



Employment and
Social Development Canada

Emploi et
Développement social Canada

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY

Agreement N°:

Agreement to Implement Employment Equity

10 000 224

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Westbury National Show Systems Ltd.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 238210 - Electrical Contractors and Other Wiring Installation Contractors	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 138 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 772 Warden Avenue	City Toronto	Province Ontario	Postal Code M1L 4T7
	Telephone Number 416-752-1371	Fax Number 416-752-1382	

EMPLOYMENT EQUITY CONTACT	
Name (print) Kelvin Fosberry	Title Human Resources Manager
Telephone Number 416-752-1371 x184	E-mail Address fosberry@westbury.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) David Bennett	Title President
Telephone Number 416-752-1371	E-mail Address bennett@westbury.com
Signature <i>David Bennett</i>	Date 2015/01/12

RETURN INSTRUCTIONS
IMPORTANT
<ul style="list-style-type: none"> • 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



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Summary Report

Date: 2019-02-07

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-02-07

Aboriginal Peoples

008480

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Summary Report

Date: 2019-02-07

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-02-07

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-02-07

008483

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

008484

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

Reporting Period 2015-10-01 to 2019-02-07

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	26	22	4							4	3	1
	Total	26	22	4							4	3	1
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	6										
	Total	6	6										
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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



Westbury National Show Systems Ltd (certificate # 10000224)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

008486

Reporting Period 2015-10-01 to 2019-02-07

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	20	19	1	1	1					3	2	1
	Total	20	19	1	1	1					3	2	1
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	11	2	9	3		3				3		3
	Total	11	2	9	3		3				3		3



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2015-10-01 to 2019-02-07

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3					1	1				
	Total	3	3					1	1				
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	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

Reporting Period 2015-10-01 to 2019-02-07

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



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2015-10-01 to 2019-02-07

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

Reporting Period 2015-10-01 to 2019-02-07

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2015-10-01 to 2019-02-07

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

Reporting Period 2015-10-01 to 2019-02-07

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



Westbury National Show Systems Ltd (certificate # 10000224)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-10-01 to 2019-02-07

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

Reporting Period 2015-10-01 to 2019-02-07

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National

Reporting Period 2015-10-01 to 2019-02-07

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



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Detailed Report

Date: 2019-02-07

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
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	-12	
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
5225 : 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 the performing arts	Ontario	19	5	26.3 %	45.8 %	9	-4	Ontario
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	Ontario	5	0	0.0 %	34.2 %	2	-2	Ontario
5243 : 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
08 : Skilled Sales and Service Personnel		20	1	5.0 %	27.9 %	6	-5	
6221 : Technical sales specialists - wholesale trade	Ontario	20	1	5.0 %	27.9 %	6	-5	Ontario
09 : 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

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Detailed Report

Date: 2019-02-07

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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
09 : 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

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	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	



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Detailed Report

Date: 2019-02-07

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	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



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Detailed Report

Date: 2019-02-07

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	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 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

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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	CMA
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



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Summary Report

Date: 2019-02-07

Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-02-07

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Westbury National Show Systems Ltd

Workforce Analysis - Summary Report

Date: 2019-02-07

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2019-02-07

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



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 Achievement Report

Part 1: Workforce Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	07

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Workforce Analysis		
	All Employees	Women	
		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 Workforce 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	0	1.8
	12	10	65.5
	3	0	65.7
	3	0	20.1
	0	0	0.0
	0	0	0.0
Total	163	25	30.8

*** 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



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	08

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	07

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		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

*** Source:**

2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

All Employees		Aboriginal 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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	07

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)

	All Employees	Members of Visible Minorities	
		Representation	Availability*
		#	%
01 Senior Managers	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 Visible 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
Total	163	33	26.5

*** 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

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	01	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2019	02	07

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			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 Workforce Analysis

Employment Equity Occupational Group (EEOG)		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
Total		163	6	7.6

*** Source:**

2012 Canadian Survey on Disability

*** Source:**

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

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 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

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Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	1	0	0	1	0	0	0	0	0	0	0
02 Middle & Other Managers	11	5	0	0	5	0	0	0	7	3	0	0
03 Professionals	0	0	0	0	0	0	0	0	1	0	0	0
04 Semi-Professionals & Technicians	46	12	6	1	7	2	0	0	24	8	2	1
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	7	1	0	0	1	0	0	0	5	2	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	13	13	0	0	0	0	0	0	10	10	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	3	0	0	0	0	0	0	0	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	84	32	6	1	15	2	0	0	48	23	2	1

Federal Contractors Program Achievement Report

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 Date of Flow Data		
YYYY	MM	DD
2019	02	07

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples 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	1	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	3	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	0	0	0	0
Total	84	4	6	0

	Table 6: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	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
Total	15	0	0	0

	Table 10: Aboriginal Peoples			
	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
Total	48	1	2	0

Federal Contractors Program Achievement Report

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 Date of Flow Data		
YYYY	MM	DD
2019	02	07

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

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	0	0	0	0
Total	84	4	6	0

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	7	0	0	0
05 Supervisors	1	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	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	15	0	0	0

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	7	0	0	0
03 Professionals	1	0	0	0
04 Semi-Professionals & Technicians	24	1	2	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	5	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	10	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	48	3	2	0

Federal Contractors Program Achievement Report

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 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 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	0	0	0	1	0	0	0	0	0	0	0
02 Middle & Other Managers	11	6	0	0	5	1	0	0	7	4	0	0
03 Professionals	0	0	0	0	0	0	0	0	1	0	0	0
04 Semi-Professionals & Technicians	46	14	6	1	7	2	0	0	24	7	2	0
05 Supervisors	0	0	0	0	1	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	7	2	0	0	1	0	0	0	5	3	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	13	6	0	0	0	0	0	0	10	4	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	3	1	0	0	0	0	0	0	1	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	84	29	6	1	15	3	0	0	48	19	2	0

Federal Contractors Program Achievement Report

Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees							First/Previous Short-term Goals												
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2016-01-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-01-08	Annually	Over 3 Years	Annually		Over 3 Years	YYYY - YYYY					
		#	%	%	#	%	%	#	#	%	#	#	%	#	%	%	#	#	%	%	
01	Senior Managers	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
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	9.6%	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	0.0%	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	0.0%	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	0.0%	0	0	#DIV/0!	#DIV/0!	
08	Skilled Sales & Service	17	5.6%	2.0%	1	27.0%	1.0%	1	2	2	1.0%	0	3	1	29.0%	28.7%	-3	-2	11.8%	16.7%	
09	Skilled Crafts & Trades	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	10	6.3%	0	0	90.9%	0	0	0	8	0.0%	0	-1	0	65.3%	65.3%	1	1	80.0%	80.0%	
11	Intermediate Sales & Service	3	0.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	2	0	64.0%	63.9%	-2	-2	0.0%	0.0%	
12	Semi-Skilled Manual	1	44.2%	0	0	50.0%	0	0	0	0	0.0%	0	0	0	22.0%	22.0%	0	0	0.0%	0.0%	
13	Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		123	9.8%	0	0	35.0%	0	0	0	22	0.0%	0	13	0	28.6%	28.6%	-13	-13	17.9%	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 Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.00	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	0		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	0		0	0.0	
11	Intermediate Sales & Service	0		1	64.0	
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		4		2		

Federal Contractors Program Achievement Report

Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		All Employees																	Aboriginal Peoples						
		First/Previous Short-term Goals																	3 Year Goals						
		Growth (New Positions)							Turnover (Replacement of Terminated Employees)							Turnover (Replacement of Terminated Employees)			From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Number	Actual			Projected			Actual			Projected			Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	YYYY - YYYY						
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Anticipated Hires Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Over 3 Years	2016	2019	%	#	#	%	%		
2016-01-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	#	#	2016-01-08	Annually	Over 3 Years	#	#	%	%	#	#	%	%				
#	%	%	#	%	%	#	#	#	#	#	#	%	#	#	#	%	%	%	#	#	%	%			
01	Senior Managers	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!			
02	Middle & Other Managers	18	13.0%	0	31.8%	0	0	0	0	0	0	0.0%	0	0	0	0	2.2%	0	0	0	0.0%	0.0%			
03	Professionals	8	-4.4%	0	13.3%	0	0	0	0	0	0	0.0%	0	0	0	0	1.0%	0	0	0	0.0%	0.0%			
04	Semi-Professionals & Tech	66	9.6%	0	34.0%	0	0	0	0	0	0	0.0%	0	0	0	0	1.6%	0	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	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	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	0.0%	0	0	0	#DIV/0!	#DIV/0!			
08	Skilled Sales & Service	17	5.6%	0	27.0%	0	0	0	0	0	1	0.0%	0	-1	0	0	1.0%	1	1	0	5.9%	5.9%			
09	Skilled Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	10	6.3%	0	90.9%	0	0	0	0	0	0	0.0%	0	0	0	0	0.9%	0	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	0	0	0	0.6%	0	0	0	0.0%	0.0%			
12	Semi-Skilled Manual	1	44.2%	0	50.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0.7%	0	0	0	0.0%	0.0%			
13	Other Sales & Service	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!			
Total		123	9.8%	0	35.0%	0	0	0	0	0	2	0.0%	0	0	0	0	1.5%	0	0	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 + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 4: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2016-01-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-01-08	Annually	Over 3 Years	#	#	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%	2.0%	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	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	0	1	0.0%	0	-1	0	5.6%	1	1	33.3%	33.3%	
12	Semi-Skilled Manual	1	44.2%		0	50.0%		0	0	0	0.0%	0	0	0	4.8%	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		123	9.8%		0	35.0%		0	0	6	0.0%	0	0	0	4.6%	0	0	4.9%	4.9%	

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

Table 6: Persons with Disabilities

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

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees																	Members of Visible Minorities				
		First/Previous Short-term Goals																	3 Year Goals				
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	YYYY-MM-DD	Over 3 Years		YYYY - YYYY	2016			2019							
		2016-01-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-01-08	Annually	Over 3 Years	2016	2019	%	%	%	%	%	%				
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%					
01	Senior Managers	0	0.0%	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	1	0	15.0%	15.0%	-1	-1	11.1%	10.5%			
03	Professionals	8	-4.4%	1.0%	0	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%	0	0	34.0%	0	0	0	17	0.0%	0	-2	0	22.8%	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	0.0%	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%	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%	0.0%	0	0	#DIV/0!	#DIV/0!			
08	Skilled Sales & Service	17	5.6%	0	0	27.0%	0	0	0	4	0.0%	0	0	0	20.8%	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%	0.0%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	10	6.3%	1.0%	0	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	0.0%	1.0%	0	0	0	1.0%	0	1	0	49.0%	48.9%	-1	-1	0.0%	0.0%			
12	Semi-Skilled Manual	1	44.2%	0	0	50.0%	0	0	0	1	0.0%	0	0	0	57.5%	57.5%	0	0	100.0%	100.0%			
13	Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!			
Total		123	9.8%	0	0	35.0%	0	0	0	25	0.0%	0	5	0	24.7%	24.7%	-5	-5	20.3%	20.3%			

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

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

Table 8: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals												
		Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Number			Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual		Projected			Actual		Projected			Hires Required Over 3 Years		From - To										
		YYYY-MM-DD	2019-02-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022									
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%				
01	Senior Managers	3	0.0%	0.0%	0	0.0%	0	0	0	0	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	1	4	2.0%	0	7	2	40.0%	-6	-5	15.4%	20.7%				
03	Professionals	7	-4.4%	8.0%	2	13.3%	1.0%	0	2	0	1	1.0%	0	1	0	17.0%	-1	-1	0.0%	0.0%				
04	Semi-Professionals & Tech Supervisors	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: Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0	0.0%	0	1	0	50.0%	-1	-1	0.0%	0.0%				
06	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!				
07	Skilled Sales & Service	20	5.6%	3.0%	2	27.0%	1.0%	1	3	1	1.0%	0	5	1	28.0%	27.9%	-5	-4	5.0%	9.1%				
08	Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	1.8%	0	0	0.0%	0.0%				
09	Clerical Personnel	12	6.3%	5.0%	2	90.9%	3.0%	1	3	10	3.0%	1	0	0	65.5%	2	0	83.3%	64.3%					
10	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	-2	0.0%	25.0%				
11	Semi-Skilled Manual	3	44.2%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	1	0	21.0%	20.1%	-1	-1	0.0%	0.0%				
12	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!				
13	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	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 Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	40.0	40.0%	
03	Professionals	17.0	17.0%	
04	Semi-Professionals & Tech Supervisors	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 Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	From - To YYYY - YYYY					
		2019-02-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-02-07	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022						
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01	Senior Managers	3	0.0%	0.0%	0	0.0%	0	0	0	0	0.0%	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02	Middle & Other Managers	26	13.0%	1.0%	1	31.8%	2.0%	2	3	0	2.0%	0	1	0	3.0%	2.7%	-1	-1	0.0%	0.0%	
03	Professionals	7	-4.4%	0.0%	0	13.3%	1.0%	0	0	0	1.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	87	9.6%	1.0%	3	34.0%	2.0%	5	8	1	2.0%	0	1	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%	0.9%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
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%	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%	0.8%	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%	0.8%	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		163	9.8%	0.0%	0	35.0%	0.0%	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.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	3.0	3.0%	
03	Professionals	0.0		
04	Semi-Professionals & Tech	2.0	2.0%	
05	Supervisors	0.0		
06	Supervisors: Crafts & Trades	0.0		
07	Administrative & Sr Clerical	0.0		
08	Skilled Sales & Service	0.0		
09	Skilled Crafts & Trades	0.0		
10	Clerical Personnel	0.0		
11	Intermediate Sales & Service	0.0		
12	Semi-Skilled Manual	0.0		
13	Other Sales & Service	0.0		
14	Other Manual Workers	0.0		
Total		0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To YYYY - YYYY					
	2019-02-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-02-07	Annually	Over 3 Years	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%	0.0%	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%	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	0	1.0%	0	2	0	8.0%	8.0%	-2	-2	0.0%	0.0%
09 Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		7.8%	0	0	0.0%	0.0%
10 Clerical Personnel	12	6.3%	0.0%	0	90.9%	1.0%	0	0	0	1.0%	0	1	0	10.0%	9.3%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	3	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0		10.8%	1	1	33.3%	33.3%
12 Semi-Skilled Manual	3	44.2%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0		10.3%	0	0	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	6	0.0%	0	6	0		7.6%	-6	-6	3.7%	3.7%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	5.0	5.0%	
03 Professionals	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%		

Federal Contractors Program Achievement Report

Part 3: Goals

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2019-02-07	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2019-02-07	Annually	Over 3 Years	Annually	Over 3 Years	2019	2022							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	3	0.0%	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	13.0%	1.0%	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%	0.0%	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%	1.0%	3	34.0%	2.0%	5	8	22	2.0%	1	1	0	24.4%	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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	0	0.0%		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	3	1.0%	0	2	0	23.0%	22.8%	-2	-2	15.0%	14.3%		
09	Skilled Crafts & Trades	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	11.7%	11.7%	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	50.0%	49.4%	-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	2	0	55.0%	54.7%	-2	-2	0.0%	0.0%		
12	Semi-Skilled Manual	3	44.2%	0.0%	0	50.0%	0.0%	0	0	1	0.0%	0	1	0	63.0%	62.9%	-1	-1	33.3%	33.3%		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		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.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.00		
02	Middle & Other Managers	18.00	18.0%	
03	Professionals	35.00	35.0%	
04	Semi-Professionals & Tech	0.00		
05	Supervisors	52.00	52.0%	
06	Supervisors: Crafts & Trades	0.00		
07	Administrative & Sr Clerical	0.00		
08	Skilled Sales & Service	23.00	23.0%	
09	Skilled Crafts & Trades	0.00		
10	Clerical Personnel	50.00	50.0%	
11	Intermediate Sales & Service	55.00	55.0%	
12	Semi-Skilled Manual	63.00	63.0%	
13	Other Sales & Service	0.00		
14	Other Manual Workers	0.00		
Total		0.0%		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	#	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference					
	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	%	#	%					
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0	0
02 Middle & Other Managers	2016	18	2	11.1	38.9	7	-5	28.6																	
	2019	26	4	15.4	39.4	10	-6	39.0	11	5	45.5	4	1	5	0	0.0	1	-1	7	3	42.9	1	2		
03 Professionals	2016	8	0	0.0	19.2	2	-2	0.0																	
	2019	7	0	0.0	16.6	1	-1	0.0	0	0	0.0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	
04 Semi-Professionals & Technicians	2016	66	10	15.2	19.8	13	-3	76.5																	
	2019	87	9	10.3	24.7	21	-12	41.9	52	13	25.0	13	0	7	2	28.6	1	1	26	9	34.6	4	5		
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	1	0	0.0	52.0	1	-1	0.0	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	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	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D × 100	Part 3: Goals	E ÷ G × 100	Part 3: Goals	F ÷ I × 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F ÷ M × 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Women	Women		Women		Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%	
01 Senior Managers	2019	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	3	1	33.3								
02 Middle & Other Managers	2019	9	2	22.2	1	200.0	39.0	57.0	0	0.0	0.0	0.0
	2022	9	2	22.2			40.0	55.6			0.4	5555.6
03 Professionals	2019	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	20.0	0.0
	2022	-1	0	0.0							0.2	0.0
04 Semi-Professionals & Technicians	2019	33	6	18.2	2	300.0	20.0	90.9	0	0.0	0.0	0.0
	2022	33	6	18.2			25.0	72.7			0.3	7272.7
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	1	0	0.0			50.0	0.0			0.5	0.0
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 4: Results - Women

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
		#	Representation	Availability	%	#	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference				
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2016	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	0	0	0
08 Skilled Sales & Service Personnel	2016	17	2	11.8	28.7	5	-3	41.0																
	2019	20	1	5.0	27.9	6	-5	17.9	7	1	14.3	2	-1	1	0	0.0	0	0	0	5	2	40.0	1	1
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2019	1	0	0.0	1.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	10	8	80.0	65.3	7	1	122.5																
	2019	12	10	83.3	65.5	8	2	127.2	13	13	100.0	9	4	0	0	0.0	0	0	0	10	10	100.0	8	2
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	63.9	2	-2	0.0																
	2019	3	0	0.0	65.7	2	-2	0.0	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	1	0	0.0	22.0	0	0	0.0																
	2019	3	0	0.0	20.1	1	-1	0.0	3	0	0.0	1	-1	0	0	0.0	0	0	0	1	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Women	Women		Women		Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%	
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	0	0	0.0								
08 Skilled Sales & Service Personnel	2019	3	-1	-33.3	1	-100.0	29.0	-114.9	0	0.0	0.0	0.0
	2022	3	-1	-33.3			28.0	-119.0			0.3	-11904.8
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	1	0	0.0			0.0	0.0			0.0	0.0
10 Clerical Personnel	2019	3	3	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	3	3	100.0			0.0	0.0			0.0	0.0
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	1	0.0	64.0	0.0
	2022	1	0	0.0			50.0	0.0			0.5	0.0
12 Semi-Skilled Manual Workers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	2	0	0.0			21.0	0.0			0.2	0.0

Federal Contractors Program Achievement Report

Part 4: Results - Women

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce				Hires				Promotions				Terminations											
			Women				Women				Women				Women											
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#			
13 Other Sales & Service Personnel	2016	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	0	0	0.0	0	0
14 Other Manual Workers	2016	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	0	0	0.0	0	0
Total	2016	123	22	17.9	28.6	35	-13	62.5																		
	2019	163	25	15.3	30.8	50	-25	49.8	90	33	36.7	28		5	15	2	13.3	3	-1	50	24	48.0	9	15		

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	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	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	55	11	20.0	4	275.0	0.0	0.0	2	550.0	0.0	0.0	
	2022	55	11	20.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	%	#	#	%	%	#	#	%	%	#	#							
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	3	0	0.0	3.2	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	18	0	0.0	2.2	0	0	0.0																	
	2019	26	0	0.0	2.7	1	-1	0.0	11	0	0.0	0	0	5	0	0.0	0	0	0	7	0	0.0	0	0	0
03 Professionals	2016	8	0	0.0	1.0	0	0	0.0																	
	2019	7	0	0.0	1.1	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	66	1	1.5	1.6	1	0	94.7																	
	2019	87	1	1.1	1.9	2	-1	60.5	52	1	1.9	1	0	7	0	0.0	0	0	26	1	3.8	0	1	1	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	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	0	0
06 Supervisors: Crafts & Trades	2016	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	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%				
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0									
02 Middle & Other Managers	2019	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	9	0	0.0			3.0	0.0				0.0	
03 Professionals	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	-1	0	0.0			0.0	0.0				0.0	
04 Semi-Professionals & Technicians	2019	33	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	33	0	0.0			2.0	0.0				0.0	
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0			0.0	0.0				0.0	
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0			0.0	0.0				0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Aboriginal Peoples				Hires				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	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	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	17	1	5.9	1.0	0	1	588.2																		
	2019	20	1	5.0	1.2	0	1	416.7	7	0	0.0	0	0	0	1	0	0.0	0	0	0	5	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	1	0	0.0	4.4	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
10 Clerical Personnel	2016	10	0	0.0	0.9	0	0	0.0																		
	2019	12	3	25.0	1.1	0	3	2,272.7	13	3	23.1	0	3	0	0	0.0	0	0	0	0	10	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	0.6	0	0	0.0																		
	2019	3	0	0.0	0.8	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
12 Semi-Skilled Manual Workers	2016	1	0	0.0	0.7	0	0	0.0																		
	2019	3	0	0.0	0.8	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	0	1	0	0.0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	%	%	%	%	%	%				
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
08 Skilled Sales & Service Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	0	0.0									
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0									
10 Clerical Personnel	2019	3	3	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	3	100.0									
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0									
12 Semi-Skilled Manual Workers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0	0.0									

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	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	0	0	0	0	0
14 Other Manual Workers	2016	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	0	0	0	0	0
Total	2016	123	2	1.6	1.5	2	0	108.4																		
	2019	163	5	3.1	1.8	3	2	170.4	90	4	4.4	2		2	15	0	0.0	0	0	0	50	1	2.0	1	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Flow Data		Short-term Goals				Long-term Goals				
			Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	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	
	2022	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	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

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis														
		All Employees	Workforce						Hires			Promotions			Terminations										
			Persons with Disabilities						Persons with Disabilities			Persons with Disabilities			Persons with Disabilities										
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#	#	#			
01 & 02 Managers	2016	18	0	0.0	4.3	1	-1	0.0																	
	2019	29	0	0.0	5.0	1	-1	0.0	13	0	0.0	1	-1	6	0	0.0	0	0	0	7	0	0.0	0	0	0
03 Professionals	2016	8	0	0.0	3.8	0	0	0.0																	
	2019	7	0	0.0	8.9	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	66	4	6.1	4.6	3	1	131.8																	
	2019	87	5	5.7	7.6	7	-2	75.6	52	3	5.8	4	-1	7	0	0.0	0	0	0	26	1	3.8	2	-1	
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	2019	1	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	0	0
06 Supervisors: Crafts & Trades	2016	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	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
01 & 02 Managers	2019	12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	12	0	0.0			5.0	0.0			0.05	0.0		
03 Professionals	2019	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	-1	0	0.0			9.0	0.0			0.09	0.0		
04 Semi-Professionals & Technicians	2019	33	2	6.1	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	33	2	6.1			8.0	75.8			0.08	7575.8		
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	1	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2022	0	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires			All Employees	Promotions			All Employees	Terminations						
			Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#						
07 Administrative & Senior Clerical	2016	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	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	17	0	0.0	3.5	1	-1	0.0																	
	2019	20	0	0.0	8.0	2	-2	0.0	7	0	0.0	1	-1	1	0	0.0	0	0	0	5	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0.0	0	0	0
10 Clerical Personnel	2016	10	1	10.0	7.0	1	0	142.9																	
	2019	12	0	0.0	9.3	1	-1	0.0	13	1	7.7	1	0	0	0	0.0	0	0	0	10	2	20.0	1	1	1
11 Intermediate Sales & Service Personnel	2016	3	1	33.3	5.6	0	1	595.2																	
	2019	3	1	33.3	10.8	0	1	308.6	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	1	0	0.0	4.8	0	0	0.0																	
	2019	3	0	0.0	10.3	0	0	0.0	3	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	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	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2019	3	-1	-33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	-1	-33.3			10.0	-333.3			0.1	-3333.3		
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	2	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis							Flow Data Analysis															
		All Employees	Workforce						Hires			Promotions			Terminations									
			Persons with Disabilities						Persons with Disabilities			Persons with Disabilities			Persons with Disabilities									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2016	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	0.0	0	0
14 Other Manual Workers	2016	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	0.0	0	0
Total	2016	123	6	4.9	4.6	6	0	106.0																
	2019	163	6	3.7	7.6	12	-6	48.4	90	4	4.4	7	-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
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments				
		All Employees	Persons with Disabilities	Flow Data				Short-term Goals					Long-term Goals			
				Persons with Disabilities				Persons with Disabilities					Persons with Disabilities			
				Actual	Goal	Percent of Goal Met	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%	#	%	%	%	
13 Other Sales & Service Personnel	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
	2022	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
	2022	0	0	0.0					0	0.0	0.0	0.0	0	0.0	0.0	0.0
Total	2019	55	1	1.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2022	55	1	1.8					0	0.0	0.0	0.0	0	0.0	0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Visible Minorities				Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																		
	2019	3	0	0.0	11.5	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0	0.0	0	0	0
02 Middle & Other Managers	2016	18	2	11.1	15.0	3	-1	74.1																		
	2019	26	4	15.4	17.6	5	-1	87.4	11	6	54.5	2	4	5	1	20.0	1	0	7	4	57.1	1	3			
03 Professionals	2016	8	0	0.0	31.5	3	-3	0.0																		
	2019	7	0	0.0	34.2	2	-2	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0			
04 Semi-Professionals & Technicians	2016	66	17	25.8	22.8	15	2	113.0																		
	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	0	0	0.0	0.0	0	0	0.0																		
	2019	1	0	0.0	51.5	1	-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	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	0.0	0	0			

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	2019	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	3	0	0.0										
02 Middle & Other Managers	2019	9	3	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	9	3	33.3			18.0	185.2			0.2	18518.5		
03 Professionals	2019	-1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	-1	0	0.0			35.0	0.0			0.4	0.0		
04 Semi-Professionals & Technicians	2019	33	10	30.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	33	10	30.3										
05 Supervisors	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	1	0	0.0			52.0	0.0			0.5	0.0		
06 Supervisors: Crafts & Trades	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2022	0	0	0.0										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Visible Minorities				Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability						Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	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	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2016	17	4	23.5	20.8	4	0	113.1																		
	2019	20	3	15.0	22.8	5	-2	65.8	7	2	28.6	2	0	1	0	0.0	0	0	0	5	3	60.0	1	2		
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	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	0		
10 Clerical Personnel	2016	10	1	10.0	44.8	4	-3	22.3																		
	2019	12	3	25.0	49.4	6	-3	50.6	13	6	46.2	6	0	0	0	0.0	0	0	0	10	4	40.0	1	3		
11 Intermediate Sales & Service Personnel	2016	3	0	0.0	48.9	1	-1	0.0																		
	2019	3	0	0.0	54.7	2	-2	0.0	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0		
12 Semi-Skilled Manual Workers	2016	1	1	100.0	57.5	1	0	173.9																		
	2019	3	1	33.3	62.9	2	-1	53.0	3	1	33.3	2	-1	0	0	0.0	0	0	0	1	1	100.0	1	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	0	0	0.0									
08 Skilled Sales & Service Personnel	2019	3	-1	-33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	-1	-33.3							0.2	-14492.8	
09 Skilled Crafts & Trades Workers	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0							0.0	0.0	
10 Clerical Personnel	2019	3	2	66.7	1	200.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	3	2	66.7							0.5	13333.3	
11 Intermediate Sales & Service Personnel	2019	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	1	0	0.0							0.6	0.0	
12 Semi-Skilled Manual Workers	2019	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2022	2	0	0.0							0.6	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Westbury National Show Systems Ltd.

[Date: 2019-02-07]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference									
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	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	0	0.0	0	0	0.0
14 Other Manual Workers	2016	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	0.0	0	0	0.0	0
Total	2016	123	25	20.3	24.7	30	-5	82.3																		
	2019	163	33	20.2	26.5	43	-10	76.4	90	30	33.3	24	6	15	3	20.0	3	0	50	19	38.0	10	9			

Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2019	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	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	
	2022	0	0	0.0			0.0	0.0			0.0	0.0	
Total	2019	55	14	25.5	2	700.0	0.0	0.0	0	0.0	0.0	0.0	
	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.

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

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.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Westbury National Show Systems Ltd.

Primary Location: Scarborough, Ontario

Number of Employees: 163

Ontario	161
Québec	1
Nova Scotia	1

Organization Overview:

NAICS # 2381 (Foundation, Structure, and Building Exterior Contractors)

Westbury National Show Systems Ltd., supplies production, design, and installation services to show producers, event managers, corporations, theatres, houses of worship, government and civic organizations, schools, 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:

Yes No

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 WEIMS.

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 were 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ 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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Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		(1 to 3 years)	(3+ years)		
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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:

in compliance 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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

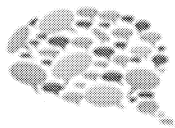
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdcc.gc.ca.

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@hrsdcc.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



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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.

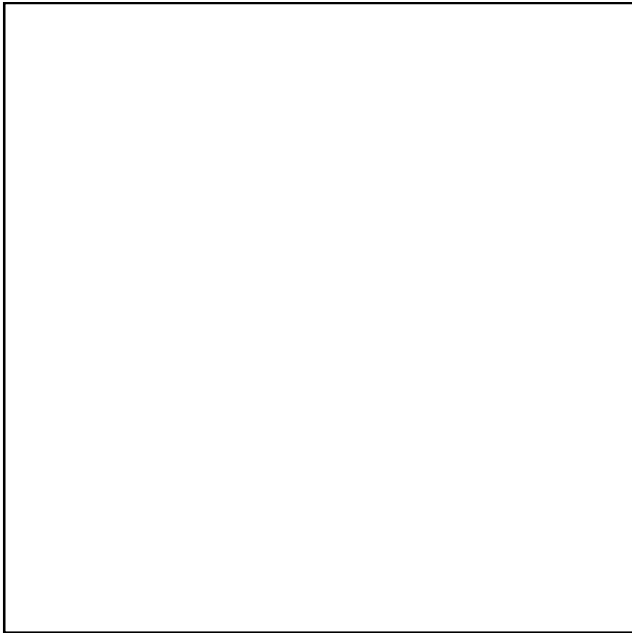
From: Kelvin Fosberry <fosberry@westbury.com>
Sent: April-03-19 1:08 PM
To: Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>
Subject: Westbury National 10000224 - Achievement Report - revised

Neena,

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

KELVIN FOSBERRY

Director, Human Resources
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