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Agree	me	M I	V°:	

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement	(All sections	must be comple	eted)					
✓ Revised Agreement								
	OR	GANIZATION						
Legal Name of Organization	•		Parent company is located outside Canada					
BMT Canada Ltd.			Yes No					
Operating Name (if different from Legal N BMT Canada Ltd.	Name of Organization)		Business Numb	: I				
bri Ganada nedi			Total number of employees in Canada (Permanent Full-Time and/or Part-Time)					
Organization's North American Industry		ode Number			lime)			
To find your organization's four-digit NAICS code please visit: http://www.stalcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm			Federally R	•				
541330 - Engineering Ser	vices	Provincially	Regulated ()					
	HE	AD OFFICE						
Address (building number, street, suite, 6 311 Legget Drive	City Ottawa		Province ON	Postal Code K2K 1Z8				
Telephone Number 613-592-2830								
	EMPLOYME	NT EQUITY CON	rac i					
Name (print)		Title	mar Dagonaa					
Nanci Ivory Telephone Number	E-mail Address	Intractor un	man Resource		ge of Correspondence			
613-592-2830 Ext 211	nivory@fleetech	com		rialened cangua English	ge of Correspondence French			
The above-named organization:	CE.	RTIFICATION		iv				
having a combined workforce of	100 or more permanent full-li	ima and narmanant	nart time employe	os in Canada	AND			
intending to bid on, or being in re Supply Arrangement, valued at \$ hereby certifles its commitment to irr	eceipt of, a federal governme \$1,000,000 or more (including	nt goods or services applicable taxes)	contract, standing	g offer or contra	act issued under a			
instrument, in keeping with the Fede please refer to: http://www.esdc.gc.c	eral Contractors Program req	uirements. For more						
Important note: if an audit of the Ας the procurement instrument(s) with t	reement to Implement Emplo he Government of Canada m	byment Equity unco pay be terminated.	vers misrepresent	ation on the par	t of the organization,			
		IGNATORY		***************************************				
NOTE: The signatory must be the C contract on behalf of the org		authorized person	in an executive po	sition with lega	l authority to sign a			
Name (print)		Title	······································					
Chris Tokarchuk		VP Commerc	ial	•				
Telephone Number	E-mail Address				uage of Correspondence			
613-	rchuk@fle	et ech.c om		✓ Engli	sh French			
Signa		Date (YYYY-MM-	·					
		2018-5	20-9X					
Prive				·				

The information you provide on this form is collected under the authority of section 42 of the Employment Equity Act to determine your eligibility for the Federal 000649 Contractors Program (FCP).

Workforce Analysis - Detailed Report

Date: 2019-05-13

Women

		Women					
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avai %	lability Gap # #	Recruitment Area
01 : Senior Managers	National	6	1	16.7 %	27.6 %	2 -1	National
02 : Middle and Other Managers	National	13	3	23.1 %	39.4 %	5 -2	National
03 : Professionals		69	17	24.6 %	23.0 %	16 1	
1111 : Financial auditors and accountants	National	1	1	100.0 %	56.0 %	1 0	National
1122 : Professional occupations in business management consulting	National	10	2	20.0 %	42.7 %	4 -2	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.6 %	1 0	National
2131 : Civil engineers	National	8	0	0.0 %	17.7 %	1 -1	National
2133 : Electrical and electronics engineers	National	7	2	28.6 %	10.7 %	1 1	National
2142 : Metallurgical and materials engineers	National	3	2	66.7 %	15.9 %	0 2	National
2148 : Other professional engineers, n.e.c.	National	37	8	21.6 %	19.9 %	7 1	National
2174 : Computer programmers and interactive media developers	National	2	1	50.0 %	16.6 %	0 1	National
4 : Semi-Professionals and Technicians		12	0	0.0 %	21.1 %	3 -3	
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	20.7 %	0 0	Ontario
2251 : Architectural technologists and technicians	British Columbia	2	0	0.0 %	29.3 %	1 -1	British Columbia
2251 : Architectural technologists and technicians	Ontario	4	0	0.0 %	29.8 %	1 -1	Ontario
2261 : Non-destructive testers and inspection technicians	Ontario	5	0	0.0 %	11.0 %	1 -1	Ontario
77 : Administrative and Senior Clerical Personnel		5	5	100.0 %	76.8 %	4 1	
Employment Equity Occupational Group	Ottawa - Gatineau	5	5	100.0 %	76.8 %	4 1	Ottawa - Gatineau
0 : Clerical Personnel		1	1	100.0 %	65.7 %	1 0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	65.7 %	1 0	Ottawa - Gatineau
rotal		106	27	25.5 %	28.0 %	31 -4	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-05-13

Aboriginal Peoples

				Aboriç	ginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availa	•	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	6	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	13	0	0.0 %	2.7 %	0	0	National
03 : Professionals		69	0	0.0 %	1.7 %	1	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.4 %	0	0	National
1122 : Professional occupations in business management consulting	National	10	0	0.0 %	1.6 %	0	0	National
123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	2.1 %	0	0	National
2131 : Civil engineers	National	8	0	0.0 %	1.4 %	0	0	National
2133 : Electrical and electronics engineers	National	7	0	0.0 %	1.0 %	0	0	National
2142 : Metallurgical and materials engineers	National	3	0	0.0 %	0.3 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	37	0	0.0 %	2.1 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	1.1 %	0	0	National
4 : Semi-Professionals and Technicians		12	0	0.0 %	2.6 %	0	0	
212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	6.1 %	0	0	Ontario
251 : Architectural technologists and technicians	British Columbia	2	0	0.0 %	0.8 %	0	0	British Columbia
251 : Architectural technologists and technicians	Ontario	4	0	0.0 %	1.0 %	0	0	Ontario
261 : Non-destructive testers and inspection technicians	Ontario	5	0	0.0 %	4.0 %	0	0	Ontario
7 : Administrative and Senior Clerical Personnel		5	0	0.0 %	3.4 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
0 : Clerical Personnel		1	0	0.0 %	3.5 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
		106	0	0.0 %	2.1 %	1	-1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-05-13

Members of Visible Minorities

					of Visible Min		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avai %	lability Gap # #	Recruitment Area
01 : Senior Managers	National	6	0	0.0 %	11.5 %	1 -1	National
02 : Middle and Other Managers	National	13	1	7.7 %	17.6 %	2 -1	National
03 : Professionals		69	6	8.7 %	28.8 %	20 -14	
1111 : Financial auditors and accountants	National	1	1	100.0 %	32.3 %	0 1	National
1122 : Professional occupations in business management consulting	National	10	1	10.0 %	26.4 %	3 -2	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	18.8 %	0 0	National
2131 : Civil engineers	National	8	1	12.5 %	30.0 %	2 -1	National
2133 : Electrical and electronics engineers	National	7	2	28.6 %	39.6 %	3 -1	National
2142 : Metallurgical and materials engineers	National	3	0	0.0 %	26.6 %	1 -1	National
2148 : Other professional engineers, n.e.c.	National	37	1	2.7 %	27.2 %	10 - 9	National
2174 : Computer programmers and interactive media developers	National	2	0	0.0 %	34.2 %	1 -1	National
4 : Semi-Professionals and Technicians		12	0	0.0 %	23.8 %	3 -3	
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	11.3 %	0 0	Ontario
2251 : Architectural technologists and technicians	British Columbia	2	0	0.0 %	35.9 %	1 -1	British Columbia
2251 : Architectural technologists and technicians	Ontario	4	0	0.0 %	29.8 %	1 ·1	Ontario
2261 : Non-destructive testers and inspection technicians	Ontario	5	0	0.0 %	16.7 %	1 -1	Ontario
77 : Administrative and Senior Clerical Personnel		5	1	20.0 %	14.1 %	1 0	
Employment Equity Occupational Group	Ottawa - Gatineau	5	1	20.0 %	14.1 %	1 0	Ottawa - Gatineau
0 : Clerical Personnel		1	0	0.0 %	18.2 %	0 0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	18.2 %	0 0	Ottawa - Gatineau
		106	8	7.6 %	25.1 %	27 -19	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



Workforce Analysis - Detailed Report

Date: 2019-05-13

Persons with Disabilities

Persons with Disabilities						ties		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	19	0	0.0 %	5.0 %	1	-1	National
03 : Professionals	National	69	4	5.8 %	8.9 %	6	-2	National
04 : Semi-Professionals and Technicians	National	12	0	0.0 %	7.6 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	5	2	40.0 %	10.0 %	1	1	National
10 : Clerical Personnel	National	1	0	0.0 %	9.3 %	0	0	National
Total		106	6	5.7 %	8.1 %	9	-3	
		100	ŭ	/0	/0		•	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2019-05-13

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2019-05-13

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Workforce Analysis - Summary Report

Date: 2019-05-13

Women

Women							
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	1	16.7 %	27.6 %	2	-1	
02 : Middle and Other Managers	13	3	23.1 %	39.4 %	5	-2	
03 : Professionals	69	17	24.6 %	23.0 %	16	1	
04 : Semi-Professionals and Technicians	12	0	0.0 %	21.1 %	3	-3	
07 : Administrative and Senior Clerical Personnel	5	5	100.0 %	76.8 %	4	1	
10 : Clerical Personnel	1	1	100.0 %	65.7 %	1	0	
Total	106	27	25.5 %	28.0 %	31	-4	



Workforce Analysis - Summary Report

Date: 2019-05-13

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	13	0	0.0 %	2.7 %	0	0	
03 : Professionals	69	0	0.0 %	1.7 %	1	-1	
04 : Semi-Professionals and Technicians	12	0	0.0 %	2.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	5	0	0.0 %	3.4 %	0	0	
10 : Clerical Personnel	1	0	0.0 %	3.5 %	0	0	
Total	106	0	0.0 %	2.1 %	1	-1	



Workforce Analysis - Summary Report

Date: 2019-05-13

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	11.5 %	1	-1	
02 : Middle and Other Managers	13	1	7.7 %	17.6 %	2	-1	
03 : Professionals	69	6	8.7 %	28.8 %	20	-14	
04 : Semi-Professionals and Technicians	12	0	0.0 %	23.8 %	3	-3	
07 : Administrative and Senior Clerical Personnel	5	1	20.0 %	14.1 %	1	0	
10 : Clerical Personnel	1	0	0.0 %	18.2 %	0	0	
Total	106	8	7.6 %	25.1 %	27	-19	



Workforce Analysis - Summary Report

Date: 2019-05-13

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	19	0	0.0 %	5.0 %	1	-1	
03 : Professionals	69	4	5.8 %	8.9 %	6	-2	
04 : Semi-Professionals and Technicians	12	0	0.0 %	7.6 %	1	-1	
07 : Administrative and Senior Clerical Personnel	5	2	40.0 %	10.0 %	1	1	
10 : Clerical Personnel	1	0	0.0 %	9.3 %	0	0	
Total	106	6	5.7 %	8.1 %	9	-3	



Workforce Analysis - Summary Report

Date: 2019-05-13

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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2019-05-13

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
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Part 1: Workforce Analysis

BMT Canada Ltd

Date: 2019-10-30

Data from Su	bsequent/Curre Analysis	ent Workforce
\	\	↓

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2019	05	13

Data from Subse	quent/Current Workforce Analysis
YYYY	MM DD

		Table 1: Women				
		First/Previous Workforce Analysis				
		All Employees	Wor	Women		
empre	oyment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	6	1	27.6		
02	Middle & Other Managers	13	3	39.4		
03	Professionals	69	17	23.0		
04	Semi-Professionals & Technicians	12	0	21.1		
05	Supervisors	0	0	0.0		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	5	5	76.8		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	1	1	65.7		
11	Intermediate Sales & Service Personnel	0	0	0.0		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		106	27	28.0		

Table 5: Women				
Subsequent/Current Workforce Analysis All Employees Women				
An Employees	Representation Availability			
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

* Source:			
2006 Census	of Canada		

* Sourc	e:		

Part 1: Workforce Analysis

BMT Canada Ltd

Date: 2019-10-30

Data from Sub	osequent/Curr Analysis	ent Workforce
\	\	\

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	05	13

0	0	0
YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table	2: Aboriginal P	eoples
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	6	0	3.2
02	Middle & Other Managers	13	0	2.7
03	Professionals	69	0	1.7
04	Semi-Professionals & Technicians	12	0	2.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	5	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	3.5
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		106	0	2.1

	6: Aboriginal Pe /Current Workforc		
All Employees Aboriginal Peoples			
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	

* Source:			
2006 Census	of Canada		

* Source:		
0		

Part 1: Workforce Analysis

BMT Canada Ltd

Date: 2019-10-30

Data from Su	bsequent/Curro Analysis	ent Workforce
\	\	\

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2019	05	13

YYYY	MM	DD
Data from Subse	equent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities
		First/Pro	evious Workforce A	Analysis
Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	6	0	11.5
02	Middle & Other Managers	13	1	17.6
03	Professionals	69	6	28.8
04	Semi-Professionals & Technicians	12	0	23.8
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	5	1	14.1
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	18.2
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total	•	106	8	25.1

Subsequent	/Current Workforc	e Analysis		
All Employees Members of Visible Minorities				
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

* Source:	
2006 Census of Cana	la

* Source:		
0		

Part 1: Workforce Analysis

BMT Canada Ltd

Date: 2019-10-30

Data from Sul	bsequent/Curre Analysis	ent Workforce
\	\downarrow	\

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2019	05	13

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
0	0	0

		Table 4:	Persons with Dis	sabilities
		First/Pro	evious Workforce A	Analysis
Emalo	umant Fauity Occupational Croup (FFOC)	All Employees	Persons with	Disabilities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	19	0	5.0
03	Professionals	69	4	8.9
04	Semi-Professionals & Technicians	12	0	7.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	5	2	10.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	1	0	9.3
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Γotal		106	6	8.1

Table 8:	Persons with Dis	abilities
Subsequen	t/Current Workforc	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:			
2012 Canad	ian Survey on	Disability	

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Part 2: Flow Data Analysis

BMT Canada Ltd

Date: 2019-10-30

Start	Date of Flow	/ Data
YYYY	MM	DD
2019	05	13

Data from Form 4 - Employees Hired

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		moted	
	Pro	marea	
	110	moteu	

Data from Form 6 - Employees Terminated

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

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

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	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	0	
0	0	0	0	
o	0	0	0	
o	0	0	0	
0	0	0	0	
0	0	o	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Part 2: Flow Data Analysis

BMT Canada Ltd

Date: 2019-10-30

Start	Date of Flow	Data
YYYY	MM	DD
2019	05	13

End l	Date of Flow	Data
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples Part-time / National Full-time / National **Employment Equity Occupational Group** Aboriginal All Employees All Employees Aboriginal (EEOG) Peoples Hired Peoples Hired Hired Hired # # # # 01 Senior Managers 02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Technicians 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 08 Skilled Sales & Service Personnel

09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

11 Intermediate Sales & Service Personnel

10 Clerical Personnel

Total

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
o	0	0	0
o	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

1	Table 10: Aboriginal Peoples				
	Full-time / National		Part-time / National		
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
1	#	#	#	#	
0	0	0	0	0	
Э	0	0	0	0	
)	0	0	0	0	
Э	0	0	0	0	
)	0	0	0	0	
)	0	0	0	0	
)	0	0	0	0	
)	0	0	0	0	
)	0	0	0	0	
)	0	0	0	0	
)	0	0	0	0	
Э	0	0	0	0	
)	0	0	0	0	
<u> </u>	0	0	0	0	
	0	0	0	0	

Part 2: Flow Data Analysis

BMT Canada Ltd

Date: 2019-10-30

Start	Date of Flow	Data
YYYY	MM	DD
2019	05	13

End l	Date of Flow	Data
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Terminated

	Table	3. Parcone	with Disa	hilities
		/ National		/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	C
04 Semi-Professionals & Technicians	0	0	0	(
05 Supervisors	0	0	0	(
06 Supervisors: Crafts & Trades	0	0	0	(
07 Administrative & Senior Clerical Personnel	0	0	0	(
08 Skilled Sales & Service Personnel	0	0	0	(
09 Skilled Crafts & Trades Workers	0	0	0	(
10 Clerical Personnel	0	0	0	(
11 Intermediate Sales & Service Personnel	0	0	0	(
12 Semi-Skilled Manual Workers	0	0	0	(
13 Other Sales & Service Personnel	0	0	0	(
14 Other Manual Workers	0	0	0	(
Total	0	0	0	(

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

	Table 11: Persons with Disabilities					
	Full-time / National		Part-time / National			
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated		
	#	#	#	#		
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	(
	0	0	0	(
	0	0	0	(
)	0	0	0	(
)	0	0	0	(
)	0	0	0	0		

Data from Form 6 - Employees

Part 2: Flow Data Analysis

BMT Canada Ltd

Date: 2019-10-30

Start	Date of Flow	Data
YYYY	MM	DD
2019	05	13

End l	Date of Flow	Data
YYYY	MM	DD
-	-	-

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

+	+	+	+
able 12:	Members	of Visible I	Minorities
Full-time	/ National	Part-time	/ National

Data from Form 6 - Employees

Terminated

	Full-time	/ National	Part-time	/ National
oloyment Equity Occupational Group OG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
Senior Managers	0	0	0	0
Middle & Other Managers	0	0	0	0
Professionals	0	0	0	0
Semi-Professionals & Technicians	0	0	0	0
Supervisors	0	0	0	0
Supervisors: Crafts & Trades	0	0	0	0
Administrative & Senior Clerical Personnel	0	0	0	0
Skilled Sales & Service Personnel	0	0	0	0
Skilled Crafts & Trades Workers	0	0	0	0
Clerical Personnel	0	0	0	0
Intermediate Sales & Service Personnel	0	0	0	0
Semi-Skilled Manual Workers	0	0	0	0
Other Sales & Service Personnel	0	0	0	0
Other Manual Workers	0	0	0	0
1	0	0	0	0
	Senior Managers Middle & Other Managers Professionals Semi-Professionals & Technicians Supervisors Supervisors: Crafts & Trades Administrative & Senior Clerical Personnel Skilled Sales & Service Personnel Skilled Crafts & Trades Workers Clerical Personnel Intermediate Sales & Service Personnel Semi-Skilled Manual Workers Other Sales & Service Personnel Other Manual Workers	Il Employees Hired # Senior Managers Middle & Other Managers Professionals Semi-Professionals & Technicians Supervisors Supervisors Supervisors: Crafts & Trades Administrative & Senior Clerical Personnel Skilled Sales & Service Personnel Skilled Crafts & Trades Workers Clerical Personnel Intermediate Sales & Service Personnel Semi-Skilled Manual Workers Other Sales & Service Personnel Other Manual Workers Other Manual Workers	All Employees Hired	All Employees Hired Hire

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

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

									Data f	or First/P	revious C	Foals							
[A] B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
***************************************	<u> </u>	Ţ	Ţ	1	1	Ţ	Ţ	Ţ	1	1	1	1	1	J	↓	1	1	Ţ	J
										Table 1:									
									First/l	Previous Sh	ort-term G	oals							
				All Em	ployees										omen				
	Number	Grov	rth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of	Hires	3 Yea						
Employment Equity Occupational					l	Employees)		Anticipated			Employees)	Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj		Actual	Proj		Hires Over 3 Years	YYYY-MM-DD		1	Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-05-13	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	u u	%	%	#	#	#	%	μ	и	и	%	%	#	ш	%	%
01 Senior Managers	6	-100.0%	10.0%	2	0.0%	10.0%	7	4	. 1	10.0%	0	1	2	40.0%	27.6%	-1	1	16.7%	37.5%
02 Middle & Other Managers	13	-100.0%	15.0%	6	0.0%	10.0%	4	10	3	10.0%	ľi	5	5	50.0%	39.4%	-2		23.1%	36.8%
03 Professionals	69	-100.0%	25.0%	52	1 1	12.0%	25	77	17	12.0%	6	17	19	25.0%	23.0%	$\frac{1}{1}$	2	24.6%	24.8%
04 Semi-Professionals & Tech	12	-100.0%	10.0%	4	0.0%	10.0%	4	8	. o	10.0%	0	3	3	40.0%	21.1%	-3	0	0.0%	18.8%
05 Supervisors	o	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	o	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	5	-100.0%	20.0%	3	0.0%	10.0%	2	5	5	10.0%	2	3	3	50.0%	76.8%	1	. 0	100.0%	75.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/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	1	-100.0%	0.0%	0	0.0%	10.0%	0	0	1	10.0%	0	0	0		65.7%	0	0	100.0%	100.0%
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	106	-100.0%		0	0.0%		0	0	27	0.0%	0	3	0		28.0%	-3	-3	25.5%	25.5%

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

	Workforce Finallysis) * 2) A 10					Table 2: Women
E	oyment Equity Occupational		Wom	en		
	p (EEOG)	Short-tern	1 Goals	Long-ter	m Goals	Comments
		#	%	#	%	
	Senior Managers	2	40.0	0	0.0	
02	Middle & Other Managers	5	50.0		0.0	
	Professionals	19	25.0	0	0.0	
	Semi-Professionals & Tech	3	40.0	0	0.0	
	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
	Administrative & Sr Clerical	3	50.0	0	0.0	
	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
	Clerical Personnel	0	0.0	0	0.0	
	Intermediate Sales & Service	0	0.0	0	0.0	
	Semi-Skilled Manual	0	0.0	0	0.0	
	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

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

									Data f	or First/P	revious C	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	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	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<u> </u>	J.	Ţ	1	1	Ţ	Ţ	1	1	1	1	Ţ	Ţ	J	↓	1	Ţ	Ţ	Ţ
										3: Abori									
									First/l	Previous Sh	ort-term G	oals							
				All En	nployees										nal Peoples			· · · · · · · · · · · · · · · · · · ·	
	Number	Grov	th (New Positi	ons)	Turnover (R	eplacement of	Terminated		Number	Turnover (R	placement of	Hires		r Goals					
Employment Equity Occupational						Employees)		Anticipated			Employees)	Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Proj	ected I	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-05-13	Annually	Over 3 Years	Years	2019	2022					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	-100.0%	10.0%	2	0.0%	10.0%	2	. 4	0	10.0%	0	0	()	3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	13	-100.0%	15.0%	6	0.0%	10.0%	4	10	0	10.0%	0	1	1	5.0%	2.7%	0	0	0.0%	5.3%
03 Professionals	69	-100.0%	25.0%	52		12.0%	25	77	' 0	12.0%	0	2	2	2.0%	1.7%	-1	0	0.0%	1.7%
04 Semi-Professionals & Tech	12	-100.0%	10.0%	4	0.0%	10.0%	4	8	0	10.0%	0	0	()	2.6%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		0	0.0%		0			0.0%	0	0	()	0.0%	1 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	0.0% -100.0%	20.0%	0	0.0%	10.0%]		0.0% 10.0%	0	0	((0.0% 3.4%	1 0	0	#DIV/0! 0.0%	#DIV/0! 0.0%
08 Skilled Sales & Service	ر ا	0.0%	20.0%	3	0.0%	10.076	2	3	3 8	0.0%	0	٥		()	0.0%	1 %	"	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	ا ا	0.0%			0.0%			31 6		0.0%	0	0		()	0.0%] 6	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	ľ	-100.0%	0.0%	Č	0.0%	10.0%		م ا	آ	10.0%	0	Ö	ì		3.5%	ا آ	ن ا	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		C	0.0%		Č	آ	ol ő	0.0%	0	Ö	Ì		0.0%	ا	o o	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		C	0.0%		C	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		C	0.0%		C	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		C	0.0%		C	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

0

106 -100.0%

Total

0.0%

2.1%

	Workforce Manysis) · 2) x 10	<u>v.</u>				Table 4: Aboriginal Peoples
r1			Aboriginal	Peoples		" ·
	oyment Equity Occupational (EEOG)	Short-ter	rm Goals	Long-te	erm Goals	Comments
		#	%	#	%	
	Senior Managers	0	0.0	(0.0	
02	Middle & Other Managers	1	5.0	(0.0	
03	Professionals	2	2.0	(0.0	
04	Semi-Professionals & Tech	0	0.0	(0.0	
	Supervisors	0	0.0	(0.0	
	Supervisors: Crafts & Trades	0	0.0	(0,0	
07	Administrative & Sr Clerical	0	0.0	(0.0	
08	Skilled Sales & Service	0	0.0	(0.0	
09	Skilled Crafts & Trades	0	0.0	(0.0	
10	Clerical Personnel	0	0.0	(0.0	
11	Intermediate Sales & Service	0	0.0	(0,0	
12	Semi-Skilled Manual	0	0.0	(0.0	
13	Other Sales & Service	0	0.0	(0.0	
14	Other Manual Workers	0	0.0	(0.0	
Total		0	0.0	(0.0	

0.0%

0.0%

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.

								BM	i Canada i	π α									
								Date	e: 2019-10-	30									
									Data f	or First/P	revious (Goals							
[A] B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
<u> </u>	<u> </u>	Ţ	1	1	Ţ	J	·	<u>.</u>	.	J	<u> </u>	<u>, </u>	,	<u> </u>	<u> </u>	.	<u>, </u>	.	↓
										Persons									
									First/	Previous Sh	ort-term G	oals							
				All Er	nployees					,					th Disabilities				
	Number	Grov	wth (New Posit	ions)		eplacement of	Terminated		Number	Turnovar (D	eplacement of			ir Goals					
Employment Equity Occupational			.,		 	Employees)		Anticipated		Terminated	l Employees)	Hires Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2019-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	T.L.II.	2019-05-13	Annually	Over 3 Years	Years	2019	2022					tems
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	19	-100.0%	14.5%	8	0.0%	10.0%	6	14	0	10.0%	0	1		10.0%	5.0%	-1	0	0.0%	3.7%
03 Professionals	69	-100.0%		52	1	12.0%	25	77	4	12.0%	1	. 8	8	10.0%	8.9%	-2	0	5.8%	9.1%
04 Semi-Professionals & Tech	12	-100.0%		∠	0.0%	10.0%	4	8	0	10.0%	0	1		15.0%	7.6%	-1	0	0.0%	6.3%
05 Supervisors	0	0.0%		(0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	5	-100.0%		3	0.0%	10.0%	2	5	2	10.0%	1	. 0	()	10.0%	2	0	40.0%	12.5%
08 Skilled Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	1 ()	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	1	-100.0%		(0.0%	10.0%	0	0	0	10.0%	0	0	1 9)	9.3%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	1 0	1 0	0.0%		0	1 9)	0.0%	0	1 0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		(0.0%		0	' 0	0	0.0%	1 0	0	1 9)	0.0%	0	1 0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%					0.0%	1 0] 0	1 9	7	0.0%	0] 0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%)	(0.0%		0	1 0	0	0.0%	1 0	1 0	(7	0.0%	0	1 0	#DIV/0!	#DIV/0!

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

0.0%

106

-100.0%

Total

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

0.0%

8.1%

Workforce Analysis) ÷ 2) x 10	0.				
					Table 6: Persons with Disabilities
Employment Forth Comments and	P	ersons with	Disabilities	S	
Employment Equity Occupational Group (EEOG)	Short-ter	rm Goals	Long-te	rm Goals	Comments
	#	%	#	%	
01/02 Managers	1	10.0	0	0.0	
03 Professionals	8	10.0	0	0.0	
04 Semi-Professionals & Tech	1	15.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

5.7%

5.7%

										Data f	or First/P	revious C	Goals							
Α	В	C	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U
Data so	urces:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
***************************************		↓	↓	Ţ	↓	↓	↓	1	Ţ	Ţ	↓	J	Ţ	1	Ţ	J	↓	J	↓	1
									,	Fable 7: M										
										First/	Previous Sh	ort-term G	oals							
					All En	ployees										isible Minori	ities		·	
		Number	Grow	rth (New Positi	ons)		eplacement of	Terminated		Number	Turnover (Re	placement of	Hires		r Goals					
Employ	ment Equity Occupational						Employees)		Anticipated			Employees)	Required		m - To	Present		Projected	Present	Projected
Group	(EEOG)	VVVV-MM-DD	Actual	Proje		Actual	Proj		Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2019-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2019-05-13	Annually	Over 3 Years	Years	2019	2022					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 S	enior Managers	6	-100.0%	10.0%	2	0.0%	10.0%	2	4	0	10.0%	0	1]	15.0%	11.5%	-1	0	0.0%	12.5%
	Middle & Other Managers	13	-100.0%	15.0%	6	0.0%	10.0%	4	10	1	10.0%	0	2	3	30.0%	17.6%	1	1	7.7%	21.1%
	rofessionals	69	-100.0%	25.0%	52		12.0%	25	77	6	12.0%	2	31	31		28.8%	1	0	8.7%	28.9%
1	emi-Professionals & Tech	12	-100.0%	10.0%	4	0.0%	10.0%	4	8	0	10.0%	0	4	4	50.0%	23.8%	-3	0	0.0%	25.0%
	upervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%		0	#DIV/0!	#DIV/0!
	upervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	1	0	#DIV/0!	#DIV/0!
	Administrative & Sr Clerical	5	-100.0%	20.0%	3	0.0%	10.0%	2	5	1	10.0%	0	0	(]	14.1%	1 0	0	20.0%	12.5%
	killed Sales & Service killed Crafts & Trades	0	0.0% 0.0%		0	0.0% 0.0%		0	"	0	0.0%	0	0	((0.0% 0.0%		0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
1 1	Clerical Personnel	1	-100.0%	0.0%	0	0.0%	10.0%	0	"	"	10.0%	0	ا ا	((18.2%	1 %	0	#DIV/0!	#DIV/0! 0.0%
	ntermediate Sales & Service	1	0.0%	0.0%	0	0.0%	10.076	0	"	"	0.0%	0	١	(()	0.0%	1 %	0	#DIV/0!	#DIV/0!
	emi-Skilled Manual	0	0.0%		0	0.0%		0	"	"	0.0%	0	ا ا	(()	0.0%	1 %	0	#DIV/0!	#DIV/0!
	Other Sales & Service	0	0.0%		0	0.0%		0	"	"	0.0%		ا ا	(()	0.0%] ,		#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
	Other Manual Workers	0	0.0%		0	0.0%				0	0.0%	l ő	ا ا	(0.0%	J ő	0	#DIV/0!	#DIV/0!

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

0.0%

106 -100.0%

Total

0.0%

25.1%

-19

-19

7.5%

	Workforce Finalysis) · 2) x 10					Table 8: Members of Visible Minorities
е .		Meml	ers of Visil	ole Minoriti	ies	
	oyment Equity Occupational	Short-tern	1 Goals	Long-teri	m Goals	Comments
	p (EEOG)	#	%	#	%	
01	Senior Managers	1	15.0	0	0.0	
02	Middle & Other Managers	3	30.0	0	0.0	
	Professionals	31	40.0	0	0.0	
04	Semi-Professionals & Tech	4	50.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
	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	
	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
	Semi-Skilled Manual	0	0.0	0	0.0	
	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

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

									Data for S	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
***************************************		Ţ	J	V	1	J.	J.	J	1	Ţ	V	<u> </u>	Ţ	1	V	Ţ	1	Ţ	Ţ
										Table 9:									
									Subseque	nt/Current	Short-tern	1 Goals							
				All En	ployees							1			omen	1	1		ı
	Number	Grov	rth (New Positi	ons)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje			Proj		Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-1111-111	Actuai	rioji		Actual	rioj		Years	1111-WM-DD			Over 3 Years	1111	- 1 1 1 1 	Availability	rresent Gap	Gap	Representation	Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	c	0	0.0%	0	0	[c		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	C	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	[C		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	[c	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	C	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	[0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!

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

Workforce Finally 313) * 2) A 1			Table 10: Women
Facilities Committee of	Won	nen	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

									Data for S	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
			Ţ		<u> </u>	↓ ↓	<u> </u>	Ţ	1	<u> </u>	<u> </u>	Ţ	J	Ţ	Ų	<u> </u>	.	J.	<u> </u>
											iginal Pe								
									Subseque	nt/Current	Short-tern	n Goals							
				All Er	nployees							· · · · · · · · · · · · · · · · · · ·			nal Peoples	1			
	Number	Grow	th (New Posit	ions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		ur Goals m - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	ected	Actual	,	jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years		Τ	Availability		Gap	Representation	Years
		Annually	Annually	Years	Annually	Annually	Years		-	Annually	Years	l tems	0	3					
	Ħ	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	1 0	0	0.0%		0	[])	0.0%		0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		(0.0%					0.0%			'	'[0.0%	1 0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%			0.0%		0			0.0%			'		0.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%			0.0%		0			0.0% 0.0%			'		0.0%		0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	0	-100.0% 0.0%			0.0%		"] "		0.0%	ן י			()	0.0% 0.0%	1 %	"	#DIV/0! #DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%			0.0%		1 0			0.0%					0.0%	1 %	"	#DIV/0!	#DIV/0!
13 Other Sales & Service		0.0%			0.0%		1 0] ,] ,	0.0%] ,		'		0.0%		"	#DIV/0!	#DIV/0!
14 Other Manual Workers	ا ا	0.0%			0.0%		1 0	l ő		0.0%	1 0		1 7	A Company	0.0%]		#DIV/0!	#DIV/0!
Total	0	-100.0%			0.0%			1 0		0.0%		0			0.0%	1 0	0	#DIV/0!	#DIV/0!

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Workforce Finally 313) * 2) A 1			Table 12: Aboriginal Peoples
Employment Equity Occupational	Aborigina	l Peoples	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

								TD :	2010.10	20									
								Dat	e: 2019-10-	30									
									Data for S	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	0	R	S	Т	U
Data sources:	From Workforce Analysis	From		CxEx3	From Flow Data Analysis & Workforce Analysis [‡]		CxHx3	F+I		Equivalent to H				Data Entry	From	From Workforce Analysis	(K - M +	K ÷ C	(K - M + O) ÷ (C + F)
	↓	Ţ	Ţ	1	Ţ	Ţ	J	Ţ	Ţ	J.	Ţ	1	Ţ	J	\	Ţ	\	Ţ	J
									Table 13:										
									Subseque	nt/Current	Short-tern	ı Goals							
		,		All Er	nployees							,			th Disabilities	<u> </u>			
	Number	Grov	rth (New Posi	tions)	Turnover (R	eplacement of	Terminated		Number	T	eplacement of		3 Yea	r Goals					
Employment Equity Occupation			,			Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
, , , , ,		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears		Annually	Over 3 Years	Years	0	3					tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	(-100.0%		(0.0%		0	C	0	0.0%	C	0	C		0.0%	0	0	#DIV/0!	#DIV/0
03 Professionals		-100.0%		(0.0%		0	[c	0	0.0%	C	0	C		0.0%	0	0	#DIV/0!	#DIV/0
04 Semi-Professionals & Tecl	ı C	-100.0%		(0.0%		0	0	0	0.0%	C	0	C		0.0%	0	0	#DIV/0!	#DIV/0
05 Supervisors	- 1 (0.0%		1 (0.0%		0	1 0	ol o	0.0%	.l c	0	0		0.0%	0	0	#DIV/0!	#DIV/0
	١ ٠			1 '			8	ľ	T v			-				I			
06 Supervisors: Crafts & Trac		0.0%			0.0%		0	ď	ő	0.0%	- c	0	C		0.0%	0	0	#DIV/0!	#DIV/0
07 Administrative & Sr Cleric		0.0% -100.0%		(0.0%		0	C	0	0.0% 0.0%	c c	0	0		0.0% 0.0%	0	0	#DIV/0!	#DIV/0
07 Administrative & Sr Cleric 08 Skilled Sales & Service		0.0% -100.0% 0.0%		(0.0% 0.0% 0.0%		0 0	0000	0 0	0.0% 0.0% 0.0%	0 0	0 0	0		0.0% 0.0% 0.0%	0	0 0	#DIV/0! #DIV/0!	#DIV/0 #DIV/0
07 Administrative & Sr Cleric 08 Skilled Sales & Service 09 Skilled Crafts & Trades		0.0% -100.0% 0.0% 0.0%		(0.0% 0.0% 0.0% 0.0%		0 0 0 0	000000000000000000000000000000000000000	0 0	0.0% 0.0% 0.0% 0.0%	0 0	0 0	0		0.0% 0.0% 0.0% 0.0%	0 0 0	0 0 0	#DIV/0! #DIV/0! #DIV/0!	#DIV/0 #DIV/0 #DIV/0
07 Administrative & Sr Cleric 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel	al (0.0% -100.0% 0.0% 0.0% -100.0%		(0.0% 0.0% 0.0% 0.0% 0.0% 0.0%		0 0 0 0 0	000000000000000000000000000000000000000		0.0% 0.0% 0.0% 0.0% 0.0%	000000000000000000000000000000000000000	0 0 0 0	0 0 0 0		0.0% 0.0% 0.0% 0.0% 0.0%	000000000000000000000000000000000000000	0 0 0 0	#DIV/0! #DIV/0! #DIV/0! #DIV/0!	#DIV/0 #DIV/0 #DIV/0 #DIV/0
07 Administrative & Sr Cleric 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Servi	al (0.0% -100.0% 0.0% 0.0% -100.0% 0.0%		(0.0% 0.0% 0.0% 0.0% 0.0% 0.0%		0 0 0 0 0	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	000000000000000000000000000000000000000	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0		0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0	0 0 0 0 0	#DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0!	#DIV/0 #DIV/0 #DIV/0 #DIV/0 #DIV/0
07 Administrative & Sr Cleric 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Servi 12 Semi-Skilled Manual	al (0.0% -100.0% 0.0% 0.0% -100.0% 0.0%		()	0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0%		000000000000000000000000000000000000000	000000000000000000000000000000000000000		0.0% 0.0% 0.0% 0.0% 0.0% 0.0%		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0		0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	0 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	#DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0!	#DIV/0 #DIV/0 #DIV/0 #DIV/0 #DIV/0
07 Administrative & Sr Cleric 08 Skilled Sales & Service 09 Skilled Crafts & Trades 10 Clerical Personnel 11 Intermediate Sales & Servi	al (0.0% -100.0% 0.0% 0.0% -100.0% 0.0%			0.0% 0.0% 0.0% 0.0% 0.0% 0.0%		0 0 0 0 0 0 0	C C C C C C C C C C C C C C C C C C C		0.0% 0.0% 0.0% 0.0% 0.0% 0.0%		0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	000000000000000000000000000000000000000		0.0% 0.0% 0.0% 0.0% 0.0%	000000000000000000000000000000000000000	0 0 0 0 0 0	#DIV/0! #DIV/0! #DIV/0! #DIV/0! #DIV/0!	#DIV/0 #DIV/0 #DIV/0 #DIV/0 #DIV/0

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

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

workforce Analysis) ÷ 2) x 100).		
			Table 14: Persons with Disabilities
Employment Equity Occupational	Persons with	Disabilities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
01/02 Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

									Data for S	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
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								Т	able 15: M				S						
									Subseque	nt/Current	Short-tern	n Goals							
				All Er	nployees							· · · · · · · · · · · · · · · · · · ·			isible Minor	ities			
	Number	Grow	rth (New Posit	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		ir Goals m - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proi	jected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years		1	Availability		Gap	Representation	Years
		Annually	Annually	Years	Annually	Annually	Years			Annually	Years	l tems	0	3					
	Ħ	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%			0.0%		0	0	0	0.0%	0	0	(0	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%		0	()	0.0%		0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%			0.0%		0	0	0	0.0%			()	0.0%		0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%			0.0%		0	0	0	0.0%			')	0.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%			0.0%		0	0	0	0.0%			')	0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
10 Clerical Personnel 11 Intermediate Sales & Service	0	-100.0% 0.0%			0.0%		"	"	"	0.0%	ן י				0.0% 0.0%			#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
12 Semi-Skilled Manual		0.0%			0.0%		"	"		0.0%				1	0.0%] ,	#DIV/0!	#DIV/0! #DIV/0!
13 Other Sales & Service		0.0%		'	0.0%		"	"		0.0%] ,		'		0.0%] ,] ,	#DIV/0!	#DIV/0!
14 Other Manual Workers		0.0%			0.0%		"	"	0	0.0%] ,	1 0			0.0%] ,	, n	#DIV/0!	#DIV/0!
Total	0	-100.0%		1	0.0%		1 0	0	0	0.0%	1 0				0.0%	1 0	1 0	#DIV/0!	#DIV/0!

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

Workforce Alialysis) + 2) x 10			
			Table 16: Members of Visible Minorities
Employment Equity Occupational	Members of Vis	ible Minorities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
7	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

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

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Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100 U:	F ÷ 100	V - X
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Em	ployment Equity					orce An						Hires			T		Data A	nalysis		ı	Tor	minations		
Occ	upational Group	Year	All Employees				men			All Employees			omen		All Employees			Vomen		All Employees	161	Wome	n	
(EE	OG)	#	#	Represe	ntation %	Avail	ability #	Gap #	EE Result	All Employees	Ac	tual %	Expected	Difference #	An Employees	Ac	tual %	Expected	Difference	# #	Actus	1 E	spected	Difference
01	Senior Managers	2019 0	6	1	16.7 0.0	27.6	2	-1	60.4		0			,		0					0	0.0	,	,
02	Middle & Other Managers	2019	13	3	23.1	39.4	5	-2	58.6				0						0	0			0	0
03	Professionals	2019	69	0 17 0	24.6	23.0	16	1	0.0 107.1 0.0	0	0	0.0	0			0	0.0		0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	2019	12	0	0.0	21.1	3	-3	0.0	-	0	0.0	0			0			0	0			0	0
05	Supervisors	2019	0	0	0.0	0.0	0	0	0.0		Ť		0			0			0	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2019	0	0	0.0	0.0	0	0	0.0		0	0.0	0			0	0.0	0	0	0	0	0.0	0	0
	Trades	0	V	V ₁	0.0	7 0.0	1 0		0.0		1 0	0.0	0		71 0	1 0	1 0.0	0	U		0	0.0	<u> </u>	0
Data s	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
5			↓		1	 	<u> </u>	1	1	<u> </u>	<u>\</u>			1										
				Entrar ow Data	its		Short-tei	on Cook		Coals	Long-ter	m Cools												
Occ	ployment Equity upational Group	Year	All Employees	Wor	nen		Wo				Wen		r					C	Comment	ts				
(EE	OG)	#	#	Act	ıal %	Goal #	Percent of Goal Met	Goal %	Percent of Goal Met	Goal #	Percent of Goal Met	Goal	Percent of Goal Met											
01	Senior Managers	0 3	0	0	0.0		0.0	40.0	0.0	0	0.0	0.0	0.0	1										
	Middle & Other Managers	0 3	0		0.0		0.0	50.0 0.0	0.0	0	0.0	0.0												
	Professionals	0 3	0	0	0.0) 19	0.0	25.0 0.0	0.0	0	0.0	0.0	0.0	Focussing	our efforts or	ı recruiting	g women	n Program S	Services (co	nsulting role	s under EEC	G-03 - Pro	essionals	s) will supp
04	Semi-Professionals & Technicians	0 3	0	0	0.0	3	0.0	40.0	0.0	0	0.0	0.0			women in te	chnician/te	chnologis	t roles in O	ntario (DES	and APS) ar	nd BC (DES) will close	this gap.	Recruitme
05	Supervisors	0 3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
06	Supervisors: Crafts & Trades	0 3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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	upational Group		All Employees				men			All Employees			omen		All Employees			Vomen		All Employees		N	omen	
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07	Administrative & Senior Clerical	2019	3 0	5	100.0	76.8 0.0			130.2	0	0	0.0	- 0) 0	0	0.0	0	0	0	0	0.0	0	0
	Skilled Sales &	2019	0	0	0.0	0.0	-	0	0.0		<u> </u>	0.0	Ť	, and the second	1	Ť	0.0	, v	ı	<u> </u>	0	0.0	_ v	
08	Service Personnel	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts &	2019	0	0	0.0			0	0.0															
	Trades Workers	0	0	0	0.0	0.0	:	0	0.0	0	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2019	1	0	100.0	65.7 0.0	•	0	152.2 0.0	0	0	0.0			1	0	0.0				0	0.0	0	
	Intermediate Sales &	2019	0	0	0.0	0.0	-	0	0.0	+	1 0	0.0	- 0		1 0	-	0.0	0	0	1	0	0.0	0	0
11	Service Personnel	0	0	0	0.0	0.0	1	0	0.0		0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual	2019	0	0	0.0	0.0	0	0	0.0															
12	Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	0
Data s	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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	upational Group	Year		Won	ien		We	men			Won	nen						(Commen	ts				
(EE	OG)		All Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative &	0	0	0	0.0	3	0.0	50.0	0.0	0	0.0	0.0												
L"	Senior Clerical	3	0	0	0.0			0.0	0.0			0.0	0.0											
08	Skilled Sales &	0	0	0	0.0	0	0.0	0.0	0.0		0.0													
	Service Personnel Skilled Crafts &	0	0	0	0.0		0.0	0.0	0.0	~~~~	0.0	0.0												
09	Trades Workers	3	0	0	0.0		0.0	0.0			0.0	0.0												
10		0	0	0	0.0		0.0	0.0			0.0	0.0												
10	Clerical Personnel	3	0	0	0.0			0.0	0.0			0.0	0.0											
11	Intermediate Sales &	0	0	0	0.0	· · · · · · · · · · · · · · · · · · ·	0.0	0.0			0.0													
	Service Personnel	3	0	0	0.0	000000000000000000000000000000000000000		0.0	0.0		_	0.0												
12	Semi-Skilled Manual Workers	3	0	0	0.0	The state of the s	0.0	0.0	0.0		0.0	0.0												
ш	11 OIROIS	3	<u> </u>	U	0.0		1	0.0	I 0.0			0.0	1 0.0	l										

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Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 13 1	Other Sales & Service	2019	0	0	0.0	0.0		0	0.0			0.0					0.0							
	Personnel	0 2019	0	0	0.0	0.0		0	0.0	- 0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2019	106	27	25.5	28.0 0.0	30	-3	91.0		0	0.0		0		0	0.0		0	0	0	0.0	0	
		0	0	U	0.0	0.0	0	U	0.0	- 0] 0	0.0	0	0		U U	0.0	U	0	0	U	0.0	0	1 0
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			New	Entrar	its				G	oals														
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	upational Group	i cai	All Employees	Won	nen		Wo	men	Percent of		Won Percent of	nen	Percent of					C	ommen	ts				
(EE	UG)			Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Other Calar & Carrier	#	#	# ()	%	#	%	%	%	#	%	%	%											
	Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
	Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	ome manual morkers	3	0	0	0.0	0	0,0	0.0	0.0		0.0	0.0	0.0											
Total		3	0	0	0.0	U	0.0	0.0	0.0	U	0.0	0.0	0.0											

All Englishors Supervisors Supervisors Crafts & 2019 12 0 0 0 0 0 0 0 0 0										Report	vement	m Achie	Progra	actors	ral Contr	Fede															
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Data service Workforce Value V	XY	W	V	U	Т	S	R [R	Q	P	O	N	M	L	K	J	I	Н	G	F	E	D [C	В	A						
Ver			Flow Data		Q - S	P x F ÷ 100		100	Flow Data Analysis		L - N	K x G ÷ 100	x 100	Flow Data				÷ 100	Workforce		Workforce	Workforce '		ources:	Data s						
Employment Equity Cere Content Cere Cere	↓ ↓	<u> </u>	<u> </u>			•		·	<u> </u>		<u> </u>		<u> </u>		<u> </u>	↓	<u> </u>	<u> </u>	•	<u> </u>	•	,									
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Mit Englewer Mit	ations original Peoples		1 er		All Employees																										
Senior Managers	Expected Difference		Actu	All Employees	Difference				Ac	All Employees	Difference			Act	All Employees	EE Result	Gap			tation	(EEOG) All Employees Representation										
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Managers	7.0	0.0			Ů	Ů	0.0		ľ			0	0.0	Ů	<u>_</u>		0					13		Middle & Other	02						
O	0.0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		0					0		Managers	02						
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Trachmicians															_		0	0	2.6			12			04						
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Data Analysis Flow Data	0.0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0.0	0	0	0	Trades							
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Flow Data Short-term Goals Long-term Goals												J.	1	, J	\		<u> </u>	<u> </u>	V	<u> </u>	1	1			5						
Occupational Group (EEOG) Vear All Employees Actual Goal Percent of Goal Met Goal Met																				ts											
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Semi-Professionals & 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		0.0 This can has been closed with recent hires/self-identification responses											0.0	0.0	0	0.0	2.0	0.0	2	0.0	0	0		Professionals	03						
													0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	0	Semi-Professionals & Technicians	04						
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06 Supervisors: Crafts & 0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0												0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	0		06						

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Data	sources:	***************************************	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X			
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		yment Equity ational Group Year Workforce Hires Aboriginal Peoples Aboriginal Peoples														F	romotic				Te	Terminations					
	(EEOG) All Employees Representation Availability Gap EE Result											Aborig tual	Expected	Difference	All Employee:	s Ac	Aborig tual	Expected	Difference	All Employees	Aboriginal Peoples Actual Expected			Difference			
ì		#	#	#	9/6	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07	Administrative &	2019	5	5 0				0	0.0																		
-	Senior Clerical Skilled Sales &	2019	(0 0		+		0	0.0		0	0.0	0	(0	0.0	0	0	0	0	0.0	0	0			
08	Service Personnel	0	(-5		8	0	0.0		0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0			
09	Skilled Crafts &	2019	(0	0.0	0.0		0	0.0																		
L	Trades Workers	0	(0				0	0.0	1	0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0			
10	Clerical Personnel	2019]	0			•	0	0.0		0	0.0	- 0	(0	0.0	0	- 0	0	0	0.0	0				
11	Intermediate Sales &	2019	(_		0	0.0		·	0.0		·					Ì		v i	0.0		Ť			
L''	Service Personnel	0	(0	1		-	0	0.0	1	0	0.0	0	() (0	0.0	0	0	0	0	0.0	0	0			
12	Semi-Skilled Manual Workers	2019	(0	4			0	0.0		0	0.0	0	(0	0.0	0	0	0	0	0.0	0				
		ı ·	1	1	1	1 ***	i			· · · ·	· · · ·		· · · · ·		<u> </u>	· ·	i	· · · · ·	·								
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100														
3			<u> </u>	, 1	<u> </u>	1	<u> </u>	.	<u> </u>	<u> </u>	, 1	<u> </u>	<u> </u>														
			Nev	v Entra	nts				C	Foals																	
	ployment Equity	Year	F	low Data			Short-te		S		Long-ter																
	upational Group OG)		All Employee	s	al Peoples		Aborigin Percent of	al Peoples	Percent of		Aborigina Percent of		Percent of					(Commen	ts							
(L.E	.00)				tual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met														
	Administrative &	0	# () #	0.0) #	0.0	%	% 0.0	# 0	0.0	%	0.0														
07	Senior Clerical	3		0	1		0.0	0.0			0.0	0.0	0.0														
08	Skilled Sales &	0	(0			0.0	0.0			0.0	0.0	_														
	Service Personnel Skilled Crafts &	0	(•		0.0	0.0			0.0	0.0															
09	Trades Workers	3		0	-		0.0	0.0			0.0	0.0															
10	Clerical Personnel	0	(0			0.0	0.0			0.0	0.0															
\vdash	Intermediate Sales &	3	(0 0			0.0	0.0			0.0	0.0															
11	Service Personnel	3		0			0.0	0.0			0.0	0.0															
12	Semi-Skilled Manual	0	(0			0.0	0.0			0.0	0.0															
	Workers	3		0	0.0)[0.0	0.0			0.0	0.0														

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Employment Equity Var Workforce Analysis Flow Data Analysis Flow Data On Promotions Termination Termin																								
	loyment Equity upational Group	Year			W	orkforce						Hires				Pr	omotio				Terminations			
(EE			All Employees	Represe	ntation	Aborigin: Avail:		Gap	EE Result	All Employees	Act		nal Peoples Expected	Difference	All Employees	Acti		nal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference
		#	#	#	%	9/0	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 13 1		2019	0	0	0.0	0.0		0	0.0															
'	Personnel	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2019	106	0	0.0	2.1		-2	0.0															
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Data so	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
i			Ų.		1	J	Ţ	Ţ	Ų.	1			Ψ .											
			New	Entrai	nts				G	oals														
	loyment Equity	Year	Fl	ow Data				m Goals			Long-ter													
	ipational Group	icai	All Employees	Aborigina	l Peoples		Aboriging Percent of	il Peoples	Percent of		Aborigina Percent of		Percent of	Comments										
(EE	JG)			Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	Other Calas & Camina	# 0	#	# 0	%	#	% 0.0	%	%	#	%	%	%											
	Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
	Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
\prod		3	0	0	0.0	0	0,0	0.0	0.0		0.0	0.0	0.0											
Total		3	0	0	0.0	0	0.0	0.0	0.0	U	0.0	0.0	0.0											

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										Part 6: R				Disabiliti	ies									
												Cana												
											Date	e: 2 019-	-10-30											
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
Data so	ırces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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				1	Workfo	rce An	alysis									Flow	Data A	nalysis						
	oyment Equity	Year			W	orkforce						Hires				P	romotio	ns			Te	rminatio	ons	
Occu (EEC	pational Group		All Employees	Representation		Persons witl				All Employees			ith Disabilitie		All Employees			ith Disabilitie		All Employees		Persons w		
LLL	.0)	#	#	Represei	ntation %	Availa %	ability #	Gap #	EE Result	H	Act	tual %	Expected #	Difference #	#	Ac	ual %	Expected #	Difference #	#	Act	ual %	Expected #	Difference #
01&	5	2019	19	0	0.0	5.0	1	-1	0.0			,		"				"		<u> </u>	, ,			
02 N	fanagers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
03 P	rofessionals	2019	69	4	5.8	8.9	6	-2	65.1	0		0.0				ļ .	0.0					0.0		
H_{ς}	emi-Professionals &	0 2019	12	0	0.0	0.0 7.6	1	-1	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
1 04 1	echnicians	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	0
05 S	upervisors	2019	0	0	0.0	0.0	0	0	0.0															
	-	0	0	0	0.0	0.0	0	- v	0.0	0	0	0.0	0	0	0 0	0	0.0	0	0	0	0	0.0	0	0
1 00 1	upervisors: Crafts & rades	2019	0	0	0.0	0.0	0		0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
			ı										1			1								
Data so	irces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
			.	1	Ţ	\	1	\	Ţ	Ţ	1	\	1											
			New Entrants						G	oals														
Emp	oyment Equity	Year	F	low Data Person			Short-te	rm Goals	S		Long-term Goals													
	pational Group	rear	All Employees	Disabi			Persons wit	h Disabilitie:		1	Persons with	Disabilities						(Commen	its				
(EEC)G)		campioyees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01& N	fanagers	0	0	0	0.0	1	0.0		0.0	0	0.0	0.0	0.0	Recruiting	or promotion	ı (from and	ther EEO	G to EEOC	G-01 and/or	02) will close	the gap.			
02		3	0	0	0.0	0	0.0	0.0 10.0	0.0	0	0.0	0.0	0.0	J	'	`					U 1			
03 P	rofessionals	3	0	0	0.0	8	0.0	0.0	0.0	U	0.0	0.0	0.0											
	emi-Professionals &	0	0	0	0.0	1	0.0	15.0	0.0	0	0.0	0.0	0.0											
T	echnicians	3	0	0	0.0	_		0.0	0.0	_		0.0	0.0											
05 S	upervisors	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
06 8	upervisors: Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	rades	3	0	0	0.0			0.0	0.0			0.0	0.0											

									Fede	ral Contr	actors	Progra	m Achie	vement	Report										
										Part 6: R	esults -	Person	ıs with I	Disabilit	ies										
											ВМТ	Cana	da Ltd												
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A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	<u>T</u>	U	V	W	X	Y	
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
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						orce An												nalysis							
	ployment Equity upational Group	Year			N	Orkforce	h Disabilities					Hires	ith Disabilitie			P	romotic	ons vith Disabilitie	46		Te		inations sons with Disabilities		
	(oG)		All Employees	Represe	entation	Avail		Gap	EE Result	All Employees	Ac		Expected	Difference	All Employee:	Ac		Expected	Difference	All Employees	Act		Expected	Difference	
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	e/ ₆	#	#	
07	Administrative & Senior Clerical	2019	5	0	40.0	10.0		2	400.0		0	0.0	n			0	0.0			0 0	0	0.0		0	
00	Skilled Sales &	2019	0	0				0	0.0		 	0.0					0.0	1				0.0			
08	Service Personnel	0	0	0	0.0	+	-	0	0.0		0	0.0	0	C) (0	0.0	0		0 0	0	0.0	0	0	
09	Skilled Crafts & Trades Workers	2019	0	0				0	0.0		0	0.0	0			0	0.0			0 0	0	0.0	0		
10		2019	1	0	0.0	+		0	0.0		0	0.0	1			0	0.0	1 0			0	0.0		0	
10	Clerical Personnel	0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	C) (0	0.0	0		0 0	0	0.0	0	0	
11	Intermediate Sales & Service Personnel	2019	0	0	<u> </u>			0	0.0			0.0					0.0			0 0		0.0			
-	Semi-Skilled Manual	2019	0	0	0.0	+	-	0	0.0	1	0	0.0	0) (0	0.0	0		0 0	0	0.0	0	0	
12	Workers	0	0	0				0	0.0		0	0.0	0	C) (0	0.0	0		0 0	0	0.0	0	0	
Ī				D : 2	<u></u>			<u></u>	 [[
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E÷Gx 100	Part 3: Goals		Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100												
			↓		1	,	1	1	↓		1	1	Ţ												
				Entra			GI.			Foals															
	ployment Equity	Year	F	low Data Person	ns with		Short-te				Long-ter														
	upational Group (OG)		All Employees	Disab	oilities		Persons wit	n Disabilitie:			Persons with	Disabilities	Dane + 4					(Comme	nts					
					tual :	Goal	Percent of Goal Met	Geal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	Administrative &	0	# 0	# 0	%	# 0	0.0	%	0.0	#	0.0	% 0.0	0.0												
07	Senior Clerical	3	0			0	0.0	0.0			0.0	0.0													
08	Skilled Sales &	0	0		0.0	· · · · · · · · · · · · · · · · · · ·	0.0	0.0	0.0	0	0.0		0.0												
F	Service Personnel Skilled Crafts &	0	0	0			0.0	0.0			0.0	0.0													
09	Trades Workers	3	0	0		***************************************	0.0	0.0			0.0	0.0													
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0												
	Intermediate Sales &	3	0	0			0.0	0.0			0.0	0.0	1												
11	Service Personnel	3	0	0	0.0		0.0	0.0			0.0	0.0													
12	Semi-Skilled Manual	0	0	0			0.0	0.0			0.0														
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		2019	0	0	0.0	0.0	0	0	0.0															
13	Personnel	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2019	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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1.10	Other Sales & Service	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Personnel	3	0	0	0.0			0.0	0.0			0.0	0.0											
14	Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
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01 Senior Managers	2019	6	0		11.5 0.0	1 0	-1 0	0.0	0	0	0.0	0	(0 0	0.0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2019	13	1	7.7 0.0	17.6 0.0	2	-1	43.7 0.0	0	0	0.0				0 0	0.0	0			0	0.0	0	
03 Professionals	2019	69	6	8.7	28.8	20	-14	30.2	0	Ť							0	0	0	, i			, v
04 Semi-Professionals &	2019	12	0		0.0 23.8	3	-3	0.0	0	0	0.0	0	(0	0.0	0	0	0	0	0.0	0	0
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05 Supervisors	2019	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
06 Supervisors: Crafts & Trades	2019	0	0		0.0	0	0	0.0	0	0	0.0	0			0 0	0.0	0	0	0	0	0.0	0	0
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01 Senior Managers	3	0	0		1	0.0	15.0 0.0	0.0	0	0.0	0.0	0.0	Recruiting	or promotio	n (from anotl	her EEO	G to EEOG	-01 and/or	02) will close	e the gap.			
02 Middle & Other	0	0	0	0.0	3	0.0	30.0	0.0	0	0.0	0.0	0.0		or promotio	n (from anot)	her FFO	G to FFOG	-01 and/or	02) will close	the gan			
Managers	3	0	0		31	0.0	0.0 40.0	0.0	0	0.0	0.0	0.0											
03 Professionals	3	0	0	0.0	31		0.0	0.0	V		0.0	0.0	- Encourage	current emp	oloyees to sel	f-identif	y. Expected	d recruitme	nt and mainta	ining retent	ion in N	OC 2148 a	cross Canada
04 Semi-Professionals & Technicians	3	0	0		4	0.0	50.0 0.0	0.0	0	0.0	0.0	0.0	Recruiting	visible mino	orities in tech	nical/tec	hnologist ro	oles in Onta	rio (DES and	APS) and I	BC (DES	s) will clos	e this gap. F
05 Supervisors	0 3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
06 Supervisors: Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades	3	0	0	0.0			0.0	0.0			0.0	0.0											

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07	Senior Clerical	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
08	Skilled Sales &	2019	0	0	0.0	0.0	0	0	0.0															
	Service Personnel	0	0	0	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	2019	0	0	0.0	0.0		0	0.0			0.0	0				0.0				0	0.0	0	
		2019	1	0	0.0	18.2		0	0.0	<u> </u>	0	0.0	0	U	0	0	0.0	0	0	0	0	0.0	U	0
10	Clerical Personnel	0	0	0	0.0	0.0		0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales &	2019	0	0	0.0	0.0	0	0	0.0															
11	Service Personnel	0	0	0	0.0	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	2019	0	0	0.0	0.0	Ē	0	0.0		0	0.0	0	0		0	0.0	0		0	0	0.0	0	0
	Workers		<u> </u>		0.0	0.0			0.0			0.0			<u>'1 </u>		0.0			1 0	U ₁	0.0	U	
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07	Administrative &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
\bigsqcup	Senior Clerical	3	0	0	0.0			0.0	0.0			0.0	0.0											
	Skilled Sales &	0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
	Service Personnel Skilled Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	~~~~	0.0	0.0												
09	Trades Workers	3	0	0	0.0		9.0	0.0	0.0		3.0	0.0												
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
10		3	0	0	0.0			0.0	0.0			0.0												
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
\vdash	Service Personnel Semi-Skilled Manual	0	0	0	0.0	n	0.0	0.0	0.0		0.0	0.0												
12	Workers	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities BMT Canada Ltd Date: 2019-10-30 A B C D E F G H I J J K L M N O P Q R S T U Data sources: Part 1: Workforce Analysis Vorkforce Analysis Workforce Analysis All Employees Representation Availability Gap EE Result II Employees Actual Expected Difference All Employees Actual Expected Difference Actual Expected Difference All Employees Barrier Actual Expected Difference Barrier All Employees Actual Expected Difference All Employees Actual Expected Difference Ac	rsis Flow Data 100 UXF+100 V-X Analysis 100 UXF+100 V-X Terminations
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	vees Visible Minorities Actual Expected Difference
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13 Other Sales & Service 2019 0 0 0.0 0.0 0 0 0.0	
13 Personnel 0 0 0 0.0 0.0 0 0 0 0	0 0 0.0 0 0
14 Other Manual Workers 0 0 0 0 0.0 0.0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0
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13 Other Sales & Service 0 0 0 0.0 0 0.0 0	
14 Other Manual Workers 0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	
3 0 0 0.0 0.0 0.0 0.0	
Total 0 0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
BMT Canada Ltd
Date: 2019-10-30

Efforts

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

reactar	Conductors i regiani.
Requi	red 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):
	We will use this checklist to assist us in identifying barriers and closing the gaps.
	weekle well Comband
_	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your
	zation's activities during the period between the first/previous and subsequent/current compliance
	ment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

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



Employee Survey Questions

BMT Canada believes that all employees should be treated fairly. We promote employment equity in the workplace to ensure that women, Aboriginal peoples, persons with disabilities and visible minorities are fully represented at all levels of our organization. Our employment equity program ensures that our hiring and promotion practices are based on qualifications and ability.

As part of our employment equity program, we are collecting information about our workforce through this questionnaire. Identifying as a member of a designated group (women, Aboriginal peoples, persons with disabilities and visible minorities) will help create an accurate picture of our workforce.

BMT is a safe environment in which to self-identify. You can ask for the accommodation you need to fulfil your work-related duties to the best of your ability.

We are asking everyone to please provide your name, employment status and select whether you would like to provide additional information. Having a high response rate is an important part of the Employment Equity Program (even if you choose not to self-identify)

The responses that you provide on this form will be retained for statistical purposes only as it relates to the employment equity program; your confidentiality is protected even though we ask you to provide your name. You will have an opportunity to update your information each year, although you can update information about yourself at any time.

This questionnaire is available in large print or verbally upon request.

According to the *Employment Equity Act*, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.

Examples of visible minorities include, but are not limited to:

- Black
- Non-white Latin American (including Indigenous people from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- People of mixed origin (e.g., with one parent in one of the visible minority groups listed above).

Are you a member of a visible minority? Yes \square No \square

E. Persons with Disabilities

According to the *Employment Equity Act*, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be at a disadvantage in employment by reason of that impairment, or who believe that an employer or potential employer is likely to consider them to be at a disadvantage in employment because of that impairment. This includes people whose functional limitations due to their impairment have been accommodated in their current jobs or workplaces (e.g., by the use of technical aids, changes to equipment or other working arrangements).

Examples of disabilities include, but are not limited to:

Coordination or dexterity impairment

(e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)

Mobility impairment

(e.g., difficulty moving from one office to another, walking long distances or using stairs)

Blindness or visual impairment

(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)

Speech impairment

(unable to speak or difficulty speaking and being understood)

Deafness or hearing impairment
(unable to hear or difficulty hearing)
Other disabilities
(e.g., learning, developmental and other types of disabilities)
Are you a person with a disability?
Yes □ No □
F. Additional Data for Accommodation Purposes Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.
G. Voluntary Employee Participation
 Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives. Yes □ No □
2) As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups, questionnaires) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check "Yes" below.
Yes □ No □
H. Employee Comments If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact the employment equity contact by phone 613-592-2830 Ext 211 or e-mail nivory@fleetech.com.
I. Employee Signature
Signature: Date:
Thank you for your participation!

From: Nanci Ivory < NIvory@fleetech.com>

Sent: October 30, 2019 10:27 AM

To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Subject: FCP - Achievement Report Submission - BMT Canada Ltd

Hello.

Please find attached the following documents in support of the first compliance assessment for BMT Canada:

- 1. A blank copy of the workforce survey questionnaire;
- 2. Workforce survey results:
 - a. 106 self-identification questionnaires were sent to employees;
 - b. The return rate for the survey was 91% (96 returned surveys out of 106 distributed surveys) (the number of blank, partially or fully completed questionnaires)
 - c. The overall response rate was 69% (73 completed out of 106 distributed surveys) (the number of fully completed questionnaires).
 - a. Workforce survey analysis A copy of the Summary Report and Detailed Report. Access has been granted for Labour Program ESDC officers to view workforce analysis results.
 - b. Achievement report with numerical short-term and long-term goals.

Should you require further information, please let me know.

Kind regards,

Nanci

Nanci Ivory, CHRL Director, Human Resources, Canada BMT

Tel: +1 613 592 2830 x 211
Email: nivory@fleetech.com
Website: www.bmt.org





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Federal Contractors Program Report of the First Compliance Assessment

Employer Name: BMT Canada Ltd.

Primary Location: Ottawa (Ontario)

Number of Employees: 106

Organization Overview:

NAICS 5413 Architectural, Engineering and Related Services

BMT provides engineering and scientific services and solutions to industry, commerce, policy makers, regulators and public sector operators. They provide engineering, logistics, management, and support services to the Royal Canadian Navy's (RCN) fleet.

Key Dates – First Year Assessment

Initiated: N/A

Received: 2019-10-30 Workforce Analysis: 2019-05-13

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

%
100
91
69

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The guestionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- themselves at any time

Observations: None

WORKFORCE ANALYSIS & GOAL SETTING

- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- ☐ The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations:

- Minor discrepancies were noted in the Workforce Analysis data in the Achievement Report. Corrections were made and the data from the current workforce analysis included in the Achievement Report is consistent with that found in Forms from WEIMS.
- Note that this organisation is submitting this first compliance assessment on a voluntary basis.

SUMMARY OF GOALS

Women

Workforce Analysis Results		Goals				
Er	Employment Equity Occupational Group (EEOG)	Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	40	-	16.7	27.6
02	Middle & Other Managers	-2	50	-	23.1	39.4
04	Semi-Professionals & Technicians	-3	40	-	0.0	21.1

Observations:

Short-term goals are well above Labour Market Availability (LMA) and all the gaps will be closed within 3 years. Therefore, long-term goals are not required.

Aboriginal Peoples

Workforce Analysis Results		Goals				
	Employment Equity Occupational Group	Can	Short-	Long-	Representation	LMA
Er			term	term		
(EEOG)	Gap	(1 to 3	(3+			
		years)	years)			
#	Description	#	%	%	%	%
03	Professionals	-1	2.0	-	0.0	1.7

Observations: None

Members of Visible Minorities

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		Cara	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	15.0	-	0.0	11.5
02	Middle & Other Managers	-1	30.0	-	7.7	17.6
03	Professionals	-14	40.0	-	8.7	28.8
04	Semi-Professionals & Technicians	-3	50.0	-	0.0	23.8

Observations:

Short-term goals are well above Labour Market Availability (LMA) and all the gaps will be closed within 3 years. Therefore, long-term goals are not required.

Persons with Disabilities

Workforce Analysis Results		Goals				
			Short-	Long-	Representation	LMA
Employment Equity Occupational Group (EEOG)	Gap	term	term	Representation		
		(1 to 3	(3+			
		years)	years)			
#	Description	#	%	%	%	%
1/2	Managers	-1	10.0	-	0.0	5.0

03	Professionals	-2	10.0	_	5.8	8.9
04	Semi-Professionals & Technicians	-1	15.0	-	0.0	7.6

Observations:

• Short-term goals are well above Labour Market Availability (LMA) and all the gaps will be closed within 3 years. Therefore, long-term goals are not required.

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, considering their unique circumstances, I recommend the closing letter include the following:

- We noted that many short-term goals were set at levels that are well above labour market availability in many Employment Equity Occupational Groups (EEOG). We would recommend that these be revised downward and be set at least at Labour Market Availability to ensure that goals remain attainable, to be cognizant of the effects of the goals on non-designated group members and to ensure that they do not promote the hiring and promotion of unqualified persons.
- We also noted areas where goals were set despite a gap not being identified in the workforce analysis. We want to remind you that you are only required to set goals where a gap occurs.
- Given that the self-identification survey response rate is below the expected rate of 80% and that BMT Canada Ltd. is voluntarily participating in the program, we recommend that the organization design a follow-up strategy aimed at increasing the return and response rates.

Name of Analyst: Maurice N. Yakibonge	
Date: 2019-12-02	

From: Yakibonge, Ntambwe N [NC] **Sent:** December 17, 2019 10:43 AM

To: 'ctokarchuk@fleetech.com' <ctokarchuk@fleetech.com>

Cc: 'nivory@fleetech.com' <nivory@fleetech.com>

Subject: Government of Canada Agreement Number: 060053 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Chris Tokarchul:

I am writing to inform you that the compliance assessment initiated has been completed. As a result of the assessment, BMT Canada Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

The purpose of this 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 BMT Canada Ltd.'s employment equity program.

- We noted that many short-term goals were set at levels that are well above labour market
 availability in many Employment Equity Occupational Groups (EEOG). We would recommend
 that these be revised downward and be set at least at Labour Market Availability to ensure that
 goals remain attainable, to be cognizant of the effects of the goals on non-designated group
 members and to ensure that they do not promote the hiring and promotion of unqualified persons.
- We also noted areas where goals were set despite a gap not being identified in the workforce analysis. We want to remind you that you are only required to set goals where a gap occurs.
- Given that the self-identification survey response rate is below the expected rate of 80% and that BMT Canada Ltd. is voluntarily participating in the program, we recommend that the organization design a follow-up strategy aimed at increasing the return and response rates.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment every three years. As a voluntary contractor, you can withdraw from the FCP without penalty at any time. The next assessment will be initiated on **January 17, 2023**. 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 BMT Canada Ltd. is notified of a subsequent assessment, the following information will be required:

- 1. Workforce data (Form1 to 6) at the national level.
- 2. A current workforce analysis; and
- 3. A completed Achievement Report that includes revised short-term and long-term numerical 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 previous assessment. If reasonable progress has not been made, BMT Canada Ltd. will

be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish BMT Canada Ltd. 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

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



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