



## APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

### *Federal Contractors Program*

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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](mailto:ee-eme@hrsdc-rhdcc.gc.ca).

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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, 2019**

**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: [ee-eme@hrsc-rhdcc.gc.ca](mailto:ee-eme@hrsc-rhdcc.gc.ca).

**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@hrsc-rhdcc.gc.ca](mailto:ee-eme@hrsc-rhdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsc-rhdcc.gc.ca](mailto:ee-eme@hrsc-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				
	Permanent Full-time	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
<b>Total Employees in Canada</b>				<b>109</b>	<b>Total Employees in Canada</b>				<b>109</b>



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over  Bottom Range: \$ 80,000 - \$84,999	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>		2	2									
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over  Bottom Range: \$ 60,000 - \$64,999	4	3	3										
	3	2	2										
	2	3	3										
	1	2	1	1									
	<b>Total</b>		10	9	1								
<b>Professionals</b>  Top Range: \$ 75,000 - \$79,999  Bottom Range: \$ 50,000 - \$54,999	4	1	1										
	3												
	2												
	1	1	1								1	1	
	<b>Total</b>		2	2							1	1	
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 80,000 - \$84,999  Bottom Range: \$ 35,000 - \$39,999	4	5	5										
	3	3	3								1	1	
	2	6	6								4	4	
	1	3	3								3	3	
	<b>Total</b>		17	17							8	8	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors: Crafts and Trades</b>  Top Range: \$ 80,000 - \$84,999  Bottom Range: \$ 45,000 - \$49,999	4	1	1										
	3	2	1	1									
	2	2	2								1	1	
	1	2	2										
	<b>Total</b>		7	6	1							1	1
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 60,000 - \$64,999  Bottom Range: \$ 45,000 - \$49,999	4	1		1									
	3	1	1										
	2												
	1	1		1									
	<b>Total</b>		3	1	2								
<b>Clerical Personnel</b>  Top Range: \$ 55,000 - \$59,999  Bottom Range: \$ 30,000 - \$34,999	4	4	2	2									
	3	4	1	3							1	1	
	2	5	1	4									
	1	5	5					1	1		2	2	
	<b>Total</b>		18	9	9				1	1		3	3
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 90,000 - \$94,999  Bottom Range: \$ 35,000 - \$39,999	4	2	2										
	3	8	8								3	3	
	2	16	16								6	6	
	1	24	19	5							11	6	5
	<b>Total</b>		50	45	5							20	15



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total Number of Employees</b>		<b>109</b>	<b>91</b>	<b>18</b>				<b>1</b>	<b>1</b>		<b>33</b>	<b>28</b>	<b>5</b>



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / British Columbia

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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	2	2								1	1	
\$ 35,000 - \$37,499	4	1	3							3		3
\$ 37,500 - \$39,999	6	5	1				1	1		4	3	1
\$ 40,000 - \$44,999	9	6	3							2	1	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										
<b>Total Number of Employees</b>	<b>109</b>	<b>91</b>	<b>18</b>				<b>1</b>	<b>1</b>		<b>33</b>	<b>28</b>	<b>5</b>



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / British Columbia

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	3	2	1									
<b>Semi-Professionals and Technicians</b>	6	6								6	6	
<b>Supervisors: Crafts and Trades</b>	4	4								1	1	
<b>Clerical Personnel</b>	7	4	3							2	2	
<b>Semi-Skilled Manual Workers</b>	11	11								2	2	
<b>Total Number of Employees Hired</b>	<b>31</b>	<b>27</b>	<b>4</b>							<b>11</b>	<b>11</b>	





Workplace Equity Information Management System - Zodiac Hurricane Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2019-07-16

**Women**

Employment Equity Occupational Group	Women					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>109</b>	<b>18</b>	<b>16.5 %</b>	<b>27.6 %</b>	<b>30</b>	<b>-12</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Zodiac Hurricane Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2019-07-16

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>109</b>	<b>0</b>	<b>0.0 %</b>	<b>2.6 %</b>	<b>1</b>	<b>-1</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Zodiac Hurricane Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2019-07-16

**Members of Visible Minorities**

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
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
<b>Total</b>	<b>109</b>	<b>33</b>	<b>30.3 %</b>	<b>40.2 %</b>	<b>44</b>	<b>-11</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Zodiac Hurricane Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2019-07-16

**Persons with Disabilities**

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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
<b>Total</b>	<b>109</b>	<b>1</b>	<b>0.9 %</b>	<b>9.1 %</b>	<b>10</b>	<b>-9</b>

Total may not equal sum of components due to rounding.



### 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

# Federal Contractors Program Achievement Report

## Part 1: Workforce Analysis

### Zodiac Hurricane Technologies

[Date: 2016-07-19]

#### Data from First/Previous Workforce Analysis

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

#### Data from Subsequent/Current Workforce Analysis

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	01

#### Table 1: Women

##### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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
<b>Total</b>		<b>121</b>	<b>20</b>	<b>25.5</b>

#### Table 5: Women

##### Subsequent/Current Workforce Analysis

All Employees		Women	
		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	
<b>149</b>	<b>23</b>	<b>26.5</b>	

**\* Source:**

2011 National Household Survey

**\* Source:**

2016 Census

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	01

**Table 2: Aboriginal Peoples**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			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
<b>Total</b>		<b>121</b>	<b>1</b>	<b>2.6</b>

**Table 6: Aboriginal Peoples**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal 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
<b>Total</b>		<b>149</b>	<b>1</b>	<b>2.6</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2016 Census



**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	01

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	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
<b>Total</b>		<b>121</b>	<b>20</b>	<b>38.8</b>

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce Analysis**

All Employees	Members of Visible Minorities	
	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	0	0.00
21	4	46.70
0	0	0.00
74	24	53.40
0	0	0.00
0	0	0.00
<b>149</b>	<b>39</b>	<b>41.0</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2016 Census

# Federal Contractors Program Achievement Report

## Part 1: Workforce Analysis

### Zodiac Hurricane Technologies

[Date: 2016-07-19]

#### Data from First/Previous Workforce Analysis

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	07	19

#### Data from Subsequent/Current Workforce Analysis

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	12	01

**Table 4: Persons with Disabilities**

#### First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees		
		Persons with Disabilities		
			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
<b>Total</b>		<b>121</b>	<b>1</b>	<b>5.1</b>

**\* Source:**

2012 Canadian Survey on Disability

**Table 8: Persons with Disabilities**

#### Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		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
<b>Total</b>		<b>149</b>	<b>2</b>	<b>9.3</b>

**\* Source:**

2017 Canadian Survey on Disability



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

Start Date of Flow Data		
YYYY	MM	DD
2016	07	19

End Date of Flow Data		
YYYY	MM	DD
2018	12	0

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓

**Data from Form 5 - Employees Promoted**

↓ ↓ ↓ ↓

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	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	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	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
<b>Total</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>

Table 6: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples 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
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Table 10: Aboriginal Peoples			
Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
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
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>





**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for First/Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals								
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected			YYYY-MM-DD	Over 3 Years	Over 3 Years	From - To								
		2016-07-19	Annually	Over 3 Years	Annually	Over 3 Years	2016-07-19		Annually	Over 3 Years	YYYY - YYYY									
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%		
01	Senior Managers	2	0.0%		0	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%		0	0.0%		0	0	0	0.0%	0	4	0	38.9%	-4	-4	0.0%	0.0%	
03	Professionals	2	0.0%		0	0.0%		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	0.0%	0	2	0	12.2%	-2	-2	0.0%	0.0%	
05	Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	51.4%	-1	-1	0.0%	0.0%	
06	Supervisors: Crafts & Trades	6	18.6%		0	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%		0	0.0%		0	0	3	0.0%	0	0	0	79.0%	0	0	75.0%	75.0%	
08	Skilled Sales & Service	2	-20.6%		0	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%		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	7	0.0%	0	1	0	70.0%	-1	-1	58.3%	58.3%	
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	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%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>		<b>121</b>	<b>7.2%</b>		<b>0</b>	<b>1.5%</b>		<b>0</b>	<b>0</b>	<b>20</b>	<b>0.0%</b>	<b>0</b>	<b>11</b>	<b>0</b>	<b>25.5%</b>	<b>-11</b>	<b>-11</b>	<b>16.5%</b>	<b>16.5%</b>	

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

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

**Table 2: Women**

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	2	0.0	
03	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	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	1	0.0	4	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
<b>Total</b>		<b>5</b>		<b>7</b>		



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for First/Previous Goals**

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

**Table 3: Aboriginal Peoples**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples												
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
	2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-07-19	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019						
	#	%	%	#	%	%	#	#	#	%	#	#	%	#	%						
01 Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%		
02 Middle & Other Managers	9	13.0%		0	0.0%		0	0	1	0.0%	0	-1	0	0	2.2%	1	1	11.1%	11.1%		
03 Professionals	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	1.0%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	14	14.5%		0	0.0%		0	0	0	0.0%	0	1	0	0	4.0%	-1	-1	0.0%	0.0%		
05 Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.6%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	6	18.6%		0	12.5%		0	0	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	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	0	0	0	2.5%	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	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	12	20.5%		0	0.0%		0	0	0	0.0%	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	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	69	2.4%		0	1.4%		0	0	0	0.0%	0	2	0	0	2.2%	-2	-2	0.0%	0.0%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
<b>Total</b>	<b>121</b>	<b>7.2%</b>		<b>0</b>	<b>1.5%</b>		<b>0</b>	<b>0</b>	<b>1</b>	<b>0.0%</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2.6%</b>	<b>-2</b>	<b>-2</b>	<b>0.8%</b>	<b>0.8%</b>		

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

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

**Table 4: Aboriginal Peoples**

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



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-07-19	Annually	Over 3 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	0	#DIV/0!	#DIV/0!
<b>Total</b>		<b>121</b>	<b>7.2%</b>		<b>0</b>	<b>1.5%</b>		<b>0</b>	<b>0</b>	<b>1</b>	<b>0.0%</b>	<b>0</b>	<b>5</b>	<b>0</b>		<b>5.1%</b>	<b>-5</b>	<b>-5</b>	<b>0.8%</b>	<b>0.8%</b>

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	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	
<b>Total</b>		<b>1</b>		<b>3</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities											
		First/Previous Short-term Goals										3 Year Goals											
		Number			Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		YYYY - YYYY	2016					
		2016-07-19	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2016-07-19	Annually	Over 3 Years	#	#	%	%	%	%	%	%			
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	%	%	%					
01	Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%				
02	Middle & Other Managers	9	13.0%		0	0.0%		0	0	0	0.0%	0	1	0	15.0%	-1	-1	0.0%	0.0%				
03	Professionals	2	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	31.4%	-1	-1	0.0%	0.0%				
04	Semi-Professionals & Tech	14	14.5%		0	0.0%		0	0	1	0.0%	0	2	0	23.6%	-2	-2	7.1%	7.1%				
05	Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	43.4%	0	0	0.0%	0.0%				
06	Supervisors: Crafts & Trades	6	18.6%		0	12.5%		0	0	1	0.0%	0	-1	0	4.5%	1	1	16.7%	16.7%				
07	Administrative & Sr Clerical	4	0.0%		0	0.0%		0	0	1	0.0%	0	0	0	35.3%	0	0	25.0%	25.0%				
08	Skilled Sales & Service	2	-20.6%		0	0.0%		0	0	0	0.0%	0	0	0	24.7%	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	2	0.0%	0	3	0	42.3%	-3	-3	16.7%	16.7%				
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	15	0.0%	0	19	0	48.9%	-19	-19	21.7%	21.7%				
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total		121	7.2%		0	1.5%		0	0	20	0.0%	0	27	0	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)<sup>1/3</sup> - 1) x 100.

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

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	1	0.0	0	0.0	
03	Professionals	1	0.0	0	0.0	
04	Semi-Professionals & Tech	1	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	1	0.0	2	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	5	0.0	14	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		9		17		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for Subsequent/Current Goals**

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

**Table 9: Women**

Employment Equity Occupational Group (EEOG)		All Employees										Subsequent/Current Short-term Goals										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To YYYY - YYYY						
		2018-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-01	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	27.6%	-1	-1	0.0%	0.0%			
02	Middle & Other Managers	13	13.0%		0	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	0	0	0.0%	0	0	0	24.1%	0	0	0.0%	0.0%			
04	Semi-Professionals & Tech	21	14.5%		0	0.0%		0	0	0	0.0%	0	2	0	10.0%	-2	-2	0.0%	0.0%			
05	Supervisors	1	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	52.5%	-1	-1	0.0%	0.0%			
06	Supervisors: Crafts & Trades	10	18.6%		0	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	0	3	0.0%	0	0	0	78.9%	0	0	75.0%	75.0%			
08	Skilled Sales & Service	1	-20.6%		0	0.0%		0	0	0	0.0%	0	0	0	27.9%	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	21	20.5%		0	0.0%		0	0	11	0.0%	0	4	0	70.6%	-4	-4	52.4%	52.4%			
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	74	2.4%		0	1.4%		0	0	6	0.0%	0	6	0	16.4%	-6	-6	8.1%	8.1%			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
<b>Total</b>		<b>149</b>	<b>7.2%</b>		<b>0</b>	<b>1.5%</b>		<b>0</b>	<b>0</b>	<b>23</b>	<b>0.0%</b>	<b>0</b>	<b>16</b>	<b>0</b>	<b>26.5%</b>	<b>-16</b>	<b>-16</b>	<b>15.4%</b>	<b>15.4%</b>			

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

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

**Table 10: Women**

Employment Equity Occupational Group (EEOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	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		
<b>Total</b>		<b>0.0</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for Subsequent/Current Goals**

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

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To										
		2018-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-01	Annually	Over 3 Years	YYYY - YYYY									
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%			
01	Senior Managers	2	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	3.2%	0	0	0.0%	0.0%	
02	Middle & Other Managers	13	13.0%		0	0.0%		0	1	0.0%	0	-1	0	0	2.7%	1	1	7.7%	7.7%		
03	Professionals	2	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	1.1%	0	0	0.0%	0.0%		
04	Semi-Professionals & Tech	21	14.5%		0	0.0%		0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%		
05	Supervisors	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	2.7%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	10	18.6%		0	12.5%		0	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	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	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	0.0%	0	0	#DIV/0!	#DIV/0!		
10	Clerical Personnel	21	20.5%		0	0.0%		0	0	0.0%	0	1	0	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%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	74	2.4%		0	1.4%		0	0	0.0%	0	2	0	0	2.7%	-2	-2	0.0%	0.0%		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
<b>Total</b>		<b>149</b>	<b>7.2%</b>		<b>0</b>	<b>1.5%</b>		<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>2.6%</b>	<b>-3</b>	<b>-3</b>	<b>0.7%</b>	<b>0.7%</b>		

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

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

**Table 12: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0		
02	Middle & Other Managers	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		
<b>Total</b>		<b>0.0</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-01	Annually	Over 3 Years	Years	2018	2021						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01/02 Managers	15	6.5%		0	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	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%		0	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	0	10.0%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	1	-20.6%		0	0.0%		0	0	0.0%	0	0	0	8.0%	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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	21	20.5%		0	0.0%		0	0	0.0%	1	1	0	9.3%	-1	-1	4.8%	4.8%		
11 Intermediate Sales & Service	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	74	2.4%		0	1.4%		0	0	0.0%	0	7	0	10.3%	-7	-7	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	#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!		
<b>Total</b>	<b>149</b>	<b>7.2%</b>		<b>0</b>	<b>1.5%</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>9.3%</b>	<b>-12</b>	<b>-12</b>	<b>1.3%</b>	<b>1.3%</b>	

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

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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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			
<b>Total</b>		<b>0.0</b>			

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2018-12-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-01	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01	Senior Managers	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	11.5%	0	0	0.0%	0.0%		
02	Middle & Other Managers	13	13.0%		0	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	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	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	0	0	49.6%	0	0	0.0%	0.0%			
06	Supervisors: Crafts & Trades	10	18.6%		0	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	0.0%	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	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%	0	0	#DIV/0!	#DIV/0!			
10	Clerical Personnel	21	20.5%		0	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%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	74	2.4%		0	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	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
<b>Total</b>		<b>149</b>	<b>7.2%</b>		<b>0</b>	<b>1.5%</b>		<b>0</b>	<b>0</b>	<b>39</b>	<b>0.0%</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>41.0%</b>	<b>-22</b>	<b>-22</b>	<b>26.2%</b>	<b>26.2%</b>			

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

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		0.0			
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			
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			
<b>Total</b>			<b>0.0</b>			



**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	#	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference					
01 Senior Managers	2016	2	0	0.0	27.4	1	-1	0.0																	
	2018	2	0	0.0	27.6	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	9	0	0.0	38.9	4	-4	0.0																	
	2018	13	1	7.7	39.4	5	-4	19.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	2	0	0.0	22.6	0	0	0.0																	
	2018	2	0	0.0	24.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	14	0	0.0	12.2	2	-2	0.0																	
	2018	21	0	0.0	10.0	2	-2	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	1	0	0.0	51.4	1	-1	0.0																	
	2018	1	0	0.0	52.5	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	6	2	33.3	3.2	0	2	1041.7																	
	2018	10	2	20.0	3.5	0	2	571.4	2	1	50.0	0	1	0	0	0.0	0	0	0	1	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women	Women		Women		Women					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2018	0	0	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	
02 Middle & Other Managers	2018	0	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
03 Professionals	2018	0	0	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	
04 Semi-Professionals & Technicians	2018	1	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2018	0	0	0.0	1	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	
06 Supervisors: Crafts & Trades	2018	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	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**

[Date: 2016-07-19]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	#	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference					
07 Administrative & Senior Clerical	2016	4	3	75.0	79.0	3	0	94.9																	
	2018	4	3	75.0	78.9	3	0	95.1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	2	1	50.0	26.3	1	0	190.1																	
	2018	1	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
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	12	7	58.3	70.0	8	-1	83.3																	
	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	0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	69	7	10.1	17.1	12	-5	59.3																	
	2018	74	6	8.1	16.4	12	-6	49.4	13	1	7.7	2	-1	0	0	0.0	0	0	0	1	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women	Women		Women		Women						
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	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	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	2	1	50.0	1	100.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	1	50.0										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	13	1	7.7	1	100.0	0.0	0.0	4	25.0	0.0	0.0		
	2021	13	1	7.7										



**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations								
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
		#	#	%	%	#	#	%	#	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference					
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	
Total	2016	121	20	16.5	25.5	31	-11	64.8																		
	2018	149	23	15.4	26.5	39	-16	58.2	18	3	16.7	5	-2	0	0	0.0	0	0	0	2	0	0.0	0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women	Women		Women		Women		Women				
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
13 Other Sales & Service Personnel	2018	0	0.0	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	
14 Other Manual Workers	2018	0	0.0	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	
Total	2018	18	16.7	5	60.0	0	0.0	7	42.9	0	0.0	0	0.0	
	2021	18	16.7			0	0.0			0	0.0		0.0	

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires				All Employees	Promotions				All Employees	Terminations				
			Aboriginal Peoples								Aboriginal Peoples					Aboriginal Peoples									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual		Expected	Difference	Actual	Expected		Difference				
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2016	2	0	0.0	2.9	0	0	0.0																	
	2018	2	0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	9	1	11.1	2.2	0	1	505.1																	
	2018	13	1	7.7	2.7	0	1	284.9	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
03 Professionals	2016	2	0	0.0	1.0	0	0	0.0																	
	2018	2	0	0.0	1.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2016	14	0	0.0	4.0	1	-1	0.0																	
	2018	21	0	0.0	2.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2016	1	0	0.0	2.6	0	0	0.0																	
	2018	1	0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2016	6	0	0.0	6.7	0	0	0.0																	
	2018	10	0	0.0	2.9	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		All Employees	Aboriginal Peoples	Short-term Goals				Long-term Goals					
				Aboriginal Peoples				Aboriginal Peoples					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2018	0	0	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	
02 Middle & Other Managers	2018	0	0	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	
03 Professionals	2018	0	0	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	
04 Semi-Professionals & Technicians	2018	1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2018	0	0	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	
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0			0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
07 Administrative & Senior Clerical	2016	4	0	0.0	2.1	0	0	0.0																	
	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	0	0	0	0	0
08 Skilled Sales & Service Personnel	2016	2	0	0.0	2.5	0	0	0.0																	
	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
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
10 Clerical Personnel	2016	12	0	0.0	2.4	0	0	0.0																	
	2018	21	0	0.0	2.7	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2016	69	0	0.0	2.2	2	-2	0.0																	
	2018	74	0	0.0	2.7	2	-2	0.0	13	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples	Aboriginal Peoples				Aboriginal Peoples					
		Actual	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0									
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	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	0.0	
	2021	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	
	2021	2	0	0.0									
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0									
12 Semi-Skilled Manual Workers	2018	13	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	13	0	0.0									

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	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	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
Total	2016	121	1	0.8	2.6	3	-2	31.8																		
	2018	149	1	0.7	2.6	4	-3	25.8	18	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	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		
14 Other Manual Workers	2018	0	0	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		
Total	2018	18	0	0.0	2	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	18	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Zodiac Hurricane Technologies**

[Date: 2016-07-19]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires				All Employees	Promotions				All Employees	Terminations				
			Persons with Disabilities								Persons with Disabilities					Persons with Disabilities									
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
01 & 02 Managers	2016	11	0	0.0	4.3	0	0	0.0																	
	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	0	0.0	0	0
03 Professionals	2016	2	0	0.0	3.8	0	0	0.0																	
	2018	2	0	0.0	8.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	14	0	0.0	4.6	1	-1	0.0																	
	2018	21	0	0.0	7.6	2	-2	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	1	0	0.0	13.9	0	0	0.0																	
	2018	1	0	0.0	27.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	6	0	0.0	7.8	0	0	0.0																	
	2018	10	0	0.0	10.1	1	-1	0.0	2	0	0.0	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	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
03 Professionals	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2018	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.00	0.0		
	2021	1	0	0.0			0.0	0.0			0.00	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	2	0	0.0			0.0	0.0			0.00	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Zodiac Hurricane Technologies**

**[Date: 2016-07-19]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							All Employees	Hires				Promotions					Terminations						
			Persons with Disabilities								Persons with Disabilities				Persons with Disabilities					Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	4	0	0.0	3.4	0	0	0.0																		
	2018	4	0	0.0	10.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	2	0	0.0	3.5	0	0	0.0																		
	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	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	12	0	0.0	7.0	1	-1	0.0																		
	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	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	69	1	1.4	4.8	3	-2	30.2																		
	2018	74	1	1.4	10.3	8	-7	13.1	13	0	0.0	1	-1	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		All Employees	Persons with Disabilities	Short-term Goals				Long-term Goals						
				Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
				#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2018	0	0	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		
08 Skilled Sales & Service Personnel	2018	0	0	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		
09 Skilled Crafts & Trades Workers	2018	0	0	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		
10 Clerical Personnel	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	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		
12 Semi-Skilled Manual Workers	2018	13	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	13	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Zodiac Hurricane Technologies**

**[Date: 2016-07-19]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Persons with Disabilities							Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
Total	2016	121	1	0.8	5.1	6	-5	16.2																	
	2018	149	2	1.3	9.3	14	-12	14.4	18	0	0.0	2	-2	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 Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		All Employees	Persons with Disabilities	Short-term Goals				Long-term Goals					
				Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities			
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	#	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	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	
14 Other Manual Workers	2018	0	0	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	
Total	2018	18	0	0.0	1	0.0	0.0	0.0	3	0.0	0.0	0.0	
	2021	18	0	0.0			0.0	0.0			0.0	0.0	



**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Zodiac Hurricane Technologies**

**[Date: 2016-07-19]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities						EE Result	All Employees	Visible Minorities			Difference	All Employees	Visible Minorities			Difference	All Employees	Visible Minorities			Difference	
		#	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference			
#	#	%	%	#	#	%	%	#	#	%	#	#	#	#	%	%	#	#	%	#	#				
01 Senior Managers	2016	2	0	0.0	10.1	0	0	0.0																	
	2018	2	0	0.0	11.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
02 Middle & Other Managers	2016	9	0	0.0	15.0	1	-1	0.0																	
	2018	13	0	0.0	17.6	2	-2	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
03 Professionals	2016	2	0	0.0	31.4	1	-1	0.0																	
	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	0	0	
04 Semi-Professionals & Technicians	2016	14	1	7.1	23.6	3	-2	30.3																	
	2018	21	8	38.1	25.0	5	3	152.4	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
05 Supervisors	2016	1	0	0.0	43.4	0	0	0.0																	
	2018	1	0	0.0	49.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	6	1	16.7	4.5	0	1	370.4																	
	2018	10	2	20.0	9.6	1	1	208.3	2	0	0.0	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
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0									
02 Middle & Other Managers	2018	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0									
03 Professionals	2018	0	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0									
04 Semi-Professionals & Technicians	2018	1	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	1	0	0.0									
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0									
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0									



**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Zodiac Hurricane Technologies**

**[Date: 2016-07-19]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				EE Result				All Employees	Visible Minorities			Difference			All Employees	Visible Minorities			Difference		
		#	#	%	%	#	#	%	%	#	#	%	Expected	Difference	#	#	%	Expected	Difference	#	#	%	Expected	Difference
07 Administrative & Senior Clerical	2016	4	1	25.0	35.3	1	0	70.8																
	2018	4	0	0.0	39.9	2	-2	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2016	2	0	0.0	24.7	0	0	0.0																
	2018	1	0	0.0	26.1	0	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	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2016	12	2	16.7	42.3	5	-3	39.4																
	2018	21	4	19.0	46.7	10	-6	40.8	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0	0.0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0
12 Semi-Skilled Manual Workers	2016	69	15	21.7	48.9	34	-19	44.5																
	2018	74	24	32.4	53.4	40	-16	60.7	13	0	0.0	7	-7	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	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities				
		#	%	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	0	0.0	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	0.0	
08 Skilled Sales & Service Personnel	2018	0	0.0	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	0.0	
09 Skilled Crafts & Trades Workers	2018	0	0.0	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	0.0	
10 Clerical Personnel	2018	2	0.0	1	0.0	2	0.0	2	0.0	2	0.0	2	0.0	
	2021	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0.0	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	0.0	
12 Semi-Skilled Manual Workers	2018	13	0.0	5	0.0	14	0.0	14	0.0	14	0.0	14	0.0	
	2021	13	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Zodiac Hurricane Technologies**

**[Date: 2016-07-19]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability						Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2016	121	20	16.5	38.8	47	-27	42.6																	
	2018	149	39	26.2	41.0	61	-22	63.8	18	0	0.0	7	-7	0	0	0.0	0	0	0	2	0	0.0	0	0	

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	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	
14 Other Manual Workers	2018	0	0	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	
Total	2018	18	0	0.0	9	0.0	0.0	0.0	0.0	17	0.0	0.0	
	2021	18	0	0.0			0.0	0.0			0.0	0.0	

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

## Efforts

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

### Required measures:

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

### Other measures:

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

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

### **Operational Context**

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

### **Additional Details**

Please provide any additional information (optional):

We have found it very difficult to hire staff in these categories 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

**Employer Name:** Zodiac Hurricane Technologies Inc. – 100185

**Primary Location:** Delta, BC

**Number of Employees:** 109

- British Columbia 109

**Organization Overview:**

NAICS # 3345 (Navigational, measuring, medical and control instruments manufacturing - Industry group)

Zodiac Hurricane is one of the leading builders of Rigid Hull Inflatable Boats (RHIB) boats and their products are currently in use with the Royal Canadian Navy and Coast Guard. Currently, the company is working on a solution for DND's Multi-Role Boat project.

**Key Dates – First Year Assessment**

Initiated: 2016-06-19  
 Received: 2017-06-19  
 Closed: 2016-08-08  
 Workforce 2017-07-19  
 Analysis:

**Key Dates – Subsequent Assessment**

Initiated: 2018-12-09  
 Received: 2019-04-01  
 Workforce 2019-02-28  
 Analysis:

**DATA VERIFICATION**

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

Yes  No

Comments:

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

Yes  No

Comments:

The period reported on the Achievement report is 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
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#### 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01/02	Managers	-1	5.0	5.0	0.0	5.0
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**

Workforce Analysis Results			Goals		Representation-	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-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.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](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).

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

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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/sqiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sqiemt-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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

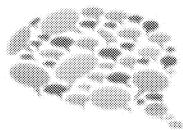
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)



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

**Sent:** 2019-07-22 12:53 PM

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

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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](mailto:ann.watts@zodiacmilpro.com)

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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](mailto: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](mailto: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 19<sup>th</sup>, 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 aperçu 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](mailto:stephen.sleigh@zodiacmilpro.com)' <[stephen.sleigh@zodiacmilpro.com](mailto:stephen.sleigh@zodiacmilpro.com)>  
**Cc:** '[ann.watts@zodiacmilpro.com](mailto:ann.watts@zodiacmilpro.com)' <[ann.watts@zodiacmilpro.com](mailto:ann.watts@zodiacmilpro.com)>; '[crayburn@zht.zodia.com](mailto:crayburn@zht.zodia.com)' <[crayburn@zht.zodia.com](mailto: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 Federal Contractors Program (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 Workplace Equity Information Management System (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 Help page.

WEIMS 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 Authorization Form 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](mailto: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](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

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**Ann Watts**

**Payroll & Benefits Administrator**

**Zodiac Hurricane Technologies Inc**

**7830 Vantage Way,**

**Delta, BC V4G 1A7**

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**Email: [ann.watts@zodiacmilpro.com](mailto:ann.watts@zodiacmilpro.com)**