

From: maurice.yakibonge@labour-travail.gc.ca <maurice.yakibonge@labour-travail.gc.ca>
Sent: April 4, 2018 3:05 PM
To: [REDACTED]@compugen.com>
Cc: [REDACTED]@compugen.com>
Subject: RE: Compugen: Request For Extension

Hi [REDACTED]

Thank you for your email. The extension is granted. You are required to submit the information by April 18, 2018.

In the meantime if you have any questions, please do not hesitate to contact us.

Thank you,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



Rejoignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

From: [REDACTED]@compugen.com]
Sent: April-04-18 1:32 PM
To: Yakibonge, Maurice [NC]
Cc: [REDACTED]
Subject: Compugen: Request For Extension

Hi Maurice,

Thank you so much for the clarification. As discussed, we would like to request for an extension of our submission date until April 18.

Thank you again for your assistance



Compugen Inc.

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Compugen e-mail transmission

*** Should you require an alternative format of communication, please let me know.***

*** Si l'utilisation d'une différente typographie est nécessaire, veuillez m'en aviser ***



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	39	10	25.6 %	27.4 %	11	-1	National
02 : Middle and Other Managers	National	124	37	29.8 %	38.9 %	48	-11	National
03 : Professionals		189	47	24.9 %	29.2 %	55	-8	
1111 : Financial auditors and accountants	National	7	4	57.1 %	55.1 %	4	0	National
1112 : Financial and investment analysts	National	3	2	66.7 %	50.1 %	2	0	National
1114 : Other financial officers	National	1	1	100.0 %	44.1 %	0	1	National
1121 : Human resources professionals	National	13	12	92.3 %	71.1 %	9	3	National
1122 : Professional occupations in business management consulting	National	22	10	45.5 %	42.0 %	9	1	National
2147 : Computer engineers (except software engineers and designers)	National	61	3	4.9 %	12.6 %	8	-5	National
2171 : Information systems analysts and consultants	National	67	11	16.4 %	28.3 %	19	-8	National
2172 : Database analysts and data administrators	National	4	3	75.0 %	35.2 %	1	2	National
2173 : Software engineers and designers	National	1	0	0.0 %	17.4 %	0	0	National
2174 : Computer programmers and interactive media developers	National	5	0	0.0 %	17.9 %	1	-1	National
2175 : Web designers and developers	National	4	0	0.0 %	32.9 %	1	-1	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	1	1	100.0 %	55.0 %	1	0	National
04 : Semi-Professionals and Technicians		520	43	8.3 %	21.2 %	110	-67	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	1	0	0.0 %	12.1 %	0	0	Ontario
2281 : Computer network technicians	Alberta	87	9	10.3 %	20.3 %	18	-9	Alberta
2281 : Computer network technicians	British Columbia	46	0	0.0 %	19.8 %	9	-9	British Columbia
2281 : Computer network technicians	Manitoba	3	0	0.0 %	21.3 %	1	-1	Manitoba
2281 : Computer network technicians	New Brunswick	3	1	33.3 %	13.9 %	0	1	New Brunswick
2281 : Computer network technicians	Newfoundland and Labrador	5	0	0.0 %	18.9 %	1	-1	Newfoundland and Labrador
2281 : Computer network technicians	Nova Scotia	1	0	0.0 %	18.4 %	0	0	Nova Scotia
2281 : Computer network technicians	Ontario	183	16	8.7 %	20.8 %	38	-22	Ontario



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2281 : Computer network technicians	Québec	76	5	6.6 %	18.5 %	14	-9	Québec
2281 : Computer network technicians	Saskatchewan	1	0	0.0 %	21.3 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	19	0	0.0 %	26.7 %	5	-5	Alberta
2282 : User support technicians	British Columbia	12	0	0.0 %	25.1 %	3	-3	British Columbia
2282 : User support technicians	Manitoba	2	0	0.0 %	27.1 %	1	-1	Manitoba
2282 : User support technicians	Nova Scotia	3	0	0.0 %	32.1 %	1	-1	Nova Scotia
2282 : User support technicians	Ontario	65	10	15.4 %	24.2 %	16	-6	Ontario
2282 : User support technicians	Québec	10	2	20.0 %	19.6 %	2	0	Québec
2283 : Information systems testing technicians	Alberta	2	0	0.0 %	46.5 %	1	-1	Alberta
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	46.8 %	0	0	Ontario
05 : Supervisors		23	4	17.4 %	53.9 %	12	-8	
Employment Equity Occupational Group	Calgary	3	1	33.3 %	55.0 %	2	-1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	56.2 %	1	-1	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	62.9 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Toronto	16	3	18.8 %	53.0 %	8	-5	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	51.4 %	1	-1	Vancouver
Employment Equity Occupational Group	Windsor	1	0	0.0 %	54.3 %	1	-1	Windsor
07 : Administrative and Senior Clerical Personnel		65	35	53.8 %	80.5 %	52	-17	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	80.5 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	3	2	66.7 %	84.6 %	3	-1	Edmonton
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	83.5 %	1	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	1	100.0 %	83.0 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	4	2	50.0 %	80.8 %	3	-1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0 %	87.1 %	1	0	Ont. less CMAs



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	77.2 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	51	27	52.9 %	80.1 %	41	-14	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	79.0 %	2	-1	Vancouver
08 : Skilled Sales and Service Personnel		158	53	33.5 %	27.3 %	43	10	
6221 : Technical sales specialists - wholesale trade	Alberta	22	7	31.8 %	20.5 %	5	2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	18	5	27.8 %	26.3 %	5	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	5	1	20.0 %	27.8 %	1	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	87	27	31.0 %	28.7 %	25	2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	25	13	52.0 %	29.1 %	7	6	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	28.0 %	0	0	Saskatchewan
10 : Clerical Personnel		129	65	50.4 %	65.7 %	85	-20	
Employment Equity Occupational Group	Calgary	3	2	66.7 %	70.2 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	4	4	100.0 %	70.3 %	3	1	Edmonton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	3	100.0 %	67.9 %	2	1	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	8	4	50.0 %	62.5 %	5	-1	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	1	100.0 %	71.4 %	1	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0 %	72.4 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	65.8 %	1	1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	5	3	60.0 %	61.6 %	3	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	70.2 %	1	-1	Regina
Employment Equity Occupational Group	Toronto	93	43	46.2 %	65.2 %	61	-18	Toronto
Employment Equity Occupational Group	Vancouver	5	1	20.0 %	70.0 %	4	-3	Vancouver
Employment Equity Occupational Group	Winnipeg	3	1	33.3 %	67.9 %	2	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		17	8	47.1 %	64.1 %	11	-3	



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	1	0	0.0 %	66.1 %	1	-1	Calgary
Employment Equity Occupational Group	Guelph	1	1	100.0 %	66.9 %	1	0	Guelph
Employment Equity Occupational Group	Québec	1	1	100.0 %	60.8 %	1	0	Québec
Employment Equity Occupational Group	Toronto	11	4	36.4 %	63.9 %	7	-3	Toronto
Employment Equity Occupational Group	Vancouver	3	2	66.7 %	64.2 %	2	0	Vancouver
12 : Semi-Skilled Manual Workers		4	0	0.0 %	22.0 %	1	-1	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	22.0 %	1	-1	Toronto
14 : Other Manual Workers		1	0	0.0 %	32.6 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	32.6 %	0	0	Toronto
Total		1269	302	23.8 %	33.8 %	428	-126	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Availability %	Availability %		
01 : Senior Managers	National	39	0	0.0 %	2.9 %	1	National
02 : Middle and Other Managers	National	124	0	0.0 %	2.2 %	3	National
03 : Professionals		189	1	0.5 %	1.2 %	2	
1111 : Financial auditors and accountants	National	7	0	0.0 %	1.3 %	0	National
1112 : Financial and investment analysts	National	3	0	0.0 %	0.9 %	0	National
1114 : Other financial officers	National	1	0	0.0 %	1.3 %	0	National
1121 : Human resources professionals	National	13	0	0.0 %	2.7 %	0	National
1122 : Professional occupations in business management consulting	National	22	0	0.0 %	1.6 %	0	National
2147 : Computer engineers (except software engineers and designers)	National	61	1	1.6 %	0.9 %	1	National
2171 : Information systems analysts and consultants	National	67	0	0.0 %	1.1 %	1	National
2172 : Database analysts and data administrators	National	4	0	0.0 %	1.3 %	0	National
2173 : Software engineers and designers	National	1	0	0.0 %	0.6 %	0	National
2174 : Computer programmers and interactive media developers	National	5	0	0.0 %	1.0 %	0	National
2175 : Web designers and developers	National	4	0	0.0 %	1.5 %	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	1	0	0.0 %	2.1 %	0	National
04 : Semi-Professionals and Technicians		520	5	1.0 %	1.8 %	9	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	1	0	0.0 %	1.8 %	0	Ontario
2281 : Computer network technicians	Alberta	87	3	3.4 %	2.7 %	2	Alberta
2281 : Computer network technicians	British Columbia	46	1	2.2 %	2.0 %	1	British Columbia
2281 : Computer network technicians	Manitoba	3	0	0.0 %	5.5 %	0	Manitoba
2281 : Computer network technicians	New Brunswick	3	0	0.0 %	1.0 %	0	New Brunswick
2281 : Computer network technicians	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	Newfoundland and Labrador
2281 : Computer network technicians	Nova Scotia	1	0	0.0 %	3.6 %	0	Nova Scotia
2281 : Computer network technicians	Ontario	183	1	0.5 %	1.4 %	3	Ontario



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Date: 2018-04-09

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Representation %	Availability %		
2281 : Computer network technicians	Québec	76	0	0.0 %	1.1 %	1	Québec
2281 : Computer network technicians	Saskatchewan	1	0	0.0 %	4.8 %	0	Saskatchewan
2282 : User support technicians	Alberta	19	0	0.0 %	3.8 %	1	Alberta
2282 : User support technicians	British Columbia	12	0	0.0 %	1.8 %	0	British Columbia
2282 : User support technicians	Manitoba	2	0	0.0 %	4.9 %	0	Manitoba
2282 : User support technicians	Nova Scotia	3	0	0.0 %	3.2 %	0	Nova Scotia
2282 : User support technicians	Ontario	65	0	0.0 %	1.6 %	1	Ontario
2282 : User support technicians	Québec	10	0	0.0 %	1.3 %	0	Québec
2283 : Information systems testing technicians	Alberta	2	0	0.0 %	0.0 %	0	Alberta
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	1.0 %	0	Ontario
05 : Supervisors		23	0	0.0 %	1.8 %	0	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.1 %	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	4.6 %	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.9 %	0	Ont. less CMAs
Employment Equity Occupational Group	Toronto	16	0	0.0 %	1.0 %	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.6 %	0	Vancouver
Employment Equity Occupational Group	Windsor	1	0	0.0 %	3.6 %	0	Windsor
07 : Administrative and Senior Clerical Personnel		65	0	0.0 %	1.1 %	1	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.6 %	0	Calgary
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	3.6 %	0	Edmonton
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.5 %	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1.6 %	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.7 %	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.1 %	0	Ont. less CMAs



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Date: 2018-04-09

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	51	0	0.0 %	0.8 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		158	1	0.6 %	1.5 %	2	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	22	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	18	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	5	1	20.0 %	6.3 %	0	1	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	87	0	0.0 %	1.0 %	1	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	25	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	8.2 %	0	0	Saskatchewan
10 : Clerical Personnel		129	0	0.0 %	1.3 %	2	-2	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	0	0.0 %	0.9 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	8	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	3.5 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	5	0	0.0 %	0.6 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	7.1 %	0	0	Regina
Employment Equity Occupational Group	Toronto	93	0	0.0 %	0.7 %	1	-1	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	2.4 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	9.8 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		17	0	0.0 %	1.1 %	0	0	



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Workforce Analysis - Detailed Report

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Guelph	1	0	0.0 %	1.6 %	0	0	Guelph
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	0	Québec
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.3 %	0	0	Vancouver
12 : Semi-Skilled Manual Workers		4	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.7 %	0	0	Toronto
14 : Other Manual Workers		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
Total		1269	7	0.6 %	1.6 %	20	-13	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	39	5	12.8 %	10.1 %	4	1	National
02 : Middle and Other Managers	National	124	21	16.9 %	15.0 %	19	2	National
03 : Professionals		189	63	33.3 %	31.0 %	59	4	
1111 : Financial auditors and accountants	National	7	6	85.7 %	27.5 %	2	4	National
1112 : Financial and investment analysts	National	3	3	100.0 %	35.4 %	1	2	National
1114 : Other financial officers	National	1	0	0.0 %	21.7 %	0	0	National
1121 : Human resources professionals	National	13	4	30.8 %	14.1 %	2	2	National
1122 : Professional occupations in business management consulting	National	22	12	54.5 %	21.6 %	5	7	National
2147 : Computer engineers (except software engineers and designers)	National	61	13	21.3 %	38.2 %	23	-10	National
2171 : Information systems analysts and consultants	National	67	21	31.3 %	31.4 %	21	0	National
2172 : Database analysts and data administrators	National	4	1	25.0 %	32.3 %	1	0	National
2173 : Software engineers and designers	National	1	0	0.0 %	40.5 %	0	0	National
2174 : Computer programmers and interactive media developers	National	5	2	40.0 %	31.5 %	2	0	National
2175 : Web designers and developers	National	4	1	25.0 %	22.8 %	1	0	National
5124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	1	0	0.0 %	19.9 %	0	0	National
04 : Semi-Professionals and Technicians		520	180	34.6 %	27.8 %	145	35	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	1	0	0.0 %	31.4 %	0	0	Ontario
2281 : Computer network technicians	Alberta	87	33	37.9 %	25.1 %	22	11	Alberta
2281 : Computer network technicians	British Columbia	46	18	39.1 %	28.5 %	13	5	British Columbia
2281 : Computer network technicians	Manitoba	3	1	33.3 %	17.4 %	1	0	Manitoba
2281 : Computer network technicians	New Brunswick	3	0	0.0 %	3.1 %	0	0	New Brunswick
2281 : Computer network technicians	Newfoundland and Labrador	5	0	0.0 %	0.0 %	0	0	Newfoundland and
2281 : Computer network technicians	Nova Scotia	1	0	0.0 %	4.7 %	0	0	Nova Scotia
2281 : Computer network technicians	Ontario	183	72	39.3 %	34.1 %	62	10	Ontario



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2281 : Computer network technicians	Québec	76	16	21.1 %	13.1 %	10	6	Québec
2281 : Computer network technicians	Saskatchewan	1	0	0.0 %	8.8 %	0	0	Saskatchewan
2282 : User support technicians	Alberta	19	7	36.8 %	28.2 %	5	2	Alberta
2282 : User support technicians	British Columbia	12	4	33.3 %	32.5 %	4	0	British Columbia
2282 : User support technicians	Manitoba	2	2	100.0 %	17.3 %	0	2	Manitoba
2282 : User support technicians	Nova Scotia	3	0	0.0 %	11.3 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	65	23	35.4 %	35.9 %	23	0	Ontario
2282 : User support technicians	Québec	10	4	40.0 %	18.2 %	2	2	Québec
2283 : Information systems testing technicians	Alberta	2	0	0.0 %	33.9 %	1	-1	Alberta
2283 : Information systems testing technicians	Ontario	1	0	0.0 %	46.6 %	0	0	Ontario
05 : Supervisors		23	9	39.1 %	38.7 %	9	0	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	27.4 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	21.6 %	0	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Toronto	16	9	56.3 %	45.8 %	7	2	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	43.4 %	0	0	Vancouver
Employment Equity Occupational Group	Windsor	1	0	0.0 %	10.1 %	0	0	Windsor
07 : Administrative and Senior Clerical Personnel		65	16	24.6 %	32.4 %	21	-5	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	16.5 %	0	1	Calgary
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	13.4 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	8.2 %	0	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	1	0	0.0 %	9.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	4	1	25.0 %	12.2 %	0	1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.6 %	0	0	Ont. less CMAs



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	51	13	25.5 %	37.3 %	19	-6	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	35.3 %	1	0	Vancouver
08 : Skilled Sales and Service Personnel		158	41	25.9 %	17.4 %	27	14	
6221 : Technical sales specialists - wholesale trade	Alberta	22	4	18.2 %	11.3 %	2	2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	18	4	22.2 %	24.7 %	4	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	5	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	87	30	34.5 %	20.8 %	18	12	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	25	3	12.0 %	8.5 %	2	1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	2.7 %	0	0	Saskatchewan
10 : Clerical Personnel		129	39	30.2 %	39.6 %	51	-12	
Employment Equity Occupational Group	Calgary	3	1	33.3 %	24.3 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	17.5 %	1	-1	Edmonton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	0	0.0 %	11.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	8	1	12.5 %	17.4 %	1	0	Montréal
Employment Equity Occupational Group	N.S. less CMA	1	0	0.0 %	1.9 %	0	0	N.S. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	5	0	0.0 %	2.0 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.7 %	0	0	Regina
Employment Equity Occupational Group	Toronto	93	32	34.4 %	48.1 %	45	-13	Toronto
Employment Equity Occupational Group	Vancouver	5	5	100.0 %	42.3 %	2	3	Vancouver
Employment Equity Occupational Group	Winnipeg	3	0	0.0 %	17.0 %	1	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		17	6	35.3 %	42.7 %	7	-1	



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Calgary	1	1	100.0 %	29.7 %	0	1	Calgary
Employment Equity Occupational Group	Guelph	1	0	0.0 %	12.2 %	0	0	Guelph
Employment Equity Occupational Group	Québec	1	0	0.0 %	3.0 %	0	0	Québec
Employment Equity Occupational Group	Toronto	11	3	27.3 %	48.9 %	5	-2	Toronto
Employment Equity Occupational Group	Vancouver	3	2	66.7 %	47.5 %	1	1	Vancouver
12 : Semi-Skilled Manual Workers		4	1	25.0 %	57.5 %	2	-1	
Employment Equity Occupational Group	Toronto	4	1	25.0 %	57.5 %	2	-1	Toronto
14 : Other Manual Workers		1	0	0.0 %	51.8 %	1	-1	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	51.8 %	1	-1	Toronto
Total		1269	381	30.0 %	27.1 %	345	36	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Detailed Report

Date: 2018-04-09

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01/02 : Managers	National	163	1	0.6 %	4.3 %	7	-6	National
03 : Professionals	National	189	2	1.1 %	3.8 %	7	-5	National
04 : Semi-Professionals and Technicians	National	520	6	1.2 %	4.6 %	24	-18	National
05 : Supervisors	National	23	0	0.0 %	13.9 %	3	-3	National
07 : Administrative and Senior Clerical Personnel	National	65	1	1.5 %	3.4 %	2	-1	National
08 : Skilled Sales and Service Personnel	National	158	2	1.3 %	3.5 %	6	-4	National
10 : Clerical Personnel	National	129	0	0.0 %	7.0 %	9	-9	National
11 : Intermediate Sales and Service Personnel	National	17	1	5.9 %	5.6 %	1	0	National
12 : Semi-Skilled Manual Workers	National	4	0	0.0 %	4.8 %	0	0	National
14 : Other Manual Workers	National	1	0	0.0 %	5.3 %	0	0	National
Total		1269	13	1.1 %	4.7 %	59	-46	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-04-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-04-09

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Summary Report

Date: 2018-04-09

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	39	10	25.6 %	27.4 %	11	-1
02 : Middle and Other Managers	124	37	29.8 %	38.9 %	48	-11
03 : Professionals	189	47	24.9 %	29.2 %	55	-8
04 : Semi-Professionals and Technicians	520	43	8.3 %	21.2 %	110	-67
05 : Supervisors	23	4	17.4 %	53.9 %	12	-8
07 : Administrative and Senior Clerical Personnel	65	35	53.8 %	80.5 %	52	-17
08 : Skilled Sales and Service Personnel	158	53	33.5 %	27.3 %	43	10
10 : Clerical Personnel	129	65	50.4 %	65.7 %	85	-20
11 : Intermediate Sales and Service Personnel	17	8	47.1 %	64.1 %	11	-3
12 : Semi-Skilled Manual Workers	4	0	0.0 %	22.0 %	1	-1
14 : Other Manual Workers	1	0	0.0 %	32.6 %	0	0
Total	1269	302	23.8 %	33.8 %	428	-126

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Summary Report

Date: 2018-04-09

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	39	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	124	0	0.0 %	2.2 %	3	-3
03 : Professionals	189	1	0.5 %	1.2 %	2	-1
04 : Semi-Professionals and Technicians	520	5	1.0 %	1.8 %	9	-4
05 : Supervisors	23	0	0.0 %	1.8 %	0	0
07 : Administrative and Senior Clerical Personnel	65	0	0.0 %	1.1 %	1	-1
08 : Skilled Sales and Service Personnel	158	1	0.6 %	1.5 %	2	-1
10 : Clerical Personnel	129	0	0.0 %	1.3 %	2	-2
11 : Intermediate Sales and Service Personnel	17	0	0.0 %	1.1 %	0	0
12 : Semi-Skilled Manual Workers	4	0	0.0 %	0.7 %	0	0
14 : Other Manual Workers	1	0	0.0 %	0.8 %	0	0
Total	1269	7	0.6 %	1.6 %	20	-13

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Summary Report

Date: 2018-04-09

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	39	5	12.8 %	10.1 %	4	1
02 : Middle and Other Managers	124	21	16.9 %	15.0 %	19	2
03 : Professionals	189	63	33.3 %	31.0 %	59	4
04 : Semi-Professionals and Technicians	520	180	34.6 %	27.8 %	145	35
05 : Supervisors	23	9	39.1 %	38.7 %	9	0
07 : Administrative and Senior Clerical Personnel	65	16	24.6 %	32.4 %	21	-5
08 : Skilled Sales and Service Personnel	158	41	25.9 %	17.4 %	27	14
10 : Clerical Personnel	129	39	30.2 %	39.6 %	51	-12
11 : Intermediate Sales and Service Personnel	17	6	35.3 %	42.7 %	7	-1
12 : Semi-Skilled Manual Workers	4	1	25.0 %	57.5 %	2	-1
14 : Other Manual Workers	1	0	0.0 %	51.8 %	1	-1
Total	1269	381	30.0 %	27.1 %	345	36

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Compugen Inc.

Workforce Analysis - Summary Report

Date: 2018-04-09

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	163	1	0.6 %	4.3 %	7	-6
03 : Professionals	189	2	1.1 %	3.8 %	7	-5
04 : Semi-Professionals and Technicians	520	6	1.2 %	4.6 %	24	-18
05 : Supervisors	23	0	0.0 %	13.9 %	3	-3
07 : Administrative and Senior Clerical Personnel	65	1	1.5 %	3.4 %	2	-1
08 : Skilled Sales and Service Personnel	158	2	1.3 %	3.5 %	6	-4
10 : Clerical Personnel	129	0	0.0 %	7.0 %	9	-9
11 : Intermediate Sales and Service Personnel	17	1	5.9 %	5.6 %	1	0
12 : Semi-Skilled Manual Workers	4	0	0.0 %	4.8 %	0	0
14 : Other Manual Workers	1	0	0.0 %	5.3 %	0	0
Total	1269	13	1.1 %	4.7 %	59	-46

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-04-09

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-04-09

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Compugen Inc.

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Start Date of Flow Data		
YYYY	MM	DD

End 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



Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	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
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Compugen Inc.

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Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired



Data from Form 5 - Employees Promoted



Data from Form 6 - Employees Terminated



Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	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
Total	0	0	0	0

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

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	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 2: Flow Data Analysis

Compugen Inc.

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Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired



Data from Form 5 - Employees Promoted



Data from Form 6 - Employees Terminated



Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	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
Total	0	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

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	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Compugen Inc.

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Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired



Table 4: Members of Visible Minorities

Data from Form 5 - Employees Promoted



Table 8: Members of Visible Minorities

Data from Form 6 - Employees Terminated



Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	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
Total	0	0	0	0

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

Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-04-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-04-09	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	39	-100.0%	0.0%	0	0.0%	17.6%	21	21	10	17.6%	5	6	6	27.4%	27.4%	-1	0	25.6%	28.2%
02 Middle & Other Managers	124	-100.0%	1.0%	4	0.0%	17.6%	66	70	37	17.6%	20	33	27	38.9%	38.9%	-11	-6	29.8%	34.4%
03 Professionals	189	-100.0%	0.5%	3	0.0%	17.6%	100	103	47	17.6%	25	34	30	29.2%	29.2%	-8	-4	24.9%	27.1%
04 Semi-Professionals & Tech	520	-100.0%	1.5%	23	0.0%	17.6%	275	298	43	17.6%	23	95	63	21.2%	21.2%	-67	-32	8.3%	15.3%
05 Supervisors	23	-100.0%	5.0%	3	0.0%	17.6%	12	15	4	17.6%	2	12	8	53.9%	53.9%	-8	-4	17.4%	38.5%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	65	-100.0%	0.2%	0	0.0%	17.6%	34	34	35	17.6%	19	36	0	80.5%	-17	-36	53.8%	24.6%	
08 Skilled Sales & Service	158	-100.0%	0.0%	0	0.0%	17.6%	84	84	53	17.6%	28	18	0	27.3%	10	-18	33.5%	15.8%	
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	129	-100.0%	0.0%	0	0.0%	17.6%	68	68	65	17.6%	34	54	0	65.7%	-20	-54	50.4%	24.0%	
11 Intermediate Sales & Service	17	-100.0%	0.0%	0	0.0%	17.6%	9	9	8	17.6%	4	7	6	64.1%	64.1%	-3	-1	47.1%	58.8%
12 Semi-Skilled Manual	4	-100.0%	0.0%	0	0.0%	17.6%	2	2	0	17.6%	0	1	0	22.0%	22.0%	-1	-1	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	1	-100.0%	0.0%	0	0.0%	17.6%	1	1	0	17.6%	0	0	0	32.6%	0	0	0.0%	0.0%	
Total	1,269	-100.0%		0	0.0%		0	0	302	0.0%	0	-302	0	0.0%	302	302	23.8%	23.8%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1	27.4	1	27.4	Based on historical data, EEOG for senior manager groups have the lowest turnover and growth rate.
02 Middle & Other Managers	5	38.9	6	38.9	
03 Professionals	4	29.2	4	29.2	
04 Semi-Professionals & Tech	35	21.2	32	21.2	We are in the process of acquiring a recruitment tool to help target females in the Technology Industry.
05 Supervisors	4	53.9	4	53.9	
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	2	64.1	1	64.1	
12 Semi-Skilled Manual	1	22.0	1	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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Part 3: Goals

Compugen Inc.

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			2018	2021					
	2018-04-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	39	-100.0%	0.0%	0	0.0%	17.6%	21	21	0	17.6%	0	1	1	2.9%	2.9%	-1	0	0.0%	2.6%	
02 Middle & Other Managers	124	-100.0%	1.0%	4	0.0%	17.6%	66	70	0	17.6%	0	3	2	2.2%	2.2%	-3	-1	0.0%	1.6%	
03 Professionals	189	-100.0%	0.5%	3	0.0%	17.6%	100	103	1	17.6%	1	2	2	2.0%	1.2%	-1	0	0.5%	1.0%	
04 Semi-Professionals & Tech	520	-100.0%	1.5%	23	0.0%	17.6%	275	298	5	17.6%	3	8	5	1.8%	1.8%	-4	-3	1.0%	1.3%	
05 Supervisors	23	-100.0%	5.0%	3	0.0%	17.6%	12	15	0	17.6%	0	0	0		1.8%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	65	-100.0%	0.2%	0	0.0%	17.6%	34	34	0	17.6%	0	1	0	1.1%	1.1%	-1	-1	0.0%	0.0%	
08 Skilled Sales & Service	158	-100.0%	0.0%	0	0.0%	17.6%	84	84	1	17.6%	1	2	1	1.5%	1.5%	-1	-1	0.6%	0.6%	
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	129	-100.0%	0.0%	0	0.0%	17.6%	68	68	0	17.6%	0	2	1	1.3%	1.3%	-2	-1	0.0%	0.8%	
11 Intermediate Sales & Service	17	-100.0%	0.0%	0	0.0%	17.6%	9	9	0	17.6%	0	0	0		1.1%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	4	-100.0%	0.0%	0	0.0%	17.6%	2	2	0	17.6%	0	0	0		0.7%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	1	-100.0%	0.0%	0	0.0%	17.6%	1	1	0	17.6%	0	0	0		0.8%	0	0	0.0%	0.0%	
Total	1,269	-100.0%		0	0.0%		0	0	7	0.0%	0	-7	0		0.0%	7	7	0.6%	0.6%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1	2.9	1	2.9	Based on historical data, EEOG for senior manager groups have the lowest turnover and growth rate.
02 Middle & Other Managers	2	2.2	1	2.2	
03 Professionals	1	2.0	1	2.0	
04 Semi-Professionals & Tech	2	1.8	2	1.8	Posting various opportunities on specific job boards such as Aboriginal Job Board.
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	1.1	0	1.1	
08 Skilled Sales & Service	1	1.5	0	1.5	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	1.3	1	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	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2018-04-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	Over 3 Years	#	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	%	%	%	#	%	%	#	#	%	%	
01/02 Managers	163	-100.0%	0.0%	0	0.0%	17.6%	86	86	1	17.6%	1	7	4	4.3%	4.3%	-6	-3	0.6%	2.5%	
03 Professionals	189	-100.0%	1.0%	6	0.0%	17.6%	100	106	2	17.6%	1	6	4	3.8%	3.8%	-5	-2	1.1%	2.6%	
04 Semi-Professionals & Tech	520	-100.0%	0.5%	8	0.0%	17.6%	275	283	6	17.6%	3	21	13	4.6%	4.6%	-8	-8	1.2%	3.0%	
05 Supervisors	23	-100.0%	1.5%	1	0.0%	17.6%	12	13	0	17.6%	0	3	2	13.9%	13.9%	-3	-1	0.0%	8.3%	
06 Supervisors: Crafts & Trades	0	0.0%	5.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	65	-100.0%		0	0.0%	17.6%	34	34	1	17.6%	1	2	1	3.4%	3.4%	-1	-1	1.5%	1.5%	
08 Skilled Sales & Service	158	-100.0%	0.2%	1	0.0%	17.6%	84	85	2	17.6%	1	5	3	3.5%	3.5%	-4	-2	1.3%	2.5%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	129	-100.0%		0	0.0%	17.6%	68	68	0	17.6%	0	9	5	7.0%	7.0%	-9	-4	0.0%	3.9%	
11 Intermediate Sales & Service	17	-100.0%	0.0%	0	0.0%		0	0	1	0.0%	0	0	0	5.6%	5.6%	0	0	5.9%	5.9%	
12 Semi-Skilled Manual	4	-100.0%	0.0%	0	0.0%	17.6%	2	2	0	17.6%	0	0	0	4.8%	4.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	1	-100.0%		0	0.0%	17.6%	1	1	0	17.6%	0	0	0	5.3%	5.3%	0	0	0.0%	0.0%	
Total	1,269	-100.0%	0.0%	0	0.0%	17.6%	670	670	13	17.6%	7	-6	0	0.0%	0.0%	13	6	1.0%	0.5%	

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	4	4.3	2	4.3	Based on historical data, EEOG for senior manager groups have the lowest turnover and growth rate.	
03 Professionals	2	3.8	3	3.8	Posting various opportunities on specific job boards such as Canadian Association of Professionals with Disabilities	
04 Semi-Professionals & Tech	8	4.6	10	4.6	Compugen have been participating in job fairs that are focused on person with disabilities such as Spectrum Works (young adults with autism).	
05 Supervisors	2	13.9	1	13.9		
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	1	3.4	1	3.4		
08 Skilled Sales & Service	2	3.5	2	3.5		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	5	7.0	4	7.0		
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		

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
	2018-04-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	39	-100.0%	0.0%	0	0.0%	17.6%	21	21	5	17.6%	3	2	0	10.1%	1	-2	12.8%	5.1%		
02 Middle & Other Managers	124	-100.0%	1.0%	4	0.0%	17.6%	66	70	21	17.6%	11	9	0	15.0%	2	-9	16.9%	7.8%		
03 Professionals	189	-100.0%	0.5%	3	0.0%	17.6%	100	103	63	17.6%	33	30	0	31.0%	4	-30	33.3%	15.6%		
04 Semi-Professionals & Tech	520	-100.0%	1.5%	23	0.0%	17.6%	275	298	180	17.6%	95	66	0	27.8%	35	-66	34.6%	15.7%		
05 Supervisors	23	-100.0%	5.0%	3	0.0%	17.6%	12	15	9	17.6%	5	6	0	38.7%	0	-6	39.1%	15.4%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	65	-100.0%	0.2%	0	0.0%	17.6%	34	34	16	17.6%	8	13	11	32.4%	32.4%	-5	-2	24.6%	29.2%	
08 Skilled Sales & Service	158	-100.0%	0.0%	0	0.0%	17.6%	84	84	41	17.6%	22	8	0	17.4%	14	-8	25.9%	12.0%		
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	129	-100.0%	0.0%	0	0.0%	17.6%	68	68	39	17.6%	21	33	27	39.6%	39.6%	-12	-6	30.2%	34.9%	
11 Intermediate Sales & Service	17	-100.0%	0.0%	0	0.0%	17.6%	9	9	6	17.6%	3	4	4	42.7%	42.7%	-1	0	35.3%	41.2%	
12 Semi-Skilled Manual	4	-100.0%	0.0%	0	0.0%	17.6%	2	2	1	17.6%	1	2	1	57.5%	57.5%	-1	-1	25.0%	25.0%	
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	1	-100.0%	0.0%	0	0.0%	17.6%	1	1	0	17.6%	0	1	1	51.8%	51.8%	-1	0	0.0%	100.0%	
Total	1,269	-100.0%		0	0.0%	17.6%	670	670	381	17.6%	201	-180	0	0.0%	381	180	30.0%	14.2%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	Based on historical data, EEOG for senior manager groups have the lowest turnover and growth rate.
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	Compugen continues working with non profits organizations such as ACCES that connects professional new comers to Canada with opportunities.
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	3	32.4	2	32.4	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	5	39.6	7	39.6	
11 Intermediate Sales & Service	1	42.7	0	42.7	
12 Semi-Skilled Manual	1	57.5	0	57.5	
13 Other Sales & Service	0	0.0	0	0.0	

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Part 3: Goals

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14	Other Manual Workers	1	51.8	0	51.8
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Women																	
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	3 Year Goals							
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Hires Required Over 3 Years	0	3					
		#	%	%	#	%	%	#	#	%	%	#	#	%	%				
01	Senior Managers	0	-100.0%		0	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	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	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	0	0	#DIV/0!	#DIV/0!
05	Supervisors	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	-100.0%		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	-100.0%		0	0.0%		0	0	0.0%	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	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 + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 10: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

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Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%	%	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01	Senior Managers	0	-100.0%		0	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	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	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	0	0	#DIV/0!	#DIV/0!
05	Supervisors	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	-100.0%		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	-100.0%		0	0.0%		0	0	0.0%	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	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 + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 12: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	0		3						
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	Years	0	3	%	#	#	%	%	
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	--	Annually	Over 3 Years	Years	0	3	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%		
01/02	Managers	0	-100.0%		0	0.0%		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%	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%	0	0	0	#DIV/0!	#DIV/0!
05	Supervisors	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	-100.0%		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	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		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	-100.0%		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	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	-100.0%		0	0.0%		0	0	0.0%	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	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.

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

Table 14: Persons with Disabilities

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

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Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	%	%	%	%	%	%	%	%	%
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01	Senior Managers	0	-100.0%		0	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	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	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	0	0	#DIV/0!	#DIV/0!
05	Supervisors	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	-100.0%		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	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	-100.0%		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	-100.0%		0	0.0%		0	0	0.0%	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	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 + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Compugen Inc.

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Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Compugen Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	39	10	25.6	27.4	11	-1	93.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2018	124	37	29.8	38.9	48	-11	76.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2018	189	47	24.9	29.2	55	-8	85.2																	
	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
04 Semi-Professionals & Technicians	2018	520	43	8.3	21.2	110	-67	39.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2018	23	4	17.4	53.9	12	-8	32.3																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	1	0.0	27.4	0.0		1	0.0	27.4	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	0	0	0	0.0	5	0.0	38.9	0.0		6	0.0	38.9	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
03 Professionals	0	0	0	0.0	4	0.0	29.2	0.0		4	0.0	29.2	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
04 Semi-Professionals & Technicians	0	0	0	0.0	35	0.0	21.2	0.0		32	0.0	21.2	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
05 Supervisors	0	0	0	0.0	4	0.0	53.9	0.0		4	0.0	53.9	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0		0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Compugen Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2018	65	35	53.8	80.5	52	-17	66.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2018	158	53	33.5	27.3	43	10	122.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2018	129	65	50.4	65.7	85	-20	76.7																
	0	0	0	0.0	0.0	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 & Service Personnel	2018	17	8	47.1	64.1	11	-3	73.4																
	0	0	0	0.0	0.0	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	2018	4	0	0.0	22.0	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	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		
08 Skilled Sales & Service Personnel	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		
09 Skilled Crafts & Trades 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		
10 Clerical Personnel	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		
11 Intermediate Sales & Service Personnel	0	0	0	0.0	2	0.0	64.1	0.0	1	0.0	64.1	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	0	0	0	0.0	1	0.0	22.0	0.0	1	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Compugen Inc.

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#			
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	1	0	0.0	32.6	0	0	0.0																
	0	0	0	0.0	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	2018	1,269	302	23.8	0.0	0	302	0.0																
	0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	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										
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Compugen Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2018	39	0	0.0	2.9	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2018	124	0	0.0	2.2	3	-3	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
03 Professionals	2018	189	1	0.5	1.2	2	-1	44.1																
	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
04 Semi-Professionals & Technicians	2018	520	5	1.0	1.8	9	-4	53.4																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
05 Supervisors	2018	23	0	0.0	1.8	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	1	0.0	2.9	0.0	1	0.0	2.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	2	0.0	2.2	0.0	1	0.0	2.2	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	1	0.0	2.0	0.0	1	0.0	2.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	2	0.0	1.8	0.0	2	0.0	1.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	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		
06 Supervisors: Crafts & Trades	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		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Compugen Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2018	65	0	0.0	1.1	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2018	158	1	0.6	1.5	2	-1	42.2																
	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
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2018	129	0	0.0	1.3	2	-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	0
11 Intermediate Sales & Service Personnel	2018	17	0	0.0	1.1	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
12 Semi-Skilled Manual Workers	2018	4	0	0.0	0.7	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	0	0	0	0.0	1	0.0	1.1	0.0	0	0.0	1.1	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	0	0	0	0.0	1	0.0	1.5	0.0	0	0.0	1.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades 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		
10 Clerical Personnel	0	0	0	0.0	1	0.0	1.3	0.0	1	0.0	0.0	0.0		
	3	0	0	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	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled 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		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Compugen Inc.

43199

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2018	0	0	0	0.0	0.0	0	0	0.0															
	0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	1	0	0	0.0	0.8	0	0	0.0															
	0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	1,269	7	0	0.6	0.0	0	7	0.0															
	0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	0	0	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	
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	
	3	0	0	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	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Compugen Inc.

43199

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01&02 Managers	2018	163	1	0.6	4.3	7	-6	14.3																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2018	189	2	1.1	3.8	7	-5	27.8																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2018	520	6	1.2	4.6	24	-18	25.1																
	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
05 Supervisors	2018	23	0	0.0	13.9	3	-3	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	4	0.0	4.3	0.0	2	0.0	4.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	2	0.0	3.8	0.0	3	0.0	3.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	8	0.0	4.6	0.0	10	0.0	4.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	2	0.0	13.9	0.0	1	0.0	13.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Compugen Inc.

43199

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities					All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
07	Administrative & Senior Clerical	2018	65	1	1.5	3.4	2	-1	45.2															
			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
08	Skilled Sales & Service Personnel	2018	158	2	1.3	3.5	6	-4	36.2															
			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
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0															
			0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10	Clerical Personnel	2018	129	0	0.0	7.0	9	-9	0.0															
			0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
11	Intermediate Sales & Service Personnel	2018	17	1	5.9	5.6	1	0	105.0															
			0	0	0.0	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	2018	4	0	0.0	4.8	0	0	0.0															
			0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	1	0.0	3.4	0.0	1	0.0	3.4	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	2	0.0	3.5	0.0	2	0.0	3.5	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades 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	
10	Clerical Personnel	0	0	0	0.0	5	0.0	7.0	0.0	4	0.0	7.0	0.0	
		3	0	0	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	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled 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	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Compugen Inc.

43199

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2018	0	0	0	0.0	0.0	0	0	0.0															
	0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	1	0	0	0.0	5.3	0	0	0.0															
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2018	1,269	13	1	1.0	0.0	0	13	0.0															
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Compugen Inc.

43199

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2018	39	5	12.8	10.1	4	1	126.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2018	124	21	16.9	15.0	19	2	112.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2018	189	63	33.3	31.0	59	4	107.5																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2018	520	180	34.6	27.8	145	35	124.5																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2018	23	9	39.1	38.7	9	0	101.1																
	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
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	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		
02 Middle & Other Managers	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		
03 Professionals	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		
04 Semi-Professionals & Technicians	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		
05 Supervisors	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		
06 Supervisors: Crafts & Trades	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		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Compugen Inc.

43199

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2018	65	16	24.6	32.4	21	-5	76.0																	
	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	158	41	25.9	17.4	27	14	149.1																	
	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
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2018	129	39	30.2	39.6	51	-12	76.3																	
	0	0	0	0.0	0.0	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 & Service Personnel	2018	17	6	35.3	42.7	7	-1	82.7																	
	0	0	0	0.0	0.0	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	2018	4	1	25.0	57.5	2	-1	43.5																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	0	0	0	0.0	3	0.0	32.4	0.0	2	0.0	32.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	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		
09 Skilled Crafts & Trades 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		
10 Clerical Personnel	0	0	0	0.0	5	0.0	39.6	0.0	7	0.0	39.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	0	0	0	0.0	1	0.0	42.7	0.0	0	0.0	42.7	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	0	0	0	0.0	1	0.0	57.5	0.0	0	0.0	57.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Compugen Inc.

43199

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#		
13 Other Sales & Service Personnel	2018	0	0	0	0.0	0.0	0	0	0.0															
	0	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	1	0	0	0.0	51.8	1	-1	0.0															
	0	0	0	0.0	0.0	0	0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
Total	2018	1,269	381	30.0	0.0	0	381	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	0	0	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		
14 Other Manual Workers	0	0	0	0.0	1	0.0	51.8	0.0	0.0	0	0.0	51.8	0.0	
	3	0	0	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	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Compugen Inc.
43199

Efforts

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

Required measures:

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

Other measures:

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

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

Other.

Additional Details

Please provide any additional information (optional):



Confidential Employment Equity Questionnaire

Compugen Inc. is committed to implementing measures which identify and remove discriminatory barriers that prevent qualified members of designated groups (*women, visible minorities, persons with disabilities, and Indigenous people*) from receiving equal treatment in hiring, training, and promotion.

Compugen’s commitment to implement Employment Equity under the Federal Contractors Program requires that each staff member participate in an Employment Equity Questionnaire.

Instructions:

1. Please print your name, job title, and location/branch on the Employment Equity questionnaire located in your new hire package.
2. As a Compugen staff member, your responses to the questionnaire are voluntary. However, it is mandatory that you still return the questionnaire to the Human Resources Department.
3. Any information collected in this survey will be used only for employment equity purposes and are strictly confidential
4. Should you require an alternate format or assistance with the survey, please contact HR@compugen.com
5. If you wish to update your answers from previously submitted survey, please use the same form to resubmit into Human Resources Department.
6. If you have any questions about Employment Equity, please visit our intranet via the following link: [Compugen Portal - Employment Equity](#)

Alternatively, you can contact a member of the Employment Equity Committee:

Name	Location
[Redacted Content]	

CONFIDENTIAL EMPLOYMENT EQUITY QUESTIONNAIRE

Please note:

- Your responses are voluntary but it is mandatory to return to Human Resources.
- You may be a member of more than one designated group.

Name:
Job Title:
Location/Branch:

1. For the purpose of employment equity, do you consider yourself to be a **woman**?

YES

NO

2. For the purpose of employment equity, an Indigenous person is a person who is North American First Nations, Inuit, or Métis.

Based on this description, do you consider yourself to be an **Indigenous person**?

YES

NO

3. For the purpose of employment equity, persons other than Indigenous people who because of their race or colour are a visible minority. Examples of visible minorities include: Black (ex: African, Haitian, Jamaican, Somali), Non-white Latin American, East Asian (Chinese, Japanese, Korean), South Asian (ex: East Indian, Pakistani, Punjabi, Sri Lankan), South East Asian (ex: Cambodian, Filipino, Indonesian, Vietnamese), West Asian (ex: Armenian, Egyptian, Iranian, Lebanese), People of mixed origin (with one parent who is a visible minority).

Based on this description, do you consider yourself to be a member of a **visible minority**?

YES

NO

4. For the purpose of employment equity, persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychological or learning impairment(s) 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. A disability may be visible or hidden. This includes persons whose functional limitations due to their impairment have been accommodated in their current job or workplaces.

Based on this description, do you consider yourself to be a **person with a disability**?

YES

NO

Thank you for your assistance. Please return this questionnaire to a member of the HR Team.

For Office Use Only:

Staff #:	End Date:	Salary:
Start Date:	Gender:	NOC:

Federal Contractors Program Report of the First Compliance Assessment

Employer Name Compugen Inc.

Primary Location: Richmond Hill, Ontario

Number of Employees: 1,269 employees in Canada.

- Ontario 733
- Quebec 154
- British Columbia 112
- Manitoba 19
- Newfoundland 8
- Alberta 6
- Nova Scotia 6
- New Brunswick 3
- Saskatchewan 2

Organization Overview:

NAICS: 4173 (Computer and Communications, Equipment and Supplies Wholesalers-Distributors)
Compugen is an IT service provider.

Compugen joined the Federal Contractors Program voluntarily in April 2017.

Key Dates – First Year Assessment

Initiated: 2018-03-08
Received: 2018-04-18
WFA: 2018-04-09

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of Surveys Handed Out:	1,243	100
Number of Surveys Returned:	909	73.1
Number of Completed Surveys Returned:	883	71.0

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire 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.

Observations:

The workforce survey was completed using a non-compliant self-identification questionnaire: it did not indicate that it can be made available in alternate formats upon request. However, a revised version of the questionnaire with all the mandatory information was requested and received on April 23, 2018.

WORKFORCE ANALYSIS & GOAL SETTING

- The workforce analysis was done using WEIMS.
- 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.
- The organization appears to have properly coded its positions using the 2011 National 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.

SUMMARY OF GOALS

Short term and long term goals are set in percentage format. A goal equal to labour market availability was set to address every gap, where required.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
1	Senior Managers	-1	27.4	27.4	25.6	27.4

2	Middle & Other Managers	-11	38.9	38.9	29.8	38.9
3	Professionals	-8	29.2	29.2	24.9	29.2
4	Semi-Professionals & Technicians	-67	21.2	21.2	8.3	21.2
5	Supervisors	-8	53.9	53.9	17.4	53.9
7	Administrative & Senior Clerical Personnel	-17	-	-	53.8	80.5
10	Clerical Personnel	-20	-	-	50.4	65.7
11	Intermediate Sales & Service Personnel	-3	50	50	47.1	64.1
12	Semi-Skilled Manual Workers	-1	22.0	22.0	0.0	22.0

Observations:

- Although there are gaps in EEOGs 07 and 10, a goal is not required given that the representation of women in these occupational groups exceed 50%. Where the representation of women is 50% or more, regardless of labour market availability a goal is not required so not to encourage the clustering of women in traditional roles and to ensure that occupations within these groups are welcoming of all genders.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
1	Senior Managers	-1	2.9	2.9	0.0	2.9
2	Middle & Other Managers	-3	2.2	2.2	0.0	2.2
3	Professionals	-1	2.0	2.0	0.5	1.2
4	Semi-Professionals & Technicians	-4	1.8	1.8	1.0	1.8
7	Administrative & Senior Clerical Personnel	-1	1.1	1.1	0.0	1.1
8	Skilled Sales & Service Personnel	-1	1.5	1.5	0.6	1.5
10	Clerical Personnel	-2	1.3	1.3	0.0	1.3

Observations:

- A short-term hiring and promotion goal was set for every occupational group where a gap was uncovered. Each goal matches the respective labour market availability in each occupational group except for EEOG 03 where the goal of 2.0% is higher than the 1.2% labour market

availability. This is appropriate given that availability for Aboriginal people is projected to increase and the goal was set modestly above availability.

- For EEOG 04, the contractor has indicated that it is posting various opportunities on specific job boards such as the Aboriginal Job Board. The Aboriginal Job Board is a specialized National First Nations online employment network focused on helping members of the Indigenous community find suitable employment.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
7	Administrative & Senior Clerical Personnel	-5	32.4	32.4	24.6	32.4
10	Clerical Personnel	-12	39.6	39.6	30.2	39.6
11	Intermediate Sales & Service Personnel	-1	42.7	42.7	35.3	42.7
12	Semi-Skilled Manual Workers	-1	57.5	57.5	25.0	57.5
14	Other Manual Workers	-1	51.8	51.8	0.0	51.8

Observations:

- A hiring and promotion goal was set for all areas of under-representation uncovered by the workforce analysis.
- In order to meet its goals, Compugen has indicated that it will continue working with non-profits organization such as ACCESS that connects professional newcomers to Canada with job opportunities. ACCESS has multiple programs such as, social integration services and a Recognition of Acquired Competencies program.

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
1&2	Managers	-6	4.3	4.3	0.6	4.3

3	Professionals	-5	3.8	3.8	1.1	3.8
4	Semi-Professionals & Technicians	-18	4.6	4.6	1.2	4.6
5	Supervisors	-3	13.9	13.9	0.0	13.9
7	Administrative & Senior Clerical Personnel	-1	3.4	3.4	1.5	3.4
8	Skilled Sales & Service Personnel	-4	3.5	3.5	1.3	3.5
10	Clerical Personnel	-9	7.0	7.0	0.0	7.0

Observations:

- In order to meet its goals for persons with disabilities, Compugen has indicated that it is posting various opportunities on specific job boards such as Canadian Association of Professionals with Disabilities. The Canadian Association of Professionals with Disabilities is a federally incorporated non-profit dedicated to maximizing the inclusion, job retention, and advancement of current and future professionals with disabilities.

Compugen has further indicated that it has been participating in job fairs that are focused on person with disabilities such as Spectrum Works (which focusses on young adults with autism).

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances; I recommend that the closing letter include the following:

Given that the self-identification survey response rate is below the expected rate of 80% and that Compugen is voluntarily participating in the program, we recommend that the organization design a follow-up strategy aimed at increasing the return and response rates. This could include communicating with employees to further:

- explain the purpose of the survey; re-sending the self-identification questionnaire and asking employees who have not done so to complete the questionnaire;
- offer a means to answer questions that employees may have on employment equity; and,
- follow up with employees who have not completed the self-identification questionnaire to provide additional information and answer any questions they may have while respecting the voluntary aspect of self-identification;
- We encourage your organization to continue building networks with designated group organizations to increase the representation of underrepresented groups.

Name of Analyst: Sylvie Fortin and Neeta Dhillon

Date: June 5, 2018 (finished October 4, 2018)

Subject: Government of Canada Agreement Number: V060860 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear [REDACTED]

I am writing to inform you that the compliance assessment initiated on 11/04/2018 has been completed. As a result of the assessment, Compugen Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this initial assessment was to verify that your organization has taken steps to achieve employment equity by surveying its workforce, conducting a workforce analysis and setting hiring and promotion goals where gaps in the representation of the designated groups were identified.

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

Given that the self-identification survey response rate is below the expected rate of 80% and that Compugen is voluntarily participating in the program, we recommend that the organization design a follow-up strategy aimed at increasing the return and response rates. This could include communicating with employees to further:

- explain the purpose of the survey; re-sending the self-identification questionnaire and asking employees who have not done so to complete the questionnaire;
- offer a means to answer questions that employees may have on employment equity; and,
- follow up with employees who have not completed the self-identification questionnaire to provide additional information and answer any questions they may have while respecting the voluntary aspect of self-identification;
- We encourage your organization to continue building networks with designated group organizations to increase the representation of underrepresented groups.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on 11/01/2021. 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 Compugen Inc. 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, Compugen Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

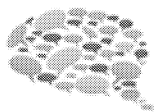
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement 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 the Workplace Equity Team at ee-eme@hrsdc-rhdcc.gc.ca.

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

Workplace Equity Team

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



Rejoignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre! Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

From: [REDACTED]@compugen.com>
Sent: April 18, 2018 3:50 PM
To: EE-EME <ee-eme@hrsdcc-rhdcc.gc.ca>
Cc: [REDACTED]@compugen.com>; [REDACTED]@compugen.com>
Subject: RE: Government of Canada Agreement V060860 – Notification of First Compliance Assessment under the Federal Contractors Program

Good Afternoon,

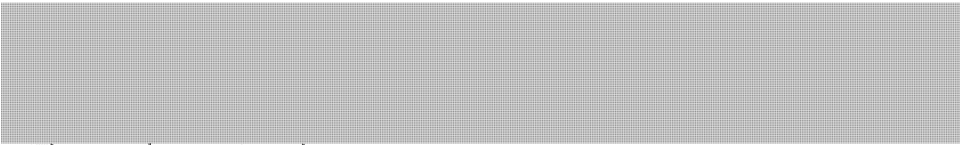
Please see attached for the requested information and the extension approval.

The self-identification questionnaire used to conduct your workforce survey. As attached.

1. The results of your workforce survey including:
 - the number of employees that were surveyed; 1243
 - the combined number of self-identification questionnaires that were returned blank 15, partially and fully completed 894; and
 - the number of fully completed and returned self-identification questionnaires 883.
3. The workforce analysis results (Summary Report and Detailed Report). As attached.
4. A completed Achievement Report file in Excel format that includes the numerical short-term and long-term goals where under-representation exists. As attached.

If you have any questions, please kindly let us know.

Regards,



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COMPUGEN - Simplifying the business of technology...together

[Compugen e-mail transmission](#)

*** Should you require an alternative format of communication, please let me know. ***

*** Si l'utilisation d'une différente typographie est nécessaire, veuillez m'en aviser ***

From: sylvie.g.fortin@labour-travail.gc.ca [<mailto:sylvie.g.fortin@labour-travail.gc.ca>] **On Behalf Of** ee-eme@hrsdcc-rhdcc.gc.ca

Sent: March 8, 2018 10:05 AM

To: [REDACTED]@compugen.com>; [REDACTED]@compugen.com>

Subject: Government of Canada Agreement V060860 – Notification of First Compliance Assessment under the Federal Contractors Program

Subject: Government of Canada Agreement V060860 – Notification of First Compliance Assessment under the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear 

This is to inform you that Compugen Inc. is now subject to a first compliance assessment for the Federal Contractors Program (FCP) under the Employment Equity Act.

Achieving compliance with the requirements of the FCP is a prerequisite for maintaining the right to bid on and receive any future federal contracts of any value.

As part of the first compliance assessment, you are required to submit the following information by email to ee-eme@hrsdcc-rhdcc.gc.ca **no later than April 11, 2018**.

2. The self-identification questionnaire used to conduct your workforce survey.
3. The results of your workforce survey including:
 - the number of employees that were surveyed;
 - the combined number of self-identification questionnaires that were returned blank, partially and fully completed; and
 - the number of fully completed and returned self-identification questionnaires.
5. The workforce analysis results (Summary Report and Detailed Report).
6. A completed Achievement Report file in Excel format that includes the numerical short-term and long-term goals where under-representation exists.

The first compliance assessment will comprise the analysis and verification of the documents your organization submits to ensure they are complete and meet the FCP requirements. You will be informed of our findings once the assessment is completed.

Tools and Resources

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

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

- store and maintain your organization's employment equity information;
- create backup files of your data; and

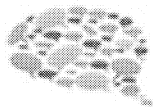
- generate a workforce analysis using the latest Census data.

If your organization does not have access to WEIMS, please complete and submit an [Authorization Form to Access WEIMS](#).

We strongly recommend that you use the resources and tools available under the WEIMS [help page](#). These tools will assist you in collecting your data and simplifying the process of calculating and establishing short- and long-term goals for addressing gaps in representation within your organization (step 4 above).

Should you have any questions or require assistance, please contact your Program Officer, Sylvie Fortin, at sylvie.g.fortin@labour-travail.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team
Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc-rhdcc.gc.ca
Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdcc-rhdcc.gc.ca



Rejoignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT)** en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!
Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!