Emploi et

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board's Contracting Policy, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) Zodiac Hurricane Technologies Inc (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) 005712, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) July 19, 2019 for the following reason(s):

(Please describe) Change of payroll system - working on first quarter end

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: Stephen Sleigh Position Title: Controller

Email address: stephen.sleigh@zodiacmilpro.com

Telephone number: 604-940-2999 Ext 259

Business address: 7830 Vantage Way, Delta, BC V4G 1A7

Signature: Date: July 2, 2022 From: Arnaoudova, Olga O [NC] On Behalf Of EE-EME

Sent: July 2, 2019 1:58 PM

To: 'Watts, Ann' <ann.watts@zodiacmilpro.com>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until July 19, 2019.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: <u>eeeeme@hrsdc-rhdcc.gc.ca.</u>

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ee-eme@hrsdc-rhdcc.gc.ca

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!

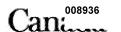
FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-07-19 to 2019-06-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

	Province							Census Metropolitan Areas								
	Perman Full-ti		Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees						
British Columbia	•	109	0	0	109	Vancouver	109	0	0	109						
Total Employees in	Canada)			109	Total Emplo	yees in Canada	•		109						



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Occupational Group		F	All Employees	3	Ab	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$ 80,000 - \$84,999	2												
	1	1	1										
	Total	2	2										
Middle and Other Managers	4	3	3										
Top Range: \$100,000 and over	3	2	2										
Bottom Range: \$ 60,000 - \$64,999	2	3	3										
	1	2	1	1									
	Total	10	9	1									
Professionals	4	1	1										
Top Range: \$ 75,000 - \$79,999	3												
Bottom Range: \$ 50,000 - \$54,999	2												
	1	1	1								1	1	
	Total	2	2								1	1	
Semi-Professionals and Technicians	4	5	5										
Top Range: \$ 80,000 - \$84,999	3	3	3								1	1	
Bottom Range: \$ 35,000 - \$39,999	2	6	6								4	4	
	1	3	3								3	3	
	Total	17	17								8	8	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

Occupational Group		Д	II Employees	5	Ab	original Peo	ples	Perso	ons with Disa	bilities	Members	s of Visible M	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors: Crafts and Trades	4	1	1										
Top Range: \$ 80,000 - \$84,999	3	2	1	1									
Bottom Range: \$ 45,000 - \$49,999	2	2	2								1	1	
	1	2	2										
	Total	7	6	1							1	1	
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 60,000 - \$64,999	3	1	1										
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1		1									
	Total	3	1	2									
Clerical Personnel	4	4	2	2									
Top Range: \$ 55,000 - \$59,999	3	4	1	3							1	1	
Bottom Range: \$ 30,000 - \$34,999	2	5	1	4									
	1	5	5					1	1		2	2	
	Total	18	9	9				1	1		3	3	
Semi-Skilled Manual Workers	4	2	2										
Top Range: \$ 90,000 - \$94,999	3	8	8								3	3	
Bottom Range: \$ 35,000 - \$39,999	2	16	16								6	6	
	1	24	19	5							11	6	
	Total	50	45	5							20	15	5



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

ccupational Group		All Employees			Aboriginal Peoples			Perso	ns with Disa	bilities	Members of Visible Minorities		
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees	•	109	91	18				1	1		33	28	5



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / British Columbia

		All Employees		Α	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	2	2	301. 0		001. 0	301. 0	001. 7		301. 3	1	1	001. 12
\$ 35,000 - \$37,499	4	1	3							3		
\$ 37,500 - \$39,999	6	5	1				1	1		4	3	
\$ 40,000 - \$44,999	9	6	3							2	1	
\$ 45,000 - \$49,999	23	18	5							8	8	
\$ 50,000 - \$59,999	25	22	3							9	9	
\$ 60,000 - \$69,999	20	17	3							5	5	
\$ 70,000 - \$84,999	13	13								1	1	
\$ 85,000 - \$99,999	4	4										
\$100,000 and over	3	3										
Total Number of Employees	109	91	18				1	1		33	28	



Development Canada

Zodiac Hurricane Technologies Inc. (certificate # 100185)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / British Columbia

				eperang . em								
		All Employees			boriginal Peop	es	Pers	ons with Disal	oilities	Member	s of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	3	2	1									
Semi-Professionals and Technicians	6	6								6	6	
Supervisors: Crafts and Trades	4	4								1	1	
Clerical Personnel	7	4	3							2	2	
Semi-Skilled Manual Workers	11	11								2	2	
Total Number of Employees Hired	31	27	4							11	11	

Workforce Analysis - Summary Report

Date: 2019-07-16

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	27.6 %	1	-1
02 : Middle and Other Managers	10	1	10.0 %	39.4 %	4	-3
03 : Professionals	2	0	0.0 %	24.1 %	0	0
04 : Semi-Professionals and Technicians	17	0	0.0 %	9.2 %	2	-2
06 : Supervisors: Crafts and Trades	7	1	14.3 %	3.5 %	0	1
07 : Administrative and Senior Clerical Personnel	3	2	66.7 %	78.9 %	2	0
10 : Clerical Personnel	18	9	50.0 %	70.6 %	13	-4
12 : Semi-Skilled Manual Workers	50	5	10.0 %	16.4 %	8	-3
Total	109	18	16.5 %	27.6 %	30	-12



Workforce Analysis - Summary Report

Date: 2019-07-16

Aboriginal Peoples

			Aboriç	jinal Peoples	;		
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	10	0	0.0 %	2.7 %	0	0	
03 : Professionals	2	0	0.0 %	1.1 %	0	0	
04 : Semi-Professionals and Technicians	17	0	0.0 %	2.2 %	0	0	
06 : Supervisors: Crafts and Trades	7	0	0.0 %	2.9 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	2.1 %	0	0	
10 : Clerical Personnel	18	0	0.0 %	2.7 %	0	0	
12 : Semi-Skilled Manual Workers	50	0	0.0 %	2.7 %	1	-1	
Total	109	0	0.0 %	2.6 %	1	-1	
	. 50	-					



Workforce Analysis - Summary Report

Date: 2019-07-16

Members of Visible Minorities

	Members of Visible Minorities								
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap			
	#	#	%	%	#	#			
01 : Senior Managers	2	0	0.0 %	11.5 %	0	0			
02 : Middle and Other Managers	10	0	0.0 %	17.6 %	2	-2			
03 : Professionals	2	1	50.0 %	36.2 %	1	0			
04 : Semi-Professionals and Technicians	17	8	47.1 %	24.1 %	4	4			
06 : Supervisors: Crafts and Trades	7	1	14.3 %	9.6 %	1	0			
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	39.9 %	1	-1			
10 : Clerical Personnel	18	3	16.7 %	46.7 %	8	-5			
12 : Semi-Skilled Manual Workers	50	20	40.0 %	53.4 %	27	-7			
Total	109	33	30.3 %	40.2 %	44	-11			



Workforce Analysis - Summary Report

Date: 2019-07-16

Persons with Disabilities

	Persons with Disabilities							
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap		
	#	#	%	%	#	#		
01/02 : Managers	12	0	0.0 %	5.0 %	1	-1		
03 : Professionals	2	0	0.0 %	8.9 %	0	0		
04 : Semi-Professionals and Technicians	17	0	0.0 %	7.6 %	1	-1		
06 : Supervisors: Crafts and Trades	7	0	0.0 %	10.1 %	1	-1		
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	10.0 %	0	0		
10 : Clerical Personnel	18	1	5.6 %	9.3 %	2	-1		
12 : Semi-Skilled Manual Workers	50	0	0.0 %	10.3 %	5	-5		
Total	109	1	0.9 %	9.1 %	10	-9		



Workforce Analysis - Summary Report

Date: 2019-07-16

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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-07-16

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Part 1: Workforce Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Data from First/Previous Workforce Analysis

1 1

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

Data from Fi	st/Previous Work	force Analysis
YYYY	MM	DD
2016	07	19

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	12	01

		r	Гable 1: Women	ı
		First/Pr	evious Workforce	Analysis
Employment Equity Occupational Group (EEOG)		All Employees	Wor	men
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	0	27.40
02	Middle & Other Managers	9	0	38.90
03	Professionals	2	0	22.60
04	Semi-Professionals & Technicians	14	0	12.20
05	Supervisors	1	0	51.40
06	Supervisors: Crafts & Trades	6	2	3.20
07	Administrative & Senior Clerical Personnel	4	3	79.00
08	Skilled Sales & Service Personnel	2	1	26.30
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	12	7	70.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	69	7	17.10
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		121	20	25.5

Table 5: Women			
Subsequent/Current Workforce Analysis			
All Employees	Won	ien	
	Representation	Availability*	
#	#	%	
2	0	27.60	
13	1	39.40	
2	0	24.10	
21	0	10.00	
1	0	52.50	
10	2	3.50	
4	3	78.90	
1	0	27.90	
0	0	0.00	
21	11	70.60	
0	0	0.00	
74	6	16.40	
0	0	0.00	
0	0	0.00	
149	23	26.5	

* Source:			
2011 Natio	onal Househo	ld Survey	

* Source:			
2016 Census	S		

Part 1: Workforce Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Data from First/Previous Workforce Analysis

Data from First/Previous Workforce AnalysisYYYYMMDD20160719

	Analysis	
Data from S	ubsequent/Curr	ent Workforce

2018	12	01
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

Table 6: Aboriginal Peoples

		Table	2: Aboriginal P	eoples		
		First/Pr	evious Workforce	Analysis		
Employment Equity Occupational Group (EEOG)		All Employees	Aborigina	Aboriginal Peoples		
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	2	0	2.90		
02	Middle & Other Managers	9	1	2.20		
03	Professionals	2	0	1.00		
04	Semi-Professionals & Technicians	14	0	4.00		
05	Supervisors	1	0	2.60		
06	Supervisors: Crafts & Trades	6	0	6.70		
07	Administrative & Senior Clerical Personnel	4	0	2.10		
08	Skilled Sales & Service Personnel	2	0	2.50		
09	Skilled Crafts & Trades Workers	0	0	0.00		
10	Clerical Personnel	12	0	2.40		
11	Intermediate Sales & Service Personnel	0	0	0.00		
12	Semi-Skilled Manual Workers	69	0	2.20		
13	Other Sales & Service Personnel	0	0	0.00		
14	Other Manual Workers	0	0	0.00		
Total		121	1	2.6		

Subsequent/Current Workforce Analysis				
All Employees	Aborigina	l Peoples		
	Representation	Availability*		
#	#	%		
2	0	3.20		
13	1	2.70		
2	0	1.10		
21	0	2.20		
1	0	2.70		
10	0	2.90		
4	0	2.10		
1	0	2.10		
0	0	0.00		
21	0	2.70		
0	0	0.00		
74	0	2.70		
0	0	0.00		
0	0	0.00		
149	1	2.6		

* Source:		
2011 National Ho	usehold Survey	

* Source:	
2016 Census	

Part 1: Workforce Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2016	07	19

2018	12	01
VVVV	MM	aa
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Me	embers of Visible	e Minorities
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
Embre	yment Equity Occupational Group (EEGG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	0	10.10
02	Middle & Other Managers	9	0	15.00
03	Professionals	2	0	31.40
04	Semi-Professionals & Technicians	14	1	23.60
05	Supervisors	1	0	43.40
06	Supervisors: Crafts & Trades	6	1	4.50
07	Administrative & Senior Clerical Personnel	4	1	35.30
08	Skilled Sales & Service Personnel	2	0	24.70
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	12	2	42.30
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	69	15	48.90
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		121	20	38.8

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis			
	Representation	Availability*	
#	#	%	
2	0	11.50	
13	0	17.60	
2	1	36.20	
21	8	25.00	
1	0	49.60	
10	2	9.60	
4	0	39.90	
1	0	26.10	
0	ol	0.00	
21	4	46.70	
0	0	0.00	
74	24	53.40	
0	0	0.00	
0	0	0.00	
149	39	41.0	

* Source:	
2016 Census	

Part 1: Workforce Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Data from First/Previous Workforce Analysis

2016	07	19
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

Data from S	Subsequent/Curro Analysis	ent Workforce
1	1	Ţ

2018	12	01
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 4:	Persons with Dis	sabilities
		First/Previous Workforce Analysis		
Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	11	0	4.30
03	Professionals	2	0	3.80
04	Semi-Professionals & Technicians	14	0	4.60
05	Supervisors	1	0	13.90
06	Supervisors: Crafts & Trades	6	0	7.80
07	Administrative & Senior Clerical Personnel	4	0	3.40
08	Skilled Sales & Service Personnel	2	0	3.50
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	12	0	7.00
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	69	1	4.80
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		121	1	5.1

	<u>Persons with Dis</u> /Current Workforc		
All Employees	Persons with Disabilities		
	Representation	Availability*	
#	#	%	
15	0	5.00	
2	0	8.90	
21	0	7.60	
1	0	27.50	
10	0	10.10	
4	0	10.00	
1	0	8.00	
0	0	0.00	
21	1	9.30	
0	0	0.00	
74	1	10.30	
0	0	0.00	
0	0	0.00	
149	2	9.3	

* Source:	
2012 Canadian Survey on Disabilit	у

* Source:				
2017 Canadi	ian Survey	on Disabi	lity	

Part 2: Flow Data Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Start	Date of Flov	V Data
YYYY	MM	DD
2016	07	19

End I	Date of Flow	Data
YYYY	MM	DD
2018	12	

Data from Form 4 - Employees Hired

om Forn	
Prom	

Data from Form 6 - Employees Terminated

		Table 1: Women				
		Full-time	/ National	National Part-time / Nationa		
Employment Equity Occupational Group (EEOG)		All Employees Hired	Women Hired	All Employees Hired	Women Hired	
		#	#	#	#	
01	Senior Managers	0	0	0	0	
02	Middle & Other Managers	0	0	0	0	
03	Professionals	o	0	0	0	
04	Semi-Professionals & Technicians	1	0	0	0	
05	Supervisors		0	0	0	
06	Supervisors: Crafts & Trades	2	1	0	0	
07	Administrative & Senior Clerical Personnel	ol	0	0	0	
08	Skilled Sales & Service Personnel	0	0	0	0	
09	Skilled Crafts & Trades Workers	ol	0	0	0	
10	Clerical Personnel	2	1	0	0	
11	Intermediate Sales & Service Personnel	o	0	0	0	
12	Semi-Skilled Manual Workers	13	1	0	0	
13	Other Sales & Service Personnel	o	0	0	0	
14	Other Manual Workers	0	0	0	0	
Tot	al	18	3	0	0	

Full-time /	National	Part-time	/ National
All Employees Promoted	Women Promoted	Employees	
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

•	•	•	•
	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0

Part 2: Flow Data Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Start	Date of Flov	V Data
YYYY	MM	DD
2016	07	19

2018	NIN	עע
End	Date of Flow	Data

Data from Form 4 - Employees Hired

Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Tab	ole 2: Abor	iginal Peo	ples	
	Full-time	/ National	National Part-time / Na		
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
	#	#	#	#	
01 Senior Managers	0	0	0	0	
02 Middle & Other Managers	0	0	0	0	
03 Professionals	0	0	0	0	
04 Semi-Professionals & Technicians	1	0	0	0	
05 Supervisors	0	o	0	0	
06 Supervisors: Crafts & Trades	2	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	2	o	0	0	
11 Intermediate Sales & Service Personnel	0	ol	0	0	
12 Semi-Skilled Manual Workers	13	0	0	0	
13 Other Sales & Service Personnel	0		0	0	
14 Other Manual Workers	0	0	0	0	

Total

Full-time	National	Part-time	/ National	
		All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	C	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	C	
0	0	0	0	
0	0	0	C	
0	0	0	C	
0	0	0	0	
0	0	0	0	
0	0	0	C	
0	0	0	C	
0	0	0	0	
0	0	0	C	
0	0	0	0	

Full-time	e 10: Abor	Part-time	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0

Part 2: Flow Data Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Start	Date of Flow	Data
YYYY	MM	DD
2016	07	19

MM	DD
	ite of Flow MM

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

Promoted Terminated

↓ ↓ ↓ ↓ ↓ ↓ ↓

Persons with Disabilities Table 11: Persons with Disabilities

		Table 3: Persons with Disabilities			
		Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01 Senior	Managers	0	0	0	0
02 Middle	& Other Managers	0	0	0	0
03 Profess	ionals	0	0	0	0
04 Semi-P	rofessionals & Technicians	1	0	0	0
05 Superv	isors	0	o	0	0
06 Superv	isors: Crafts & Trades	2	0	0	0
07 Admin	istrative & Senior Clerical Personnel	0	o	0	0
08 Skilled	Sales & Service Personnel	0	o	0	0
09 Skilled	Crafts & Trades Workers	0	0	0	0
10 Clerica	l Personnel	2	o	0	0
11 Interme	ediate Sales & Service Personnel	0	0	0	0
12 Semi-S	killed Manual Workers	13	0	0	0
13 Other S	Sales & Service Personnel	0	0	0	0
14 Other N	Manual Workers	0	l o	0	0

Total

18

Full-time	/ National	Part-time / National		
All Employees Promoted	nployees Disabilities Employees		Persons with Disabilities Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Full-time	/ National	Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0

Data from Form 6 - Employees

Part 2: Flow Data Analysis

Zodiac Hurricane Technologies

[Date: 2016-07-19]

Start	Date of Flov	V Data
YYYY	MM	DD
2016	07	19

2018	NIN	עע
End	Date of Flow	Data

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Data from Form 5 - Employees Promoted

Table 8: Members of	Visible Willordies
Full-time / National	Part-time / National
All Members of	All Members of
Visible	Visible
Employees Minorities	Employees Minorities

Terminated **Table 12: Members of Visible Minorities**

Data from Form 6 - Employees

	Table 4. Members of Visible Minorities			
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	o	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	0	o	0	0
12 Semi-Skilled Manual Workers	13	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	18	0	0	0

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	Visible Employees Inorities Promoted	
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0

									Data	for First/F	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	↓	Ţ	Ţ	J	↓	Ţ	1	Ţ	Ţ	Ţ	Ţ	1	J	\	Ţ	Ţ	Ţ	<u> </u>
										Table 1:									
									First	Previous Sh	ort-term G	oals							
		,		All En	nployees										omen				
	Number	C	wth (New Posi	inne)	Turnover (R		Terminated		Number				3 Year	Goals					
Employment Equity Occupational	Number	0.0	nui (iven i bai	.was)		Employees)		Anticipated	Number	Turnover (Re		1	Fron	ı - To	_				Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Required Over 3	YYYY	·YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)	2016-07-19	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2016-07-19	Annually	Over 3	Vears	2016	2019				,	Years
	2016-07-19	Annuany	Annuany	Years	Annuany	Annuany	Years		2016-07-19	Annuany	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%		C	0.0%		0	0	0	0.0%	0	1	0		27.4%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	9	13.0%	, 	C	0.0%		0	0	(0.0%	0	4	0		38.9%	-4	-4	0.0%	0.0%
03 Professionals	2	0.0%	, i	(0.0%		0	0	(0.0%	0	0	0		22.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	14	14.5%	, ,	(0.0%		0	0	(0.0%	0	2	0		12.2%	-2	-2	0.0%	0.0%
05 Supervisors	1	0.0%		C	0.0%		0	0		0.0%	0	1	0		51.4%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	6	18.6%	,	(12.5%		0	0	2	0.0%	0	-2	0		3.2%	2	2	33.3%	33.3%
07 Administrative & Sr Clerical	4	0.0%		C	0.0%		0	0	3	0.0%	0	이	0		79.0%	0	0	75.0%	75.0%
08 Skilled Sales & Service	2	-20.6%		C	0.0%		0	0	1	0.0%	0	0	0		26.3%	0	0	50.0%	50.0%
09 Skilled Crafts & Trades	0	0.0%		C	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	12	20.5%		C	0.0%		0	0	1 7	0.0%	0	1	0		70.0%	-1	-1	58.3%	58.3%
11 Intermediate Sales & Service	0	0.0%		C	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	69			C	1.4%		0	0	1 7	0.0%	0	5	0		17.1%	-5	-5	10.1%	10.1%
13 Other Sales & Service	(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	#DIV/0!	#DIV/0!
Total	121	7.2%		0	1.5%		0	0	20	0.0%	0	11	0		25.5%	-11	-11	16.5%	16.5%

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

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

	workforce Analysis) = 2) x 10	v.				
						Table 2: Women
E1	Early Occurred		Wome	en		
	oyment Equity Occupational o (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	2	0.0	
	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	1	0.0	1	0.0	
05	Supervisors	1	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	
	Intermediate Sales & Service	0	0.0	0	0.0	
	Semi-Skilled Manual	1	0.0	4	0.0	
	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		5		7		

									Data	for First/P	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	O	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
-	↓	Ţ	Ţ	Ţ	Ţ	↓	Ţ	↓	Ţ	Ţ	\	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	\	↓
										e 3: Abori									
									First	Previous Sh	ort-term G	oals							
		T		All Er	nployees				-			 		ca .	nal Peoples			ı	ı
	Number	Gro	wth (New Posi	tions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires	3 Yea						
Employment Equity Occupational	YYYY-MM-DD	Actual	David David	jected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-MM-DD	Actual	FIO	Over 3	Actual	Fitty	Over 3	Years	1111-303-00		Over 3	Over 3 Years	1111	- 1111	Availability	rresent Gap	Gap	Representation	Years
	2016-07-19	Annually	Annually	Years	Annually	Annually	Years		2016-07-19	Annually	Years	teats	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	5	(0.0%		0	0	C	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	ç	13.0%	6	(0.0%		0	0	1	0.0%	0	-1	0		2.2%	1	1	11.1%	11.1%
03 Professionals	2	0.0%		(0.0%		0	0	(0.0%	0	0	0		1.0%		0	0.0%	0.0%
04 Semi-Professionals & Tech	14	14.5%		(0.0%		0	0		0.0%	0	1	0		4.0%		-1	0.0%	0.0%
05 Supervisors	1	0.0%	1	(0.0%		0	0		0.0%	0	0	0		2.6%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	6	18.6%		(12.5%		0	0	· · · · ·	0.0%	0	0	0		6.7%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	4	0.0%		(0.0%		0	0		0.0%	0	0	0		2.1%	0	0	0.0%	0.0%
08 Skilled Sales & Service	2	-20.6%		(0.0%		0	0	·	0.0%	0	0	0		2.5%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	(0.0%		(0.0%		0	0	· C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	12	20.5%		(0.0%		0	0	· C	0.0%	0	0	0		2.4%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	(0.0%		(0.0%		0	0	·	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	69	2.4%		(1.4%		0	0	· ·	0.0%	0	2	0		2.2%	-2	-2	0.0%	0.0%
13 Other Sales & Service	[C	0.0%		(0.0%		0	0	'l '	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	(0.0%		(0.0%		0	0	1 0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	121	7.2%	o] (1.5%		0	0	4 1	0.0%	0	[2	0		2.6%	-2	-2	0.8%	0.8%

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

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

	workforce Analysis) = 2) x 10	0.				
						Table 4: Aboriginal Peoples
E1			Aboriginal	Peoples		
	oyment Equity Occupational	Short-ter	rm Goals	Long-te	rm Goals	Comments
	(EEOG)	#	%	#	%	
01	Senior Managers	C	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	1	0.0	0	0.0	
05	Supervisors	C	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	C	0,0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
	Semi-Skilled Manual	1	0.0	1	0.0	
	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	C	0.0	0	0.0	
Total		2	!	1		

									Data t	for First/I	Previous (Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
-	\	Ţ	Ţ	Ţ	Ţ	Ţ	1	↓	↓	Ţ	\	J.	Ţ	Ţ		Ţ	Ţ	1	V
											with Disa								
									First/	Previous SI	hort-term G	oals							
		1		All En	nployees										ith Disabilitie	S			
	Number	Grov	wth (New Posit	tions)	Turnover (R	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Yea						
Employment Equity Occupational			1 .					Anticipated Hires Over 3			l Employees)	Required		n - To	Present	Present Gan	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Years	YYYY-MM-DD		1	Over 3	YYYY	- YYYY	Availability	rresem Gap	Gap	Representation	Years
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2016-07-19	Annually	Over 3 Years	Years	2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	11	6.5%	,	0	0.0%		0	0	0	0.0%	0	0	0		4.3%	0	0	0.0%	0.0%
03 Professionals	2	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	14	14.5%		0	0.0%		0	0	0	0.0%	0	1	0		4.6%	-1	-1	0.0%	0.0%
05 Supervisors	1	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		13.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	6	18.6%	,	0	12.5%		0	0	0	0.0%	0	0	0		7.8%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	4	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	2	-20.6%	,	0	0.0%		0	0	0	0.0%	0	0	0		3.5%	0	0	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	12	20.5%	,	0	0.0%		0	0	0	0.0%	0	1	0		7.0%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	69	2.4%		0	1.4%		0	0	1	0.0%	0	2	0		4.8%	-2	-2	1.4%	1.4%
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	#DIV/0!	#DIV/0!
Total	121	7.2%		0	1.5%		0	0	1	0.0%	0	5	0		5.1%	-5	-5	0.8%	0.8%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

					Table 6: Persons with Disabilities
Employment Equity Occupational	P	ersons with l	Disabilities		
Group (EEOG)	Short-ter	m Goals	Long-ter	rm Goals	Comments
	#	%	#	%	
01/02 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	1	0.0	
05 Supervisors	0	0.0	0	0,0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0,0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0,0	1	0.0	
11 Intermediate Sales & Service	0	0,0	0	0,0	
12 Semi-Skilled Manual	1	0.0	1	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1		3		

									Data	for First/I	Previous (Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	: / ''	K ÷ C	(K - M + O) ÷ (C + F)
	\	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	↓	Ţ	Ţ	↓	Ţ	\	Ţ	Ţ	Ţ	Ţ	Į.
									Table 7: N	lembers o	f Visible !	Minorities	\$						
									First	/Previous SI	hort-term G	oals							
				All Er	nployees								M	embers of V	isible Minor/	ities			
	Number	· · ·	wth (New Posi	dam'r	Turnover (R	eplacement of	Terminated		Number				3 Year	· Goals					
Employment Equity Occupational	Number	Gro	win (iven rosi	tions)		Employees)		Anticipated	Numer		eplacement of I Employees)	cs	Fron	1 - To	_			_	Projected
Group (EEOG)	YYYY-MM-DE	Actual	Pro	jected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		· comprojector	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEGG)	2016-07-19	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2016-07-19	Annually	Over 3	Vears	2016	2019			,		Years
	2010-07-19	Annuany	Autuany	Years	Annuany	Annuany	Years		2010-07-19	Annuany	Years		2010	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	0.0%		(0.0%		0	C		0.0%	0	0	0		10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	9	13.0%		(0.0%		0	C		0.0%	0	1	0		15.0%	-1	-1	0.0%	0.0%
03 Professionals	1 2	0.0%		(0.0%		0	C		0.0%	0	1	0		31.4%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	14	14.5%		(0.0%		0	ď) 1	0.0%	0	2	0		23.6%	-2	-2	7.1%	7.1%
05 Supervisors	1	0.0%		(0.0%		0	ď) (0.0%	0	0	0		43.4%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	"	18.6%] (12.5%		0	ď	' 	0.0%	0	-1	0		4.5%	1	1	16.7%	16.7%
07 Administrative & Sr Clerical	4	4 0.0%] (0.0%		0	1 0	' 	0.0%	0	0	0		35.3%	0	0	25.0%	25.0%
08 Skilled Sales & Service] 2	2 -20.6%] (0.0%		0	ď	9 (0.0%	0	0	0		24.7%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	1	0.0%] (0.0%		0	9		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	12	1			0.0%		0	1 9] 2	0.0%	0	3	0		42.3%	-3	-3	16.7%	16.7%
11 Intermediate Sales & Service	'	0.0%		(0.0%		0	1 0) (0.0%		0	0		0.0%		0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	69] (1.4%		0	1 9	15	0.070	0	19	0		48.9%	-19	-19	21.7%	21.7%
13 Other Sales & Service	[0.0%] (0.0%		0	1 9) (0.0%		0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers		0.0%		1 (0.0%		0	9) (0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	123	1 7.2%	ol .		1.5%	l	1 0	ı ()] 20	0.0%	ы 0	27	1 0	l	38.8%	-27	-27	16.5%	16.5%

† 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.

* Workforce Analysis) ÷ 2) x 1	00.				Table 8: Members of Visible Minorities
					1 able 6: Members of Visible Minorities
Employment Equity Occupational		mbers of Visib			
Group (EEOG)	Short-te	-	Long-term (Comments
	#	%	#	%	
01 Senior Managers	(0.0	0	0.0	
02 Middle & Other Managers	1	0.0	0	0.0	
03 Professionals		0.0	o	0.0	
04 Semi-Professionals & Tech		0.0	1	0.0	
05 Supervisors	(0.0	0	0.0	
06 Supervisors: Crafts & Trades	(0.0	0	0,0	
07 Administrative & Sr Clerical	(0.0	0	0.0	
08 Skilled Sales & Service	(0.0	0	0,0	
09 Skilled Crafts & Trades	(0.0	0	0.0	
10 Clerical Personnel		1 0.0	2	0.0	
11 Intermediate Sales & Service	(0.0	0	0.0	
12 Semi-Skilled Manual	2	5 0.0	14	0.0	
13 Other Sales & Service	(0.0	0	0.0	
14 Other Manual Workers	(0.0	0	0.0	
Total	ç		17		

									Data for	Subseque	nt/Curre	nt Goals							
A B	<u>C</u>	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(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)
***************************************	J	<u> </u>	1	Ţ	Ţ	1	1	Ţ	J	Ţ	V	T	Ţ	J	J	Ţ	Ţ	Ţ	Ţ
										Table 9:									
									Subsequ	ent/Current	Short-tern	a Goals							
		,		All En	nployees									W	omen				,
	Number	Gro	wth (New Posi	ione)	Turnover (R		Terminated		Number	T(D	eplacement of		3 Year	Goals					
Employment Equity Occupational		9,0				Employees)		Anticipated			epiacement of Employees)	Hires Required	Fron	ı - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2018-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-12-01	Annually	Over 3 Years	Years	2018	2021					Years
	Ħ	%	%	#	%	%	H	#	Ħ	%	##	±	Ħ	%	%	#	±	%	%
01 Senior Managers	2	0.0%	<u> </u>	, (0.0%	/ (0	0	(0.0%	0	1	0	.,,	27.6%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	13	13.0%	,	C	0.0%		0	0	1	0.0%	0	4	0		39.4%	-4	-4	7.7%	7.7%
03 Professionals] 2	0.0%	,	(0.0%		0	0	d .	0.0%	0	0	0		24.1%	6 0	0	0.0%	0.0%
04 Semi-Professionals & Tech	21	14.5%	,	(0.0%		0	0	(0.0%	0	2	0		10.0%	-2	-2	0.0%	0.0%
05 Supervisors	1	0.0%	,	C	0.0%		0	0	(0.0%	0	1	0		52.5%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	10	18.6%	,	C	12.5%		0	0	2	0.0%	0	-2	0		3.5%	2	2	20.0%	20.0%
07 Administrative & Sr Clerical	4	0.0%	,	(0.0%		0	0	3	0.0%	0	0	0		78.9%	0	0	75.0%	75.0%
08 Skilled Sales & Service	1	-20.6%	,	C	0.0%		0	0	(0.0%	0	0	0		27.9%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades		0.0%		C	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	21	1		C	0.0%		0	0	11	0.0%	0	4	0		70.6%		-4	52.4%	52.4%
11 Intermediate Sales & Service	(0.0%		(0.0%		0	0		0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	74	2.4%		(1.4%		0	0	6	0.0%	0	6	0		16.4%		-6	8.1%	8.1%
13 Other Sales & Service	[C	0.0%		0	0.0%		0	0	'l '	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	(0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	149	7.2%	ol.	1 (1.5%	I	1 0	1 0	23	0.0%	0	16	0		26.5%	-16	-16	15.4%	15.4%

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

+ Workf	force Analysis) ÷ 2) x 10	0.			
					Table 10: Women
F-mail:	nt Equity Occupational		Women		
Group (EEC		Short-term (Goals Long-ter	m Goals	Comments
			%	%	
01 Senior			0.0		
02 Middle	le & Other Managers		0.0		
03 Profes			0.0		
04 Semi-I	Professionals & Tech		0.0		
05 Superv	visors		0.0		
06 Superv	visors: Crafts & Trades		0.0		
07 Admin	nistrative & Sr Clerical		0.0		
08 Skilled	d Sales & Service		0.0		
09 Skilled	d Crafts & Trades		0.0		
10 Clerica	al Personnel		0.0		
11 Interm	nediate Sales & Service		0.0		
12 Semi-S	Skilled Manual		0.0		
13 Other	Sales & Service		0.0		
14 Other	Manual Workers		0.0		
Total			0.0		

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		Ţ	Ţ	↓	Ţ	Ţ	Ţ	↓	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ţ	↓	↓
										11: Abor									
									Subsequ	ent/Current	Short-tern	n Goals							
				All Er	nployees									Aborigi	nal Peoples				
	Number	· ·	wth (New Posi	dam's	Turnover (R	eplacement of	Terminated		Number				3 Year	Goals					
Employment Equity Occupational	Number	Gre	win (iven rosi	tions)		Employees)		Anticipated	Number	Turnover (Re		Hires	From	- To	_				Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	jected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		Enthoyees	Required Over 3	YYYY -	YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)	2040 42 04			Over 3			Over 3	Years	2040 42 04		Over 3	Years	2010	2024	1		l Gub	representation	Years
	2018-12-01	Annually	Annually	Years	Annually	Annually	Years		2018-12-01	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%	6	(0.0%		0	0	C	0.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	13	13.0%	6	(0.0%		0	0	1	0.0%	0	-1	0		2.7%	1	1	7.7%	7.7%
03 Professionals	2	0.0%		(0.0%		0	0		0.0%	0	0	0		1.1%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	21			(0.0%		0	0	(0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
05 Supervisors	1	0.0%	1	(0.0%		0	0		0.0%	0	0	0		2.7%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	10	18.6%		(12.5%		0	0		0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	4	0.0%		(0.0%		0	0		0.0%	0	0	0		2.1%	0	0	0.0%	0.0%
08 Skilled Sales & Service	1	-20.6%		(0.0%		0	0	·	0.0%	0	0	0		2.1%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	(0.0%		(0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	21	1		(0.0%		0	0	· C	0.0%	0	1 1	0		2.7%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	·	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	74	2.4%		(1.4%		0	0	'l (0.0%	0	2	0		2.7%	-2	-2	0.0%	0.0%
13 Other Sales & Service	0	0.0%		(0.0%		0	0	'l C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers		0.0%		(0.0%		0	0	1 0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	149	7.2%	Ы] (1.5%		1 0	1 0	1 1	0.0%	0	1 3	0		2.6%	-3	-3	0.7%	0.7%

† 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.

+	Workforce Analysis) ÷ 2) x 10	0.			
					Table 12: Aboriginal Peoples
Empl	oyment Equity Occupational		Aboriginal Peoples		
	p (EEOG)	Short-tern	<u> </u>		Comments
			%	%	
	Senior Managers		0.0		
02	Middle & Other Managers		0.0		
	Professionals		0.0		
04	Semi-Professionals & Tech		0.0		
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		

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	H	Ĭ	J	K	L	M	N	0	P	0	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]		CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	•		F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
				↓					Table 12	↓ 5: Persons	↓ ···i+b Dia	↓ .hilitiaa	↓					↓	<u>_</u>
										ent/Current									
				All En	nployees				Succequ		<i></i>			Persons w	ith Disabilitie	S			
			wth (New Posi		Turnover (R	eplacement of	Terminated						3 Year	Goals					
Employment Equity Occupational	Number	Gres	vin (New Posi	tions)		Employees)		Anticipated	Number	Turnover (Re		Hires Required	From	- To]			ъ .	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	jected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY -	YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
	2018-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-12-01	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	15	0.570		0	0.0%		0	0	(0.0%	0	1	0		5.0%	-1	-1	0.0%	0.0%
03 Professionals	2	0.0%		0	0.0%		0	0	(0.0%	0	0	0		8.9%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	21	14.5%		0	0.0%		0	0	(0.0%	0	2	0		7.6%	-2	-2	0.0%	0.0%
05 Supervisors	1	0.0%		0	0.0%		0	0		0.0%	0	0	0		27.5%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	10	18.6%			12.5%		0	0		0.0%	0	1	0		10.1%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	4	0.0%			0.0%		0	0	'	0.0%	0	0	0		10.0% 8.0%	1 0	0	0.0%	0.0% 0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades		-20.6% 0.0%			0.0%		0	"		0.0%	0	0	0		0.0%	1 %	0	0.0% #DIV/0!	#DIV/0!
10 Clerical Personnel	21	20.5%			0.0%		"	"	'	0.0%	١	"	0		9.3%	1 1	"	#DI V/0! 4.8%	4.8%
11 Intermediate Sales & Service	21	0.0%			0.0%		"	"	'	0.0%	١	0	0		0.0%	1 0	-1	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	74	2.4%			1.4%		١ ،	۱	l i	0.0%	١	7	٥		10.3%] _7	_7	1.4%	1.4%
13 Other Sales & Service	'4	0.0%		1 0	0.0%		l ő	l ő	أ ا	0.0%	ا ا	ا ا	0		0.0%]	ا آ	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		1 0	0.0%		ا م	0	~~~	0.0%	ا ،		0		0.0%	ن ا	ا م	#DIV/0!	#DIV/0!
Total	149			0	1.5%		0	0	2	0.0%	0	12	0		9.3%	-12	-12	1.3%	1.3%

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

workforce Allarysis) + 2) x 1	.00.			
				Table 14: Persons with Disabilities
Employment Equity Occupational	Perso	ns with Disabi	lities	
Group (EEOG)	Short-term G	ioals Lor	ig-term Goals	Comments
		%	%	
01/02 Managers		0.0		
03 Professionals		0.0		
04 Semi-Professionals & Tech		0.0		
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		

									Data for	Subseque	ent/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K÷C	(K - M + O) ÷ (C + F)
	↓	J.	1	J.	↓	1	1	↓	Ţ	Ţ	1	1	1	Ų.	↓	1	Ų.	1	↓
									<u> Fable 15: N</u>				es .						
									Subsequ	ent/Current	t Short-tern	n Goals							
				All En	nployees								1		Visible Minor	ities			
	Number	Grov	vth (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational	YYYY-MM-DD	Actual	n	jected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD		l Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1 1 1 1 - WM-DD	Actual	F10	1	Actual	rioj	1	Years	1111-3030-00		١.,	Over 3 Years	1111	- 1 1 1 1 	Availability	rresem Gap	Gap	Representation	Years
	2018-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-12-01	Annually	Over 3 Years	rears	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	2	0.0%		(0.0%		0	0	(0.0%	0	0	0		11.5%	0	0	0.0%	0.0%
02 Middle & Other Managers	13	13.0%		(0.0%		0	0	(0.0%	0	2	0		17.6%	-2	-2	0.0%	0.0%
03 Professionals	2	0.0%		(0.0%		0	0	1	0.0%	0	0	0		36.2%	0	0	50.0%	50.0%
04 Semi-Professionals & Tech	21	14.5%		(0.0%		0	0	8	0.0%	0	-3	0		25.0%	3	3	38.1%	38.1%
05 Supervisors	1	0.0%		(0.0%		0	0	(0.0%	0	0	0		49.6%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	10	18.6%		(12.5%		0	0	2	0.0%	0	-1	0		9.6%	1	1	20.0%	20.0%
07 Administrative & Sr Clerical	4	0.0%		(0.0%		0	0	(0.0%	0	2	0		39.9%	-2	-2	0.0%	0.0%
08 Skilled Sales & Service	1	-20.6%		(0.0%		0	0		0.0%	0	0	0		26.1%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	21	20.5%		(0.0%		0	0	4	0.0%	0	6	0		46.7%	-6	-6	19.0%	19.0%
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	74	2.4%		(1.4%		0	0	24	0.0%	0	16	0		53.4%	-16	-16	32.4%	32.4%
13 Other Sales & Service	0	0.0%		[0	0.0%		0	0	· C	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		C	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	149	7.2%		C	1.5%		0	0	39	0.0%	0	22	0		41.0%	-22	-22	26.2%	26.2%

† 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.

+	Workforce Analysis) ÷ 2) x 10	0.			
					Table 16: Members of Visible Minorities
Empl	oyment Equity Occupational	Memb	ers of Visible Minorit	ies	
	p (EEOG)	Short-term	Goals Long-ter	m Goals	Comments
			%	%	
	Senior Managers		0.0		
02	Middle & Other Managers		0.0		
03	Professionals		0.0		
04	Semi-Professionals & Tech		0.0		
05	Supervisors		0.0		
06	Supervisors: Crafts & Trades		0.0	Γ	
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		

									Feder	al Contr	actors	Progra	m Achie	evement	Report									
										I	Part 4:	Results	- Wome	en										
										Zod	iac Hur	ricane	Techno	logies										
											[Date	e: 2016	-07-19]											
200000000										,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				<i>y</i>							
Α	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x100	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
		1	Ţ	1	Ţ	Ţ	Ţ	Ţ	↓	\	Ţ	↓	↓	1	1	Ţ	1	1	1	1	1	Ţ	1	1
						orce An											Data Aı	•						
***************************************	ployment Equity upational Group	Year		•	W	orkforce					1	Hires	Vomen			P	romotio:				Te	rminatio		
	OG)		All Employees	Represo	entation	Wor Avails		Gap	EE Result	All Employees	Ar Ar	tual	Expected	Difference	All Employees	Ac	tual	omen Expected	Difference	All Employees	Act		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016	2	0	0.0	27.4	1	-1	0.0															
ш		2018	2	0		27.6	1	-1	0.10	0	0	0.0	C)	0 0	0	0.0	0	0	0	0	0.0	0	0
1 07 1	Middle & Other Managers	2016 2018	9		0.0 7.7	38.9 39.4	4	-4 -4		0	0	0.0		N .	0 0	0	0.0	0	0		0	0.0	0	0
\Box		2016	2	0		22.6		0		- 0	' 	0.0		1		1	0.0	0			0	0.0		0
03	Professionals	2018	2	0		24.1	0	0	0.0	0	0	0.0	C)	0 0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals &	2016	14			12.2	2	-2																
Ň	Technicians	2018	21	0		10.0	2	-2		1	. 0	0.0	C)	0 0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2016 2018	1	0		51.4 52.5	1 1	-1 -1		0		0.0		1	0 0	0	0.0	0	0	0	0	0.0	0	0
0.5	Supervisors: Crafts &	2016	6			3.2	0		1041.7			0.0					0.0	0				0.0		0
	Trades	2018	10	2		3.5	0	2	571.4	2	. 1	50.0	C)	1 0	0	0.0	0	0	1	0	0.0	0	0
?·····				·				······································	······		••••••	· · · · · · · · · · · · · · · · · · ·	7	"!										
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F÷M x 100											
			1	1	1	<u> </u>	Ţ	1	↓	↓	↓	Ţ	↓											
			Nev	v Entrai	nts				G	oals														
200000000	ployment Equity	Year	F	low Data				rm Goal	5		Long-ter			4				_						
************	upational Group OG)		All Employees		men		Percent of	men	Percent of		Wor Percent of		Percent of	-				(Commen	ts				
(EE	OG)			Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	1										
		2019	#	#	%	#	%	%	%	# 0	%	%	%											
01	Senior Managers	2018	0	0	-	0	0.0	0.0	0.0	0	0.0	0.0		-										
	Middle & Other	2018	0	0		1	0.0			2	0.0	4												
02	Managers	2021	0	0				0.0				0.0												
03	Professionals	2018	0	0		0	0.0	0.0	0.0	0	0.0													
\vdash	Semi-Professionals &	2021 2018	0	0		1	0,0	0.0	0.0	1	0,0	0.0												
04	Technicians	2018	1	0		1	0.0	0.0	0.0	1	0.0	0.0		-										
05		2018	0	-		1	0.0	0.0		0	0.0	1												
\square	Supervisors	2021	0	0				0.0				0.0												
1 06 1	Supervisors: Crafts &	2018	2	1	50.0	0	0.0	0.0		0	0.0			-1										
	Trades	2021	2	1	50.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 4: Results - Women Zodiac Hurricane Technologies																							
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В	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	0	R	S	Т	U	V	W	X	Y
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nal Group	Year	All Employees		**		ien			All Employees			/omen		- All Employees					All Employees	1 611			
	#	#	Represei		-	bility #	Gap #	EE Result	#	Ac	-	Expected #	Difference #	#	Act		Expected #	Difference #	#	Actua #		Expected #	Difference #
strative &	2016	4	3	75.0	79.0	3	0	94.9	0	0					0		0	0				0	
Sales &	2016	2	1	50.0	26.3	1	0	190.1	0	Ť		0	,	0			0	0	0	Ť		0	0
Crafts &	2018 2016	0	0	0.0	27.9 0.0	0	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
Workers	2018	0 12	0	0.0 58.3	0.0 70.0	0	0 -1	0.0 83.3	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
Personnel	2018	21	11	52.4	70.6	15	-4	74.2	2	1	50.0	1	(0 0	0	0.0	0	0	0	0	0.0	0	0
Personnel	2016 2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
killed Manual s	2016 2018	69 74	7 6	10.1 8.1	17.1 16.4	12 12	-5 -6	59.3 49.4	13	1	7.7	2	-1	1 0	0	0.0	0	0	1	0	0.0	0	0
			Dart 2: Flow																	-			
		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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ant Faults				ıts	•	Short-ter	m Goals			Long-ter	m Goals												
nal Group	Year			nen		Wor				Won							C	Commen	ts				
					Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
strative &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0 0.0											
Sales &	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	1												
Personnel Crafts &	2021 2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Workers	2021	0	0	0.0	1		0.0	0.0			0.0	0.0											
Personnel	2021	2	1	50.0	1		0.0	0.0	U		0.0	0.0											
diate Sales & Personnel	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0													
killed Manual	2018	13	1	7.7	1	100.0	0.0	0.0	4	25.0	0.0	0.0											
st C S H C V I I dd H ki s	rative & lerical ales & Personnel crafts & Vorkers Personnel diate Sales & Personnel diled Manual diled Manual diled Manual diled Manual diled & Personnel diled Manual diled Manual diled Manual diled Manual diled Manual	## Personnel ## Per	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1:	Part 1: Workforce Analysis Workforce Analysis Workforce Analysis Workforce Analysis Workforce Analysis Workforce Analysis	Part 1: Workforce Analysis Part 1: Workforce Analysis	Part 1: Workforce Analysis Part 1: Workforce Part 1: Part	Part 1: Workforce Workforce Analysis Part 2: Flow Workforce Analysis Part 2: Flow Part 3: Workforce Analysis Part 3: Workforce Part 4: Part 2: Flow Part 4: Part 4	Part	Part 1: Workforce Part 1: Workforce Analysis x 100 Part 1: Workforce Analysis x 100 Part 1: Workforce Analysis x 100 Part 1: Workforce Part 1: Part 1:	B	B	Part Part	B C D E F G H I J K L M N O P Q	R	R	Figure Part Part	Part Part	No. Part Part Part	C D F F G H H K L M N O F O K S T U V W	Part Part

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Data	ources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		PxF÷100	Q - S	Part 2: Flow Data Analysis	Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Em	oloyment Equity		-		•		rce An	•					111			T			nalysis		ı	T			
	upational Group	Ye	ar _			·······································	orkforce Wor						Hires	omen			Р	romotio W	ns /omen			1 er	minatio w	ms	
(EE			A	dl Employees	Represen	tation	Avails		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Actu		Expected	Difference
		#		#	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
1 13	Other Sales & Serv Personnel		_	0	0	0.0	0.0	0	0	0.0			0.0					0.0					0.0		
		20	_	0	0	0.0	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 Wor	cers 20	_	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tota	1	20	_	121	20	16.5	25.5	31	-11	64.8															
	-	20	18	149	23	15.4	26.5	39	-16	58.2	18	3	16.7	5	-2	0	0	0.0	0	0	2	0	0.0	0	0
Data	ources:			Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
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Occ (EE	upational Group OC	1.		dl Employees	Wom			Wor Percent of	men	Percent of		Won Percent of		Percent of					C	ommen	ts				
(1.1	OG)				Actu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Other Sales & Serv	ice 20	18	#	# 0	0.0	#	0,0	0.0	% 0.0	#	0.0	0,0	0.0											
13	Other Sales & Serv Personnel	20	_	0	0	0.0	U	0.0	0.0	0.0	"	0.0	0.0												
14	Other Manual Wor	20	_	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
14	Omer ivianuar WOI	20	21	0	0	0.0			0.0	0.0			0.0	0.0											

42.9

0.0

0.0

2018 2021

Total

60.0

16.7

16.7

0.0

0.0

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													original Technol	-										
										Zou		e: 2016		ogies										
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A	В	C	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
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Fm	ployment Equity					orce An	•					III					Data Aı			T	T			
	upational Group	Year			**	orkforce Aborigina						Hires Aborig	inal Peoples				romotior Aborigi	nal Peoples			1 61	minatio Aborigi	nal Peoples	
(EE	OG)		All Employees	Represe	entation	Avails	ubility	Gap	EE Result	All Employees	Ac	ctual	Expected	Difference	All Employee	S Ac	ual	Expected	Difference	All Employee	Actu	al	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016 2018	2	0	0.0	2.9 3.2	0	0	0.0	0	0	0.0			0 0	0	0.0	0	0		0	0.0	0	0
02	Middle & Other	2016	9	1	11.1	2.2	0	1	505.1									-						
02	Managers	2018	13	1 0	7.7	2.7	0	1	284.9	0	0	0.0	0		0 (0	0.0	0	0	(0	0.0	0	0
03	Professionals	2016 2018	2	0	0.0 0.0	1.0 1.1	0	0	0.0	0	0	0.0			0 0	0	0.0	0	0		0	0.0	0	0
04	Semi-Professionals &	2016	14	0	0.0	4.0	1	-1											-					
-	Technicians	2018	21				0	0	0.0	1	0	0.0	0		0 (0	0.0	0	0	(0	0.0	0	0
05	Supervisors	2016 2018	1	0	0.0 0.0	2.6 2.7	0	0	0.0	0	0	0.0	0		0 0	0	0.0	0	0		0	0.0	0	0
06	Supervisors: Crafts &	2016	6	0		6.7	0	0	0.0															
	Trades	2018	10	0	0.0	2.9	0	0	0.0	2	0	0.0	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											
		İ	1	Į Į	J	J	J.	Ţ	J		<u> </u>	<u> </u>	<u> </u>	İ										
			New	Entrai	nts				G	oals														
	ployment Equity	Year	F	low Data			Short-tei		ş			m Goals												
	upational Group OG)		All Employees		al Peoples		Aboriging Percent of		Percent of		Aboriging Percent of	T	Percent of					C	Commen	ts				
,	.00)			Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
		# 2018	# 0	# 0	%	# 0	% 0.0	0.0	0.0	# 0	0.0	0.0	0.0											
	Senior Managers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
02	Middle & Other Managers	2018	0	0	0.0	0	0.0	0.0		0	0.0													
-	_	2021 2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
03	Professionals	2021	0	0	0.0			0.0	0.0			0.0	0.0											
	Semi-Professionals & Technicians	2018 2021	1	0	0.0		0.0	0.0		0	0.0	0.0												
	Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Supervisors: Crafts &	2021 2018	2	0	0.0	0	0.0	0.0		0	0.0	0.0												
06	Trades	2021	2	0	0.0		0.0	0.0		V	0.0	0.0												

Zodiac Hurricane Technologies						
[Date: 2016-07-19]						
A B C D E F G H I J K L M N O P Q	R S	Т	U V	W	X	Y
Data sources: Part 1: Workforce Analysis Part 2: Flow On Data Analysis Part 3: Flow Data Analysis Part 4: Flow Data Analysis Part 5: Flow Data Analysi	÷ P x 100 P x F ÷ 100		Part 2: Flow Data Analysis Data Analysi	V ÷ U x 100	U x F ÷ 100	V - X
	1	1	J J	Ţ	Ţ	<u> </u>
Employment Equity 3V 16	ata Analysis			F		
Occupational Group Aboriginal Peoples Aboriginal Peoples	Omotions Aboriginal Peoples			Ferminatio Aborigi	nal Peoples	
(EEOG) All Employees Representation Availability Gap EE Result All Employees Actual Expected Difference All Employees Actual		Difference	All Employees	Actual	Expected	Difference
# # # % % # # % # # # # 201 Administrative & 2016 4 0 0.0 2.1 0 0 0.0	% #	#	# #	%	#	#
07 Senior Clerical 2018 4 0 0.0 2.1 0 0 0.0 0 0 0 0 0 0	0.0	0	0	0.0	0	0
08 Skilled Sales & 2016 2 0 0.0 2.5 0 0 0.0	0.0					
Service Personnel 2018 1 0 0.0 2.1 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	-
09 Trades Workers 2018 0 0 0.0 0.0 0 0 0.0 0 0 0.0 0 0 0 0	0.0	0	0	0.0	0	0
10 Clerical Personnel 2016 12 0 0.0 2.4 0 0 0.0 2 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0	0.0 0	0	0	0.0	0	
Intermediate Sales & 2016 0 0 0.0 0.0 0 0.0 0.0	0.0		, ,	0.0	Ů	
Service Personnel 2018 0 0 0.0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0	0	0	0.0	0	0
12 Workers 2018 74 0 0.0 2.7 2 -2 0.0 13 0 0.0 0 0 0 0	0.0	0	1	0.0	0	0
Data sources: $\begin{bmatrix} P_{art 2: Flow} \\ D_{ata} \\ Analysis \end{bmatrix} \begin{bmatrix} P_{art 3:} \\ D_{ata} \\ Analysis \end{bmatrix} \begin{bmatrix} E + G_X \\ Goals \end{bmatrix} \begin{bmatrix} P_{art 3:} \\ I00 \end{bmatrix} \begin{bmatrix} P_{art 3:} \\ Goals \end{bmatrix} \begin{bmatrix} F + I_X 100 \\ F + I_X 100 \end{bmatrix} \begin{bmatrix} P_{art 3:} \\ Goals \end{bmatrix} \begin{bmatrix} P_{art 3:} \\ F + M_X 100 \end{bmatrix} \begin{bmatrix} P_{art 3:} \\ F + M_X 100 \end{bmatrix}$						
New Entrants Goals						
Employment Equity Flow Data Short-term Goals Long-term Goals						
Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Appropriate Percent of Percent	Co	Comments	S			
Actual Goal Goal Met Goal Goal Met Goal Goal Met Goal Goal Met Goal Goal Met Goal Goal Met						
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07 Administrative & 2018 0 0.0						
08 Skilled Sales & 2018 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.						
Service Personnel 2021 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.						
09 Trades Workers 2021 0 0 0.0 0.0 0.0 0.0 0.0 0.0						
10 Clerical Personnel 2018 2 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0						
Intermediate Sales & 2018 0 0 0 0 0 0 0 0 0						
12 Semi-Skilled Manual Workers 2021 13 0 0.0 1 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0						

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									Part 5	: Result	s - Abo	riginal	Peoples										
									Zod	iac Hur	ricane	Technol	ogies										
										[Date	: 2016-	07-19]											
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A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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			1	Workfo	rce An	alysis									Flow I	Data A	nalysis						
Employment Equity	Year			W	orkforce	,					Hires				P	romotio	ns			Ter	minatio	ns	
Occupational Group (EEOG)		All Employees	_			al Peoples			All Employee	,		inal Peoples		All Employees			nal Peoples		All Employees			nal Peoples	
(EEGG)	#	#	Represer	ntation %	Avail:	ability #	Gap #	EE Result	H	Act	ual %	Expected #	Difference #	#	Act	ual %	Expected #	Difference #	#	Actu	al %	Expected #	Difference #
Other Sales & Service	2016	0	0	0.0	0.0	. 0	0	0.0	,	,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,	,,	•			,	, ,			,,
13 Personnel	2018	0	0	0.0	0.0		0	0.0	C	0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016 2018	0	0	0.0	0.0	i	0	0.0			0.0		() 0	0	0.0	0	0			0.0	0	
T . 1	2016	121	1	0.8	2.6		-2	31.8		0	0.0	"			0	0.0	0	0		0	0.0	0	0
Total	2018	149	1	0.7	2.6	4	-3	25.8	18	0	0.0	0	(0	0	0.0	0	0	2	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F ÷ M x 100											
3		.	Ţ	1	Ų.	\	Ţ	\	Ţ	\	Ţ	` ↓											
			Entran	its					oals														
Employment Equity	Year	F	ow Data	ъ .		Short-ter		3		Long-teri													
Occupational Group (EEOG)		All Employees	Aboriginal Actu		Goal	Aboriging Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					Ĺ	Commen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0												
Personnel	2021 2018	0	0	0.0	n	0.0	0.0	0.0	(0.0	0.0												
14 Other Manual Workers	2018	0	0	0.0	U	0.0	0.0	0.0		0.0	0.0												
Total	2018	18	0	0.0	2	0.0	0.0	0.0	1	0.0	0.0												
	2021	18	0	0.0			0.0	0.0			0.0	0.0											

								Fede	ral Contr	actors	Progra	m Achie	vement	Report									
									Part 6: R	esults -	Person	ıs with I	Disabiliti	ies									
									Zod	iac Hur	ricane	Techno	ogies										
										[Date	e: 2016	-07-19]											
		Б	т :	т :	-	TT	T		T 7		. 3.6	i at		. В		. D							X 7
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U	<u> </u>	W	X	Y
Data sources:		Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data		P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flov Data	V ÷ U x 100	U x F ÷ 100	V - X
		Analysis	Analysis		Analysis L		I	<u> </u>		Analysis			<u> </u>		Anaiysis	.	<u> </u>	I		Analysis			
		<u> </u>	↓	↓ Workfa		↓ alveie	<u> </u>		<u>↓</u>						Flow	↓ Data A	↓ nalveis			<u> </u>			↓
Employment Equity	Year				orkforce						Hires			Τ		romotio			T	Т	erminati	ons	
Occupational Group	i cai	All Employees				n Disabilities			All Employees			rith Disabilitie		All Employee	s		ith Disabilitie	1	All Employees			ith Disabilitie	·
(EEOG)	#	#	Represe	ntation %	Availa %	ability #	Gap #	EE Result	#	Ac	ctual %	Expected #	Difference #	#	Ac	tual %	Expected #	Difference #	#	A #	tual %	Expected #	Difference #
01	2016	11	0		4.3	0	0	0.0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,			,				,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
& Managers	2018	15	0	0.0	5.0	1	-1	0.0	0	0	0.0	0	() (0	0.0	0	0	0	(0.0	0	0
03 Professionals	2016	2	0		3.8		0	0.0															
Semi-Professionals &	2018 2016	2 14	0		8.9 4.6		-1	0.0	0	0	0.0	0 0	() (0	0.0	0	0	0	(0.0	0	0
04 Technicians	2018	21	0		7.6		-2		1	0	0.0	0 0	() (0	0.0	0	C	0	(0.0	0	0
05 Supervisors	2016	1	0		13.9		0									0.0							
Supervisors: Crafts &	2018 2016	6	0		27.5 7.8	0	0	0.0	0	0	0.0		() (0	0.0	0	C	0	(0.0	0	0
Trades	2018	10	0	0.0	10.1	1	-1	0.0	2	0	0.0	0	() (0	0.0	0	0	1	(0.0	0	0
			Part 2: Flow																				
Data sources:		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÷Kx100	Part 3: Goals	F ÷ M x 100											
		<u> </u>	V		V	Ţ	Ţ	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	ļ.										
		New	Entrai	ıts				G	oals														
Employment Equity	Year	Fl	ow Data Person			Short-ter				Long-ter													
Occupational Group (EEOG)		All Employees	Disab			Persons with	Disabilities			Persons with	n Disabilities						(Commen	its				
(EEOG)			Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
01	# 2018	#	#	%	#	%	%	%	# 0	%	%	%											
& Managers	2018	0	0		0	0.0	0.0		0	0.0													
02	2021	0	0	0.0	0	0.0	0.0		0	0.0	0.00												
03 Professionals	2021	0	0	0.0	Ü	9.0	0.0	0.0	V		0.00	0.0											
04 Semi-Professionals & Technicians	2018 2021	1	0	0.0	0	0.0	0.0		1	0.0	0.00												
	2021	0	0	0.0	0	0.0	0.0		0	0.0	4												
05 Supervisors	2021	0	0	0.0		_	0.0			_	0.00												
06 Supervisors: Crafts & Trades	2018 2021	2	0		0	0.0	0.0		0	0.0	0.00												
L L	2021		i	0.0			0.0				3.00	1 0.0	ı										

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										Part 6: R					ties									
										Zodi		ricane e: 2016-	Technol	ogies										
											[Date	. 2010-	0/-19]											
Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q÷P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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E.	iployment Equity					orce An						***					Data Aı	•			T			
*******	cupational Group	Year				orkforce Persons with						Hires Persons w	ith Disabilitie	s			romotior Persons wi	IS th Disabilities	,			minatio Persons wit	ns h Disabilities	i
(E	EOG)		All Employees	Represe		Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employee	Act		Expected	Difference	All Employees	Actu	······	Expected	Difference
	1	#	#	#	%	%	#	#	0/0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	Ħ
07	Administrative & Senior Clerical	2016 2018	4	0	0.0	3.4 10.0	0	0	0.0	0	0	0.0			0 (0.0	0	0	0	0	0.0	0	0
00	Skilled Sales &	2016	2	0	0.0	3.5	0	0	0.0			0.0				, 0	0.0		0		0	0.0		
	Service Personnel	2018	1	0	0.0	8.0	0	0	0.0	0	0	0.0	0		0 (0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2016 2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0			0 (0.0		0	0	0	0.0	0	0
10		2016	12	0	0.0	7.0	1	-1		0	0	0.0	0			, 0	0.0	0	0		U	0.0	0	- 0
10	Clerical Personnel	2018	21	1	4.8	9.3	2	-1	51.2	2	0	0.0	0		0 (0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2016 2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0			0 (0.0	0	0		0	0.0	0	0
-	Semi-Skilled Manual	2016	69	1	1.4	4.8	3	-2		0		0.0	0			, 0	0.0	0	0		0	0.0	0	0
12	Workers	2018	74	1	1.4	10.3	8	-7	13.1	13	0	0.0	1		-1 (0	0.0	0	0	1	0	0.0	0	0
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 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											
Ļ			Ţ	\ \	↓	\ \		Ţ		J.	<u> </u>	<u> </u>	<u> </u>	.i										
			New	Entrai	nts				G	oals														
En	iployment Equity	V	F	ow Data			Short-tei	m Goals	i		Long-ter	m Goals												
	cupational Group	Year	All Employees	Person Disab			Persons witl	n Disabilities			Persons with	Disabilities						(Commen	ts				
(E	EOG)		An Employees	Act	nal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Skilled Sales &	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
08	Service Personnel	2021	0	0	0.0			0.0				0.0		-										
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0											
10	Clerical Personnel	2021 2018 2021	2	0 0	0.0 0.0 0.0	0	0.0	0.0	0.0	1	0.0	0.0 0.0 0.0	0.0											
11	Intermediate Sales & Service Personnel	2021 2018 2021	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	2018 2021	13	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0											

									Feder	ral Contr	actors l	Prograi	m Achie	vement l	Report									
										Part 6: R	esults -	Person	s with I	Disabiliti	es									
										Zodi	ac Hur	ricane '	Technol	ogies										
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Α	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				1	Vorkfo	rce An	alysis									Flow I	Data A	nalysis						
	oloyment Equity	Year			W	orkforce						Hires				P	romotio	ns			Te	rminatio	ns	
	upational Group		All Employees				Disabilities			All Employees			ith Disabilitie		All Employees			ith Disabilitie		All Employees			th Disabilities	
(EE	OG)		ш.	Represer		Availa		Gap	EE Result		Act		Expected	Difference		Act		Expected	Difference		Act		Expected	Difference
	Other Sales & Service	2016	# 0	# 0	% 0.0	0.0	#	#	0.0	#	₽	%	#	#	#	#	%	#	#	#	#	%	#	#
	Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0															
14	Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Tota	I	2016	121	1	0.8	5.1	6	-5	16.2				ļ											
		2018	149	2	1.3	9.3	14	-12	14.4	18	0	0.0	2	-2	0	0	0.0	0	0	2	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data I Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F ÷ M x 100											
			<u> </u>	↓	↓ ,	↓	<u> </u>	↓	1	↓	↓	1	↓											
				Entran	ts				G	oals														
Em	oloyment Equity	Year	FI	low Data	5.0		Short-ter	m Goals			Long-teri	m Goals												
	upational Group	теаг	All Employees	Persons Disabi			Persons witl	Disabilities		1	Persons with	Disabilities						(Commen	ts				
(EE	OG)		An Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
1 13 1	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
		2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
14	Other Manual Workers	2021	0	0	0.0	V	0.0	0.0	0.0	, and a second		0.0												
Tota	1	2018	18	0	0.0	1	0.0	0.0	0.0	3	0.0	0.0	.											
Tota		2021	18	0	0.0			0.0	0.0			0.0	0.0											

									Feder	al Conti	actors	Progra	m Achie	evement	Report									
									Par	t 7: Resu	ılts - M	embers	of Visil	ole Min	orities									
										Zod	iac Hur	ricane	Techno	logies										
											[Date	e: 2016	-07-19]											
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A	В	C	D	Е	F	G	Н	<u> </u>	J	K	L	M	N	О	Р	Q	R	S	Т	U	V	W	X	Y
Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	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
		1	1	<u> </u>	↓	↓	↓	1	1	J	↓	↓	↓	↓	1	1	↓	1	↓	1	1	↓	1	1
r	. I Parite					orce An									- 1		Data Aı	٠		T				
***************************************	ployment Equity upational Group	Year		1	N N	orkforce Visible M						Hires	· Minorities			P	romotion	Minorities			Te	rminatio	Minorities	
	OG)		All Employees	Represe	entation	Avail		Gap	EE Result	All Employees	Ac	ctual	Expected	Difference	All Employees	Ac		Expected	Difference	All Employees	Ac	tual	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01	Senior Managers	2016	2	0	0.0	10.1	0	0	0.0															
		2018	2	0		11.5	0	0	0.0	0	0	0.0			0 0	0	0.0	0	0	0	0	0.0	0	0
1 07 1	Middle & Other Managers	2016	9	Ŭ		15.0 17.6	2	-1 -2		0	0	0.0		1	0 0	0	0.0	0	0		0	0.0	0	0
\Box		2016	2	0		31.4	1	-1			1	0.0					0.0					0.0		0
0.3	Professionals	2018	2	1	50.0	36.2	1	0	138.1	0	0	0.0			0 0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals &	2016	14		7.1	23.6	3	-2																
\vdash	Technicians	2018	21	8		25.0 43.4	5	3	152.4	1	. 0	0.0)	0 0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2018	1	0		49.6	0	0	0.0	0	0	0.0)	0 0	0	0.0	0	0	0	0	0.0	0	0
06	Supervisors: Crafts &	2016	6	1	16.7	4.5	0	1	370.4															
	Trades	2018	10	2	20.0	9.6	1	1	208.3	2	2 0	0.0			0 0	0	0.0	0	0	1	0	0.0	0	0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ 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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			Nev	v Entrai	nts				G	oals														
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(EE	OG)			Act	tual	Goal	Goal Met	Goat	Percent of Goal Met	Goal	Goal Met	Goal	Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01	Senior Managers	2018	0	0		0	0.0	0.0		0	0.0	0.0		-										
\Box	Middle & Other	2021	0	0	. 	1	0.0			0	0.0	Ø												
02	Managers	2021	0	0	i			0.0	0.0			0.0	0.0											
03	Professionals	2018	0	0		1	0.0	0.0		0	0.0	,		_										
		2021 2018	0	0	0.0	1	0,0	0.0		1	0,0	0.0												
04	Semi-Professionals & Technicians	2018	1	0		1	0.0	0.0		1	0.0	0.0		-										
05		2018	0			0	0.0			0	0.0	4												
\square	Supervisors	2021	0	Ů				0.0				0.0												
1 06 1	Supervisors: Crafts &	2018	2	0	0.0	0	0.0	0.0		0	0.0			-										
Ш	Trades	2021	2	0	0.0			0.0	0.0			0.0	0.0											

									Feder	al Contr	actors	Progra	m Achie	evement	Report									
									Par	t 7: Resu	ılts - M	embers	of Visil	ole Mino	orities									
										Zod	iac Hur	ricane	Techno	logies										
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Data	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	ployment Equity upational Group	Year			W	orkforce						Hires				P	romotion				Te	rminatio		
	opanonai Group OG)		All Employees	Represe	antetion	Visible N Avails		Gap	EE Result	All Employees	\$	Visible ctual	Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	1.00	Visible	Minorities Expected	Difference
`	,	#	#	#	%	%	#	Gap #	%	#	#	%	##	##	#	#	.uai %	##	#	#	#	- %	Expected #	#
07	Administrative &	2016	4	1	25.0	35.3	1	0	70.8															
07	Senior Clerical	2018	4	0	0.0	39.9	2	-2	0.0	0	0	0.0	C)	0 0	0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales &	2016	2	0		24.7	0	0	0.0															
	Service Personnel	2018	1	0		26.1	0	0	0.0	0	0	0.0	C)	0 0	0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2016 2018	0	0		0.0	0	0	0.0	0		0.0				0	0.0	0	0		0	0.0	0	0
		2016	12			42.3	5	-3			\	0.0		'		1	0.0	0	0		Ů	0.0		
10	Clerical Personnel	2018	21		19.0	46.7	10	-6		2	2 0	0.0	1	-	1 0	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales &	2016	0	0		0.0	0	0	0.0															
	Service Personnel	2018	0	0		0.0	0	0	0.0	0	0	0.0	C)	0 0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2016 2018	69 74			48.9 53.4	34 40	-19 -16		13	5 0	0.0	7		7 0	0	0.0	0	0	1	0	0.0	0	0
	Workers	2016	/4		32.4	33.4	40	-10	00.7	13	<u>'1 </u>	, O.C	1	_	/ 0	1 0	0.0	- 0	0	1		0.0		
Data	ources:		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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		#	#	#	%	Ħ	%	%	%	#	%	%	%											
07	Administrative &	2018	0	0		0	0.0	0.0	0.0	0	0.0													
\vdash	Senior Clerical	2021 2018	0	0		0	0.0	0.0	0.0	0		0.0												
08	Skilled Sales & Service Personnel	2018	0	0		0	0.0	0.0	0.0	0	0.0	0.0		-										
	Skilled Crafts &	2018	0	0		0	0.0	0.0	0.0	0	0.0	9												
09	Trades Workers	2021	0	0	0.0			0.0	0.0			0.0		-										
10	Clerical Personnel	2018	2	0		1	0.0	0.0	0.0	2	0.0	·		-										
		2021	2	0				0.0	0.0			0.0												
11	Intermediate Sales & Service Personnel	2018 2021	0			0	0.0	0.0	0.0	0	0.0	0.0		_										
	Semi-Skilled Manual	2021	13	ı	0.0	5	0.0	0.0	0.0	14	0.0	//												
12	Workers	2021	13		0.0		- 10	0.0	0.0	•	3.0	0.0		-										

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Data sources:	••••••••••••	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data C Analysis) ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis		÷Ux 100	J x F ÷ 100	V - X
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			1	Vorkfo	orce An	alysis									Flow D	ata A	nalysis						
Employment Equity Occupational Group	Year		ı	W	orkforce						Hires				Pr	omotio				Term			
(EEOG)		All Employees	Represen	itation	Visible M Availe	······	Gap	EE Result	All Employees	Act		Minorities Expected	Difference	All Employees	Actu		Minorities Expected	Difference	All Employees	Actual	Visible N	Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#		%	#	#
Other Sales & Servic		0	0	0.0	0.0		0	0.0															
Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Worke	rs 2016 2018	0	0	0.0	0.0		0	0.0		0	0.0				0	0.0	0	0	0	0	0.0	0	
T . 1	2016	121	20	16.5	38.8		-27	42.6	, v		0.0			, ,	0	0.0	0	0			0.0	0	
Total	2018	149	39	26.2	41.0	61	-22	63.8	18	0	0.0	7	-7	7 0	0	0.0	0	0	2	0	0.0	0	0
Data sources:		Part 2: Flow Data Analysis	Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
	1	, 		_ ↓								↓	I										
			Entran	ts			-		oals		-												
Employment Equity Occupational Group	Year	F	ow Data Visible Mi	norition		Short-ter Visible N				Long-teri								Commen					
(EEOG)		All Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						.ommen	ts				
	#	#	#	%	#	%	%	%	#	%	%	%											
Other Sales & Servic		0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Personnel	2021	0	0	0.0	Λ	0.0	0.0	0.0	0	0.0	0.0												
14 Other Manual Worke	rs 2018	0	0	0.0	U	0.0	0.0	0.0		0.0	0.0												
Total	2018	18	0	0.0	9	0.0	0.0	0.0	17	0.0	0.0												
Total	2021	18	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Zodiac Hurricane Technologies [Date: 2016-07-19]

Efforts

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

-		
1200	DOWLLL	maggiirage
110	ıun cu	measures:

√	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
\checkmark	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:
V	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
✓	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.
\checkmark	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.

J	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
4	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
Please	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
	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).

Other.	
Other.	
Other.	

Additional Details

Please provide any additional information (optional):

We have found it very difficult to hire staff in these catagories that have the appropriate skills required. We have hired female welders only to have them leave within a few months. To build the boats required in our industry we require people to be able to handle heavy items which creates barriers for a lot of women in our skilled work force. We have a good representation of women in the position we have working in the Tube & Collar shop and in the offices.

Federal Contractors Program Report of the Subsequent Compliance Assessment

	me: Zodiac Hurricane Technologies Inc. – 100185 cion: Delta, BC
Number of En	nployees: 109
• British	Columbia 109
Organization (Overview:
NAICS # <u>3345</u> group)	(Navigational, measuring, medical and control instruments manufacturing - Industry
Zodiac Hurrica their products	ane is one of the leading builders of Rigid Hull Inflatable Boats (RHIB) boats and are currently in use with the Royal Canadian Navy and Coast Guard. Currently, the orking on a solution for DND's Multi-Role Boat project.
Key Dates – Fir	est Year Assessment
Initiated:	2016-06-19
Received:	2017-06-19
Closed:	2016-08-08
Workforce Analysis:	2017-07-19
Key Dates – Su	bsequent Assessment
Initiated:	2018-12-09
Received:	2019-04-01
Workforce Analysis:	2019-02-28
DATA VERIFICA	ATION
	that the data provided as part of the subsequent assessment package is that provided during the previous submission:
Comments:	
I have verified to in Forms 1 to 6 ⊠ Yes □ No	that the data provided in the Achievement Report is consistent with that found :
Comments:	



The period reported on the Achievement report is 2017-01-23 to 2019-02-28. The data from the current workforce analysis included in the Achievement report is consistent with that found in Forms 1 to 6 from WEIMS submitted by the employer on 2019-04-01.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment, several gaps were found in different EEOG's in each designated group. For the purpose of this assessment, only percentage format is used for goals.

Women

01	Senior Managers	No goal set.
02	Middle & Other Managers	Goal met at 100%
04	Semi-Professionals & Tech	Goal not met (0%)
05	Supervisors	Goal not met (0%)

Assessment/Observations

- EEOG 01: There were no new entrants in this EEOG. No goal was set.
- EEOG 04: With six new entrants in this EEOG, and an LMA rate of 12.2%, the goal of hiring one woman was unattainable.
- EEOG 05: There were no new entrants in this EEOG. The goal of hiring one woman was unattainable.

Aboriginal Peoples

04 Semi-Professionals & Tech	Goal not met (0%)
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Assessment/Observations

• EEOG 04: With six new entrants in this EEOG, and an LMA rate of 4.0%, this goal was unattainable.

Persons with Disabilities

	04	Semi-Professionals & Tech	No goal set
- 1	0-1	Schill i Torcasionala & rech	140 godi set

Assessment/Observations

• EEOG 04: Out of six new entrants in this EEOG, none was a person with disabilities. No goal set.

Visible Minorities

02	Middle & Other Managers	Goal not met (0%)
03	Professionals	Goal not met (0%)
04	Semi-Professionals & Tech	Goal met at 600%

Assessment/Observations

- EEOG 02: Out of three new entrants in this EEOG, none was a member of visible minorities. With an LMA rate of 15.0%, goal of hiring one person was unachievable.
- EEOG 03: No new hires in this EEOG. Goal was unachievable.
- EEOG 04: Out of six new entrants in this EEOG, six were members of visible minorities.

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 2016-07-19 to 2019-07-16.
 - During their initial assessment, the organization set seven short-term goals.
 - No goals were set for two EEOGs with pre-existing gaps.
 - Five goals were unattainable due to low numbers in hiring/no new entrants coupled with low availability rates.

ASSESSMENT OF CURRENT GOALS AND GAPS

- All short and long-term goals are set in percentage format, and at labour market availability as required.
- The goals are reduced to 50% for women only.

Women

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.6	27.6	0.0	27.6
02	Middle & Other Managers	-3	39.4	39.4	10.0	39.4
04	Semi-Professionals & Tech	-2	9.2	10.0	0.0	9.2
05	Supervisors	0	50.0	50.0	0.0	52.5
10	Clerical personnel	-4	50.0	50.0	50.0	70.6
12	Semi-Skilled Manual	-3	16.4	16.4	10.0	16.4

Observations:

Goals (short and long-term) were set at the LMA rate or higher.

- For EEOG5 (Supervisors), there were no workers in this category; goals were set with no present gap
- For EEOG 10, there was no goal required as the representation is at 50%.

Aboriginal Peoples

Workforce Analysis Results			Go	als		
			Short-	Long-	Representation	LMA
Emple	Employment Equity Occupational Group		term	term		
(EEOG)		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
10	Clerical Personnel	0	2.7	2.7		2.7
12	Semi-Skilled Manual	-1	2.7	2.7	0.0	2.7

Observations:

- There are no Aboriginal people in this organization. However, due to low LMA coupled with low representation, there was only one gap present.
- Goals have been set appropriately at LMA where there is a gap present.
- For Clerical Personnel (with no present gap) a goal was set at LMA rate.

Persons with Disabilities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01/	Managers	-1	5.0	5.0	0.0	5.0
04	Semi-Professionals & Techs	-1	7.6	7.6	0.0	7.6
06	Supervisors: Crafts and Trades	-1	10.1	10.1	0.0	10.1
10	Clerical Personnel	-1	9.3	9.3	5.6	9.3
12	Semi-Skilled Manual Workers	-5	10.3	10.3	0.0	10.3

Observations:

- Goals have been set appropriately at LMA where there were gaps present.
- There were no persons with disability hired in any EEOG but one (EEOG 10: Clerical Personnel) where one person with disability was hired.

Members of Visible Minorities

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Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation-	LMA
•	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-2	5.0	5.0	0.0	17.6
07	Administrative & Senior Clerical	-1	39.9	39.9	0.0	39.9
10	Clerical Personnel	-5	46.7	46.7	16.7	46.7
12	Semi-Skilled Manual Workers	-7	53.4	53.4	40.0	53.4

Observations:

Goals have been set appropriately at LMA where there is a gap present.

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:

- Through their second compliance assessment, the employer has demonstrated some progress towards achieving employment equity in the workplace, especially with women and members of visible minorities.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Olga Arnaoudova

Date: December 9, 2019

From: Arnaoudova, Olga O [NC] Sent: December 16, 2019 4:50 PM

To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>; 'stephen.sleigh@zodiacmilpro.com'

<stephen.sleigh@zodiacmilpro.com>

Cc: 'Watts, Ann' <ann.watts@zodiacmilpro.com>

Subject: Government of Canada Agreement Number: 100185 - Notification of Compliance with the

Federal Contractors Program

Importance: High

Subject: Government of Canada Agreement Number: 100185 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Stephen Sleigh:

I am writing to inform you that the subsequent compliance assessment initiated on June 19, 2019 has been completed. As a result of the assessment, Zodiac Hurricane Technologies Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Zodiac Hurricane Technologies Inc.'s employment equity program.

- Through their second compliance assessment, the employer has demonstrated some progress towards achieving employment equity in the workplace, especially with women and members of visible minorities.
- It is recommended that the employer continue to implement hiring practices that encourage recruitment in the four designated groups to avoid creating any new gaps in representation.
- It is recommended that an Employment Systems Review (ESR) be conducted to identify potential barriers to the recruitment and retention of individuals in the designated groups. Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070

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

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

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

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

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers:
- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are 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@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Zodiac Hurricane Technologies Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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

From: Watts, Ann <ann.watts@zodiacmilpro.com>

Sent: July 19, 2019 12:04 PM

To: Arnaoudova, Olga O [NC] <olga.arnaoudova@labour-travail.gc.ca>

Subject: Federal Contractors Program

Hi Olga,

Please find the documentation needed below along with the duly completed excel file.

I must apologize Olga as looking at the information I honestly did not know that every time we hired a new employee I should have updated the WEIMS site. We always use the Self ID Questionnaire as part of the New Employee Package but I did not know that I was to keep the information on the WEIMS site updated during the period between the Compliance Assessments.

If there is anything missing please let me know. Unfortunately I have to work on payroll now as it has to be sent today so I may not be able to get anything required straight away but I will do my best.

Thanks for your patience.

Regards,

Ann Watts
Payroll & Benefits Administrator
Zodiac Hurricane Technologies Inc
7830 Vantage Way,
Delta, BC V4G 1A7
Tel: 604-940-2999 Ext 243

Direct Line: 604-952-4787

Fax: 604-940-2779

Email: ann.watts@zodiacmilpro.com

From: Watts, Ann <ann.watts@zodiacmilpro.com>

Sent: July 22, 2019 2:00 PM

To: Arnaoudova, Olga O [NC] <olga.arnaoudova@labour-travail.gc.ca>

Subject: Re: Message from KM_C558

Thanks Olga for all your help. Thanks also for entering the Goals information for me. I did upload the promo.text file, I have done this twice now and there seems to be a problem with it uploading. There are three employees who were promoted into new positions, I will send you the text file that I have tried to upload as I must be doing something wrong. The Employee file and Term files both uploaded fine.

I started it as an excel file and then moved it to a Text file as requested. I will attach both to this email.

Sorry Olga to be unorganized but changing over the Payroll system was a lot more work than I expected. I will keep on getting all new employees to fill in the Self ID Questionnaire and I am hoping that we will be hiring more women in Management positions as mentioned we have some Managers who will be retiring within the next couple of years.

Thanks and regards,

On Mon, 22 Jul 2019 at 10:39, <olga.arnaoudova@labour-travail.gc.ca> wrote:

Hi Ann

Thank you for sending the files again.

Entering the goals at the LMA level is mandatory in Tables 9-16 (Goals tab) as the purpose of the FCP is to have goals. Please see the table attached and let me know if you would like to add any notes.

I have entered them myself (for women the goal cannot exceed 50% and you will notice that I have lowered it for some categories). Please confirm if the attached file meets your approval.

Also, I do not see any promotions on the FlowDataAnalysis. Did you upload the promo.txt file? Please enter the promotions mentioned in your email below on the FlowDataAnalysis tab after you upload the files (promo.txt and employee.txt) in WEIMS. By entering this information, you will allow us to evaluate better the results of your efforts in the last three years!

Please let me know if you have any questions. I also left a voicemail. Regards, Olga From: Watts, Ann <ann.watts@zodiacmilpro.com> Sent: 2019-07-22 12:53 PM To: Arnaoudova, Olga O [NC] < olga.arnaoudova@labour-travail.gc.ca> Subject: Fwd: Message from KM_C558 Hi Olga, Please find the updated WEIMS information. I have tried to fill in all of the blue sections required but I must admit it is hard to see what is happening within the next two years. We do have some positions that will become available due to some employees retiring but with their being no mandatory retirement age in Canada it is hard to know if this will happen within the next two years. We always open all positions to any person with the necessary qualifications regardless of their sex, nationality and disabilities. On all of our job descriptions we list what physical requirements are needed especially for our skill trade jobs. We review all of the resumes received. We have promoted three employees - these were all women that changed positions within the Administrative and Clerical Personnel category. Thanks you giving me the extra few days to complete this. Please let me know if anything else is needed. Thanks and regards,

Ann Watts

Payroll & Benefits Administrator

Zodiac Hurricane Technologies Inc

7830 Vantage Way,

Delta, BC V4G 1A7

Tel: 604-940-2999 Ext 243

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Fax: 604-940-2779

Email: ann.watts@zodiacmilpro.com

From: Watts, Ann <ann.watts@zodiacmilpro.com>

Sent: July 2, 2019 12:21 PM

To: Arnaoudova, Olga O [NC] <olga.arnaoudova@labour-travail.gc.ca>

Subject: Re: FW: Government of Canada Agreement 100185 - Notice of Subsequent Compliance

Assessment under the Federal Contractors Program

Hi Olga,

Sorry I missed your call. I must apologize that I missed the deadline of June 19th. We have changed payroll systems this year and I must admit that has kept me really busy so I totally forgot. What are my options for an extension as at the moment I am working on the month end for June 2019 and it is also our first quarter end so it will take me the next few days to work on that. We are only a small accounting office of three people the Controller, an Accounts Payable person and I do all of the Payroll as well as the Invoicing and Accounts receivable and other accounting tasks such as PST - GST - WCB and now the new EHT.

Thanks and Regards,

Ann Watts

On Fri, 28 Jun 2019 at 12:06, <olga.arnaoudova@labour-travail.gc.ca> wrote:

Hello Ann

I also left a voicemail. Your report is now late as it was due on June 19th, 2019.

Can you call me at the number below, please? If you need an extension, we can discuss some options.

Thank you!

Olga Arnaoudova

Program Officer | Agente de programme

Direction de l'équité en milieu de travail, Programme du travail

Emploi et Développement social Canada | Gouvernement du Canada

Téléphone: 819-654-5349

Workplace Equity Division, Labour Program
Employment and Social Development Canada | Government of Canada

Telephone: 819-654-5349



Restez à jour! Obtenez un apercu de tous les changements législatifs et réglementaires en cours.

Stay up to date! Get overview to all the legislative and regulatory changes underway.

From: Arnaoudova, Olga O [NC] On Behalf Of EE-EME

Sent: 2019-05-07 10:27 AM

To: 'stephen.sleigh@zodiacmilpro.com' <stephen.sleigh@zodiacmilpro.com>

Cc: 'ann.watts@zodiacmilpro.com' <ann.watts@zodiacmilpro.com>; 'crayburn@zht.zodia.com'

<crayburn@zht.zodia.com>

Subject: Government of Canada Agreement 100185 – Notice of Subsequent Compliance

Assessment under the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Stephen Sleigh:

Further to your initial compliance assessment which was concluded on 2016-08-08, Zodiac Hurricane Technologies Inc. is now subject to a subsequent compliance assessment under the <u>Federal Contractors Program</u> (FCP). The goal of this subsequent assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this subsequent assessment, Zodiac Hurricane Technologies Inc. is required to submit the following information to the Labour Program by 2019-06-19:

- Forms 1 to 6 covering your workforce data at the national level (including hiring, promotion and termination data between the previous and subsequent compliance assessments);
- an updated workforce analysis including the Summary Report and Detailed Report; and
- a completed Achievement Report in Excel format that includes revised short-term and long-term numerical goals for any gaps in representation.

Tools and Resources

In order to support this work, we encourage you to use the <u>Workplace Equity Information Management System</u> (WEIMS). For your reference, please refer to the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program.* This document can be accessed under FCP Documents of WEIMS <u>Help page</u>.

<u>WEIMS</u> is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (step 3 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- · create backup files of your data; and
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an <u>Authorization Form</u> to Access WEIMS.

Should you have any questions or require assistance, please contact your Program Officer, Olga Arnaoudova, at Olga.Arnaoudova@labour-travail.gc.ca.

Workplace Equity Team

Workplace Equity Division, Labour Program

Employment and Social Development Canada / Government of Canada

ee-eme@hrsdc-rhdcc.gc.ca

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Ann Watts
Payroll & Benefits Administrator
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