
12 Semi-Skilled Manual Workers	2018	389	85	21.9	5	1700.0	0.0	0.0	5	1700.0	0.0	0.0		
	2021	389	85	21.9			26.2	83.4			26.2	83.4		

Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

Pratt & Whitney Canada Corporation Inc.

2018-11-16

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2016	6	0	0.0	24.3	1	-1	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2016	35	0	0.0	22.1	8	-8	0.0																
	2018	186	4	2.2	28.1	52	-48	7.7	38	2	5.3	11	-9	10	0	0.0	0	0	14	0	0.0	0	0	0
Total	2016	6,026	437	7.3	17.7	1,067	-630	41.0																
	2018	6,142	590	9.6	24.2	1,486	-896	39.7	1,154	201	17.4	279	-78	858	128	14.9	62	66	811	58	7.2	59	-1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%				
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	-1	0	0.0			0.0	0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	34	2	5.9	0	0.0	0.0	0.0	0.0	1	200.0	0.0	0.0	
	2021	34	2	5.9			28.1	20.9				28.1	20.9	
Total	2018	1,201	329	27.4	24	1370.8	0.0	0.0	0.0	28	1175.0	0.0	0.0	
	2021	1,201	329	27.4			21.1	129.8				21.1	129.8	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Pratt & Whitney Canada Corporation Inc.
2018-11-16

Efforts

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

Required measures:

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

Other measures:

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

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

Creation of a corporate Diversity and Inclusion committee;
 Partnership with Women in Governance;
 Monthly report to track evolving objectives for the four designated groups;
 Targeted action plan for each designated group;
 Communication campaign to promote women in technical roles;
 Diversity and Inclusion training for the organization's executives and managers;
 SWE membership for 13 women in the organization;
 Major self-identification campaign for designated groups.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

[Redacted]

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

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

It should be noted that the percentage of women with undergraduate engineering degrees is roughly 15%. It is therefore important to take into account the low availability of women in our organization's primary area of expertise.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Pratt & Whitney Canada Corporation Inc.

Primary Location: Longueuil (Québec)

Number of Employees: 6142

- Ontario 724
- Québec 4990
- Nova Scotia 312
- Alberta 116

Organization Overview: NAICS 3364 Aerospace Product and Parts Manufacturing

Pratt & Whitney Canada Corp. designs, develops, manufactures, and supplies aircraft engines for business, general aviation, regional aircraft, helicopter, and utility markets worldwide.

Key Dates – First Year Assessment

Initiated: 2016-02-01
 Received: 2016-02-19
 Closed: 2016-02-26
 Workforce Analysis: 2016-01-27

Key Dates – Subsequent Assessment

Initiated: 2018-12-17
 Received: 2018-12-17
 Workforce Analysis: 2018-11-30

DATA VERIFICATION

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

Yes No

Comments: No

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

Yes No

Comments: No

ASSESSMENT OF REASONABLE PROGRESS

- All goals set during the previous assessment were established in numbers and not in percentages.
- 42 gaps were revealed during the previous assessment and 21 goals were set. The previous assessment accepted that the company be found in compliance without setting goals for all the area of under-representation.

Women

01	Senior Managers	No goal set
02	Middle & Other Managers	Goal met at 840%
04	Semi-Professionals & Technicians	Goal met at 3000%
05	Supervisors	No goal set
06	Supervisors: Crafts & Trades	No goal set
07	Administrative & Senior Clerical Personnel	Goal met at 700%
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (67% achieved)
11	Intermediate Sales & Service Personnel	No goal set
12	Semi-Skilled Manual Workers	Goal met at 1150%
13	Other Sales & Service Personnel	No goal set
14	Other Manual Workers	No goal set

Assessment/Observations

- EEOG 08: There were six new entrants and none were women. With a Labour Market availability (LMA) of 29.1%, at least one would have been expected.
- EEOG 10: There were four new entrants including two women. This represents a 50% hiring rate, which is below the LMA of 63.5%. However, with four new entrants, only two women are required at this LMA. In addition, this EEOG saw a reduction in staff from 80 to 25.

Aboriginal Peoples

01	Senior Managers	No goal set
02	Middle & Other Managers	Goal not met (0% achieved)
03	Professionals	Goal met at 200%
04	Semi-Professionals & Technicians	No goal set
08	Skilled Sales & Service Personnel	No goal set
09	Skilled Crafts & Trades Workers	No goal set
10	Clerical Personnel	No goal set
12	Semi-Skilled Manual Workers	No goal set

Assessment/Observations

- EEOG 02: There were 148 new entrants and none were Aboriginal persons. With an availability rate of 2.2%, at least three would have been expected.

Persons with Disabilities

01/02	Managers	Goal not met (50% achieved)
03	Professionals	Goal met at 125%
04	Semi-Professionals & Technicians	Goal met at 200%
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
07	Administrative & Senior Clerical Personnel	Goal met at 100%
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
10	Clerical Personnel	No goal set
12	Semi-Skilled Manual Workers	No goal set
14	Other Manual Workers	No goal set

Assessment/Observations

- EEOG 01/02: There were 160 new entrants including a person with disabilities. Considering a LMA of 4.3%, at least six would have been expected.
- EEOG 06: There were 51 new entrants and none were persons with disabilities. Considering a LMA of 7.8%, at least three would have been expected.
- EEOG 08: There were six new entrants and none were persons with disabilities. This is to be expected given the LMA of 3.5%.

Members of Visible Minorities

01	Senior Managers	No goal set
02	Middle & Other Managers	Goal met at 600%
03	Professionals	Goal met at 1246%
04	Semi-Professionals & Technicians	Goal met at 1600%
05	Supervisors	No goal set
06	Supervisors: Crafts & Trades	Goal met at 600%
07	Administrative & Senior Clerical Personnel	Goal met at 2300%
09	Skilled Crafts & Trades Workers	Goal met at 100%
10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set
12	Semi-Skilled Manual Workers	Goal met at 1700%
13	Other Sales & Service Personnel	No goal set
14	Other Manual Workers	No goal set

Assessment/Observations

- None

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The organization set 21 goals and achieved 15. This equals 71% of goals met, which does not meet the 80% threshold necessary to demonstrate reasonable efforts.
 - There were sufficient hiring and promotion opportunities in four instances to expect reasonable progress. In two instances, there were insufficient hiring and promotion opportunities to expect reasonable progress.
 - An assessment of reasonable effort form was submitted and the organisation made all the required measures to implement the FCP Program. Other general measures were put in place to remove barriers.

ASSESSMENT OF GOALS

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

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.6	27.6	25.0	27.6
02	Middle & Other Managers	-76	39.4	39.4	23.7	39.4
03	Professionals	-28	22.7	22.7	21.0	22.7
04	Semi-Professionals & Technicians	-44	22.2	22.2	17.0	22.2
06	Supervisors: Crafts & Trades	-8	20.3	20.3	13.2	20.3
07	Admin & Senior Clerical Personnel	-80	50.0	50.0	48.0	80.9
08	Skilled Sales & Service Personnel	-4	29.4	29.4	0.0	29.4
09	Skilled Crafts & Trades Workers	-7	8.0	8.0	1.8	8.0
11	Intermediate Sales & Service Personnel	-47	50.0	50.0	30.6	63.4
12	Semi-Skilled Manual Workers	-211	15.9	15.9	6.6	15.9
14	Other Manual Workers	-42	23.9	23.9	1.1	23.9

Observations: None

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-1	3.2	3.2	0.0	3.2
02	Middle & Other Managers	-13	2.7	2.7	0.0	2.7
03	Professionals	-13	1.1	1.1	0.3	1.1
04	Semi-Professionals & Technicians	-10	1.6	1.6	0.5	1.6
06	Supervisors: Crafts & Trades	-2	1.5	1.5	0.0	1.5
07	Admin & Senior Clerical Personnel	-1	1.0	1.0	0.4	1.0
09	Skilled Crafts & Trades Workers	-2	2.1	2.1	0.0	2.1
11	Intermediate Sales & Service Personnel	-1	0.8	0.8	0.0	0.8
12	Semi-Skilled Manual Workers	-33	1.6	1.6	0.1	1.6
14	Other Manual Workers	-2	1.0	1.0	0.0	1.0

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01/02	Managers	-23	5.0	5.0	0.6	5.0
03	Professionals	-137	8.9	8.9	0.6	8.9
04	Semi-Professionals & Technicians	-57	7.6	7.6	0.9	7.6
05	Supervisors	-5	27.5	27.5	0.0	27.5
06	Supervisors: Crafts & Trades	-11	10.1	10.1	0.0	10.1
07	Admin & Senior Clerical Personnel	-22	10.0	10.0	0.8	10.0
08	Skilled Sales & Service Personnel	-1	8.0	8.0	0.0	8.0
09	Skilled Crafts & Trades Workers	-7	7.8	7.8	1.8	7.8
10	Clerical Personnel	-2	9.3	9.3	0.0	9.3

11	Intermediate Sales & Service Personnel	-14	10.8	10.8	1.4	10.8
12	Semi-Skilled Manual Workers	-181	10.3	10.3	2.3	10.3
14	Other Manual Workers	-4	6.8	6.8	4.8	6.8

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	11.5	11.5	9.1	11.5
02	Middle & Other Managers	-50	17.6	17.6	7.2	17.6
03	Professionals	-264	31.5	31.5	15.3	31.5
04	Semi-Professionals & Technicians	-46	14.5	14.5	9.1	14.5
05	Supervisors	-4	23.7	23.7	5.3	23.7
06	Supervisors: Crafts & Trades	-6	11.3	11.3	5.7	11.3
07	Admin & Senior Clerical Personnel	-9	15.2	15.2	11.5	15.2
09	Skilled Crafts & Trades Workers	-3	8.4	8.4	5.3	8.4
10	Clerical Personnel	-2	16.2	16.2	8.0	16.2
11	Intermediate Sales & Service Personnel	-23	29.4	29.4	13.2	29.4
12	Semi-Skilled Manual Workers	-442	26.2	26.2	6.8	26.2
14	Other Manual Workers	-48	28.1	28.1	2.2	28.1

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Pratt & Whitney Canada Corporation Inc. met 71% of the targets set during the first compliance assessment. The workforce analysis indicates that the members of four designated groups are still underrepresented in the organization. Generally speaking,

the representation gaps for members of the designated groups have widened. Pratt & Whitney Canada Corporation Inc. could focus on the first stages of the recruitment process to ensure that no existing barrier works against employment equity.

- We encourage you to implement special measures to ensure that the targets set during this assessment are met and that the representation of members of designated groups in your organization is increased. For example, you could consider contacting organizations that are dedicated to employment access for members of designated groups in your region in order to identify qualified candidates who could be considered the next time you initiate a process to fill a vacant position.
- It could also be beneficial for Pratt & Whitney Canada Corporation Inc. to develop relationships with universities and colleges to identify qualified students from the designated groups as potential employees through internships or permanent employment in the event of a vacancy.
- Pratt & Whitney Canada Corporation Inc. could undertake a study of employment systems in order to identify the barriers to the recruitment and retention of employees from designated groups. Advice on the conduct of a study on employment systems is available on the Workplace Equity Information Management System (Step 2-2 of the Training Modules) Help page.

Name of Analyst: Maurice N. Yakibonge

Date: 2019-01-21



From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME
Sent: January 30, 2019 1:42 PM
To: 'marie-eve.berube@pwc.ca' <marie-eve.berube@pwc.ca>
Cc: 'Ayoub.Zanfi@pwc.ca' <Ayoub.Zan fi@pwc.ca>; 'Fanny.Yu.Gauthier@pwc.ca' <Fanny.Yu.Gauthier@pwc.ca>; 'julie.bernard@pwc.ca' <julie.bernard@pwc.ca>
Subject: Government of Canada Agreement Number 050024 - Notice of Compliance with the Federal Contractors Program

This information is also available in English, upon request

Mrs. Bérubé,

Please be advised that the subsequent conformity assessment undertaken on December 17, 2018 is now complete. The assessment concluded that Pratt & Whitney Canada Corporation Inc. is in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

The purpose of this subsequent compliance assessment was to verify whether your company has maintained compliance with FCP requirements and has made reasonable progress and/or made reasonable efforts to achieve employment equity.

After reviewing the information submitted by Pratt & Whitney Canada Corporation Inc. we have made recommendations that will ensure the success of its employment equity program:

- Pratt & Whitney Canada Corporation Inc. met 71% of the objectives set at the first conformity assessment. The workforce analysis indicates that members of the four designated groups remain under-represented in the organization. In general, gaps in the representation of designated group members have widened further. Pratt & Whitney Canada Corporation Inc. could focus on the early stages of the recruitment process to ensure that there are no barriers in place that impede employment equity.
- We encourage you to put in place special measures to ensure the achievement of the objectives set out in this assessment and thus increase the representation of designated group members within your company. For example, you may wish to consider contacting organizations that work to promote employment of designated group members in your region to identify qualified candidates who could be considered the next time you begin a process to fill a vacancy.
- It may also be beneficial for Pratt & Whitney Canada Corporation Inc. to establish relationships with universities and colleges to identify qualified designated group students as potential employees through internships or permanent employment in the event of a vacancy.
- Pratt & Whitney Canada Corporation Inc. may conduct an employment systems review to identify barriers to the recruitment and retention of designated group employees. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the training modules).

Under the FCP, your company will undergo subsequent conformity assessments every three years. The next assessment will be initiated on December 17, 2021. Future conformity assessments will focus on making reasonable progress towards achieving the objectives set by your company.

When Pratt & Whitney Canada Corporation Inc. receives notification of the next valuation, you will be required to provide the following information prior to the due date :

- Forms 1 to 6 for national workforce data;
- an updated workforce analysis;
- A completed Achievement Report that includes your revised short- and long-term numerical goals based on identified gaps in representation.

These documents will allow the Labour Program to assess whether your company has made reasonable progress since the previous assessment. If this is not the case, Pratt & Whitney Canada Corporation Inc. will need to demonstrate that it has made reasonable efforts to achieve its objectives. We encourage your company to develop an action plan that will help it achieve its objectives.

The FCP does not set out the measures to be adopted. Each federal contractor is encouraged to adopt employment equity measures which are useful and relevant to their business. The following are examples of evidence that a company has made reasonable efforts:

- Implementation of initiatives that promote a diverse and inclusive workplace;
- taking steps to remove barriers to employment;
- Developing tailored programs to attract and retain designated group members in areas where they are under-represented;
- Establishment of accountability mechanisms approved by senior management to ensure objectives are met.

Labour Program officers are available to answer your questions and guide you. You can also visit our website to access various tools and a series of training modules. In particular, we invite you to continue using the Workplace Equity Information Management System (WEIMS). This system will assist you in producing your workforce analysis and contains other data analysis tools such as the Achievement Report and a series of training modules.

For more information about your obligations under the FCP, please contact us by e-mail at ee-eme@hrscd-rhdcc.gc.ca.

We are grateful for your cooperation in conformity assessment and wish you continued success in creating a diverse and inclusive workplace.

Employment Equity Team

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



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