Employment and

Emploi et Social Development Canada Développement social Canada

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Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

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New Agreement Revised Agreement								
The state of the s								
	ORG	ANIZATION						
Legal Name of Organization			Parent company is	located outside	Canada			
Westbury National Show System	s Itá.		☐ Yes					
			Sugar Sugar Sugar					
Operating Name (if different from Legal Name of (Organization)			Procurement Busii				
			Total number of er (Full-Time/Part-Tin		130			
Organization's North American Industry Classifica	tion System (NAICS) Co	de N°	To find your organ visit: http://www.sl	zation's NAICS atcan.gc.ca/sub	Code Number please jects-sujets/standard-			
238210 - Electrical Contracto	s and Other Wi	.cipg	norme/naics-scian	/2002/naics-scia	inUZI-eng.ntm			
Installation Contractors								
Official use only (if information above is incom		· · · · · · · · · · · · · · · · · · ·		Cynagonatharic	NAICS Code No			
Procurement Business Number	I otal number t	of employees in Canad	18	∆i β#iπcannii 9	IMICO COUS IN			
	HE	AD OFFICE						
Address (building number, street, suite, etc.)		City		Province	Postal Gode M1.C. 41.7			
772 Warden Ävenüe		Todonti Telephone Numbe		Ontario Fax Number				
(1) 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		416-752-137		416-752-	1382			
		4.50		1.50.00	* V N A			
	EMPLOYMEN	IT EQUITY CONT	ACT					
Name (print)		Title						
Kelvin Fösberry			rues Manager					
Telephone Number		E-mail Address fosberry@we	and decrease a second					
416-752-1371 ×184		100000000000000000000000000000000000000						
	CER	TIFICATION						
The above-named organization:								
having a combined workforce of 100 or r 12 weeks or more in Canada, AND								
 Intending to bid on, or being in receipt of Supply Arrangement, valued at \$1,000,0 	, a federal governmen 00 or more (including	t goods or services applicable taxes).	contract, standing	offer or contra	act issued under a			
Hereby certifies its commitment to implement instrument, in keeping with the Federal Conplease refer to: http://www.esdc.gc.ca/eng/le	tractors Program requ	irements. For more	n-going basis, beyo information on ho	and the period w to implemen	of the procurement t employment equity			
Important note: If an audit of the Agreemer the procurement instrument(s) with the Gove	it to Implement Emplo Irnment of Canada me	yment Equity uncov sy be terminated.	ers misrepresenta	tion on the par	t of the organization,			
	SIC	SNATORY						
NOTE: The signatory must be the Chief Exicontract on behalf of the organization		authorized person i	n an executive pos	iition with lega	l authority to sign a			
Name (print)		Title						
David Bennett		President E-mail Address						
Telephone Number 416-752-1371		bennettêwes	ibury, cóm					
Signature		Date						
Oaveil Benne	A	2015/	01/12-					
		INSTRUCTIONS						
IMPORTANT								

The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



Workforce Analysis - Summary Report

Date: 2019-02-07

Women

		Women								
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap				
	#	#	%	%	#	#				
01 : Senior Managers	3	1	33.3 %	27.6 %	1	0				
02 : Middle and Other Managers	26	4	15.4 %	39.4 %	10	-6				
03 : Professionals	7	0	0.0 %	16.6 %	1	-1				
04 : Semi-Professionals and Technicians	87	9	10.3 %	24.7 %	21	-12				
05 : Supervisors	1	0	0.0 %	52.0 %	1	-1				
08 : Skilled Sales and Service Personnel	20	1	5.0 %	27.9 %	6	-5				
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	1.8 %	0	0				
10 : Clerical Personnel	12	10	83.3 %	65.5 %	8	2				
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	65.7 %	2	-2				
12 : Semi-Skilled Manual Workers	3	0	0.0 %	20.1 %	1	-1				
Total	163	25	15.3 %	30.8 %	51	-26				



Workforce Analysis - Summary Report

Date: 2019-02-07

Aboriginal Peoples

			Aboriç	jinal Peoples	;		
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	26	0	0.0 %	2.7 %	1	-1	
03 : Professionals	7	0	0.0 %	1.1 %	0	0	
04 : Semi-Professionals and Technicians	87	1	1.1 %	1.9 %	2	-1	
05 : Supervisors	1	0	0.0 %	0.9 %	0	0	
08 : Skilled Sales and Service Personnel	20	1	5.0 %	1.2 %	0	1	
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	4.4 %	0	0	
10 : Clerical Personnel	12	3	25.0 %	1.1 %	0	3	
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	0.8 %	0	0	
12 : Semi-Skilled Manual Workers	3	0	0.0 %	0.8 %	0	0	
Total	163	5	3.0 %	1.8 %	3	2	



Workforce Analysis - Summary Report

Date: 2019-02-07

Members of Visible Minorities

	Members of Visible Minorities								
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	Gap			
	#	#	%	%	#	#			
01 : Senior Managers	3	0	0.0 %	11.5 %	0	0			
02 : Middle and Other Managers	26	4	15.4 %	17.6 %	5	-1			
03 : Professionals	7	0	0.0 %	34.2 %	2	-2			
04 : Semi-Professionals and Technicians	87	22	25.3 %	24.4 %	21	1			
05 : Supervisors	1	0	0.0 %	51.5 %	1	-1			
08 : Skilled Sales and Service Personnel	20	3	15.0 %	22.8 %	5	-2			
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	11.7 %	0	0			
10 : Clerical Personnel	12	3	25.0 %	49.4 %	6	-3			
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	54.7 %	2	-2			
12 : Semi-Skilled Manual Workers	3	1	33.3 %	62.9 %	2	-1			
Total	163	33	20.3 %	26.5 %	44	-11			



Workforce Analysis - Summary Report

Date: 2019-02-07

Persons with Disabilities

	Persons with Disabilities								
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap			
	#	#	%	%	#	#			
01/02 : Managers	29	0	0.0 %	5.0 %	1	-1			
03 : Professionals	7	0	0.0 %	8.9 %	1	-1			
04 : Semi-Professionals and Technicians	87	5	5.7 %	7.6 %	7	-2			
05 : Supervisors	1	0	0.0 %	27.5 %	0	0			
08 : Skilled Sales and Service Personnel	20	0	0.0 %	8.0 %	2	-2			
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	7.8 %	0	0			
10 : Clerical Personnel	12	0	0.0 %	9.3 %	1	-1			
11 : Intermediate Sales and Service Personnel	3	1	33.3 %	10.8 %	0	1			
12 : Semi-Skilled Manual Workers	3	0	0.0 %	10.3 %	0	0			

Total	163	6	3.7 %	7.6 %	12	-6			



Workforce Analysis - Summary Report

Date: 2019-02-07

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
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



Workforce Analysis - Summary Report

Date: 2019-02-07

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
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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Occupational Group		Д	All Employees			original Peo _l	ples	Perso	ons with Disa	bilities	Members of Visible Minorities			
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Senior Managers	4													
Top Range: Under \$5,000	3													
Bottom Range: Under \$5,000	2													
	1	3	2	1										
	Total	3	2	1										
Middle and Other Managers	4													
Top Range: Under \$5,000	3													
Bottom Range: Under \$5,000	2													
	1	26	22	4							4	3	1	
	Total	26	22	4							4	3	,	
Professionals	4													
Top Range: Under \$5,000	3													
Bottom Range: Under \$5,000	2													
	1	6	6											
	Total	6	6											
Semi-Professionals and Technicians	4													
Top Range: Under \$5,000	3													
Bottom Range: Under \$5,000	2													
	1	83	74	9	1	1		5	4	1	21	19	2	
	Total	83	74	9	1	1		5	4	1	21	19	2	



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

Westbury National Show Systems Ltd (certificate # 10000224)

Occupational Group		A	All Employee	S	Aboriginal Peoples			Perso	ons with Disa	bilities	Members of Visible Minorities		
Salary Range Col. 1	QTR	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	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	20	19	1	1	1					3	2	
	Total	20	19	1	1	1					3	2	
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	2	9	3		3				3		;
	Total	11	2	9	3		3				3		

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Occupational Group		P	All Employees	;	Abo	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	3					1	1				
	Total	3	3					1	1				
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	3								1	1	
	Total	3	3								1	1	
Total Number of Employees		157	133	24	5	2	3	6	5	1	32	25	7



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Occupational Group		,	All Employee	 S	Ab	original Peor	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	4								1	1	
	Total	4	4								1	1	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		6	5	1							1	1	



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

	All Employees			Aboriginal Peoples			Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	157	133	24	5	2	3	6	5	1	32	25	7
Total Number of Employees	157	133	24	5	2	3	6	5	1	32	25	7

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Part-Time / National

	All Employees			А	Aboriginal Peoples			ons with Disab	ilities	Membe	ers of Visible M	inorities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	6	5	1							1	1	
Total Number of Employees	6	5	1							1	1	



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED **Full-Time / National**

				cporting i cric								
	,	All Employees		Ak	original Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	1	1									
Middle and Other Managers	11	6	5							6	2	4
Semi-Professionals and Technicians	46	34	12	1	1		3	2	1	14	10	4
Skilled Sales and Service Personnel	7	6	1							2	2	
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	13		13	3		3	1		1	6		6
Intermediate Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	3	3								1	1	
Total Number of Employees Hired	84	52	32	4	1	3	4	2	2	29	15	14

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

	All Employees			А	Aboriginal Peoples			Persons with Disabilities			ers of Visible M	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	6	5	1							1	1	
Total Number of Employees Hired	6	5	1							1	1	

Development Canada

Westbury National Show Systems Ltd (certificate # 10000224)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

				- p								
	Employe	es promoted (Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Overvie		All Employees		А	boriginal Peop	les	Pers	ons with Disak	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Middle and Other Managers	5	5								1	1	
Semi-Professionals and Technicians	7	5	2							2	1	1
Supervisors	1	1										
Skilled Sales and Service Personnel	1	1										
Total Number of Employees Promoted	15	13	2							3	2	1
Total Number of Promotions	15	13	2							3	2	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

				- por ung : on								
		All Employees		Α	boriginal Peop	es	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	7	4	3							4	1	3
Professionals	1	1										
Semi-Professionals and Technicians	24	16	8	1	1		1	1		7	4	3
Skilled Sales and Service Personnel	5	3	2							3	2	1
Clerical Personnel	10		10				2		2	4		4
Semi-Skilled Manual Workers	1	1								1	1	
Total Number of Employees Terminated	48	25	23	1	1		3	1	2	19	8	11

Westbury National Show Systems Ltd (certificate # 10000224) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

	All Employees			Al	Aboriginal Peoples			ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Semi-Professionals and Technicians	2	1	1									
Total Number of Employees Terminated	2	1	1									

Workforce Analysis - Detailed Report

Date: 2019-02-07

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	•			ability Ga	
		#	#	%	%	#	¥
01 : Senior Managers	National	3	1	33.3 %	27.6 %	1	0 National
02 : Middle and Other Managers	National	26	4	15.4 %	39.4 %	10	6 National
03 : Professionals		7	0	0.0 %	16.6 %	1	1
2174 : Computer programmers and interactive media developers	National	7	0	0.0 %	16.6 %	1	1 National
04 : Semi-Professionals and Technicians		87	9	10.3 %	24.7 %	21 +	2
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	7.6 %	0	0 Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	12	0	0.0 %	11.0 %	1	1 Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	14	0	0.0 %	8.0 %	1	1 Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0 %	6.1 %	0	0 Québec
2253 : Drafting technologists and technicians	Ontario	5	0	0.0 %	29.2 %	1	1 Ontario
2281 : Computer network technicians	Ontario	1	0	0.0 %	21.4 %	0	0 Ontario
2282 : User support technicians	Ontario	2	0	0.0 %	23.9 %	0	0 Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	29.0 %	0	0 Ontario
225 : Audio and video recording technicians	Ontario	22	2	9.1 %	14.7 %	3	1 Ontario
5226: Other technical and co-ordinating occupations in motion pictures, broadcasting and he performing arts	Ontario	19	5	26.3 %	45.8 %	9	4 Ontario
227 : Support occupations in motion pictures, broadcasting, photography and the erforming arts	Ontario	5	0	0.0 %	34.2 %	2	2 Ontario
6243 : Theatre, fashion, exhibit and other creative designers	Ontario	4	2	50.0 %	69.9 %	3	1 Ontario
05 : Supervisors		1	0	0.0 %	52.0 %	1	1
Employment Equity Occupational Group	Toronto	1	0	0.0 %	52.0 %	1	1 Toronto
8 : Skilled Sales and Service Personnel		20	1	5.0 %	27.9 %	6	5
221 : Technical sales specialists - wholesale trade	Ontario	20	1	5.0 %	27.9 %	6	5 Ontario
9 : Skilled Crafts and Trades Workers		1	0	0.0 %	1.8 %	0	0
7271 : Carpenters	Ontario	1	0	0.0 %	1.8 %	0	0 Ontario
10 : Clerical Personnel		12	10	83.3 %	65.5 %	8	2



Workforce Analysis - Detailed Report

Date: 2019-02-07

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	65.7 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	11	9	81.8 %	65.5 %	7	2	Toronto
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	65.7 %	2	-2	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	65.7 %	2	-2	Toronto
12 : Semi-Skilled Manual Workers		3	0	0.0 %	20.1 %	1	-1	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	20.1 %	1	-1	Toronto
Total		163	25	15.3 %	30.8 %	51	-26	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-02-07

Aboriginal Peoples

				Aborio	jinal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	3	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	26	0	0.0 %	2.7 %	1	-1	National
03 : Professionals		7	0	0.0 %	1.1 %	0	0	
2174 : Computer programmers and interactive media developers	National	7	0	0.0 %	1.1 %	0	0	National
04 : Semi-Professionals and Technicians		87	1	1.1 %	1.9 %	2	-1	
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	4.2 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	12	0	0.0 %	1.7 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Ontario	14	0	0.0 %	1.9 %	0	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0 %	1.4 %	0	0	Québec
2253 : Drafting technologists and technicians	Ontario	5	0	0.0 %	1.8 %	0	0	Ontario
2281 : Computer network technicians	Ontario	1	0	0.0 %	1.7 %	0	0	Ontario
2282 : User support technicians	Ontario	2	0	0.0 %	1.3 %	0	0	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	1.9 %	0	0	Ontario
5225 : Audio and video recording technicians	Ontario	22	1	4.5 %	1.5 %	0	1	Ontario
5226: Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	19	0	0.0 %	2.5 %	0	0	Ontario
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	Ontario	5	0	0.0 %	2.6 %	0	0	Ontario
5243 : Theatre, fashion, exhibit and other creative designers	Ontario	4	0	0.0 %	1.3 %	0	0	Ontario
05 : Supervisors		1	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.9 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		20	1	5.0 %	1.2 %	0	1	
6221 : Technical sales specialists - wholesale trade	Ontario	20	1	5.0 %	1.2 %	0	1	Ontario
99 : Skilled Crafts and Trades Workers		1	0	0.0 %	4.4 %	0	0	
7271 : Carpenters	Ontario	1	0	0.0 %	4.4 %	0	0	Ontario
10 : Clerical Personnel		12	3	25.0 %	1.1 %	0	3	



Workforce Analysis - Detailed Report

Date: 2019-02-07

Aboriginal Peoples

				Abori	ginal Peoples	i		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	11	3	27.3 %	0.8 %	0	3	Toronto
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	0	Toronto
Total		163	5	3.0 %	1.8 %	3	2	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-02-07

Members of Visible Minorities

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		-	p Recruitment A	۱rea
		#	#	%	%	#	#	
01 : Senior Managers	National	3	0	0.0 %	11.5 %	0	0 National	
02 : Middle and Other Managers	National	26	4	15.4 %	17.6 %	5	-1 National	
03 : Professionals		7	0	0.0 %	34.2 %	2	-2	
2174 : Computer programmers and interactive media developers	National	7	0	0.0 %	34.2 %	2	-2 National	
04 : Semi-Professionals and Technicians		87	22	25.3 %	24.4 %	21	1	
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	1	0	0.0 %	2.4 %	0	0 Nova Scotia	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	12	3	25.0 %	30.6 %	4	-1 Ontario	
2242 : Electronic service technicians (household and business equipment)	Ontario	14	3	21.4 %	31.1 %	4	-1 Ontario	
2242 : Electronic service technicians (household and business equipment)	Québec	1	0	0.0 %	13.9 %	0	0 Québec	
2253 : Drafting technologists and technicians	Ontario	5	0	0.0 %	33.4 %	2	-2 Ontario	
2281 : Computer network technicians	Ontario	1	0	0.0 %	38.7 %	0	0 Ontario	
2282 : User support technicians	Ontario	2	1	50.0 %	38.8 %	1	0 Ontario	
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	25.1 %	0	0 Ontario	
5225 : Audio and video recording technicians	Ontario	22	6	27.3 %	20.2 %	4	2 Ontario	
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	19	5	26.3 %	17.9 %	3	2 Ontario	
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	Ontario	5	4	80.0 %	18.3 %	1	3 Ontario	
5243 : Theatre, fashion, exhibit and other creative designers	Ontario	4	0	0.0 %	28.8 %	1	-1 Ontario	
05 : Supervisors		1	0	0.0 %	51.5 %	1	-1	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	51.5 %	1	-1 Toronto	
08 : Skilled Sales and Service Personnel		20	3	15.0 %	22.8 %	5	2	
6221 : Technical sales specialists - wholesale trade	Ontario	20	3	15.0 %	22.8 %	5	-2 Ontario	
09 : Skilled Crafts and Trades Workers		1	0	0.0 %	11.7 %	0	0	
7271 : Carpenters	Ontario	1	0	0.0 %	11.7 %	0	0 Ontario	
10 : Clerical Personnel		12	3	25.0 %	49.4 %	6	-3	



Workforce Analysis - Detailed Report

Date: 2019-02-07

Members of Visible Minorities

				Members of	of Visible Mind	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	18.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	11	3	27.3 %	52.2 %	6	-3	Toronto
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	54.7 %	2	-2	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	54.7 %	2	-2	Toronto
12 : Semi-Skilled Manual Workers		3	1	33.3 %	62.9 %	2	-1	
Employment Equity Occupational Group	Toronto	3	1	33.3 %	62.9 %	2	-1	Toronto
Total		163	33	20.3 %	26.5 %	44	-11	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-02-07

Persons with Disabilities

				Persons	with Disabili	ties		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	29	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	7	0	0.0 %	8.9 %	1	-1	National
04 : Semi-Professionals and Technicians	National	87	5	5.7 %	7.6 %	7	-2	National
05 : Supervisors	National	1	0	0.0 %	27.5 %	0	0	National
08 : Skilled Sales and Service Personnel	National	20	0	0.0 %	8.0 %	2	-2	National
09 : Skilled Crafts and Trades Workers	National	1	0	0.0 %	7.8 %	0	0	National
10 : Clerical Personnel	National	12	0	0.0 %	9.3 %	1	-1	National
11 : Intermediate Sales and Service Personnel	National	3	1	33.3 %	10.8 %	0	1	National
12 : Semi-Skilled Manual Workers	National	3	0	0.0 %	10.3 %	0	0	National
Total		163	6	3.7 %	7.6 %	12	-6	
Total		103	O	0.7 70	7.0 70	12	-0	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-02-07

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
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



Workforce Analysis - Detailed Report

Date: 2019-02-07

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
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



Workforce Analysis - Summary Report

Date: 2019-02-07

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	1	33.3 %	27.6 %	1	0	
02 : Middle and Other Managers	26	4	15.4 %	39.4 %	10	-6	
03 : Professionals	7	0	0.0 %	16.6 %	1	-1	
04 : Semi-Professionals and Technicians	87	9	10.3 %	24.7 %	21	-12	
05 : Supervisors	1	0	0.0 %	52.0 %	1	-1	
08 : Skilled Sales and Service Personnel	20	1	5.0 %	27.9 %	6	-5	
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	1.8 %	0	0	
10 : Clerical Personnel	12	10	83.3 %	65.5 %	8	2	
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	65.7 %	2	-2	
12 : Semi-Skilled Manual Workers	3	0	0.0 %	20.1 %	1	-1	
Total	163	25	15.3 %	30.8 %	51	-26	



Workforce Analysis - Summary Report

Date: 2019-02-07

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	26	0	0.0 %	2.7 %	1	-1	
03 : Professionals	7	0	0.0 %	1.1 %	0	0	
04 : Semi-Professionals and Technicians	87	1	1.1 %	1.9 %	2	-1	
05 : Supervisors	1	0	0.0 %	0.9 %	0	0	
08 : Skilled Sales and Service Personnel	20	1	5.0 %	1.2 %	0	1	
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	4.4 %	0	0	
10 : Clerical Personnel	12	3	25.0 %	1.1 %	0	3	
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	0.8 %	0	0	
12 : Semi-Skilled Manual Workers	3	0	0.0 %	0.8 %	0	0	
Total	163	5	3.0 %	1.8 %	3	2	



Workforce Analysis - Summary Report

Date: 2019-02-07

Members of Visible Minorities

			Members o	of Visible Min	orities		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	3	0	0.0 %	11.5 %	0	0	
02 : Middle and Other Managers	26	4	15.4 %	17.6 %	5	-1	
03 : Professionals	7	0	0.0 %	34.2 %	2	-2	
04 : Semi-Professionals and Technicians	87	22	25.3 %	24.4 %	21	1	
05 : Supervisors	1	0	0.0 %	51.5 %	1	-1	
08 : Skilled Sales and Service Personnel	20	3	15.0 %	22.8 %	5	-2	
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	11.7 %	0	0	
10 : Clerical Personnel	12	3	25.0 %	49.4 %	6	-3	
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	54.7 %	2	-2	
12 : Semi-Skilled Manual Workers	3	1	33.3 %	62.9 %	2	-1	
Total	163	33	20.3 %	26.5 %	44	-11	



Workforce Analysis - Summary Report

Date: 2019-02-07

Persons with Disabilities

			Persons	with Disabili	ties		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	29	0	0.0 %	5.0 %	1	-1	
03 : Professionals	7	0	0.0 %	8.9 %	1	-1	
04 : Semi-Professionals and Technicians	87	5	5.7 %	7.6 %	7	-2	
05 : Supervisors	1	0	0.0 %	27.5 %	0	0	
08 : Skilled Sales and Service Personnel	20	0	0.0 %	8.0 %	2	-2	
09 : Skilled Crafts and Trades Workers	1	0	0.0 %	7.8 %	0	0	
10 : Clerical Personnel	12	0	0.0 %	9.3 %	1	-1	
11 : Intermediate Sales and Service Personnel	3	1	33.3 %	10.8 %	0	1	
12 : Semi-Skilled Manual Workers	3	0	0.0 %	10.3 %	0	0	
Total	163	6	3.7 %	7.6 %	12	-6	



Workplace Equity Information Management System - Westbury National Show Systems Ltd **Workforce Analysis - Summary Report**

Date: 2019-02-07

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
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	СМА



Workforce Analysis - Summary Report

Date: 2019-02-07

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
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



Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data from First/Previous Workforce Analysis

1 1

Data from Ei	rst/Previous Work	Form Analysis
Data HUM FII	ISULTEVIOUS WOLK	orce Amarysis
YYYY	MM	DD
2016	01	08

Data from S	ubsequent/Curr Analysis	ent Workforce
Ψ		1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	02	07

		Table 1: Women			
		First/Previous Workforce Analysis			
Employment Equity Occupational Group (EEOG)		All Employees	Won	nen	
			Representation	Availability*	
		#	#	%	
01	Senior Managers	0	0	0.00	
02	Middle & Other Managers	18	2	38.90	
03	Professionals	8	0	19.20	
04	Semi-Professionals & Technicians	66	10	19.80	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	0	0	0.00	
08	Skilled Sales & Service Personnel	17	2	28.70	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	10	8	65.30	
11	Intermediate Sales & Service Personnel	3	0	63.90	
12	Semi-Skilled Manual Workers	1	0	22.00	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	0	0	0.00	
Total		123	22	28.6	

Table 5: Women			
Subsequent	/Current Workforc	e Analysis	
All Employees	Women		
	Representation	Availability*	
#	#	%	
3	1	27.6	
26	4	39.4	
7	0	16.6	
87	9	24.7	
1	0	52.0	
0	0	0.0	
0	0	0.0	
20	1	27.9	
1	ol	1.8	
12	10	65.5	
3	ol	65.7	
3	ol	20.1	
0	0	0.0	
0	0	0.0	
163	25	30.8	

* Source:			
2011 Natio	nal Househo	ld Survey	

* Source:				
2011 Nation	al Household	Survey		

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data from First/Previous Workforce Analysis

2016	01	08
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

	Analysis	
Data from S	ubsequent/Curi	rent Workforce

2019	02	07
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

Table 6: Aboriginal Peoples

		Table	2: Aboriginal P	eoples	
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			
		All Employees	Aboriginal Peoples		
			Representation	Availability*	
		#	#	%	
01	Senior Managers	0	0	0.00	
02	Middle & Other Managers	18	0	2.20	
03	Professionals	8	0	1.00	
04	Semi-Professionals & Technicians	66	1	1.60	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	0	0	0.00	
08	Skilled Sales & Service Personnel	17	1	1.00	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	10	0	0.90	
11	Intermediate Sales & Service Personnel	3	0	0.60	
12	Semi-Skilled Manual Workers	1	0	0.70	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	0	0	0.00	
Total		123	2	1.5	

All Employees	Aborigina	l Peoples
	Representation	Availability*
#	#	%
3	0	3.2
26	0	2.7
7	0	1.1
87	1	1.9
1	0	0.9
0	0	0.0
0	0	0.0
20	1	1.2
1	0	4.4
12	3	1.1
3	0	0.8
3	0	0.8
0	0	0.0
0	0	0.0
163	5	1.8

* Source:	
2011 National Household Survey	

* Source:	
2011 National Household Survey	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data from First/Previous Workforce Analysis

↓ ↓

YYYY	MM	DD
2016	01	08

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2019	02	07

		Table 3: Me	mbers of Visible	Minorities
		First/Previous Workforce Analysis		
Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.00
02	Middle & Other Managers	18	2	15.00
03	Professionals	8	0	31.50
04	Semi-Professionals & Technicians	66	17	22.80
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	17	4	20.80
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	10	1	44.80
11	Intermediate Sales & Service Personnel	3	0	48.90
12	Semi-Skilled Manual Workers	1	1	57.50
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		123	25	24.7

Table 7: Members of Visible Minorities				
Subsequent/Current Workforce Analysis				
All Employees	Members of Visi	ible Minorities		
	Representation	Availability*		
#	#	%		
3	0	11.5		
26	4	17.6		
7	0	34.2		
87	22	24.4		
1	0	51.5		
0	0	0.0		
0	0	0.0		
20	3	22.8		
1	0	11.7		
12	3	49.4		
3	0	54.7		
3	1	62.9		
0	0	0.0		
0	0	0.0		
163	33	26.5		

* Source:	1 116	
2011 National H	ousehold Survey	

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data from First/Previous Workforce Analysis

1 1

Data from Su	ıbsequent/Curre Analysis	ent Workforce
\	\	\

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	01	08

2019	02	07
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4: Persons with Disabilities			
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			
		All Employees	Persons with Disabilities		
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	18	0	4.30	
03	Professionals	8	0	3.80	
04	Semi-Professionals & Technicians	66	4	4.60	
05	Supervisors	0	0	0.00	
06	Supervisors: Crafts & Trades	0	0	0.00	
07	Administrative & Senior Clerical Personnel	0	0	0.00	
08	Skilled Sales & Service Personnel	17	0	3.50	
09	Skilled Crafts & Trades Workers	0	0	0.00	
10	Clerical Personnel	10	1	7.00	
11	Intermediate Sales & Service Personnel	3	1	5.60	
12	Semi-Skilled Manual Workers	1	0	4.80	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	0	0	0.00	
Total		123	6	4.6	

Table 8: Persons with Disabilities				
Subsequent	/Current Workford	e Analysis		
All Employees	Persons with	Disabilities		
	Representation	Availability*		
#	#	%		
29	0	5.0		
7	0	8.9		
87	5	7.6		
1	0	27.5		
0	0	0.0		
0	0	0.0		
20	0	8.0		
1	0	7.8		
12	0	9.3		
3	1	10.8		
3	0	10.3		
0	0	0.0		
0	0	0.0		
163	6	7.6		

* Source:				
2012 Canad	an Survey o	on Disabi	lity	

* Source:				
2012 Canad	ian Survey	on Disabil	ity	

Part 2: Flow Data Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Start	Date of Flow	Data
YYYY	MM	DD
2016	01	08

End I	Date of Flow	Data
YYYY	MM	DD
2019	02	07

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 1: Women			
	Full-time /	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	2	1	0	0
02 Middle & Other Managers	11	5	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	46	12	6	1
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	7	1	o	0
09 Skilled Crafts & Trades Workers	1	0	0	o
10 Clerical Personnel	13	13	o	0
11 Intermediate Sales & Service Personnel	1	0	o	0
12 Semi-Skilled Manual Workers	3	0	ol	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	84	32	6	1

	Table 5:	Women	
Full-time /	National	Part-time	/ National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
1	0	0	0
5	0	0	0
0	0	0	0
7	2	0	0
1	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
15	2	0	0

	Table 9:	Women		
Full-time	/ National	Part-time	/ National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
7	3	0	0	
1	0	0	0	
24	8	2	1	
0	0	0	0	
0	0	0	0	
0	0	0	0	
5	2	0	0	
0	0	0	0	
10	10	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
48	23	2	1	

Part 2: Flow Data Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Start	Date of Flow	Data
YYYY	MM	DD
2016	01	08

End I	Date of Flow	Data
YYYY	MM	DD
2019	02	07

Data from Form 4 - Employees

Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Table 2: Aboriginal Peoples				
		Full-time	/ National	Part-time	/ National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
		#	#	#	#	
01 S	enior Managers	2	0	0	0	
02 N	Aiddle & Other Managers	11	0	0	0	
03 P	rofessionals	0	0	0	0	
04 S	emi-Professionals & Technicians	46	1	6	(
05 S	Supervisors	0	0	0	0	
06 S	Supervisors: Crafts & Trades	0	0	0	0	
07 A	Administrative & Senior Clerical Personnel	0	0	0	0	
08 S	killed Sales & Service Personnel	7	0	0	(
09 S	killed Crafts & Trades Workers	1	0	0	0	
10 C	Clerical Personnel	13	3	0	0	
11 In	ntermediate Sales & Service Personnel	1	0	0	0	
12 S	emi-Skilled Manual Workers	3	0	0	0	
13 C	Other Sales & Service Personnel	0	0	0	0	
14 C	Other Manual Workers	0	0	0	(
Total		84	4	6	0	

Full-time / National		Part-time / National		
All Employees Promoted	mployees Peoples		Aboriginal Peoples Promoted	
#	#	#	#	
1	0	0	0	
5	0	0	0	
0	0	0	0	
7	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
15	0	0	0	

Full-time	Full-time / National		Part-time / National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated		
#	#	# #			
0	0	0	0		
7	0	0	0		
1	0	0	0		
24	1	2	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
5	0	0	0		
0	0	0	0		
10	0	0	0		
0	0	0	0		
1	0	0	0		
0	0	0	0		
0	0	0	0		
48	1	2	0		

Part 2: Flow Data Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Start	Date of Flow	Data
YYYY	MM	DD
2016	01	08

End I	Date of Flow	Data
YYYY	MM	DD
2019	02	07

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Table 3: Persons with I			bilities
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	2	0	0	0
02	Middle & Other Managers	11	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	46	3	6	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	7	0	0	0
09	Skilled Crafts & Trades Workers	1	0	0	0
10	Clerical Personnel	13	1	0	0
11	Intermediate Sales & Service Personnel	1	0	0	0
12	Semi-Skilled Manual Workers	3	0	0	0
13	Other Sales & Service Personnel	0	0	0	0

14 Other Manual Workers

Total

Full-time / National		Part-time / National	
All Employees Promoted	yees Disabilities Employees		Persons with Disabilities Promoted
#	#	#	#
1	0	0	0
5	0	0	0
0	0	0	0
7	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
15	0	0	0

Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	/ National		/ National		/ National		/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#	#	#	#	#
1	0	0	0	0	0	0	0
5	0	0	0	7	0	0	0
0	0	0	0	1	0	0	0
7	0	0	0	24	1	2	0
1	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
1	0	0	0	5	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	10	2	0	0
0	0	0	0	0	0	0	0
0	0	0	0	1	0	0	0
0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0
15	0	0	0	48	3	2	0

Part 2: Flow Data Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Start	Date of Flov	Data
YYYY	MM	DD
2016	01	08

End I	Date of Flow	Data
YYYY	MM	DD
2019	02	07

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓ ↓
Table 4: Members of Visible Minorities

Data from Form 5 - Employees Promoted

Promoted

↓ ↓ ↓ ↓

Fable 8: Members of Visible Minorities

	I HOLD II	vicinders o	i visible i	ringrities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	11	6	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	46	14	6	1
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	7	2	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	13	6	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	3	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	84	29	6	1

Full-time	/ National	Part-time	/ National				
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted				
#	#	#	#				
1	0	0	0				
5	1	0	0				
0	0	0	0				
7	2	0	0				
1	0	0	0				
0	0	0	0				
0	0	0	0				
1	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
0	0	0	0				
15	3	0	0				

Data from Form 6 - Employees Terminated

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
7	4	0	0
1	0	0	0
24	7	2	0
0	0	0	0
0	0	0	0
0	0	0	0
5	3	0	0
0	0	0	0
10	4	0	0
0	0	0	0
1	1	0	0
0	0	0	0
0	0	0	0
48	19	2	0

Federal Contractors Program Achievement Report Part 3: Goals Westbury National Show Systems Ltd.

[Date: 2019-02-07]

									Data	or First/P	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
-	¥	\	1	↓	↓	Ţ	1	↓	Ų.	↓	↓	Ţ	J.	Ų.	↓	Ţ	↓	↓	↓
										Table 1: ' Previous Sh		nale							
				All Fn	nployees				FIISU	r revious 3n	iort-term G	vais		w	omen				
					Turnover (Re	enlacement of	Terminated						3 Year			I			
Employment Equity Occupational	Number	Gres	vth (New Posit	ions)		Employees)		Anticipated	Number	Turnover (Re		Hires	From	- To				_	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	remmateu	Employees	Required Over 3	YYYY -	YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
	2016-01-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Vears	2016-01-08	Annually	Over 3 Years	Vears	2016	2019					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	18	13.0%	1.0%	1	31.8%	1.0%	1	2	2	1.0%	0	5	1	39.0%	38.9%	-5	-4	11.1%	15.8%
03 Professionals	8	-4.4%	2.0%	0	13.3%	2.0%	0	0	0	2.0%	0	2	0	20.0%	19.2%	-2	-2	0.0%	0.0%
04 Semi-Professionals & Tech	66		2.0%	4	34.0%	2.0%	4	8	10	2.0%	1	5	2	20.0%	19.8%	-3	-3	15.2%	15.7%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%	2.00/	0	0.0%	1.00	0	0	0	0.0%	0	0	0	20.00	0.0%	1 0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service 09 Skilled Crafts & Trades	17	5.6% 0.0%			27.0%	1.0%	1	2	2	1.0%	0	3	1	29.0%	28.7%	-3	-2	11.8% #DIV/0!	16.7%
09 Skilled Crafts & Trades 10 Clerical Personnel	10	6.3%		0	90.9%		"	"	"	0.0% 0.0%	"	"	U O		0.0% 65.3%	1 1	0	#DIV/0! 80.0%	#DIV/0! 80.0%
11 Intermediate Sales & Service	10	0.5%		0	0.0%	1.0%	"	"	8	1.0%	١	-1	0	64.0%	63.9%	1 2	1 2	0.0%	0.0%
12 Semi-Skilled Manual	1	44.2%		"	50.0%	1.076	"	١	"	0.0%	١		٥	04.076	22.0%		-2	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		ا ا	۱	"	0.0%	١	0	٥		0.0%] ,	١	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		ا م	ا ۱	"	0.0%	ا ،		ől		0.0%] ő	0	#DIV/0!	#DIV/0!
Total	123			0	35.0%		0	0	22		0	13	0		28.6%	-13	-13		17.9%

† 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 Previous Workforce Analysis + Total number of employees from Current

+	Workforce Analysis) ÷ 2) x 10	0.				
						Table 2: Women
E			Wome	en		
	oyment Equity Occupational p (EEOG)	Short-ter	rm Goals	Long-terr	n Goals	Comments
		#	%	#	%	
	Senior Managers	0	0.00	0	0.0	
02	Middle & Other Managers	1	39.0	0	0.0	
03	Professionals	0		1	20,0	
04	Semi-Professionals & Tech	2	20.0	0	0.0	
05	Supervisors	C)	0	0.0	
06	Supervisors: Crafts & Trades	0		0	0.0	
07	Administrative & Sr Clerical	0)	0	0.0	
08	Skilled Sales & Service	1	29.0	0	0.0	
09	Skilled Crafts & Trades	0		0	0.0	
10	Clerical Personnel	C		0	0.0	
11	Intermediate Sales & Service	0)	1	64.0	
12	Semi-Skilled Manual	C	0	0	0.0	
13	Other Sales & Service	0	0	0	0.0	
14	Other Manual Workers	0	0	0	0.0	
Total		4	l l	2		

Federal Contractors Program Achievement Report Part 3: Goals Westbury National Show Systems Ltd. [Date: 2019-02-07]

									Data I	for First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		1	J.	1	↓	1	1	↓	↓	Ţ	\	1	1	1	↓	↓	1	1	1
											iginal Peo								
									First/	Previous SI	10rt-term G	oals		.,	10 1				
		T		All En	nployees					T			3 Year		nal Peoples	1	1		
	Number	Gro	wth (New Posit	tions)	Turnover (R	eplacement of Employees)	f Terminated		Number	Turnover (R		Hires	5 Year Fron						
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	jected	Actual		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)		1	<u> </u>	Over 3		,	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2016-01-08	Annually	Annually	Years	Annually	Annually	Years		2016-01-08	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	(0.0%	ò	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	18	10.00		0	31.8%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	8	-4.4%		0	13.3%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	66			0	34.0%		0	0	1	0.0%	0	0	0		1.6%	0	0	1.5%	1.5%
05 Supervisors	(0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	(0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	17	5.6%		0	27.0%		0	0	1	0.0%	0	-1	0		1.0%	1	1	5.9%	5.9%
09 Skilled Crafts & Trades	9	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	6.3%		0	90.9%		0	0	0	0.0%	0	0	0		0.9%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	3	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.6%	1 0	0	0.0%	0.0%
12 Semi-Skilled Manual	!	44.2%			50.0%		0	0	0	0.0%	0	0	0		0.7%	1 0	0	0.0%	0.0%
13 Other Sales & Service	[0.0%] 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers		0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	123	9.8%	o l	1 0	35.0%		1 0	0	<u> </u>	0.0%	1 0	0	0		1.5%	1 0	1 0	1.6%	1.6%

† 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) ÷ ((Total number of employees from Previous Workforce Analysis) + 70 x 100

* Wor	orkforce Analysis) ÷ 2) x 10	0.				
						Table 4: Aboriginal Peoples
Employme	ent Equity Occupational		Aboriginal	Peoples		
Group (El		Short-ter	m Goals	Long-ter	rm Goals	Comments
		#	%	#	%	
01 Seni	nior Managers	0	0.0	0	0,0	
02 Mid	ddle & Other Managers	0	0.0	0	0.0	
03 Prof	fessionals	0	0.0	0	0.0	
04 Sem	ni-Professionals & Tech	0	0.0	0	0.0	
05 Supe	pervisors	0	0.0	0	0.0	
06 Supe	pervisors: Crafts & Trades	0	0.0	0	0.0	
07 Adn	ministrative & Sr Clerical	0	0.0	0	0.0	
08 Skill	lled Sales & Service	0	0.0	0	0.0	
09 Skill	lled Crafts & Trades	0	0.0	0	0,0	
10 Cler	rical Personnel	0	0.0	0	0.0	
11 Inter	ermediate Sales & Service	0	0.0	0	0.0	
12 Sem	ni-Skilled Manual	0	0.0	0	0.0	
	ner Sales & Service	0	0.0	0	0.0	
14 Oth	ner Manual Workers	0	0.0	0	0.0	
Total		0		0		

Federal Contractors Program Achievement Report Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

									Data f	or First/P	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	_ ↓	1	↓	↓	↓	↓	1	Ţ	↓	Ţ	Ţ	1	↓	Ţ	↓	1	1	1	↓
										Persons									
				AH F					First/	Previous Sh	ort-term G	oals		D	th Disabilitie				
		1		All En	nployees			Ι		1		1	3 Year		tn Disabilitie	s	·	ı	
	Number	Grov	wth (New Posit	ions)	Turnover (R	placement of Employees)	Terminated		Number	Turnover (Re	placement of	Hires	From						
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	YYYY		Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-8131-00	Actual	1101	Over 3	Actual	1101	Over 3	Years	1111-3131-110		Over 3	Over 3 Years			Availability	Г. С. С. П. Онф	Gap	Representation	Years
	2016-01-08	Annually	Annually	Years	Annually	Annually	Years		2016-01-08	Annually	Years	rears	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	18	6.5%	1.0%	1	15.9%	1.0%	1	2	0	1.0%	0	1	0	5.0%	4.3%	-1	-1	0.0%	0.0%
03 Professionals	8	-4.4%		0	13.3%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	66	9.6%		0	34.0%		0	0	4	0.0%	0	-1	0		4.6%	1	1	6.1%	6.1%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	17	5.6%		1	27.0%	1.0%	1	2	0	1.0%	0	1	0	4.0%	3.5%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	6.3%		0	90.9%		0	1 0	1	0.0%	0	0	0		7.0%	0	0	10.0%	10.0%
11 Intermediate Sales & Service	3	0.0%		0	0.0%		0	1 0	1	0.0%	0	-1	0		5.6%		1	33.3%	33.3%
12 Semi-Skilled Manual		44.2%			50.0%		0	'l 0	0	0.0%	0	0	[0		4.8%		0	0.0%	0.0%
13 Other Sales & Service	0	0.0%			0.0%			1 0	0	0.0%	0		[0		0.0%		0	#DIV/0!	#DIV/0!
14 Other Manual Workers Total	123	0.0% 9.8%		0	0.0%		0	0	0	0.0%	0	0	0		0.0% 4.6%	. 0	0	#DIV/0! 4.9%	#DIV/0! 4.9%
1 Otal	123	9.870		l U	ام 33.0%		ı v	1 0	1 0	[U.U76]	U	1 0	1 0		4.0%	ol o	ı	1 4.970	4.970

† 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) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workforce Analysis) ÷ 2) x	100.				
					Table 6: Persons with Disabilities
Employment Equity Occupation	al	Persons with	Disabilities	S	
Group (EEOG)	Short-te	erm Goals	Long-te	rm Goals	Comments
	#	%	#	%	
01/02 Managers		0.0		0.0	
03 Professionals		0.0	0	0.0	
04 Semi-Professionals & Tech		0.0	0	0.0	
05 Supervisors		0.0	0	0.0	
06 Supervisors: Crafts & Trade	es	0.0	0	0.0	
07 Administrative & Sr Clerica	ıl	0.0	0	0.0	
08 Skilled Sales & Service		0.0	0	0.0	
09 Skilled Crafts & Trades		0.0	0	0.0	
10 Clerical Personnel		0.0	0	0.0	
11 Intermediate Sales & Service	e	0.0	0	0.0	
12 Semi-Skilled Manual		0.0	0	0.0	
13 Other Sales & Service		0.0	0	0.0	
14 Other Manual Workers		0.0	0	0.0	
Total		0	0		

Federal Contractors Program Achievement Report Part 3: Goals Westbury National Show Systems Ltd. [Date: 2019-02-07]

									Data	or First/I	Previous (Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	Κ÷C	(K - M + O) ÷ (C + F)
		1	1	. ↓	<u> </u>	Ţ	Ţ	\	Ţ	1	\	1	1	1	1	1	Ţ	<u> </u>	<u>↓</u>
									Table 7: M	embers o Previous Sl			<u> </u>						
				All En	nplovees				FIFSU	Previous Sr	iort-term G	roais	M	embers of V	isible Minori	ties			
					· · · · · · · · · · · · · · · · · · ·	eplacement of	Terminated							r Goals	istore minori	iics		I	
	Number	Grov	vth (New Posit	tions)	Turnover (K	Employees)	renmateu	Anticipated	Number		eplacement of Employees)		Fron	n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	jected	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD	rermmateu	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
3.34p (3233)	2016-01-08	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2016-01-08	Annually	Over 3	Years	2016	2019				·	Years
	- 11	%	%	Years 4	%	%	Years	- 44	#	%	Years	11	#	%	%	#	- 44	%	%
01 Senior Managers	0	0.0%	70	" (0.0%	/0	0	0	0	0.0%	0	0	0	70	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	18	13.0%	1.0%	1	31.8%	1.0%	1	2	2	1.0%	0	1	0	15.0%	15.0%	-1	-1	11.1%	10.5%
03 Professionals	8	-4.4%	1.0%	C	13.3%	1.0%	0	0	0	1.0%	0	3	0	32.0%	31.5%	-3	-3	0.0%	0.0%
04 Semi-Professionals & Tech	66	9.6%		(34.0%		0	0	17	0.0%	0	-2	0		22.8%	2	2	25.8%	25.8%
05 Supervisors	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	17	5.6%		0	27.0%		0	0	4	0.0%	0	0	0		20.8%	0	0	23.5%	23.5%
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	10	6.3%			90.9%	2.0%	1	1	1	2.0%	0	3	0	45.0%	44.8%	-3	-3	10.0%	10.0%
11 Intermediate Sales & Service	3	0.0%	0.0%		0.0%	1.0%	0	0	0	1.0%	0	1	0	49.0%	48.9%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual		44.2%			50.0%		0	0	1	0.0%	0	0	0		57.5%	0	0	100.0%	100.0%
13 Other Sales & Service		0.0%			0.0%		0			0.0%		0			0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers Total	123	0.0% 9.8%			35.0%		0	0	25	0.0%	0	5	0	-	0.0% 24.7%	5	-5	#DIV/0! 20,3%	#DIV/0! 20.3%
1 Otal	123	7.070		1	1 33.076		0	1 0		0.076	1/2	1 3		1	24.770	1 -3		20.5%	20.370

† 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) ÷ ((Total number of employees from Previous Workforce Analysis) + 70 x 100

* Workforce Analysis) ÷ 2) x 1	00.			Table 8: Members of Visible Minorities	
				Table 8: Weinbers of Visible Minorities	
Employment Equity Occupational		mbers of Visib		_	
Group (EEOG)	Short-te	-	Long-term Goal	Comments	
	#	%	# %		
01 Senior Managers	(0.0	0	0	
02 Middle & Other Managers		0.0	0	o	
03 Professionals		0.0	0	0	
04 Semi-Professionals & Tech		0.0	0	o l	
05 Supervisors		0.0	0	o l	
06 Supervisors: Crafts & Trades		0.0	0	o l	
07 Administrative & Sr Clerical	(0.0	0	0	
08 Skilled Sales & Service		0.0	0	o l	
09 Skilled Crafts & Trades		0.0	0	0	
10 Clerical Personnel		1 0.0	0	o l	
11 Intermediate Sales & Service		0.0	0	0	
12 Semi-Skilled Manual		0.0	0	o	
13 Other Sales & Service		0.0	0	0	
14 Other Manual Workers		0.0	0	0	
Total		2	0		

Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	\	\	1	1	↓	1	1	\	\	↓	↓	↓	↓	↓ ·	↓	1	1	1	1
										Table 9: ent/Current		· Cook							
				All Fo	plovees				Subsequi	ent/Current	Snort-tern	a Goais		w	omen				
				An En	Turnover (Re		·					1	3 Year		omen	T			
	Number	Grov	vth (New Posit	ions)		pracement or Employees)	rermnateo	Anticipated	Number	Turnover (Re		Hires	From						Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY -		Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)	2019-02-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2019-02-07	Annually	Over 3 Years	Years	2019	2022			yanpi.		Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%	0.0%	0	0.0%		0	0	1	0.0%	0	0	0		27.6%	0	0	33.3%	33.3%
02 Middle & Other Managers	26	13.0%	4.0%	3	31.8%	2.0%	2	5	4	2.0%	0	7	2	40.0%	39.4%	-6	-5	15.4%	20.7%
03 Professionals	7	-4.4%		2	13.3%	1.0%	0	2	0	1.0%	0	1	0	17.0%	16.6%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	87	9.6%	1.0%	3	34.0%	2.0%	5	8	9	2.0%	1	14	2	25.0%	24.7%	-12	-12	10.3%	11.1%
05 Supervisors	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	50.0%	52.0%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0% 0.0%	1 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	20	0.0% 5.6%	3.0%	0	0.0% 27.0%	1.0%	0	0	0	0.0% 1.0%	0	0	0	28.0%	27.9%	0	4	#DIV/0! 5.0%	#DIV/0! 9.1%
09 Skilled Crafts & Trades	20	0.0%		2	0.0%	0.0%	1	3	1	0.0%	0	3	1	28.076	1.8%	-3	-4	0.0%	0.0%
10 Clerical Personnel	12	6.3%		2	90.9%	3.0%	1	3	10	3.0%	"	ا ا	٥		65.5%		ا ا	83.3%	64.3%
11 Intermediate Sales & Service	3	0.0%	6.0%	1	0.0%	0.0%	0	1	0	0.0%	0	3	1	50.0%	65.7%		-2	0.0%	25.0%
12 Semi-Skilled Manual	3	44.2%		0	50.0%	0.0%	0	0	ا آ	0.0%	ه ا	1	0	21.0%	20.1%	-1	-1	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%	5.576	ő	٥	ن ا	0.0%	0	0	ol		0.0%		ا ا	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		o	o	0	0.0%	0	0	0		0.0%		o	#DIV/0!	#DIV/0!
Total	163	9.8%		0	35.0%		0	0	25	0.0%	0	25	0		30.8%	-25	-25	15.3%	15.3%

† 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 Previous Workforce Analysis + Total number of employees from Current

* Workforce Analysis) ÷ 2) x 10	0.		
			Table 10: Women
Employment Equity Occupational	Won	ien	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	40.0	40.0%	
03 Professionals	17.0	17.0%	
04 Semi-Professionals & Tech	25.0	25.0%	
05 Supervisors	50.0	50.0%	
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	28.0	28.0%	
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	50.0	50.0%	
12 Semi-Skilled Manual	21.0	21.0%	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0%		

Federal Contractors Program Achievement Report Part 3: Goals Westbury National Show Systems Ltd. [Date: 2019-02-07]

									Data for	Subseque	nt/Currei	nt Goals							
AB	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	.	↓	1	↓	↓	Ţ	Ţ	Ţ	Ţ	Ţ	↓	↓	¥	Ţ	Ţ	Ţ	Ţ	1	↓
										11: Abor									
				AHE	nplovees				Subsequ	ent/Current	Short-tern	1 Goals		Aborioi	nal Peoples				
				Anten	1 .	eplacement of							3 Ven	r Goals	nai i copies	T			
	Number	Grov	vth (New Posit	tions)		Employees)	ermnatea	Anticipated	Number	Turnover (Re		Hires	ļ	n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	eted	Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gan	Present Representation	Representation in 3
Group (EEOG)	2019-02-07	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2019-02-07	Annually	Over 3	Years	2019	2022	Avananii,		Сар	Representation	Years
	#	,	·	Years #	· ·		Years	- 44	#	·	Years		н			#	44		94
01 Senior Managers	# 3	0.0%	% 0.0%	#	0.0%	%	#	#	#	0.0%	#	#	#	%	3.2%	# 0	#	% 0.0%	0.0%
02 Middle & Other Managers	26	13.0%	1.0%] 1	31.8%	2.0%	2	3		2.0%	0	1		3.0%	2.7%] -1	-1	0.0%	0.0%
03 Professionals	7	-4.4%			13.3%	1.0%	0	ا آ	ا ٥	1.0%	0	0	0	3,070	1.1%	هُ ا		0.0%	0.0%
04 Semi-Professionals & Tech	87	9.6%	1.0%	3	1	2.0%	5	8	l i	2.0%	0	1	l 0	2.0%	1.9%	-1	-1	1.1%	1.1%
05 Supervisors	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.9%	. 0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	l 0	o	0.0%	0	0	0		0.0%	. 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	20	5.6%	1.0%	1	27.0%	1.0%	1	2	1	1.0%	0	-1	0		1.2%	1	1	5.0%	4.8%
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		4.4%	0	0	0.0%	0.0%
10 Clerical Personnel	12	6.3%	0.0%	0	90.9%	1.0%	0	0	3	1.0%	0	-3	0		1.1%	3	3	25.0%	25.0%
11 Intermediate Sales & Service	3	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	3	44.2%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0		0.8%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	163	9.8%		0	35.0%		0	0	5	0.0%	0	-2	0		1.8%	2	2	3.1%	3.1%

† 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.

4 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.

	workforce Analysis) = 2) x 10	0.			
					Table 12: Aboriginal Peoples
Carrel	oyment Equity Occupational		Aboriginal Peoples		
	(EEOG)	Short-teri	m Goals Long-to	rm Goals	Comments
			%	%	
01	Senior Managers		0.0		
02	Middle & Other Managers		3.0	3.0%	
	Professionals		0.0		
04	Semi-Professionals & Tech		2.0	2.0%	
	Supervisors		0.0		
	Supervisors: Crafts & Trades		0.0		
	Administrative & Sr Clerical		0.0		
08	Skilled Sales & Service		0.0		
	Skilled Crafts & Trades		0.0		
	Clerical Personnel		0.0	L	
	Intermediate Sales & Service		0.0	1	
	Semi-Skilled Manual		0.0		
	Other Sales & Service		0.0		
14	Other Manual Workers		0.0		
Total			0.0%		

Federal Contractors Program Achievement Report Part 3: Goals Westbury National Show Systems Ltd.

[Date: 2019-02-07]

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	1	↓	↓	↓	↓	↓	↓	1	1	↓	—
										: Persons									
									Subsequ	ent/Current	Short-tern	a Goals		ъ .	a D: 1997				
		1		All En	ployees					1					th Disabilitie:	S			
	Number	Gree	vth (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	placement of	Hires	3 Year						
Employment Equity Occupational	YYYY-MM-DD	Actual	ni	ected	Actual	Proj	ontail	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	Fron	- YYYY - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-MM-DD	Actual	rioj		Actual	rioj	Over 3	Years	1111-MM-DD		Over 3	Over 3 Years	1111	- 1111	Availability	rresent Gap	Gap	Representation	Years
	2019-02-07	Annually	Annually	Over 3 Years	Annually	Annually	Years		2019-02-07	Annually	Years	tears	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	29	6.5%	1.0%	1	15.9%	2.0%	2	3	0	2.0%	0	2	0	5.0%	5.0%	-1	-2	0.0%	0.0%
03 Professionals	7	-4.4%		0	13.3%	1.0%	0	0	0	1.0%	0	1	0	9,0%	8.9%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	87	9.6%	1.0%	3	34.0%	2.0%	5	8	5	2.0%	0	2	1	8.0%	7.6%	-2	-1	5.7%	6.7%
05 Supervisors	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		27.5%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	0.0%		0	0.0%	1.00/	0	0	0	0.0%	0	0	0	0.00/	0.0%	1 0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service 09 Skilled Crafts & Trades	20	0.070	1.0%	1	27.0% 0.0%	1.0% 0.0%	1	2	0	1.0%	0	2	0	8.0%	8.0% 7.8%	-2	-2	0.0%	0.0% 0.0%
09 Skilled Crafts & Trades 10 Clerical Personnel	1 12	0.0% 6.3%		0	90.9%	1.0%	0	١	١	0.0%	0	0	0	10.0%	9.3%	1 1	0	0.0% 0.0%	0.0%
11 Intermediate Sales & Service	12	0.0%	0.0%	0	0.0%	0.0%	0	١	"	0.0%	0	1	0	10.076	10.8%	1 -1	-1	33.3%	33.3%
12 Semi-Skilled Manual	3	44.2%		0	50.0%	0.0%		١ ٪	"	0.0%	0		0		10.3%]	1	0.0%	0.0%
13 Other Sales & Service	0	0.0%		ا ا	0.0%	0.078	ا ه	ا ا		0.0%	0	ا ا	0		0.0%]	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	ا آ	0.0%		Ö	0.0%		ĺŏ	آ o	ا ا	0.0%	0	0	0		0.0%	J ő	ĺ	#DIV/0!	#DIV/0!

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

35.0%

9.8%

163

Total

Calculated by using the following formula: (Terminated full-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.

0.0%

7.6%

-6

workforce Alialysis) + 2) x 1	00.			
				Table 14: Persons with Disabilities
Employment Equity Occupational	Pers	ons with D	isabilities	
Group (EEOG)	Short-term (Goals	Long-term Goals	Comments
		%	%	
01/02 Managers		5.0	5.0%	
03 Professionals		9.0	9.0%	
04 Semi-Professionals & Tech		8.0	8.0%	
05 Supervisors		0.0		
06 Supervisors: Crafts & Trades		0.0		
07 Administrative & Sr Clerical		0.0		
08 Skilled Sales & Service		8.0	8.0%	
09 Skilled Crafts & Trades		0.0		
10 Clerical Personnel		10.0	10.0%	
11 Intermediate Sales & Service		0.0		
12 Semi-Skilled Manual		0.0		
13 Other Sales & Service		0.0		
14 Other Manual Workers		0.0		
Total		0.0%		

3.7%

3.7%

Federal Contractors Program Achievement Report Part 3: Goals Westbury National Show Systems Ltd. [Date: 2019-02-07]

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	Ţ	Ţ	Ţ	↓	1	1	↓	↓	\	\	Ţ	Ţ	↓	\	1	1	↓	↓
								Ί	able 15: N				S						
				AH E-	nplovees				Subsequi	ent/Current	Short-tern	1 Goals	N	k	isible Minori	ato.			
		1		An en			·	l					3 Year		isible willor	ties			
	Number	Gro	wth (New Posit	ions)	Turnover (R	eptacement of Employees)	Terminated		Number	Turnover (R		Hires		1 - To					n
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	ected	Actual	Proi	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		· YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)			<u> </u>	Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2019-02-07	Annually	Annually	Years	Annually	Annually	Years		2019-02-07	Annually	Years		2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	3	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	26			1	31.8%	2.0%	2	3	4	2.0%	0	1	1	18.0%	17.6%	-1	0	15.4%	18.5%
03 Professionals	7	-4.4%		0	13.3%	1.0%	0	0	0	1.0%	0	2	0	35.0%	34.2%	-2	-2	0.0%	0.0%
04 Semi-Professionals & Tech	87	9.6%		3	0 1.070	2.0%	5	8	22	2.0%	1	1	0		24.4%	1	-1	25.3%	23.3%
05 Supervisors	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	52.0%	51.5%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	"	0.0%		0	0.0%		"	١	"	0.0% 0.0%	0	١	0		0.0% 0.0%	"	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
08 Skilled Sales & Service	20	1		1	27.0%	1.0%	1	0] 3	1.0%	0		0	23.0%	22.8%	1 2	-2		14.3%
09 Skilled Crafts & Trades	1	0.0%	0.0%	1	0.0%	0.0%	1 0		ا ا	0.0%	١	ا م	0	25.070	11.7%	1 6	0	0.0%	0.0%
10 Clerical Personnel	12	6.3%		0	II .	1.0%	آ م	ا آ	3	1.0%	هُ ا	3	ő	50.0%	49.4%	_3	-3	25.0%	25.0%
11 Intermediate Sales & Service	3	0.0%	0.0%	0	II .	0.0%	ن ا	ا آ	0	0.0%	0	2	0	55.0%	54.7%	-2	-2	0.0%	0.0%
12 Semi-Skilled Manual	3	44.2%		0	50.0%	0.0%	0	o o	1	0.0%	0	l [0	63.0%	62.9%	-1	-1	33.3%	33,3%
13 Other Sales & Service	l 0	0.0%		0	0.0%		ه ا	0		0.0%	0	ا أ	o	301070	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	,	0	0.0%		0	, o	0	0.0%	0	0	0		0.0%	0	o	#DIV/0!	#DIV/0!
Total	163	9.8%	,	0	35.0%		0	0	33	0.0%	0	10	0		26.5%	-10	-10	20.2%	20.2%

† 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

٧١	vorkforce Analysis) ÷ 2) x 10	U.			
					Table 16: Members of Visible Minorities
Cambon	ment Equity Occupational	Memi	bers of Visible Mi	norities	
Group (Short-tern	a Goals Lon	ig-term Goals	Comments
			%	%	
01 S	enior Managers		0.00		
02 N	fiddle & Other Managers		18.00	18.0%	
03 Pr	rofessionals		35.00	35.0%	
04 S	emi-Professionals & Tech		0.00		
	upervisors		52.00	52.0%	
06 S	upervisors: Crafts & Trades		0.00		
07 A	dministrative & Sr Clerical		0.00		
08 S	killed Sales & Service		23.00	23.0%	
	killed Crafts & Trades		0.00		
	lerical Personnel		50.00	50.0%	
11 In	ntermediate Sales & Service		55.00	55.0%	
	emi-Skilled Manual		63,00	63.0%	
	other Sales & Service		0.00		
14 O	other Manual Workers		0.00		
Total			0.0%		

									Feder	al Contr	actors	Progra	m Achie	evement	Report									
										I	Part 4:	Results	- Wome	en										
										Westbu	ry Nati	onal Sh	ow Syst	tems Lt	d.									
											[Date	e: 2019	-02-07]											
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		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		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
		•	Ţ	1	Ţ	Ţ	1	Ţ	↓	\	Ţ	\	1	1	1	1	Ţ	1	ν	1	Ţ	Ţ	Ţ	1
						orce An											Data A	•		 				
***************************************	oloyment Equity upational Group	Year		•	W	orkforce					·	Hires	Vomen			P	romotio				Te	rminatio		
	OG)		All Employees	Represo	entation	Wor Avails		Gap	EE Result	All Employees	Ac	ctual	Expected	Difference	All Employees	Ac		omen Expected	Difference	All Employees	Act		omen Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016	0	0	0.0	0.0	0	0	0.0															
\square		2019	3	1	33.3	27.6	1	0	120.8	2	1	50.0) 1	-	0 1	. 0	0.0	0	0	0	0	0.0	0	0
1 07 1	Middle & Other Managers	2016 2019	18 26			38.9 39.4	7 10	-5 -6		11	5	45.5		1	1 5	0	0.0	1	-1	7	3	42.9	1	2
		2019	8	-		19.2	2	-2		11		43.5	, ,		1 3		0.0	1	-1	<i>'</i>	,	42.9	1	
03	Professionals	2019	7	0	0.0	16.6	1	-1		0	0	0.0) ()	0 0	0	0.0	0	0	1	0	0.0	0	0
04	Semi-Professionals &	2016	66		-	19.8	13	-3			ļ	ļ	ļ			_								_
	Technicians	2019 2016	87	9		24.7 0.0	21	-12	41.9	52	13	25.0	13	3	0 7	2	28.6	1	1	. 26	9	34.6	4	5
05	Supervisors	2019	1	0		52.0	1	-1		0	0	0.0			0 1	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2016	0	0	0.0	0.0	0	0	0.0															
	Trades	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0) ()	0 0	0	0.0	0	0	0	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F÷M x 100	"										
			Ţ	,,	J	Γ	1	Ţ	Ψ		<u> </u>	1	Ψ.	!										
			New	v Entrai	nts				G	oals														
Em	oloyment Equity		F	low Data			Short-te	m Goals	;		Long-ter	m Goals												
	upational Group	Year	40 F		men			men			Wor	men	1					(Commen	its				
(EE	OG)		All Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	Ħ	%	Ħ	%	%	9/4	#	%	9/6	%											
01	Senior Managers	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0			_										
H	Middle & Other	2022 2019	3	1 2		1	200.0	0.0 39.0	0.0 57.0	0	0.0	0.0												
02	Managers	2022	9	2		1	200.0	40.0	55.6	U	0.0	0.4		_										
03	Professionals	2019	-1	0		0	0.0	0.0	0.0	1	0.0	,		_										
		2022	-1	0			200.0	17.0	0.0	^		0.2												
	Semi-Professionals & Technicians	2019	33			2	300.0	20.0 25.0	90.9 72.7	0	0.0	0.0												
\Box	5 Supervisors 2019 1 0 0.0 0 0.0 0.0 0.0 0.0												0.0											
\square		2022	1	0				50.0	0.0			0.5	0.0											
1 06 1	Supervisors: Crafts &	2019	0	0	0.0	0	0.0	0.0		0	0.0			_										
	Trades	2022	0	0	0.0			0.0	0.0			0.0	0.0)										

									Fede	ral Conti	actors	Prograi	m Achie	vement	Report									
										l	Part 4: I	Results	- Wom	en										
										Westbu	ry Natio	onal Sh	ow Syst	ems Ltd	l.									
											[Date	e: 2 019-	-02-07]											
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	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		PxF÷100	Q - S	Part 2: Flow Data Analysis		V ÷ U x 100	U x F ÷ 100	V - X
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E	ployment Equity					orce Ar	•					***			· · · · · · · · · · · · · · · · · · ·			nalysis		Т				
	cupational Group	Year			<u> </u>	orkforce We	e omen				I	Hires	omen .			P	romotio v	IIS Vomen			I er	minatio w	ns omen	
	EOG)		All Employees	Represei	ntation		ability	Gap	EE Result	All Employee:	Ac	tual	Expected	Difference	- All Employee	Ac		Expected	Difference	All Employees	Actu		Expected	Difference
	Γ	#	#	#	%	%	#	#	%	#	#	#	#	#	%	#	#	#	#	%	#	#		
07		dministrative & 2016 0 0 0.0 0 0 0.0 0 <td>0.0</td> <td></td> <td></td> <td></td> <td>0</td> <td>0.0</td> <td>0</td> <td></td>															0.0				0	0.0	0	
00	Skilled Sales &	2016	17	2	11.8	28.7		-3	41.0				(0	0.0		1	, 0	0	0.0	0		
08	Service Personnel	ice Personnel 2019 20 1 5.0 27.9 6 -5 17.9 7 1 14.3															0.0	(0	5	2	40.0	1	1
09	Skilled Crafts & Trades Workers	d Crafts & 2016 0 0 0.0 0.0 0 0 0.0															0.0) 0		0	0.0	0	
10		Yorkers 2019 1 0 0.0 1.8 0 0 0.0 1 0 0.0 0 2016 10 8 80.0 65.3 7 1 122.5 1 1 122.5 1															0.0		1	1	0	0.0	0	
10	Clerical Personnel	2019	12	10	83.3	65.5		2	127.2	13	13	100.0	g	4	4 (0	0.0	(0	10	10	100.0	8	2
11	Intermediate Sales & Service Personnel	2016	3	0	0.0	63.9 65.7		-2	0.0	1	0	0.0	1		1 /	0	0.0				0	0.0		
-	Semi-Skilled Manual	2019	1	0	0.0	22.0		-2 0	0.0	1	1 0	0.0	,		1	1 0	0.0		, 0	1 0	0	0.0	0	0
12	Workers	2019	3	0	0.0	20.1		-1	0.0	3	0	0.0	1	-	1 (0	0.0	(0	1	0	0.0	0	0
Data	sources:		Part 2: Flow Data Analysis		E ÷ D x 100	Part 3:	E ÷ G x	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷ K x 100	Part 3:	F ÷ M x 100											
<u> </u>				Analysis	T	Į	J J	J	<u> </u>	<u> </u>	<u> </u>	<u> </u>												
			↓ Neu	 ∕ Entran		<u> </u>	Ψ	Ψ	<u> </u>	oals	Ψ	Ψ	Ψ											
Em	ployment Equity			low Data	113		Short-ter	rm Goals			Long-ter	m Goals												
2000000	upational Group	Year		Won	nen		Wo				Won								Commen	ts				
(EI	EOG)		All Employees	Acti	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	Ħ	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0												
08	Skilled Sales &	2019	3	-1	-33.3	1	-100.0	29.0	-114.9	C	0.0	1	_											
08	Service Personnel	2022	3	-1	-33.3			28.0	-119.0			0.3												
09	Skilled Crafts & Trades Workers	2019	1	0	0.0		0.0	0.0	0.0	C	0.0	0.0												
10	Clerical Personnel	2019	3	3	100.0		0.0	0.0	0.0	C	0.0	0.0	0.0											
10		2022	3	3	100.0	^	0.0	0.0	0.0		0.0	0.0												
11	Intermediate Sales & Service Personnel	2019	1	0	0.0		0.0	0.0 50.0	0.0		0.0	64.0 0.5												
12	Semi-Skilled Manual	2019	2	0	0.0		0.0	0.0	0.0		0.0	1												
12	Workers	2022	2	0	0.0			21.0	0.0			0.2	0.0											

									Fede	ral Conti					Report									
											Part 4: I													
										Westbu				ems Ltd	l .									
											[Date	: 2019-	02-07]											
A	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	0	R	S	T	U	V	W	X	Y
**************************************			Part 1:	Part 1:		Part 1:		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			Part 2: Flow					Part 2: Flow		d			Part 2: Flow			
Data sour	ces:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis		9 ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Workforce Analysis Employment Equity Workforce Analysis Turning times																								
	Employment Equity Occupational Group Year Workforce Hires Women															Pr	omotio				Tei	minatio		
(EEO			All Employees	Represen	itation			Gap	EE Result	All Employee:	S Act		omen Expected	Difference	All Employees	Actu		Expected	Difference	All Employees	Acti		Expected	Difference
	Representation Availability Gap EE Result															#	%	#	#	#	#	%	#	#
H																								
		2019	0	0	0.0	0.0		0	0.0	C	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
14 Ot	her Manual Workers	2019	0	0	0.0	0.0	E	0	0.0	С	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
Total		2016	123	22	17.9	28.6	8	-13	62.5			24.5					12.2					10.0		
		2019	163	25	15.3	30.8	50	-25	49.8	90	33	36.7	28	5	5 15	2	13.3	3	-1	50	24	48.0	9	15
Data sour	ces:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
š			Ų		Ų	Ţ		Ţ	Ţ	Ų.	V	1	Ţ	ı										
			New	Entran	ts				G	oals														
	yment Equity	Year	FI	ow Data			Short-ter				Long-ter													
Occup (EEO	ational Group G)		All Employees	Wom		Goal	Wor Percent of	men Goal	Percent of	Goal	Won Percent of	en Goal	Percent of					(Commen	ts				
)	,	#	ш	#	%	gom #	Goal Met	%	Goal Met	guai #	Goal Met	%	Goal Met											
,, Ot	her Sales & Service	2019	0	0	0.0	0	0.0	0.0	0.0	,	0.0	0.0												
	rsonnel	2022	0	0	0.0			0.0	0.0			0.0	0.0											
14 Ot	her Manual Workers	2019 2022	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
T-4-1		2019	55	11	20.0	4	275.0	0.0	0.0	2	2 550.0	0.0	0.0											
Total		2022	55	11	20.0			0.0	0.0			0.0	0.0											

									Feder	ral Contr Part 5: Westbu	: Result ry Natio	s - Abo	riginal ow Syst	Peoples	-									
											[Date	: 2019-	02-07]											
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data	ources:		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
			↓	<u> </u>	<u> </u>	↓	<u> </u>		Ţ	J			<u> </u>	↓	↓	<u> </u>	<u> </u>	\	<u> </u>	<u> </u>	<u> </u>	1	Ţ	_
Em	ployment Equity					orce An						Hires					Data Ai	•		Ι	Ter	minatio	ins	
Occ	upational Group	Year	All Employees		**	Aborigina				All Employees			inal Peoples		- All Employees			nal Peoples		All Employees	10		nal Peoples	
(EE	OG)	#	#	Represer	ntation %	Availa %	bility #	Gap	EE Result	#	Act	tual %	Expected #	Difference #	#	Act	ual %	Expected #	Difference #	#	Actu	al %	Expected #	Difference #
01	Senior Managers	2016	0	0	0.0	0.0	0	0	0.0	,			,	#	0 1	, ,	0.0	# 0	*		0		,	
02	2019 3 0 0.0 3.2 0 0 0.0 2 0 0.0														0 1	0	0.0	U	0	0	0	0.0	0	
02	2 Middle & Other 2016 18 0 0.0 2.2 0 0 0.0														0 5	0	0.0	0	0	7	0	0.0	0	0
03	Professionals	0		0 0	0	0.0	0	0	1	0	0.0	0	0											
04	Semi-Professionals &	2019 7 0 0.0 1.1 0 0 0.0 0 0.0 0															0.0			26	1	2.0		
05	Technicians 2019 87 1 1.1 1.9 2 -1 60.5 52 1 0.5 Supervisors 2016 0 0 0.0 0.0 0 0 0.0 0 0.0														/	7 0	0.0	0	0	26	1	3.8	0	1
	•	2019 2016	1	0	0.0	0.9	0	0	0.0	0	0	0.0	0		0 1	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	0	0.0 0.0	0.0	0	0	0.0	0	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0		
Data	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E÷ D x 100	Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F ÷ M x 100											
			New	 ⊄Entran	↓ its	.	Ψ		·	oals	Ψ		1											
Em	ployment Equity			low Data			Short-te	rm Goals			Long-ter	m Goals												
Occ	upational Group	Year	All Employees	Aboriginal	Peoples	- 1		al Peoples	I		Aborigina	l Peoples	Ι					C	ommen	ts				
(EŁ	OG)		Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		# 2019	# 3	# 0	0.0	# 0	0.0	% 0.0	% 0.0	# ()	0.0	0.0	0.0											
01	1 Senior Managers 2022 3 0 0.0 0.0 0.0 0.0 0.0																							
02	12 Middle & Other Managers 2019 9 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0																							
03	Professionals	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
-	Semi-Professionals &	2022 2019	-1 33	0	0.0	0	0.0	0.0		0	0.0	0.0												
04	Technicians	2022	33	0	0.0			2.0	0.0			0.0	0.0											
05	Supervisors	2019 2022	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	Supervisors: Crafts & Trades	2019 2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

									Feder	al Contr	ractors	Progra	m Achie	vement	Report									
										Part 5	: Result	ts - Abo	original	Peoples										
										Westbu	ry Nati	onal Sh	ow Syst	ems Lt	d.									
											[Date	e: 2019-	-02-07]											
A	В	С	D	Е	F	G	Н	Ī	J	K	L	M	N	О	P	О	R	S	Т	U	V	W	X	Y
I					i	4					.i			I										-
Data	sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	E-H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	:		P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Data	V ÷ U x 100	U x F ÷ 100	V - X
Ĺ			Analysis	Analysis	.I.	Analysis .I.	J	Į Į		J	Analysis .I.	<u> </u>	<u> </u>		J	Analysis .I.	L	I.	.I.	J J	Analysis	.I.	J	L J
			<u> </u>	Ψ	Workf	orce An	•	<u> </u>		•		Ψ	Ψ	Ψ	Ψ	Flow	Data A	nalvsis	Ψ	Ψ	Ψ			
En	ployment Equity	Year				orkforce	•					Hires			Т		romotio	•		Т	Ter	minatio	ns	
	cupational Group	1 cai	All Employees			Aborigin				All Employees		Aborig	inal Peoples		All Employees			nal Peoples		- All Employees			nal Peoples	
(E)	EOG)				entation	Avail		Gap	EE Result			tual	Expected	Difference	e e	Ac	tual	Expected	Difference	e i	Actu		Expected	Difference
	Administrative &	2016	# 0	# 0	%	0.0	#	# 0	0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07	Senior Clerical	2019	0	0		0.0		0	0.0	0	0	0.0	0		0 0	0	0.0	0		0 0	0	0.0	0	0
08	Skilled Sales &	2016	17					1	588.2															
	Service Personnel	2019	20	 	5.0	1.2		1	416.7	7	0	0.0	0 0		0 1	. 0	0.0	0		0 5	0	0.0	0	0
09	Skilled Crafts & 2016 0 0 0.0 0.0 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0 0.0 0 0 0.0 0 0 0.0 0 0 0 0.0 0 0 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0														0 0	0	0.0	0		0 0	0	0.0	0	
10		2016	10			0.9		0	0.0		Ť	0.0				<u> </u>	0.0					0.0	0	
10	Clerical Personnel	2019	12	3	25.0	1.1		3	2,272.7	13	. 3	23.1	. С		3 0	0	0.0	0		0 10	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2016	3	0		0.6		0	0.0	1		0.0					0.0	0				0.0	0	
	Semi-Skilled Manual	2019	1	0		0.8		0	0.0	1	0	0.0			0 0	0	0.0	0		0 0	0	0.0	0	
12	Workers	2019	3	0	0.0	0.8		0	0.0	3	0	0.0	C		0 0	0	0.0	0		0 1	0	0.0	0	0
· ?·······	-		·		·	·		·	·		•	· · · · · · · · · · · · · · · · · · ·		1		-					•			
Data	sources:		Part 2: Flow	Part 2: Flow Data	E ÷ D x 100	Part 3:	E ÷ G x	Part 3:	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3:	F ÷ M x 100											
Ĺ			Data Analysis	Analysis		Goals	100	Goals				Goals	<u></u>											
		1	 			, 							↓											
				Entra			O1			oals														
22222	ployment Equity cupational Group	Year	F	low Data	al Peoples			rm Goals al Peoples	S		Long-ter Aborigina							c	Somme	nte				
******	EOG)		All Employees		tual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Junic	ii to				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07	Administrative &	2019	0	0	•	0	0.0		0.0	0	0.0	0.0												
07	Senior Clerical	2022	0	0	0.0			0.0	0.0			0.0	_											
08	killed Sales & 2019 3 0 0.0 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0.																							
	Service Personnel 2022 3 0 0.0																							
09	Trades Workers	2022	1	0	1		0.0	0.0			1	0.0												
10	Clerical Personnel	2019	3	3		0	0.0			0	0.0	0.0		-										
<u> </u>	2022 3 3 100.0 0.0 0.0 0.0 0.0 0.0																							
11	Intermediate Sales & Service Personnel	2019	1 1	0			0.0	0.0		0	0.0	0.0												
10	Semi-Skilled Manual	2019	2	0	-	0	0.0	0.0		0	0.0	0.0												
12	Workers	2022	2	0	:			0.0				0.0												

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												riginal	_										
									Westbu				ems Ltd	•									
										[Date	: 2019-	02-07]											
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	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
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				Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			W	orkforce						Hires				P	romotio				Ter	minatio		
(EEOG)		All Employees	Represe	ntation	Aborigin Avail	al Peoples ability	Gap	EE Result	All Employees	Act		nal Peoples Expected	Difference	All Employees	Ac		Expected	Difference	All Employees	Actu		nal Peoples Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2016	0	0	0.0	0.0		0	0.0															
Personnel	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0		0	0	0	0.0		0	0	0	0.0		
	2019	123	2	1.6	1.5	·	0	108.4	0	0	0.0	0	0	0	-	0.0	- 0	0	0	0	0.0		0
Total	2019	163	5	3.1	1.8		2	170.4	90	4	4.4	2	2	. 15	0	0.0	0	0	50	1	2.0	1	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
		V Name	↓ Entrai	······································	V		Ψ	<u> </u>	oals	_	Ψ												
r 1 /r ·			ow Data	ItS		Short-ter	m Cools			Long-teri	m Coole												
Employment Equity Occupational Group	Year		Aborigina	d Peoples		Aborigina		•		Aboriginal							(Sommen	ts				
(EEOG)		All Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					Ì		-				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service	2019 2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Personnel	2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
14 Other Manual Workers	2022	0	0	0.0		0.0	0.0	0.0		0.0	0.0												
Total	2019	55	3	5.5	0	0.0	0.0	0.0	0	0.0	0.0												
	2022	55	3	5.5			0.0	0.0			0.0	0.0											

		Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities																						
										Westbu														
											[Date	: 2019-	02-07]											
Α	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	Р	0	R	S	Т	U	v	W	X	Y
	D	i			I		11	1		i N		171	17				1		1				Α	1
Data	ources:		Part 1: Workforce Analysis	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		Part 2: Flow Data Analysis	Anaiysis	Q ÷ P x 100	P x F ÷ 100		Part 2: Flow Data Analysis	Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			 		<u>↓</u>	<u> </u>	<u>↓</u>			↓					↓	<u>_</u>	<u> </u>	<u>↓</u>		<u> </u>				
Em	oloyment Equity			W		orce An						Hires			Ι		pata A romotio	nalysis		Ι	Tor	minatio	ine	
Occ	upational Group	Year	All			Persons with				All			ith Disabilitie	s	All			ith Disabilitie	s	All			th Disabilities	
(EE	OG)		Employees	Represent		Availa		Gap	EE Result	Employees	 	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Actu		Expected	Difference
01		2016	# 10	# 0	% 0.0	% 4.3	# 1	# -1	0.0	#	#	9/6	#	#	#	#	9%	#	#	#	#	%	#	#
&	Managers	2019	18	0	0.0	5.0	1	-1 -1	0.0		0	0.0	1	-1	6	0	0.0		0	7	0	0.0	0	
02	D C : 1	2019	8	0	0.0	3.8	0	0	0.0			0.0	1	-1		, 0	0.0		0	,	0	0.0	0	<u></u>
	Professionals	2019	7	0	0.0	8.9	1	-1	0.0	0	0	0.0	0	0	C	0	0.0	0	0	1	0	0.0	0	0
04	Semi-Professionals & Technicians	2016 2019	66 87	4 5	6.1 5.7	4.6 7.6		-2	131.8 75.6	52	3	5.8	4	-1	7	, 0	0.0	0	0	26	1	3.8	2	-1
05	Supervisors	2016	0	0	0.0	0.0		0	0.0															
	Supervisors: Crafts &	2019 2016	0	0	0.0	27.5 0.0		0	0.0		0	0.0	0	0	1	. 0	0.0	0	0	0	0	0.0	0	0
06	Trades	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
			Part 2: Flow	Part 2:	E ÷ D x	Part 3:	E÷Gx	Part 3:	E . I . 100	Part 3: Goals	E÷Kx	Part 3:	F . M . 100											
Data	ources:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals			100	Goals	F ÷ M x 100											
			<u> </u>	<u> </u>		—				<u> </u>														
				Entrant ow Data	S		Short-te	rm Goals		oals	Long-ter	m Goals												
	oloyment Equity upational Group	Year		Persons v				ı Disabilities			Persons with							(Commen	ts				
	og .		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01 &	Managers	2019	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0											
02	Tranagers	2022	12	0	0.0			5.0	0.0			0.05	0.0											
03	Professionals	2019	-1 -1	0	0.0	0	0.0	0.0 9.0	0.0		0.0	0.00	0.0											
04	Semi-Professionals &	2019	33	2	6.1	0	0.0	0.0	0.0	0	0.0	0.00	0.0											
	Technicians	2022 2019	33	0	6.1 0.0	0	0.0	8.0 0.0	75.8 0.0		0.0	0.08	7575.8 0.0											
	Supervisors	2022	1	0	0.0	V	0.0	0.0	0.0		0.0	0.00	0.0											
06	Supervisors: Crafts & Trades	2019 2022	0	0	0.0	0	0.0	0.0	0.0		0.0	0.00	0.0	•										
ш				<u>`</u> i	0.0			0.0		<u>Vallation in the second of th</u>		1 0.00												

									Feder	al Contr	actors l	Progra	m Achie	vement	Report									
									I	art 6: R	esults -	Person	s with I	Disabiliti	es									
										Westbu	ry Natio	onal Sh	ow Syst	ems Ltd	•									
											[Date	: 2019-	02-07]											
A	В	С	D	E [F	G	Н	I	J	K	L	M	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data	a 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÷Px 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
			, 	1	_	1		1	1	1	\	↓	\	↓	↓	1			\	<u>↓</u>	↓	Ţ		
Fn	nployment Equity			1		orce An	•					TIP:			T		Data A	•		T	Т.			
2000000	cupational Group	Year	All			orkforce Persons with		,		All		Hires Persons w	ith Disabilitie	s	All	ľ	Persons w	HS ith Disabilitie:	s	All		minatio Persons wi	ONS th Disabilities	
(E	EOG)		Employees	Represe	ntation	Avail	ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Actua	ıl	Expected	Difference
	T.,	#	#	#	%	%	#	#	%	#	#	9/6	#	#	#	#	%	#	#	#	#	%	#	#
07	Administrative & Senior Clerical	2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales &	2016	17		0.0	3.5		-1	0.0	0		0.0		0			0.0	0	0		0	0.0		
08	Service Personnel	2019	20		0.0	8.0		-2	0.0	7	0	0.0	1	-1	1	. 0	0.0	0	0	5	0	0.0	0	0
09	09 Skilled Crafts & Trades Workers 2016 0 0 0.0 0.0 0																							
	Trades Workers 2019 1 0 0.0 7.8 0 0 0.0 1 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0																							
10	Clerical Personnel	2019	12		0.0	9.3		-1	0.0	13	1	7.7	1	0	0	0	0.0	0	0	10	2	20.0	1	1
11	Intermediate Sales &	2016	3		33.3	5.6	<u> </u>	1	595.2															
_	Service Personnel Semi-Skilled Manual	2019	3	0	33.3	10.8		1	308.6	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12	Workers	2019	3	0	0.0	10.3		0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
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Data	a 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÷Kx 100	Part 3: Goals	F ÷ M x 100											
			,	1	Ţ	↓	Ţ	Ţ	Ţ		J	↓	↓											
				Entran	ıts					oals														
	nployment Equity	Year		low Data Persons	with			rm Goals			Long-ter													
	cupational Group EOG)		All	Disabi				h Disabilities			Persons with	Disabilities						C	Commen	ts				
(E	EOG)		Employees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	1	#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Skilled Sales &	2019	3	-	0.0	0	0.0	0.0	0.0	0	0.0													
08	Service Personnel	2022	3	0	0.0			8.0	0.0			0.1	0.0											
09	Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
10	Clerical Personnel	2022	3		-33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
-	Intermediate Sales &	2022	3	-1 0	-33.3 0.0	0	0.0	10.0	-333.3 0.0	n	0.0	0.1	-33333.3 0.0											
11	Service Personnel	2022	1	0	0.0	V	0.0	0.0	0.0	0	0,0	0.0	l											
12	Semi-Skilled Manual	2019	2		0.0		0.0	0.0	0.0	0	0.0		0.0											
12	Workers	2022	2	0	0.0			0.0	0.0			0.0	0.0											

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(EEOG)		All Employees	Represe		Availa	,	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	rersons w	Expected	Difference	All Employees	Ac	tual	Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 13 1	2016	0	0	0.0	0.0	0	0	0.0															
H	Personnel 2019 0 0 0 0 0 0 0 0 0						0	0.0	0	0	0.0	0	(0 0	0	0.0	0	C	C	0	0.0	-0	0
14 Workers	2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0 0	0	0.0	,	
Total	2016	123	6	4.9	4.6	6	0	106.0															
Total	2019	163	6	3.7	7.6	12	-6	48.4	90	4	4.4	7	-3	3 15	0	0.0	1	-1	50	3	6.0	2	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											
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(EEOG)		Employees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual																							
14 Workers	2022	0	0	0.0	V	0.0	0.0	0.0	V	9.0	0.0												
Total	2019	55	1	1.8	0	0.0	0.0	0.0	0	0.0	0.0	l											
10111	2022	55	1	1.8			0.0	0.0			0.0	0.0											

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(EI	OG)	#	All Employees	Represe	ntation %	Availal	bility #	Gap	EE Result	All Employees	Aci	tual %	Expected #	Difference #	All Employees	Act	ual %	Expected #	Difference	All Employees	Actu	al %	Expected #	Difference #
01	Senior Managers	2016	0	0	0.0	0.0	0	0	0.0	Ħ			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Ħ	TF.	Ħ		ff	#	IF			Ħ	P .
02	Middle & Other	2019 2016	18	0 2	0.0 11.1	11.5 15.0	3	-1		2	0	0.0	0	1	0 1	0	0.0	0	0	0	0	0.0	0	0
	Managers Professionals	2019 2016	26 8	4 0	15.4 0.0	17.6 31.5	5 3	-1 -3	0.11	11	6	54.5	2		4 5	1	20.0	1	0	7	4	57.1	1	3
03		2019 2016	7 66	0 17	0.0 25.8	34.2 22.8	2 15	-2	0.0 113.0	0	0	0.0	0		0 0	0	0.0	0	0	1	0	0.0	0	0
04	Semi-Professionals & Technicians	2019	87	22	25.3	24.4	21	1	103.6	52	15	28.8	13	,	2 7	2	28.6	2	0	26	7	26.9	7	0
05	Supervisors	2016 2019	0	0	0.0	0.0 51.5	0	-1	0.0	0	0	0.0	0		0 1	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2016 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0		0 0	0	0.0	0	0	0	0	0.0	0	0
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Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F ÷ M x 100											
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	ployment Equity upational Group	Year		ow Data Visible M	inorities	2	Visible M	rm Goals finorities	,		Long-ter Visible M							C	ommen	ts				
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01	Senior Managers	# 2019	# 3	# 0	0.0	0	0.0	%	0.0	# 0	0.0	0.0	0.0											
-	Middle & Other	2022 2019	3 9	0	0.0 33.3	0	0.0	0.0	0.0	0	0.0	0.0												
02	Managers	2022	9	3	33.3	1		18.0	185.2	^		0.2	18518.5											
03	Professionals	2019 2022	-1 -1	0	0.0	1	0.0	0.0 35.0		0	0.0	0.0 0.4	0.0											
04	Semi-Professionals & Technicians	2019 2022	33 33	10 10	30.3 30.3	0	0.0	0.0		0	0.0	0.0												
05	Supervisors	2019 2022	1	0	0.0	0	0.0	0.0 52.0	0.0	0	0.0	0.0	0.0											
06	Supervisors: Crafts & Trades	2019 2022	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
\Box	Traues	2022	0	0	0.0			0.0	0.0			0.0	1 0.0											

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07	Administrative & Senior Clerical	2016 2019	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales &	2016	17	-		20.8	4	0	113.1	v	·		·	·			0.0				Ť		·	Ů
- 00	Service Personnel	2019	20	3		22.8	5	-2	.	7	2	28.6	2	() 1	0	0.0	0	0	5	3	60.0	1	2
09	Skilled Crafts & Trades Workers	2016 2019	1	0		0.0 11.7	0	0	0.0	1	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2016	10	- i	10.0	44.8	4	-3																
	Intermediate Sales &	2019 2016	12	3 0	25.0 0.0	49.4 48.9	6	-3 -1	50.6	13	6	46.2	6	(0 0	0	0.0	0	0	10	4	40.0	1	3
11	Service Personnel	2019	3	0	0.0	54.7	2	-2		1	0	0.0	1	-:	1 0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual	2016	1	1	100.0	57.5 62.9	1	0	173.9	2	1	22.2			1) 0	0.0	0	0	1	1	100.0	1	
	Workers	2019	3	1	33.3	62.9		-1	53.0	3		33.3		-	<u> </u>	<u> </u>	0.0	U	0	1	1	100.0	1	
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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	oG)		All Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					,	· · · · · · · · · · · · · · · · · · ·					
		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative &	2019	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
-	Senior Clerical Skilled Sales &	2022 2019	3	0 -1	-33.3	0	0.0	0.0		0	0.0	0.0												
08	Service Personnel	2022	3	-1	-33.3			23.0				0.2												
09	Skilled Crafts & Trades Workers	2019 2022	1	0		0	0.0	0.0		0	0.0	1												
10	Clerical Personnel	2022 2019 2022	3	2	66.7	1	200.0	0.0 0.0 50.0	0.0	0	0.0	0.0 0.0 0.5	0.0											
11	Intermediate Sales & Service Personnel	2019 2022	1	0	0.0	0	0.0	0.0 55.0		0	0.0	0.0	0.0											
12	Semi-Skilled Manual Workers	2019 2022	2 2	0	0.0	0	0.0	4		0	0.0	0.0	0.0											

								Fede	ral Conti	ractors I	Prograi	n Achie	vement	Report									
								Par	t 7: Resi	ılts - Me	mbers	of Visib	le Mino	rities									
									Westbu	ry Natio	onal Sh	ow Syst	ems Ltd	l .									
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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
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(EEOG)		All Employees	Represer	ntation	Avail:		Gap	EE Result	All Employee	S Act		Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Actu		Expected	Difference
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Other Sales & Service	13 Other Sales & Service 2016 0 0 Personnel 2019 0 0							0.0			0.0					0.0					0.0		
	2019	0	0	0.0	0.0		0	0.0	(0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2019	0	0	0.0	0.0	:	0	0.0	(0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
Total	2016	123	25	20.3	24.7		-5	82.3	0.0		22.2	2.4		1.5		20.0	2		50	10	20.0	10	0
	2019	163	33	20.2	26.5	43	-10	76.4	90	30	33.3	24	(5 15	3	20.0	3	0	50	19	38.0	10	9
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F ÷ M x 100											
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		New	Entran	its				G	oals														
Employment Equity	Year	F	ow Data			Short-ter		1		Long-teri													
Occupational Group (EEOG)		All Employees	Visible Mi Actu		Goal	Visible N Percent of	lmorities Goal	Percent of	Goal	Visible Mi Percent of	Goal	Percent of					(Commen	ts				
		#	Acti	%	Goar #	Goal Met	Goai %	Goal Met	Goai #	Goal Met	%	Goal Met											
Other Sales & Service	# 2019	0	7 0	0.0	77 0	0.0	0.0	0.0		0.0	0.0												
Personnel	2022	0	0	0.0			0.0	0.0			0.0	0.0											
14 Other Manual Workers 2019 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.																							
T . 1	2022	55	0 14	0.0 25.5	2	700.0	0.0	0.0	(0.0	0.0	0.0											
Total	2022	55	14	25.5			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Westbury National Show Systems Ltd. [Date: 2019-02-07]

Efforts

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

Reo	mire	d m	eas	ures:
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Į.	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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.
\checkmark	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.
\checkmark	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.
V	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):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
✓	Impact of economic and industrial conditions on the organization.
	Our audiovisual design/installation division continues to be a male-dominated industry in North America. Additionally, the demand for skilled designers and technicians exceeds the supply.
√.	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.

	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addi	tional Details
Please j	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Westbury National Show Systems Ltd.									
Primary Location	on: Scarborough, Ontario								
Number of Employees: 163									
Ontario	161								
Québec	1								
Nova Scotia	1								
Organization O	verview:								
NAICS # 2381 (F	oundation, Structure, and Building Exterior Contractors)								
producers, even	nal Show Systems Ltd., supplies production, design, and installation services to show it managers, corporations, theatres, houses of worship, government and civic hools, charity fundraisers, fashion shows, retail stores, and stadiums in North America.								

Key Dates – First Year Assessment

Initiated: 2016-02-06 Received: 2019-03-16 Closed: 2016-04-11 Workforce 2016-08-01

Analysis:

Key Dates – Subsequent Assessment

Initiated: 2019-02-06 Received: 2019-04-03 Workforce 2019-02-07

Analysis:

DATA VERIFICATION

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

\boxtimes	Yes		No
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Comments:



I have verified that the data provided in the Achievement Report is consistent with that found
in Forms 1 to 6:
⊠ Yes □ No

Comments:

The period reported on the Achievement report is 2016-01-08 to 2019-02-07. The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WFIMS.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, many gaps existed in different EEOG's in the four designated groups. The organization set short and long-term goals in numerical and percentage format in their previous assessment. For the purpose of this assessment, only percentage format is used.

Women

02	Middle & Other Managers	Goal met (achieved 80.1%)
03	Professionals	Goal not set
04	Semi-Professionals & Technicians	Goal met (achieved 127.1%)
08	Skilled Sales & Service Personnel	Goal not met (achieved 43.1%)
11	Inter. Sales & Service Personnel	Goal not set

Assessment/Observations

- EEOG 02 Out of 16 new entrants in this EEOG, five were from this designated group. The market availability is 38.9%. The company had set a goal of 39.0%. By hiring / promoting five new entrants from this designated group, they achieved 80.1% of the goal set.
- EEOG 03 There were no new entrant in this EEOG, from this designated group. The market availability is 19.2%. Not able to evaluate any efforts since the company had not set a goal.
- EEOG 04 Out of 59 new entrants in this EEOG, 15 were from this designated group. The market availability is 19.8%. The company had set a goal of 20.0%. By hiring / promoting fifteen new entrants from this designated group, they achieved 127.1% of the goal set.
- EEOG 08 Out of eight new entrants in this EEOG, one was from this designated group. The market availability is 28.7%. The company had set a goal of 29.0%. By hiring / promoting one new entrant from this designated group, they achieved 43.1% of the goal set.
- EEOG 11 There was only one new entrants in this EEOG, and that was not from this designated group. The market availability is 63.9%. Not able to evaluate any efforts since the company had not set a goal.

Aboriginal Peoples

Assessment/Observations

 No gap exists and thus the employer did not need to put any effort towards reducing / eliminating the gap.

Persons with Disabilities

01/02	Managers	Goal not set
08	Skilled Sales & Service Personnel	Goal not set

Assessment/Observations

- EEOG 01/02 Out of 19 new entrants in this EEOG, none was from this designated group. The market availability is 4.3%. Not able to evaluate any efforts since the company had not set a goal.
- EEOG 08 Out of eight new entrants in this EEOG, none was from this designated group. The market availability is 3.5%. Not able to evaluate any efforts since the company had not set a goal.

Members of Visible Minorities

02	Middle & Other Managers	Goal not set
03	Professionals	Goal not met (achieved 0.0%)
10	Clerical Personnel	Goal met (achieved 600.0%)
11	Inter. Sales & Service Personnel	Goal not set

Assessment/Observations

- EEOG 02 Out of 16 new entrants in this EEOG, seven were from this designated group. The market availability is 15.0%. Not able to evaluate any efforts since the company had not set a goal.
- EEOG 03 There was no new entrants in this EEOG, from this designated group. The market availability is 31.5%. The company had set a goal in numbers and not in percentage format. The Employer had set a goal of hiring / promoting one individual and neither hired nor promoted any. Thus did not achieve the goal set.
- EEOG 10 Out of 13 new entrants in this EEOG, six where from this designated group. The market availability is 44.8%. The company had set a goal in numbers and not in percentage format. The Employer had set a goal of hiring / promoting one individual and hired / promoted six new entrants. Thus achieved 600.0% of the goal set.
- EEOG 11 There was one new entrant in this EEOG, and that was not from this designated group. The market availability is 48.9%. Not able to evaluate any efforts since the company had not set a goal.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2016-01-08 to 2019-02-07.
 - During their initial assessment, the organization set five short-term goals and three were achieved above 80% of the goal set. In addition, six goals were not set and thus was not able to measure any effort.
 - The company's design / installation division is a male-dominated industry in North America and the demand for skilled design and technicians exceeds the supply.

ASSESSMENT OF GOALS

- All short and long-term goals are set in percentage format.
- All short and long-term goals are set at labour market availability.

Women

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-6	40.0	40.0	15.4	39.4
03	Professionals	-1	17.0	17.0	0.0	16.6
04	Semi-Professionals & Technicians	-12	25.0	25.0	10.3	24.7
05	Supervisors	-1	50.0	50.0	0.0	52.0
08	Skilled Sales & Service Personnel	-5	28.0	28.0	5.0	27.9
11	Inter. Sales & Service Personnel	-2	50.0	50.0	0.0	65.7
12	Semi-Skilled Manual Workers	-1	21.0	21.0	0.0	20.1

Observations:

- Although availability is higher in EEOG 05 and EEOG 11, short and long term goals were appropriately set at 50% so as not to encourage the occupational clustering of women in this occupation, and to ensure that they are inclusive of all genders.
- All short and long-term goals are set as per the market availability.

Aboriginal Peoples

Workforce Analysis Results	Goals	Representation	LMA	
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			Short-	Long-		
Emp	ployment Equity Occupational Group	Present	term	term		
	(EEOG)	Gap	(1 to 3	(3 +		
			years)	years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-1	3.0	3.0	0.0	2.7
04	Semi-Professionals & Technicians	-1	2.0	2.0	1.1	1.9

Observations:

Both short and long-term goals are set as per the market availability.

Persons with Disabilities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-1	5.0	5.0	0.0	5.0
03	Professionals	-1	9.0	9.0	0.0	8.9
04	Semi-Professionals & Technicians	-2	8.0	8.0	5.7	7.6
08	Skilled Sales & Service Personnel	-2	8.0	8.0	0.0	8.0
10	Clerical Personnel	-1	10.0	10.0	0.0	9.3

Observations:

• All short and long-term goals are set as per the market availability

Members of Visible Minorities

	Workforce Analysis Results		Goals			
Fmr	oloyment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-1	18.0	18.0	15.4	17.6
03	Professionals	-2	35.0	35.0	0.0	34.2

05	Supervisors	-1	52.0	52.0	0.0	51.5
08	Skilled Sales & Service Personnel	-2	23.0	23.0	15.0	22.8
10	Clerical Personnel	-3	50.0	50.0	25.0	49.4
11	Inter. Sales & Service Personnel	-2	55.0	55.0	0.0	54.7
12	Semi-Skilled Manual Workers	-1	63.0	63.0	33.3	62.9

Observations:

• All short and long-term goals are set as per the market availability

RECOMMENDATION

I recommend that the employer be found: \boxtimes in compliance \square in non-compliance

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

Westbury National Show Systems Ltd. has a number of gaps in all four designated groups. It may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups when vacancies arise.

Name of Analyst: Neena Sharan

Date: April 15, 2019

From: Sharan, Neena N [NC] Sent: May 2, 2019 11:09 AM

To: 'Kelvin Fosberry' <fosberry@westbury.com>

Subject: Government of Canada Agreement Number: 10000224 - Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Frank Gerstein:

I am writing to inform you that the subsequent compliance assessment initiated on February 06, 2019 has been completed. As a result of the assessment, Westbury National Show Systems Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of the Westbury National Show Systems Ltd. employment equity program.

Westbury National Show Systems Ltd. has a number of gaps in all four designated groups. It may
be beneficial for this organization to develop relationships with colleges, universities or other
professional associations to identify and hire qualified students or professionals that are part of
these designated groups when vacancies arise.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on February 06, 2022. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Westbury National Show Systems Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;

- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Westbury National Show Systems Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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!

From: Kelvin Fosberry <fosberry@westbury.com>

Sent: April 3, 2019 2:17 PM

To: Sharan, Neena N [NC] < neena.sharan@labour-travail.gc.ca>

Subject: RE: Westbury National 10000224 - Achievement Report - revised

Attached. Better?

KELVIN FOSBERRY

Director, Human Resources
Westbury National
772 Warden Avenue, Toronto, ON M1L 4T7, Canada
T: 416-752-1371 x1184 | C: 416-402-1964
Toll-Free: +1 855-752-1372 | F: 416-752-1382





From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]

Sent: Wednesday, April 03, 2019 2:04 PM **To:** Kelvin Fosberry < fosberry@westbury.com>

Subject: RE: Westbury National 10000224 - Achievement Report - revised

Hi Kelvin,

Upon review of the Achievement report sent by you I noticed that some of the short and long term goals were not set. Therefore please enter the goals that were missed in the Achievement report and send it back to me. I have highlighted them in yellow for your reference. Also please enter the long term goals which are aspirational. My recommendation that the long term goals can be same as the short term goals or minimum as market availability.

Thank you and have a nice day.

Neena Sharan.

From: Kelvin Fosberry < fosberry@westbury.com >

Sent: April-03-19 1:08 PM

To: Sharan, Neena N [NC] < <u>neena.sharan@labour-travail.gc.ca</u>> **Subject:** Westbury National 10000224 - Achievement Report - revised

Neena,

Here's the updated Achievement Report in Excel format. Please let me know if this is correct.

KELVIN FOSBERRY Director, Human Resources Westbury National 772 Warden Avenue, Toronto, ON M1L 4T7, Canada T: 416-752-1371 x1184 | C: 416-402-1964 Toll-Free: +1 855-752-1372 | F: 416-752-1382

www.westbury.com