

Labour Program  
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

### Agreement to Implement Employment Equity

(All sections must be completed)

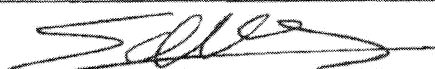
- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Arc'teryx Equipment A Division of AMER Sports Canada Inc	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm</a> 315990	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 853
	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 110-2220 Dollarton Highway	City North Vancouver	Province BC	Postal Code V7H1A8
Telephone Number 6049603001			

EMPLOYMENT EQUITY CONTACT			
Name (print) Jak Wong	Title Human Resources Business Partner		
Telephone Number 6049603216	E-mail Address jak.wong@arcteryx.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) WATERS VINCENT	Title GM AND PRESIDENT		
Telephone Number 778 628 8370	E-mail Address vincent.waters@arcteryx.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature 	Date (YYYY-MM-DD) 2016-02-09		

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: <a href="http://www.infosource.gc.ca">http://www.infosource.gc.ca</a> . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
<b>IMPORTANT</b>
• The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hradc-rhdcc.gc.ca.



## Workforce Analysis - Detailed Report

Date: 2017-06-13

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	8	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	104	1	1.0 %	2.2 %	2	-1	National
<b>03 : Professionals</b>		91	1	1.1 %	1.6 %	1	0	
1111 : Financial auditors and accountants	National	6	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	7	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	12	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	20	0	0.0 %	2.1 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National	17	0	0.0 %	1.1 %	0	0	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	10	0	0.0 %	0.6 %	0	0	National
2175 : Web designers and developers	National	4	0	0.0 %	1.5 %	0	0	National
4021 : College and other vocational instructors	National	7	1	14.3 %	2.4 %	0	1	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.6 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	2.7 %	0	0	National
5131 : Producers, directors, choreographers and related occupations	National	2	0	0.0 %	2.2 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		109	0	0.0 %	1.9 %	2	-2	
2232 : Mechanical engineering technologists and technicians	British Columbia	2	0	0.0 %	4.7 %	0	0	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	18	0	0.0 %	3.0 %	1	-1	British Columbia
2243 : Industrial instrument technicians and mechanics	British Columbia	1	0	0.0 %	3.2 %	0	0	British Columbia
2252 : Industrial designers	British Columbia	2	0	0.0 %	0.0 %	0	0	British Columbia
2282 : User support technicians	British Columbia	3	0	0.0 %	1.8 %	0	0	British Columbia
5221 : Photographers	British Columbia	1	0	0.0 %	2.3 %	0	0	British Columbia



Workplace Equity Information Management System - ARC'teryx Equipment, A Division of AMER Sports Canada Inc.

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
5222 : Film and video camera operators	British Columbia	1	0	0.0 %	5.5 %	0	0	British Columbia
5241 : Graphic designers and illustrators	British Columbia	6	0	0.0 %	2.7 %	0	0	British Columbia
5242 : Interior designers and interior decorators	British Columbia	1	0	0.0 %	1.0 %	0	0	British Columbia
5243 : Theatre, fashion, exhibit and other creative designers	British Columbia	52	0	0.0 %	2.0 %	1	-1	British Columbia
5245 : Patternmakers - textile, leather and fur products	British Columbia	22	0	0.0 %	0.0 %	0	0	British Columbia
<b>05 : Supervisors</b>		30	0	0.0 %	2.1 %	1	-1	
<b>Employment Equity Occupational Group</b>	Montréal	3	0	0.0 %	0.8 %	0	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	6	0	0.0 %	1.0 %	0	0	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	21	0	0.0 %	2.6 %	1	-1	Vancouver
<b>06 : Supervisors: Crafts and Trades</b>		14	0	0.0 %	0.3 %	0	0	
7301 : Contractors and supervisors, mechanic trades	British Columbia	1	0	0.0 %	3.6 %	0	0	British Columbia
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	British Columbia	13	0	0.0 %	0.0 %	0	0	British Columbia
<b>07 : Administrative and Senior Clerical Personnel</b>		21	1	4.8 %	2.1 %	0	1	
<b>Employment Equity Occupational Group</b>	Vancouver	21	1	4.8 %	2.1 %	0	1	Vancouver
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	3.6 %	0	0	
6222 : Retail and wholesale buyers	British Columbia	1	0	0.0 %	3.6 %	0	0	British Columbia
<b>09 : Skilled Crafts and Trades Workers</b>		5	1	20.0 %	6.1 %	0	1	
7311 : Construction millwrights and industrial mechanics	British Columbia	5	1	20.0 %	6.1 %	0	1	British Columbia
<b>10 : Clerical Personnel</b>		47	0	0.0 %	2.4 %	1	-1	
<b>Employment Equity Occupational Group</b>	Vancouver	47	0	0.0 %	2.4 %	1	-1	Vancouver
<b>11 : Intermediate Sales and Service Personnel</b>		81	2	2.5 %	2.1 %	2	0	
<b>Employment Equity Occupational Group</b>	Montréal	3	0	0.0 %	0.9 %	0	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	8	0	0.0 %	0.6 %	0	0	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	70	2	2.9 %	2.3 %	2	0	Vancouver



## Workforce Analysis - Detailed Report

Date: 2017-06-13

### Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>12 : Semi-Skilled Manual Workers</b>		296	2	0.7 %	2.2 %	7	-5	
Employment Equity Occupational Group	Vancouver	296	2	0.7 %	2.2 %	7	-5	Vancouver
<b>13 : Other Sales and Service Personnel</b>		4	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Vancouver	4	0	0.0 %	2.7 %	0	0	Vancouver
<b>14 : Other Manual Workers</b>		123	2	1.6 %	3.2 %	4	-2	
Employment Equity Occupational Group	Vancouver	123	2	1.6 %	3.2 %	4	-2	Vancouver
<b>Total</b>		934	10	1.1 %	2.2 %	20	-10	

Total may not equal sum of components due to rounding.

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



### Workforce Analysis - Detailed Report

Date: 2017-06-13

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



### Workforce Analysis - Detailed Report

Date: 2017-06-13

#### WFA Defaults - Persons with Disabilities

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



## Workforce Analysis - Detailed Report

Date: 2017-06-13

### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	8	1	12.5 %	27.4 %	2	-1	National
<b>02 : Middle and Other Managers</b>	National	104	47	45.2 %	38.9 %	40	7	National
<b>03 : Professionals</b>		91	44	48.4 %	45.1 %	41	3	
1111 : Financial auditors and accountants	National	6	4	66.7 %	55.1 %	3	1	National
1112 : Financial and investment analysts	National	1	1	100.0 %	50.1 %	1	0	National
1121 : Human resources professionals	National	7	6	85.7 %	71.1 %	5	1	National
1122 : Professional occupations in business management consulting	National	12	5	41.7 %	42.0 %	5	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	20	13	65.0 %	66.4 %	13	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	12.6 %	0	0	National
2171 : Information systems analysts and consultants	National	17	9	52.9 %	28.3 %	5	4	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	35.2 %	1	-1	National
2173 : Software engineers and designers	National	10	2	20.0 %	17.4 %	2	0	National
2175 : Web designers and developers	National	4	0	0.0 %	32.9 %	1	-1	National
4021 : College and other vocational instructors	National	7	2	28.6 %	53.8 %	4	-2	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	42.5 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	1	100.0 %	41.0 %	0	1	National
5131 : Producers, directors, choreographers and related occupations	National	2	1	50.0 %	32.9 %	1	0	National
<b>04 : Semi-Professionals and Technicians</b>		109	74	67.9 %	55.9 %	61	13	
2232 : Mechanical engineering technologists and technicians	British Columbia	2	0	0.0 %	9.3 %	0	0	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	18	9	50.0 %	22.5 %	4	5	British Columbia
2243 : Industrial instrument technicians and mechanics	British Columbia	1	0	0.0 %	9.6 %	0	0	British Columbia
2252 : Industrial designers	British Columbia	2	0	0.0 %	25.2 %	1	-1	British Columbia
2282 : User support technicians	British Columbia	3	0	0.0 %	25.1 %	1	-1	British Columbia
5221 : Photographers	British Columbia	1	1	100.0 %	42.3 %	0	1	British Columbia



Workplace Equity Information Management System - ARC'teryx Equipment, A Division of AMER Sports Canada Inc.

Workforce Analysis - Detailed Report

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
5222 : Film and video camera operators	British Columbia	1	0	0.0 %	14.8 %	0	0	British Columbia
5241 : Graphic designers and illustrators	British Columbia	6	2	33.3 %	43.7 %	3	-1	British Columbia
5242 : Interior designers and interior decorators	British Columbia	1	1	100.0 %	75.5 %	1	0	British Columbia
5243 : Theatre, fashion, exhibit and other creative designers	British Columbia	52	39	75.0 %	74.3 %	39	0	British Columbia
5245 : Patternmakers - textile, leather and fur products	British Columbia	22	22	100.0 %	57.9 %	13	9	British Columbia
<b>05 : Supervisors</b>		30	9	30.0 %	51.7 %	16	-7	
<b>Employment Equity Occupational Group</b>	Montréal	3	2	66.7 %	50.8 %	2	0	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	6	0	0.0 %	53.0 %	3	-3	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	21	7	33.3 %	51.4 %	11	-4	Vancouver
<b>06 : Supervisors: Crafts and Trades</b>		14	9	64.3 %	67.2 %	9	0	
7301 : Contractors and supervisors, mechanic trades	British Columbia	1	0	0.0 %	4.1 %	0	0	British Columbia
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	British Columbia	13	9	69.2 %	72.0 %	9	0	British Columbia
<b>07 : Administrative and Senior Clerical Personnel</b>		21	14	66.7 %	79.0 %	17	-3	
<b>Employment Equity Occupational Group</b>	Vancouver	21	14	66.7 %	79.0 %	17	-3	Vancouver
<b>08 : Skilled Sales and Service Personnel</b>		1	1	100.0 %	59.3 %	1	0	
6222 : Retail and wholesale buyers	British Columbia	1	1	100.0 %	59.3 %	1	0	British Columbia
<b>09 : Skilled Crafts and Trades Workers</b>		5	0	0.0 %	1.6 %	0	0	
7311 : Construction millwrights and industrial mechanics	British Columbia	5	0	0.0 %	1.6 %	0	0	British Columbia
<b>10 : Clerical Personnel</b>		47	26	55.3 %	70.0 %	33	-7	
<b>Employment Equity Occupational Group</b>	Vancouver	47	26	55.3 %	70.0 %	33	-7	Vancouver
<b>11 : Intermediate Sales and Service Personnel</b>		81	40	49.4 %	64.0 %	52	-12	
<b>Employment Equity Occupational Group</b>	Montréal	3	1	33.3 %	61.8 %	2	-1	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	8	4	50.0 %	63.9 %	5	-1	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	70	35	50.0 %	64.2 %	45	-10	Vancouver





## Workforce Analysis - Detailed Report

Date: 2017-06-13

### Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>12 : Semi-Skilled Manual Workers</b>		296	234	79.1 %	17.1 %	51	183	
<b>Employment Equity Occupational Group</b>	Vancouver	296	234	79.1 %	17.1 %	51	183	Vancouver
<b>13 : Other Sales and Service Personnel</b>		4	2	50.0 %	57.8 %	2	0	
<b>Employment Equity Occupational Group</b>	Vancouver	4	2	50.0 %	57.8 %	2	0	Vancouver
<b>14 : Other Manual Workers</b>		123	84	68.3 %	30.1 %	37	47	
<b>Employment Equity Occupational Group</b>	Vancouver	123	84	68.3 %	30.1 %	37	47	Vancouver
<b>Total</b>		934	585	62.7 %	38.7 %	362	223	

Total may not equal sum of components due to rounding.

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



### Workforce Analysis - Detailed Report

Date: 2017-06-13

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## Workforce Analysis - Detailed Report

Date: 2017-06-13

### WFA Defaults - Persons with Disabilities

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



## Workforce Analysis - Detailed Report

Date: 2017-06-13

### Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Recruitment Area		
			Representation #	%	Availability #		Gap #	
01/02 : Managers	National	112	1	0.9 %	4.3 %	5	-4	National
03 : Professionals	National	91	1	1.1 %	3.8 %	3	-2	National
04 : Semi-Professionals and Technicians	National	109	2	1.8 %	4.6 %	5	-3	National
05 : Supervisors	National	30	0	0.0 %	13.9 %	4	-4	National
06 : Supervisors: Crafts and Trades	National	14	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	21	1	4.8 %	3.4 %	1	0	National
08 : Skilled Sales and Service Personnel	National	1	0	0.0 %	3.5 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	5	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	47	1	2.1 %	7.0 %	3	-2	National
11 : Intermediate Sales and Service Personnel	National	81	1	1.2 %	5.6 %	5	-4	National
12 : Semi-Skilled Manual Workers	National	296	1	0.3 %	4.8 %	14	-13	National
13 : Other Sales and Service Personnel	National	4	1	25.0 %	6.3 %	0	1	National
14 : Other Manual Workers	National	123	0	0.0 %	5.3 %	7	-7	National
<b>Total</b>		<b>934</b>	<b>9</b>	<b>0.9 %</b>	<b>5.2 %</b>	<b>48</b>	<b>-39</b>	

Total may not equal sum of components due to rounding.

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



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#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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Date: 2017-06-13

#### WFA Defaults - Persons with Disabilities

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



## Workforce Analysis - Detailed Report

Date: 2017-06-13

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
<b>01 : Senior Managers</b>	National	8	0	0.0 %	10.1 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	104	16	15.4 %	15.0 %	16	0	National
<b>03 : Professionals</b>		91	21	23.1 %	23.9 %	22	-1	
1111 : Financial auditors and accountants	National	6	1	16.7 %	27.5 %	2	-1	National
1112 : Financial and investment analysts	National	1	0	0.0 %	35.4 %	0	0	National
1121 : Human resources professionals	National	7	2	28.6 %	14.1 %	1	1	National
1122 : Professional occupations in business management consulting	National	12	2	16.7 %	21.6 %	3	-1	National
1123 : Professional occupations in advertising, marketing and public relations	National	20	2	10.0 %	16.9 %	3	-1	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	38.2 %	0	0	National
2171 : Information systems analysts and consultants	National	17	8	47.1 %	31.4 %	5	3	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	32.3 %	1	-1	National
2173 : Software engineers and designers	National	10	3	30.0 %	40.5 %	4	-1	National
2175 : Web designers and developers	National	4	1	25.0 %	22.8 %	1	0	National
4021 : College and other vocational instructors	National	7	2	28.6 %	13.4 %	1	1	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	12.5 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	13.6 %	0	0	National
5131 : Producers, directors, choreographers and related occupations	National	2	0	0.0 %	12.4 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		109	30	27.5 %	26.6 %	29	1	
2232 : Mechanical engineering technologists and technicians	British Columbia	2	0	0.0 %	20.1 %	0	0	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	18	8	44.4 %	40.7 %	7	1	British Columbia
2243 : Industrial instrument technicians and mechanics	British Columbia	1	0	0.0 %	14.0 %	0	0	British Columbia
2252 : Industrial designers	British Columbia	2	0	0.0 %	32.7 %	1	-1	British Columbia
2282 : User support technicians	British Columbia	3	2	66.7 %	32.5 %	1	1	British Columbia
5221 : Photographers	British Columbia	1	0	0.0 %	15.8 %	0	0	British Columbia



Workplace Equity Information Management System - ARC'teryx Equipment, A Division of AMER Sports Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-06-13

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
5222 : Film and video camera operators	British Columbia	1	0	0.0 %	11.5 %	0	0	British Columbia
5241 : Graphic designers and illustrators	British Columbia	6	0	0.0 %	28.0 %	2	-2	British Columbia
5242 : Interior designers and interior decorators	British Columbia	1	0	0.0 %	24.6 %	0	0	British Columbia
5243 : Theatre, fashion, exhibit and other creative designers	British Columbia	52	13	25.0 %	26.6 %	14	-1	British Columbia
5245 : Patternmakers - textile, leather and fur products	British Columbia	22	7	31.8 %	15.8 %	3	4	British Columbia
<b>05 : Supervisors</b>		30	9	30.0 %	41.2 %	12	-3	
<b>Employment Equity Occupational Group</b>	Montréal	3	0	0.0 %	16.7 %	1	-1	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	6	2	33.3 %	45.8 %	3	-1	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	21	7	33.3 %	43.4 %	9	-2	Vancouver
<b>06 : Supervisors: Crafts and Trades</b>		14	10	71.4 %	64.2 %	9	1	
7301 : Contractors and supervisors, mechanic trades	British Columbia	1	0	0.0 %	14.8 %	0	0	British Columbia
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	British Columbia	13	10	76.9 %	68.0 %	9	1	British Columbia
<b>07 : Administrative and Senior Clerical Personnel</b>		21	3	14.3 %	35.3 %	7	-4	
<b>Employment Equity Occupational Group</b>	Vancouver	21	3	14.3 %	35.3 %	7	-4	Vancouver
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	28.3 %	0	0	
6222 : Retail and wholesale buyers	British Columbia	1	0	0.0 %	28.3 %	0	0	British Columbia
<b>09 : Skilled Crafts and Trades Workers</b>		5	0	0.0 %	10.5 %	1	-1	
7311 : Construction millwrights and industrial mechanics	British Columbia	5	0	0.0 %	10.5 %	1	-1	British Columbia
<b>10 : Clerical Personnel</b>		47	17	36.2 %	42.3 %	20	-3	
<b>Employment Equity Occupational Group</b>	Vancouver	47	17	36.2 %	42.3 %	20	-3	Vancouver
<b>11 : Intermediate Sales and Service Personnel</b>		81	18	22.2 %	46.7 %	38	-20	
<b>Employment Equity Occupational Group</b>	Montréal	3	2	66.7 %	22.2 %	1	1	Montréal
<b>Employment Equity Occupational Group</b>	Toronto	8	1	12.5 %	48.9 %	4	-3	Toronto
<b>Employment Equity Occupational Group</b>	Vancouver	70	15	21.4 %	47.5 %	33	-18	Vancouver





Workplace Equity Information Management System - ARC'teryx Equipment, A Division of AMER Sports Canada Inc.

**Workforce Analysis - Detailed Report**

Date: 2017-06-13

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>12 : Semi-Skilled Manual Workers</b>		296	158	53.4 %	48.9 %	145	13	
<b>Employment Equity Occupational Group</b>	Vancouver	296	158	53.4 %	48.9 %	145	13	Vancouver
<b>13 : Other Sales and Service Personnel</b>		4	0	0.0 %	55.9 %	2	-2	
<b>Employment Equity Occupational Group</b>	Vancouver	4	0	0.0 %	55.9 %	2	-2	Vancouver
<b>14 : Other Manual Workers</b>		123	63	51.2 %	47.6 %	59	4	
<b>Employment Equity Occupational Group</b>	Vancouver	123	63	51.2 %	47.6 %	59	4	Vancouver
<b>Total</b>		934	345	36.9 %	38.5 %	361	-16	

Total may not equal sum of components due to rounding.

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



### Workforce Analysis - Detailed Report

Date: 2017-06-13

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## Workforce Analysis - Detailed Report

Date: 2017-06-13

### WFA Defaults - Persons with Disabilities

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



### Workforce Analysis - Summary Report

Date: 2017-06-13

#### Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	8	1	12.5 %	27.4 %	2	-1
02 : Middle and Other Managers	104	47	45.2 %	38.9 %	40	7
03 : Professionals	91	44	48.4 %	45.1 %	41	3
04 : Semi-Professionals and Technicians	109	74	67.9 %	55.9 %	61	13
05 : Supervisors	30	9	30.0 %	51.7 %	16	-7
06 : Supervisors: Crafts and Trades	14	9	64.3 %	67.2 %	9	0
07 : Administrative and Senior Clerical Personnel	21	14	66.7 %	79.0 %	17	-3
08 : Skilled Sales and Service Personnel	1	1	100.0 %	59.3 %	1	0
09 : Skilled Crafts and Trades Workers	5	0	0.0 %	1.6 %	0	0
10 : Clerical Personnel	47	26	55.3 %	70.0 %	33	-7
11 : Intermediate Sales and Service Personnel	81	40	49.4 %	64.0 %	52	-12
12 : Semi-Skilled Manual Workers	296	234	79.1 %	17.1 %	51	183
13 : Other Sales and Service Personnel	4	2	50.0 %	57.8 %	2	0
14 : Other Manual Workers	123	84	68.3 %	30.1 %	37	47
<b>Total</b>	<b>934</b>	<b>585</b>	<b>62.7 %</b>	<b>38.7 %</b>	<b>362</b>	<b>223</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2017-06-13

#### Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	8	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	104	1	1.0 %	2.2 %	2	-1
03 : Professionals	91	1	1.1 %	1.6 %	1	0
04 : Semi-Professionals and Technicians	109	0	0.0 %	1.9 %	2	-2
05 : Supervisors	30	0	0.0 %	2.1 %	1	-1
06 : Supervisors: Crafts and Trades	14	0	0.0 %	0.3 %	0	0
07 : Administrative and Senior Clerical Personnel	21	1	4.8 %	2.1 %	0	1
08 : Skilled Sales and Service Personnel	1	0	0.0 %	3.6 %	0	0
09 : Skilled Crafts and Trades Workers	5	1	20.0 %	6.1 %	0	1
10 : Clerical Personnel	47	0	0.0 %	2.4 %	1	-1
11 : Intermediate Sales and Service Personnel	81	2	2.5 %	2.1 %	2	0
12 : Semi-Skilled Manual Workers	296	2	0.7 %	2.2 %	7	-5
13 : Other Sales and Service Personnel	4	0	0.0 %	2.7 %	0	0
14 : Other Manual Workers	123	2	1.6 %	3.2 %	4	-2
<b>Total</b>	<b>934</b>	<b>10</b>	<b>1.1 %</b>	<b>2.2 %</b>	<b>20</b>	<b>-10</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2017-06-13

#### Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	8	0	0.0 %	10.1 %	1	-1
02 : Middle and Other Managers	104	16	15.4 %	15.0 %	16	0
03 : Professionals	91	21	23.1 %	23.9 %	22	-1
04 : Semi-Professionals and Technicians	109	30	27.5 %	26.6 %	29	1
05 : Supervisors	30	9	30.0 %	41.2 %	12	-3
06 : Supervisors: Crafts and Trades	14	10	71.4 %	64.2 %	9	1
07 : Administrative and Senior Clerical Personnel	21	3	14.3 %	35.3 %	7	-4
08 : Skilled Sales and Service Personnel	1	0	0.0 %	28.3 %	0	0
09 : Skilled Crafts and Trades Workers	5	0	0.0 %	10.5 %	1	-1
10 : Clerical Personnel	47	17	36.2 %	42.3 %	20	-3
11 : Intermediate Sales and Service Personnel	81	18	22.2 %	46.7 %	38	-20
12 : Semi-Skilled Manual Workers	296	158	53.4 %	48.9 %	145	13
13 : Other Sales and Service Personnel	4	0	0.0 %	55.9 %	2	-2
14 : Other Manual Workers	123	63	51.2 %	47.6 %	59	4
<b>Total</b>	<b>934</b>	<b>345</b>	<b>36.9 %</b>	<b>38.5 %</b>	<b>361</b>	<b>-16</b>

Total may not equal sum of components due to rounding.



## Workforce Analysis - Summary Report

Date: 2017-06-13

### Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	112	1	0.9 %	4.3 %	5	-4
03 : Professionals	91	1	1.1 %	3.8 %	3	-2
04 : Semi-Professionals and Technicians	109	2	1.8 %	4.6 %	5	-3
05 : Supervisors	30	0	0.0 %	13.9 %	4	-4
06 : Supervisors: Crafts and Trades	14	0	0.0 %	7.8 %	1	-1
07 : Administrative and Senior Clerical Personnel	21	1	4.8 %	3.4 %	1	0
08 : Skilled Sales and Service Personnel	1	0	0.0 %	3.5 %	0	0
09 : Skilled Crafts and Trades Workers	5	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	47	1	2.1 %	7.0 %	3	-2
11 : Intermediate Sales and Service Personnel	81	1	1.2 %	5.6 %	5	-4
12 : Semi-Skilled Manual Workers	296	1	0.3 %	4.8 %	14	-13
13 : Other Sales and Service Personnel	4	1	25.0 %	6.3 %	0	1
14 : Other Manual Workers	123	0	0.0 %	5.3 %	7	-7
<b>Total</b>	<b>934</b>	<b>9</b>	<b>0.9 %</b>	<b>5.2 %</b>	<b>48</b>	<b>-39</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2017-06-13

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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





## Workforce Analysis - Summary Report

Date: 2017-06-13

### WFA Defaults - Persons with Disabilities

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

**Short-term Goal Setting Tool**  
**Arc'teryx Equipment, a Division of Amer Sports Canada Inc.**  
**13-Jun-17**

<b>A</b>	<b>B</b> Data entry from from Workforce Analysis	<b>C</b> Data entry	<b>D</b> B x C x 3	<b>E</b> Data entry	<b>F</b> B x E x 3	<b>G</b> D + F	<b>H</b> Data entry from from Workforce Analysis	<b>I</b> Equivalent to E	<b>J</b> H x I x 3	<b>K</b> (D x N) - O + J	<b>L</b> G x M	<b>M</b> Data entry	<b>N</b> Data entry from from Workforce Analysis	<b>O</b> Data entry from from Workforce Analysis	<b>P</b> (H - J + L) - ((B + D) x N)	<b>Q</b> H ÷ B	<b>R</b> (H - J + L) ÷ (B + D)
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Employment Equity Occupational Group (EEOG)	All Employees 2017/06/13 #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years #	WOMEN										
		Annually %	Over 3 Years #	Annually %	Over 3 Years #		Number #	Turnover (Replacement of Terminated Employees)		Hires Required #	3 Year Goals 2018-2020		Present Availability %	Present Gap #	Projected Gap #	Present Representation %	Projected Representation in 3 Years %
								Annually %	Over 3 Years #		Annually %	Over 3 Years #					
		#	%	#	%		#	%	#	%	#	%	#	%	#	%	#
Senior Managers	8	5.0%	1	0.0%	0	1	1	0.0%	0	1	1	50.0%	27.4%	-1	0	12.5%	22.2%
Middle & Other Managers																	
Professionals																	
Semi-Professionals & Technicians																	
Supervisors	30	3.5%	3	15.6%	14	17	9	15.6%	4	13	10	60.0%	51.7%	-7	-2	30.0%	45.5%
Supervisors: Crafts & Trades																	
Administrative & Senior Clerical Personnel	21	2.4%	2	15.6%	10	12	14	15.6%	7	12	10	80.0%	79.0%	-3	-1	66.7%	73.9%
Skilled Sales & Service Personnel																	
Skilled Crafts & Trades Workers																	
Clerical Personnel	47	5.5%	8	15.6%	22	30	26	15.6%	12	25	23	75.0%	70.0%	-7	-2	55.3%	67.3%
Intermediate Sales & Service Personnel	81	10.0%	24	69.2%	168	192	40	69.2%	83	110	115	60.0%	64.0%	-12	5	49.4%	68.6%
Semi-Skilled Manual Workers																	
Other Sales & Service Personnel																	
Other Manual Workers																	

**Short-term Goal Setting Tool**

**Arc'teryx Equipment, a Division of Amer Sports Canada Inc.  
13-Jun-17**

<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>
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/06/13	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	ABORIGINAL PEOPLES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2018-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	#					
		%	#	%	#		#	%	%	%			#	#	%	%	
Senior Managers																	
Middle & Other Managers	104	12.0%	37	15.6%	49	86	1	15.6%	0	2	2	2.2%	2.2%	-1	0	1.0%	2.1%
Professionals																	
Semi-Professionals & Technicians	109	12.0%	39	15.6%	51	90	0	15.6%	0	3	2	2.0%	1.9%	-2	-1	0.0%	1.4%
Supervisors	30	3.5%	3	15.6%	14	17	0	15.6%	0	1	1	3.0%	2.1%	-1	0	0.0%	3.0%
Supervisors: Crafts & Trades																	
Administrative & Senior Clerical Personnel																	
Skilled Sales & Service Personnel																	
Skilled Crafts & Trades Workers																	
Clerical Personnel	47	5.5%	8	15.6%	22	30	0	15.6%	0	1	1	2.4%	2.4%	-1	0	0.0%	1.8%
Intermediate Sales & Service Personnel																	
Semi-Skilled Manual Workers	296	25.0%	222	14.8%	131	353	2	14.8%	1	11	10	2.7%	2.2%	-5	0	0.7%	2.1%
Other Sales & Service Personnel																	
Other Manual Workers	123	20.0%	74	14.8%	55	129	2	0	1	5	5	3.5%	3.2%	-2	0	1.6%	3.0%

**Short-term Goal Setting Tool**

**Arc'teryx Equipment, a Division of Amer Sports Canada Inc.  
13-Jun-17**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/06/13  #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years  #	PERSONS WITH DISABILITIES										
		Annually  %	Over 3 Years  #	Annually  %	Over 3 Years  #		Number  #	Turnover (Replacement of Terminated Employees)		Hires Required  #	3 Year Goals 2018-2020		Present Availability  %	Present Gap  #	Projected Gap  #	Present Representation  %	Projected Representation in 3 Years  %
								Annually  %	Over 3 Years  #		#	%					
		#	%	#	%		#	%	#	%	#	%	#	%	#	%	#
Managers	112	5.0%	17	15.6%	52	69	1	15.6%	0	5	4	5.5%	4.3%	-4	-1	0.9%	3.9%
Professionals	91	10.5%	29	15.6%	43	72	1	15.6%	0	3	3	4.0%	3.8%	-2	-1	1.1%	3.3%
Semi-Professionals & Technicians	109	12.0%	39	15.6%	51	90	2	15.6%	1	6	5	5.0%	4.6%	-3	-1	1.8%	4.1%
Supervisors	30	3.5%	3	15.6%	14	17	0	15.6%	0	4	3	15.0%	13.9%	-4	-2	0.0%	9.1%
Supervisors: Crafts & Trades	14	1.6%	1	15.6%	7	8	0	15.6%	0	1	1	7.8%	7.8%	-1	0	0.0%	6.7%
Administrative & Senior Clerical Personnel																	
Skilled Sales & Service Personnel																	
Skilled Crafts & Trades Workers																	
Clerical Personnel	47	5.5%	8	15.6%	22	30	1	15.6%	0	3	2	7.5%	7.0%	-2	-1	2.1%	5.5%
Intermediate Sales & Service Personnel	81	10.0%	24	69.2%	168	192	1	69.2%	2	7	11	5.6%	5.6%	-4	4	1.2%	9.5%
Semi-Skilled Manual Workers	296	25.0%	222	14.8%	131	353	1	14.8%	0	24	21	6.0%	4.8%	-13	-3	0.3%	4.2%
Other Sales & Service Personnel																	
Other Manual Workers	123	20.0%	74	14.8%	55	129	0	14.8%	0	11	9	7.0%	5.3%	-7	-1	0.0%	4.6%

**Short-term Goal Setting Tool**

**Arc'teryx Equipment, a Division of Amer Sports Canada Inc.  
13-Jun-17**

<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>
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/06/13  #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years  #	MEMBERS OF VISIBLE MINORITIES										
		Annually  %	Over 3 Years  #	Annually  %	Over 3 Years  #		Number  #	Turnover (Replacement of Terminated Employees)		Hires Required  #	3 Year Goals 2018-2020		Present Availability  %	Present Gap  #	Projected Gap  #	Present Representation  %	Projected Representation in 3 Years  %
								Annually  %	Over 3 Years  #		#	%					
		#	%	#	%		#	%	#	%	#	%	#	%	#	%	#
Senior Managers	8	5.0%	1	0.0%	0	1	0	0.0%	0	1	1	100.0%	10.1%	-1	0	0.0%	11.1%
Middle & Other Managers																	
Professionals	91	10.5%	29	15.6%	43	72	21	15.6%	10	18	18	24.4%	23.9%	-1	0	23.1%	24.2%
Semi-Professionals & Technicians																	
Supervisors	30	3.5%	3	15.6%	14	17	9	15.6%	4	8	8	45.0%	41.2%	-3	-1	30.0%	39.4%
Supervisors: Crafts & Trades																	
Administrative & Senior Clerical Personnel	21	2.4%	2	15.6%	10	12	3	15.6%	1	6	5	40.0%	35.3%	-4	-1	14.3%	30.4%
Skilled Sales & Service Personnel																	
Skilled Crafts & Trades Workers	5	0.6%	0	15.6%	2	2	0	15.6%	0	1	1	50.0%	10.5%	-1	0	0.0%	20.0%
Clerical Personnel	47	5.5%	8	15.6%	22	30	17	15.6%	8	14	14	45.0%	42.3%	-3	0	36.2%	41.8%
Intermediate Sales & Service Personnel	81	10.0%	24	69.2%	168	192	18	69.2%	37	68	90	46.7%	46.7%	-20	22	22.2%	67.6%
Semi-Skilled Manual Workers																	
Other Sales & Service Personnel	4	20.0%	2	14.8%	2	4	0	14.8%	0	3	2	55.9%	55.9%	-2	-1	0.0%	33.3%
Other Manual Workers																	

<b>Summary of Goals</b>
<b>Arc'teryx Equipment</b>
<b>June 13, 2017</b>

**Women**

<b>Workforce Analysis Results</b>			<b>Goals</b>		<b>Comments</b>
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Present Gap</b>	<b>Short-term (1 to 3 years)</b>	<b>Long-term (3 years or more)</b>	
<b>#</b>	<b>Description</b>	<b>#</b>	<b>#</b>	<b>#</b>	
01	Senior Managers	-1	1	2	Short-term goal will close the gap, and long-term goal will bring us up to match/exceed availability.
05	Supervisors	-7	10	12	Closing the gap in the short-term unrealistic based on availability.
07	Administrative and Senior Clerical Personnel	-3	10	12	Closing the gap in the short-term unrealistic based on availability.
10	Clerical Personnel	-7	23	26	Closing the gap in the short-term unrealistic based on availability
11	Intermediate Sales and Service Personnel	-12	115	115	Hiring slightly below present availability in the short-term will keep our representation consistently above availability in the long-term

**Aboriginal Peoples**

<b>Workforce Analysis Results</b>			<b>Goals</b>		<b>Comments</b>
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Present Gap</b>	<b>Short-term (1 to 3 years)</b>	<b>Long-term (3 years or more)</b>	
<b>#</b>	<b>Description</b>	<b>#</b>	<b>#</b>	<b>#</b>	
02	Middle & Other Managers	-1	2	2	One additional hire in the 3+ year range will bring our representation

					up to availability
04	Semi-Professionals & Technicians	-2	2	3	Closing gap unrealistic in short-term based on availability.
05	Supervisors	-1	1	1	Hiring based on present availability in the short and long term will keep our representation consistently above availability
10	Clerical Personnel	-1	1	2	Short-term goal will close the gap, and long-term goal will bring us up to match/exceed availability.
12	Semi-Skilled Manual Workers	-5	10	11	Short-term goal will close the gap, and long-term goal will bring us up to match/exceed availability.
14	Other Manual Workers	-2	5	6	Short-term goal will close the gap, and long-term goal will bring us up to match/exceed availability.

### Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01/02	Managers	-4	4	5	Closing gap is unrealistic in the short-term based on availability for most of the EEOGs in this group. Long-term goals aim to close the gap.

03	Professionals	-2	3	4	(see above)
04	Semi-Professionals and Technicians	-3	5	6	(see above)
05	Supervisors	-4	3	5	(see above)
06	Supervisors: Crafts and Trades	-1	1	2	(see above)
10	Clerical Personnel	-2	2	3	(see above)
11	Intermediate Sales and Service Personnel	-4	11	11	Hiring based on present availability in the short and long term will keep our representation consistently above availability
12	Semi-Skilled Manual Workers	-13	21	24	Closing gap is unrealistic in the short-term based on availability.
14	Other Manual Workers	-7	9	11	Closing gap is unrealistic in the short-term based on availability.

### Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01	Senior Managers	-1	1	1	One additional hire within 3 years will bring our representation up to availability and sustain it in the long-term
03	Professionals	-1	18	18	Hiring slightly above availability in the short-term will sustain our representation above availability in the long-term
05	Supervisors	-3	8	9	Closing the gap is unrealistic in the short-term based on availability.
07	Administrative and Senior Clerical Personnel	-4	5	7	Closing the gap is unrealistic in the



					short-term based on availability.
09	Skilled Crafts and Trades Workers	-1	1	1	One additional hire within 3 years will bring our representation up to availability and sustain it in the long-term
10	Clerical Personnel	-3	14	15	Short-term goal will close the gap, and long-term goal will bring us up to match/exceed availability.
11	Intermediate Sales and Service Personnel	-20	90	90	Hiring based on present availability in the short and long term will keep our representation consistently above availability
13	Other Sales & Service Personnel	-2	2	3	Closing the gap is unrealistic in the short-term based on availability.



## SELF-IDENTIFICATION QUESTIONNAIRE

### Confidential

Arc'teryx is subject to the Federal Contractors Program as a result of our business with the Government of Canada. Our obligation under this program requires us to collect information about our workforce which will allow us to track and implement employment equity.

The responses to this questionnaire are strictly confidential and are only used for employment equity purposes. You have the right to change or update your answers at any time.

Completion of this form is voluntary, but we encourage you to do so as the collection of this information is critical to Arc'teryx maintaining our federal government contracts and acquiring contracts in the future.

Please note that a person may belong to more than one designated group.

If required, this survey can be made available in an alternate format (i.e. paper, large font, etc). If you require any assistance in completing the survey, please contact People & Culture.

Thank you in advance for your cooperation.

**Name:** \_\_\_\_\_ **Employee Number:** \_\_\_\_\_

**Job Title:** \_\_\_\_\_ **Department:** \_\_\_\_\_

### Gender:

Male  Female

### Aboriginal Peoples

According to the Employment Equity Act, an Aboriginal person is a person who is Indian, Inuit, or Metis.

Are you an Aboriginal person?

Yes  No

### Persons with Disabilities

According to the Employment Equity Act, a person with a disability is a person who has a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment and who:

- Considers themselves to be disadvantaged in employment by reason of the impairment, or
- Believes that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Are you a person with a disability?

Yes  No

### Members of Visible Minorities

According to the Employment Equity Act, a member of a visible minority is a person (other than Aboriginal people) who is non-Caucasian in race or non-white in colour.

Are you a member of a visible minority?

Yes  No

## Nyirasafari, Ange AN [NC]

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**From:** Yakibonge, Maurice [NC] on behalf of EE-EME  
**Sent:** November 1, 2017 1:27 PM  
**To:** 'jon.hoerauf@arcteryx.com'  
**Cc:** 'Milne, Allison'  
**Subject:** Government of Canada Agreement Number: V100204 – Notification of Compliance with the Federal Contractors Program  
**Attachments:** FP-Tmp-WEDFCP Notice of Compliance LetterEN ARC'teryx Equipment-20171031.doc

Dear Mr. Hoerauf,

I am writing to inform you that the compliance assessment initiated on 20/06/2017 has been completed. As a result of the assessment, ARC'teryx Equipment, A Division of AMER Sports Canada 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 initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of ARC'teryx Equipment, A Division of AMER Sports Canada Inc.'s employment equity program.

- We encourage you to continue to follow-up with employees to strengthen your workforce survey's return and response rates.
- Please note, you are not required to set a goal for women in an occupational group where they are already represented at 50% or more.

Attached for your reference is a summary of ARC'teryx Equipment, A Division of AMER Sports Canada Inc.'s employment equity results compared against Employment Equity Occupational Group levels in your industry as well as overall Canadian labour market availability.

### Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When ARC'teryx Equipment, A Division of AMER Sports Canada Inc. is notified of a follow-up assessment, the following information will be required:

1. a completed Achievement Table;
2. a current workforce analysis; and
3. revised goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the first assessment. If reasonable progress has not been made, ARC'teryx Equipment, A Division of AMER Sports Canada 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.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Table, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Maurice Yakibonge at [Maurice.yakibonge@labour-travail.gc.ca](mailto:Maurice.yakibonge@labour-travail.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish ARC'teryx Equipment, A Division of AMER Sports Canada Inc. continued success in achieving a diverse and inclusive workplace.

Équipe de l'équité en emploi / Workplace Equity Team

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

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

## Nyirasafari, Ange AN [NC]

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**From:** Milne, Allison <Allison.Milne@arcteryx.com>  
**Sent:** June 20, 2017 3:02 PM  
**To:** EE-EME  
**Subject:** Arc'teryx Equipment V100204 - First Compliance Assessment  
**Attachments:** Self-Identification Questionnaire.pdf; Summary Report.pdf; Detailed Report - Persons with Disabilities.pdf; Detailed Report - Visible Minorities.pdf; Detailed Report - Women.pdf; Detailed Report - Aboriginal Peoples.pdf; Short-Term Goal Setting Tool.xlsx; Summary of Goals.docx

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

**Categories:** Maurice Responding

Hello,

On behalf of Arc'teryx Equipment, a Division of Amer Sports Canada, I am submitting the required documents and information for our first compliance assessment under the Federal Contractors Program.

Attached you will find:

- A copy of the Self-Identification Questionnaire that was issued to our workforce
- Our workforce analysis results, including the Detailed Reports and Summary Report
- The completed short-term and long-term goal setting tools

The results of our employee survey were as follows:

- 953 employees were surveyed in total
- 791 surveys were returned either partially or fully completed, which resulted in an 83% return rate
- 784 fully completed surveys were returned, which resulted in an 82% response rate

Note that our reports have been made visible within WEIMS.

Please let me know if you require any further information for our first compliance assessment.

Thank you,

Allison Milne  
People & Culture Generalist

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