From: maurice.yakibonge@labour-travail.gc.ca <maurice.yakibonge@labour-travail.gc.ca>

Sent: April 4, 2018 3:05 PM

To: @compugen.com>
Cc: @compugen.com>
Subject: RE: Compugen: Request For Extension



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



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

From: Dcompugen.com]

Sent: April-04-18 1:32 PM **To:** Yakibonge, Maurice [NC]

Cc:

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



ITbuzz.ca | green4good.ca



COMPUGEN - Simplifying the business of technology...together Compugen e-mail transmission

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

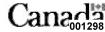
^{**} Si l'utilisation d'une différente typographie est nécessaire, veuillez m'en aviser **

Workforce Analysis - Detailed Report

Date: 2018-04-09

Women

| | | Women | | | | | | |
|---|------------------------------|---------------|--------|-----------|--------|-----------|------------------|--------|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | sentation | Avai | ilability | ap Recruitment | ɪ 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 Colum | ıbia |
| 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 Brunswi | ck |
| 2281 : Computer network technicians | Newfoundland and Labrador | 5 | 0 | 0.0 % | 18.9 % | 1 | -1 Newfoundlan | d and |
| 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 | |



Workforce Analysis - Detailed Report

Date: 2018-04-09

Women

| | | Women | | | | | |
|---|-------------------------------------|---------------|--------|-----------|--------|--------------|-------------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | sentation | Avail | lability 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 | 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 - | 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 - | 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 -1 | 7 |
| 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 | Ont. less CMAs |



Workforce Analysis - Detailed Report

Date: 2018-04-09

Women

| | | | | Women | | | | |
|--|-------------------------------------|--------------------|--------|----------------|------------|---------------|----------|-----------------------|
| Employment Equity Occupational Group | Internal Location | All Employees # | Repres | sentation % | Avail % | lability # | Gap # | Recruitment Area |
| | 0,1,0,1,0 | | | | | | | 0 |
| 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 | |



Workforce Analysis - Detailed Report

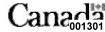
Date: 2018-04-09

Women

| | Women | | | | | | | |
|--------------------------------------|-------------------|---------------|--------|-----------|--------|----------|------|------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | sentation | Avai | lability | 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

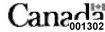


Workforce Analysis - Detailed Report

Date: 2018-04-09

Aboriginal Peoples

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



Workforce Analysis - Detailed Report

Date: 2018-04-09

Aboriginal Peoples

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



Workforce Analysis - Detailed Report

Date: 2018-04-09

Aboriginal Peoples

| | Aboriginal Peoples | | | | | | | |
|--|-------------------------------------|--------------------|-------------|---------------|-------------|--------------|----------|-----------------------|
| Employment Equity Occupational Group | Internal Location | All Employees # | Repres # | entation % | Availa % | ability # | 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 | |



Workforce Analysis - Detailed Report

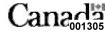
Date: 2018-04-09

Aboriginal Peoples

| | | Aboriginal Peoples | | | | | | | |
|--------------------------------------|-------------------|--------------------|--------|----------|-------|----------|-----|------------------|--|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | entation | Avail | lability | 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



Workforce Analysis - Detailed Report

Date: 2018-04-09

Members of Visible Minorities

| | | | | Members o | f Visible Min | orities | | |
|--|------------------------------|---------------|-----|-----------|---------------|-----------|-----|------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | • | sentation | | ilability | 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 |
| 112 : Financial and investment analysts | National | 3 | 3 | 100.0 % | 35.4 % | 1 | 2 | National |
| 114 : Other financial officers | National | 1 | 0 | 0.0 % | 21.7 % | 0 | 0 | National |
| 121 : Human resources professionals | National | 13 | 4 | 30.8 % | 14.1 % | 2 | 2 | National |
| 122 : Professional occupations in business management consulting | National | 22 | 12 | 54.5 % | 21.6 % | 5 | 7 | National |
| 147 : Computer engineers (except software engineers and designers) | National | 61 | 13 | 21.3 % | 38.2 % | 23 | -10 | National |
| 171 : Information systems analysts and consultants | National | 67 | 21 | 31.3 % | 31.4 % | 21 | 0 | National |
| 172 : Database analysts and data administrators | National | 4 | 1 | 25.0 % | 32.3 % | 1 | 0 | National |
| 173 : Software engineers and designers | National | 1 | 0 | 0.0 % | 40.5 % | 0 | 0 | National |
| 174 : Computer programmers and interactive media developers | National | 5 | 2 | 40.0 % | 31.5 % | 2 | 0 | National |
| 175 : Web designers and developers | National | 4 | 1 | 25.0 % | 22.8 % | 1 | 0 | National |
| 124 : NOC 2006 - Professional Occupations in Public Relations and Communications | National | 1 | 0 | 0.0 % | 19.9 % | 0 | 0 | National |
| 4 : Semi-Professionals and Technicians | | 520 | 180 | 34.6 % | 27.8 % | 145 | 35 | |
| 241 : Electrical and electronics engineering technologists and technicians | Ontario | 1 | 0 | 0.0 % | 31.4 % | 0 | 0 | Ontario |
| 281 : Computer network technicians | Alberta | 87 | 33 | 37.9 % | 25.1 % | 22 | 11 | Alberta |
| 281 : Computer network technicians | British Columbia | 46 | 18 | 39.1 % | 28.5 % | 13 | 5 | British Columbia |
| 281 : Computer network technicians | Manitoba | 3 | 1 | 33.3 % | 17.4 % | 1 | 0 | Manitoba |
| 281 : Computer network technicians | New Brunswick | 3 | 0 | 0.0 % | 3.1 % | 0 | 0 | New Brunswick |
| 281 : Computer network technicians | Newfoundland and Labrador | 5 | 0 | 0.0 % | 0.0 % | 0 | 0 | Newfoundland and |
| 281 : Computer network technicians | Nova Scotia | 1 | 0 | 0.0 % | 4.7 % | 0 | 0 | Nova Scotia |
| 281 : Computer network technicians | Ontario | 183 | 72 | 39.3 % | 34.1 % | 62 | 10 | Ontario |



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Members of Visible Minorities

| | | | _ | | f Visible Min | | | |
|---|-------------------------------------|--------------------|--------|----------------|---------------|---------------|----------|-----------------------|
| Employment Equity Occupational Group | Internal Location | All Employees # | Repres | sentation % | Avai % | lability # | Gap # | Recruitment Area |
| 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 |



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Members of Visible Minorities

| | | | | Members o | of Visible Mind | orities | | |
|--|-------------------------------------|---------------|----|-----------|-----------------|--------------|-----|-----------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | • | sentation | | lability | Gap | Recruitment Area |
| | | # | # | <u></u> | % | # | # | |
| 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 | |
| | | | | | | | | |



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Members of Visible Minorities

| | | Members of Visible Minorities | | | | | | | |
|--------------------------------------|-------------------|-------------------------------|--------|-----------|--------|-----------|-----|------------------|--|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | sentation | Ava | ilability | 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



Workforce Analysis - Detailed Report

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Persons with Disabilities

| | | | | Persons | with Disabilit | ties | | |
|---|-------------------|---------------|--------|----------|----------------|---------|-----|------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | entation | Avail | ability | Gap | Recruitment Area |
| | | # | # | % | % | # | # | |
| 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



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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

| Employment Equity Occupational Group | Perform Analysis By | Recruitment Area |
|---|---------------------|------------------|
| 01 : Senior Managers | EEOG | National |
| 02 : Middle and Other Managers | EEOG | National |
| 03 : Professionals | NOC | National |
| 04 : Semi-Professionals and Technicians | NOC | Provincial |
| 05 : Supervisors | EEOG | CMA |
| 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 |

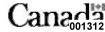


Workforce Analysis - Detailed Report

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 |



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Women

| | Women | | | | | | |
|---|---------------|--------|----------|---------|-----------|------|--|
| Employment Equity Occupational Group | All Employees | Repres | entation | Avai | ilability | 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 | |
| | | 200 | 20.00/ | 22.2.2/ | 400 | | |
| Total | 1269 | 302 | 23.8 % | 33.8 % | 428 | -126 | |



Workforce Analysis - Summary Report

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Aboriginal Peoples

| | Aboriginal Peoples | | | | | | |
|---|--------------------|--------|----------|--------|---------|-----|--|
| Employment Equity Occupational Group | All Employees | Repres | entation | Availa | ability | 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 | |



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Members of Visible Minorities

| | Members of Visible Minorities | | | | | | |
|---|-------------------------------|--------|----------|--------|-----------|-----|--|
| Employment Equity Occupational Group | All Employees | Repres | entation | Ava | ilability | 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 | |



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Persons with Disabilities

| | Persons with Disabilities | | | | | | |
|---|---------------------------|--------|----------------|----------------|----------|-----|--|
| Employment Equity Occupational Group | All Employees | Repres | entation | Avai | lability | Gap | |
| | # | # | % | % | # | # | |
| 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 14 : Other Manual Workers | 4 | 0 | 0.0 % 0.0 % | 4.8 % 5.3 % | 0 | 0 | |
| 14 . Other Manual Workers | 1 | U | 0.0 % | J.J 76 | U | U | |
| Total | 1269 | 13 | 1.1 % | 4.7 % | 59 | -46 | |



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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

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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 |



| Data from Fir | st/Previous Wor | kforce Analysis |
|---------------|-----------------|-----------------|
| | \ | 1 |

| | Data from Fi | rst/Previous Workf | orce Analysis |
|---|--------------|--------------------|---------------|
| I | YYYY | MM | DD |
| I | 2018 | 04 | 09 |

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

| | | - | Гable 1: Women | |
|---|--|-----------------------------------|----------------|---------------|
| | | First/Previous Workforce Analysis | | |
| Empl | ovment Equity Occupational Croup (FEOC) | All Employees | Won | nen |
| Employment Equity Occupational Group (EEOG) | | | Representation | Availability* |
| | | # | # | % |
| 01 | Senior Managers | 39 | 10 | 27.4 |
| 02 | Middle & Other Managers | 124 | 37 | 38.9 |
| 03 | Professionals | 189 | 47 | 29.2 |
| 04 | Semi-Professionals & Technicians | 520 | 43 | 21.2 |
| 05 | Supervisors | 23 | 4 | 53.9 |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.0 |
| 07 | Administrative & Senior Clerical Personnel | 65 | 35 | 80.5 |
| 08 | Skilled Sales & Service Personnel | 158 | 53 | 27.3 |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.0 |
| 10 | Clerical Personnel | 129 | 65 | 65.7 |
| 11 | Intermediate Sales & Service Personnel | 17 | 8 | 64.1 |
| 12 | Semi-Skilled Manual Workers | 4 | 0 | 22.0 |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.0 |
| 14 | Other Manual Workers | 1 | 0 | 32.6 |
| Total | | 1,269 | 302 | 0.0 |

| | Table 5: Women | |
|---------------|--------------------|---------------|
| Subsequen | t/Current Workforc | e Analysis |
| All Employees | Won | ien |
| | Representation | Availability* |
| # | # | % |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| U | n | 0.0 |

| * Source: | |
|-----------|--|
| | |

| * Source: | : | | |
|-----------|---|--|--|
| | | | |

| Data from First/ | Previous Wo | rkforce Analysis |
|------------------|-------------|------------------|
| \ | \ | \ |

| Data Hom St | ıbsequent/Curr Analysis | ciit workioree |
|--------------|----------------------------|----------------|
| \downarrow | \downarrow | \ |

| YYYY | MM | DD |
|------|----|----|
| 2018 | 04 | 09 |

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

| | | Table | 2: Aboriginal Po | eoples |
|---|--|-----------------------------------|------------------|---------------|
| Employment Equity Occupational Group (EEOG) | | First/Previous Workforce Analysis | | |
| | | All Employees | Aborigina | l Peoples |
| | | | Representation | Availability* |
| | | # | # | % |
| 01 | Senior Managers | 39 | 0 | 2.9 |
| 02 | Middle & Other Managers | 124 | 0 | 2.2 |
| 03 | Professionals | 189 | 1 | 1.2 |
| 04 | Semi-Professionals & Technicians | 520 | 5 | 1.8 |
| 05 | Supervisors | 23 | 0 | 1.8 |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.0 |
| 07 | Administrative & Senior Clerical Personnel | 65 | 0 | 1.1 |
| 08 | Skilled Sales & Service Personnel | 158 | 1 | 1.5 |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.0 |
| 10 | Clerical Personnel | 129 | 0 | 1.3 |
| 11 | Intermediate Sales & Service Personnel | 17 | 0 | 1.1 |
| 12 | Semi-Skilled Manual Workers | 4 | 0 | 0.7 |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.0 |
| 14 | Other Manual Workers | 1 | 0 | 0.8 |
| Total | | 1,269 | 7 | 0.0 |

| Table | Table 6: Aboriginal Peoples | | |
|---------------|-----------------------------|---------------|--|
| | /Current Workfore | | |
| All Employees | Aboriginal | Peoples | |
| | Representation | Availability* | |
| # | # | % | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |
| 0 | 0 | 0.0 | |

| * Source: | |
|-----------|--|
| 0 | |

| * Source: | |
|-----------|--|
| 0 | |

| Data from First | /Previous Woi | rkforce Analysis |
|-----------------|---------------|------------------|
| \ | 1 | — |

| Data from Fi | rst/Previous Workf | orce Analysis |
|--------------|--------------------|---------------|
| YYYY | MM | DD |
| 2018 | 04 | 09 |

| Data from S | Subsequent/Curre Analysis | nt Workforce |
|-------------|------------------------------|--------------|
| J | | J. |

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

| | | Table 3: Me | mbers of Visible | Minorities | |
|-------|--|------------------------------|--------------------|--------------------|--|
| | | First/Pr | evious Workforce A | Analysis | |
| Empl | symant Faulty Ossunational Chaun (FFOC) | All Employees Members of V | | Visible Minorities | |
| cmbi | oyment Equity Occupational Group (EEOG) | | Representation | Availability* | |
| | | # | # | % | |
| 01 | Senior Managers | 39 | 5 | 10.1 | |
| 02 | Middle & Other Managers | 124 | 21 | 15.0 | |
| 03 | Professionals | 189 | 63 | 31.0 | |
| 04 | Semi-Professionals & Technicians | 520 | 180 | 27.8 | |
| 05 | Supervisors | 23 | 9 | 38.7 | |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.0 | |
| 07 | Administrative & Senior Clerical Personnel | 65 | 16 | 32.4 | |
| 08 | Skilled Sales & Service Personnel | 158 | 41 | 17.4 | |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.0 | |
| 10 | Clerical Personnel | 129 | 39 | 39.6 | |
| 11 | Intermediate Sales & Service Personnel | 17 | 6 | 42.7 | |
| 12 | Semi-Skilled Manual Workers | 4 | 1 | 57.5 | |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.0 | |
| 14 | Other Manual Workers | 1 | 0 | 51.8 | |
| Total | | 1,269 | 381 | 0.0 | |

| Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis | | |
|--|-----------------|-----------------|
| All Employees | Members of Visi | ible Minorities |
| | Representation | Availability* |
| # | # | % |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |
| 0 | 0 | 0. |

| * ! | Source | e: | | | |
|-----|--------|----|--|--|--|
| 0 | | | | | |

| | * Source: | |
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| ı | 0 | |

| Data from Firs | t/Previous Woi | kforce Analysis |
|----------------|----------------|-----------------|
| \ | 1 | \ |

| Data from Sul | osequent/Curre Analysis | ent Workforce |
|---------------|----------------------------|---------------|
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| Data from Fi | rst/Previous Workf | orce Analysis |
|--------------|--------------------|---------------|
| YYYY | MM | DD |
| 2018 | 04 | 09 |

| Data from Subse | quent/Current Wo | orkforce Analysis |
|-----------------|------------------|-------------------|
| YYYY | MM | DD |
| 0 | 0 | 0 |

| | | Table 4: | Persons with Dis | sabilities |
|-------|--|---------------|--------------------|-----------------|
| | | First/Pr | evious Workforce A | Analysis |
| Emple | yment Equity Occupational Group (EEOG) | All Employees | Persons with | Disabilities |
| cmbio | yment Equity Occupational Group (EEOG) | | Representation | Availability* |
| | | # | # | % |
| 01/02 | Managers | 163 | 1 | 4.3 |
| 03 | Professionals | 189 | 2 | 3.8 |
| 04 | Semi-Professionals & Technicians | 520 | 6 | 4.6 |
| 05 | Supervisors | 23 | 0 | 13.9 |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.0 |
| 07 | Administrative & Senior Clerical Personnel | 65 | 1 | 3.4 |
| 08 | Skilled Sales & Service Personnel | 158 | 2 | 3.5 |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.0 |
| 10 | Clerical Personnel | 129 | 0 | 7.0 |
| 11 | Intermediate Sales & Service Personnel | 17 | 1 | 5.6 |
| 12 | Semi-Skilled Manual Workers | 4 | 0 | 4.8 |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.0 |
| 14 | Other Manual Workers | 1 | 0 | 5.3 |
| Total | | 1,269 | 13 | 0.0 |

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

| *** | | | | | | | | | | | | | | | | | | | | × | | × | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----|-----|----|----|-----|----|----|-----|----|---|----|--|---|---|---|--|---|---|---|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---------|---|
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| | *** | × | 8 | N | и | | z. | 20 | ρ | s | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 888 | | 30 | 88 | 324 | ů. | 88 | 86. | × | × | × | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | * | | ** | | | | | | * | | * | * | ä | | * | 8 | * | 88 | | ä | | ä | ä | ä | * | * | × | 8 | 8 | 8 | 8 | * | 8 | | × | ä | × | ä | 8 | š | š | 8 | 8 | 8 | 8 | ä | š | 8 | × | × | 8 | × | 8 | × | × | × | 8 | 8 | × | ä | 8 | × | 88 | × | × | * | × | 8 | × | š | ä | * | × | × | × | ö | ä | ä | ä | * | × | × | × | × | × | × | × | 8 | * | 8 | 8 | ١ |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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|---|---|---|-------|------|------|-------|------|------|------|------|------|------|------|------|-----|------|------|-----|-----|------|-----|----|-----|-----|-----|----|----|---|-----|----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 33333 | **** | **** | 55555 | 3333 | 5555 | 9555 | 0000 | 5555 | 5000 | 8000 | 0000 | 888 | 0000 | 5000 | 880 | 800 | 9000 | 888 | 86 | 555 | -85 | 999 | 88 | 66 | 8 | 888 | 88 | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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Part 2: Flow Data Analysis

Compugen Inc.

43199

| Start | Date of Flov | v Data |
|-------|--------------|--------|
| YYYY | MM | DD |
| | | |

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

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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| | | Table 1: | Women | |
|---|---------------------------|-------------|---------------------------|-------------|
| | Full-time | / National | Part-time | / National |
| Employment Equity Occupational Group (EEOG) | All Employees Hired | Women Hired | All Employees Hired | Women Hired |
| | # | # | # | # |
| 01 Senior Managers | 0 | 0 | 0 | 0 |
| 02 Middle & Other Managers | 0 | 0 | 0 | 0 |
| 03 Professionals | 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 | o | 0 | 0 |
| 10 Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 0 | ol | 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 | Women Promoted | All Employees Promoted | Women Promoted |
| # | # | # | # |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |

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

Part 2: Flow Data Analysis

Compugen Inc.

43199

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| Start | Date of Flow | / Data |
|-------|--------------|--------|
| YYYY | MM | DD |
| 0 | 0 | 0 |

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| End I | Date of Flow | Data |
|-------|--------------|------|
| YYYY | MM | DD |
| 0 | 0 | 0 |

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

| | Tab | ole 2: Abor | iginal Pec | ples |
|---|---------------------------|-----------------------------|---------------------------|-----------------------------|
| | Full-time | / National | Part-time | / National |
| Employment Equity Occupational Group (EEOG) | All Employees Hired | Aboriginal Peoples Hired | All Employees Hired | Aboriginal Peoples Hired |
| | # | # | # | # |
| 01 Senior Managers | 0 | 0 | 0 | 0 |
| 02 Middle & Other Managers | 0 | 0 | 0 | 0 |
| 03 Professionals | 0 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 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

| Tab | le 6: Abor | iginal Peo | ples | | | | | | | | |
|------------------------------|-----------------------------------|------------------------------|-----------------------------------|--|--|--|--|--|--|--|--|
| 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 | | | | | | | | |

| Tabl | e 10: Abo | riginal Ped | ples |
|--------------------------------|-------------------------------------|--------------------------------|-------------------------------------|
| 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 |

Part 2: Flow Data Analysis

Compugen Inc.

43199

| 0 | 0 | 0 |
|-------|--------------|--------|
| YYYY | MM | DD |
| Start | Date of Flow | / Data |

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| End I | Date of Flow | Data |
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| 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 Disa | bilities |
|---|---------------------------|---------------------------------------|---------------------------|---------------------------------------|
| | Full-time | / National | Part-time | / National |
| Employment Equity Occupational Group (EEOG) | All Employees Hired | Persons with Disabilities Hired | All Employees Hired | Persons with Disabilities Hired |
| | # | # | # | # |
| 01 Senior Managers | 0 | 0 | 0 | 0 |
| 02 Middle & Other Managers | 0 | 0 | 0 | 0 |
| 03 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 | | | | | | | | |

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

Part 2: Flow Data Analysis

Compugen Inc.

43199

| Start | Date of Flow | / Data |
|-------|--------------|--------|
| YYYY | MM | DD |
| 0 | 0 | 0 |

All

Employees

Part-time / National

Members of

Visible

Minorities

| End I | Date of Flow | Data |
|-------|----------------|--------|
| 0 | MM 0 | 0 0 |

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Members of

Visible

Minorities

Full-time / National

0

0

0

0

All

Employees

| | | | | | | | | | | | | | | | | | | | | | | | | e | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|---|--|--|--|--|--|--|---|--|--|
| | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | |

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

All All Visible Visible **Employees Employees** Minorities Minorities Promoted Promoted Promoted Promoted # #

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Data from Form 6 - Employees **Terminated**

| Table 12: | Members | of Visible [| Minorities | | | | | | |
|--------------------------------|---|--------------------------------|---|--|--|--|--|--|--|
| 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 | | | | | | |

| | | Hired | | Hired |
|---|---|-------|---|-------|
| | # | # | # | # |
| 01 Senior Managers | 0 | 0 | 0 | 0 |
| 02 Middle & Other Managers | 0 | 0 | 0 | 0 |
| 03 Professionals | 0 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 0 | 0 | 0 | 0 |
| 05 Supervisors | 0 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 0 | 0 | 0 | 0 |
| 07 Administrative & Senior Clerical Personnel | 0 | 0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 0 | 0 | 0 | 0 |
| 10 Clerical Personnel | 0 | 0 | 0 | 0 |
| 11 Intermediate Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 12 Semi-Skilled Manual Workers | 0 | 0 | 0 | 0 |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 |

Employment Equity Occupational Group

(EEOG)

Total

Federal Contractors Program Achievement Report Part 3: Goals Compugen Inc. 43199

| | | | | | | | | | Data f | or First/I | revious (| Goals | | | | | | | |
|--|-------------------------------|---|---------------|-----------------|---|--|-----------------|----------|-------------------------------|---------------------------------------|-----------------|--------------------|------|------------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | 0 | Р | Q | R | S | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | <u> </u> | 1 | Į | \ | \ | 1 | . ↓ | J | 1 | 1 | <u> </u> | V | ↓ | \ | \ | 1 | 1 | \ | 1 |
| | | Table 1: Women | | | | | | | | | | | | | | | | | |
| | | First/Previous Short-term Goals All Employees Women | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | omen | 1 | | | 1 | | | |
| | Number | Grow | th (New Posit | ions) | | Turnover (Replacement of Terminated Employees) | | | | Number Turnover (Replacement of Hires | | | | r Goals | | | | | |
| Employment Equity | | 4-DD Actual Projected | | | | Antici | | | | Terminated | Employees) | Required | | ı - To - YYYY | Present | Present Gap | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | rroje | 1 | Actual | rroj | 1 | Years | YYYY-MM-DD | | | Over 3 | 1111 | - 1111 | Availability | r resent Gap | Gap | Representation | Years |
| | 2018-04-09 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2018-04-09 | Annually | Over 3 Years | Years | 2018 | 2021 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 39 | | 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 | 0.070 | 17.6% | 100 | 103 | 47 | 17.6% | 25 | 34 | 30 | | 29.2% | -8 | -4 | 24.9% | 27.1% |
| 04 Semi-Professionals & Tech | 520 | -100.0% | 1.5% | 23 | 1 | 17.6% | 275 | 298 | 43 | 17.6% | 23 | 95 | 63 | | 21.2% | -67 | -32 | | 15.3% |
| 05 Supervisors | 23 | | 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 | #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 | 1 | 0.0% | 0 | 0.0% | 17.6% | 84 | 84 | 53 | 1 | 28 | 18 | 0 | | 27.3% | 10 | -18 | 33.5% | 15.8% |
| 09 Skilled Crafts & Trades | 120 | 0.0% | 0.007 | 0 | 0.0% | 177.707 | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 1 20 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel 11 Intermediate Sales & Service | 129 | -100.0% -100.0% | 0.0% 0.0% | | 0.0% | 17.6% 17.6% | 68 | 68 | 65 | 17.6% 17.6% | 34 | 54 | 0 | 64.1% | 65.7% 64.1% | -20 -3 | | 50.4% 47.1% | 24.0% 58.8% |
| 12 Semi-Skilled Manual | 17 | -100.0% | 0.0% | 0 | 0.0% | 17.6% | , | 9 | | 17.6% | 4 0 | / | 0 | 22.0% | 22.0% | -3 | -1 1 | 0.0% | 0.0% |
| 13 Other Sales & Service | | 0.0% | U.U 76 | | 0.0% | 17.070 | | ے ا | ۱ ° | 0.0% | | 0 | | 22.070 | 0.0% |] -1 | -1 | #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% | Ö | 0 | 0.0% | 0.0% |

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

0.0%

1,269 -100.0%

Total

302

-302

0.0%

302

302

| | | | | | Table 2: Women |
|---|----------|----------|---------|-----------|---|
| n | | Won | ien | | |
| Employment Equity Occupational Group (EEOG) | Short-te | rm Goals | Long-te | erm Goals | Comments |
| Occupational Group (EEGG) | # | % | # | % | |
| 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 | (| 5 38.9 | |
| 03 Professionals | 4 | 29.2 | - 4 | 4 29.2 | |
| 04 Semi-Professionals & Tech | 35 | 21.2 | 32 | 2 21.2 | We are in the process of acquiring a recruitment tool to help target females in the Technology Inudustry. |
| 05 Supervisors | 4 | 53.9 | ž. | 4 53.9 | |
| 06 Supervisors: Crafts & Trades | C | 0.0 | (| 0.0 | |
| 07 Administrative & Sr Clerical | 0 | 0.0 | (| 0.0 | |
| 08 Skilled Sales & Service | C | 0.0 | (| 0.0 | |
| 09 Skilled Crafts & Trades | 0 | 0.0 | (| 0.0 | |
| 10 Clerical Personnel | 0 | 0.0 | (| 0.0 | |
| 11 Intermediate Sales & Service | 2 | 2 64.1 | | 1 64.1 | |
| 12 Semi-Skilled Manual | 1 | 22.0 | | 1 0.0 | |
| 13 Other Sales & Service | (| 0.0 | 1 (| 0.0 | 001327 |

23.8%

23.8%

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

| | Federal Contractors Program Achievement Report |
|-------------------------|--|
| | Part 3: Goals |
| | Compugen Inc. |
| | 43199 |
| 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. 43199

| | | | | | | | | | Data | or First/I | revious (| Goals | | | | | | | | | | |
|---------------------------------|-------------------------------|---|------------|------------------|---|---|-----------------|----------|-------------------------------|------------------------------------|-----------------|--------------------|------------------------|------------|-------------------------------|-------------------------------|-----------------------------------|----------|--------------------------|--|--|--|
| A B | С | D | Е | F | G | Н | I | J | K | L | M | N | 0 | Р | Q | R | S | Т | U | | | |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) | | | |
| | | \ | . ↓ | 1 | 1 | \ | 1 | <u> </u> | <u> </u> | 1 | \ | 1 | 1 | 1 | \ | 1 | 1 | \ | 1 | | | |
| | | Table 3: Aboriginal Peoples | | | | | | | | | | | | | | | | | | | | |
| | | First/Previous Short-term Goals All Employees Aboriginal Peoples | | | | | | | | | | | | | | | | | | | | |
| | | | | All En | • | | | | | | | | Aboriginal Peoples | | | | | | | | | |
| | Number | | | | | Turnover (Replacement of Terminated Employees) Anticipated | | | Number | oer Turnover (Replacement of Hires | | | | r Goals | | | | | | | | |
| Employment Equity | | | | | | | | | | | Employees) | Required | | n - To | Present | | Projected | Present | Projected | | | |
| Occupational Group (EEOG) | YYYY-MM-DD | | | Actual Projected | | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | 1777 | - YYYY | Availability Present G | | Gap | Representation | Representation in 3 Years | | | | | |
| | 2018-04-09 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2018-04-09 | Annually | Over 3 Years | Years | 2018 | 2021 | | | | | | | | |
| | # | % | % | 1 ears | % | % | 1 tears | # | 4 | % | ## | # | # | % | % | ш | ш | % | % | | | |
| 01 Senior Managers | 39 | | 0.0% | # C | 0.0% | 17.6% | 21 | 17 | H | 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% | 4 | | 1 | 17.6% | 0 | 3 | 2 | 2.2% | 2.2% | .3 | -1 | 0.0% | 1.6% | | | |
| 03 Professionals | 189 | -100.0% | 0.5% | 3 | | 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 | 0 | 17.6% | 0 | 1 | 0 | 1.1% | 1.1% | -1 | -1 | 0.0% | 0.0% | | | |
| 08 Skilled Sales & Service | 158 | 1 | 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% | 0.000 | | 0.0% | 17/01 | 0 | 0 | | 0.0% | 0 | | 1 0 | | 0.0% | 'l ° | 0 | #DIV/0! | #DIV/0! | | | |
| 14 Other Manual Workers | 1 | -100.0% | 0.0% | 1 0 | 0.0% | 17.6% | 1 | 1 | 1 0 | 17.6% | 1 0 | 1 0 | 1 0 | | 0.8% | oj 0 | 1 0 | 0.0% | 0.0% | | | |

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

0.0%

1,269 -100.0%

Total

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

| - , , | | | | | Table 4: Aboriginal Peoples |
|---|----------|-----------|-----------------|-----|--|
| P | | Aborigina | l Peoples | | |
| Employment Equity Occupational Group (EEOG) | Short-te | rm Goals | Long-term Goals | | Comments |
| Occupational Group (EEGG) | # | % | # | % | |
| 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 Aborignal Job Board. |
| 05 Supervisors | 0 | 0.0 | 0 | 0,0 | |
| 06 Supervisors: Crafts & Trades | C | 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 | C | 0.0 | 1 0 | 0.0 | 001329 |

0.6%

0.6%

| | Federal Contractors Program Achievement Report | |
|-------------------------------|--|--|
| | Part 3: Goals | |
| | Compugen Inc. | |
| | 43199 | |
| 14 Other Manual Workers Total | 0 0.0 0 0.0 | |

Federal Contractors Program Achievement Report Part 3: Goals Compugen Inc. 43199

| | | | | | | | | | Data 1 | or First/P | revious (| Coals | | | | | | | |
|--|-------------------------------|--|---------------|-------------------------|---|---------------|-----------------------|------------|-------------------------------|--------------------------|-------------------|--------------------|----------|--------------|-------------------------------|-------------------------------|-----------------------------------|------------------------------|--------------------------|
| A B | С | D | E | F | G | Н | I | J | K | L | М | N | О | P | Q | R | S | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНхЗ | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K ÷ C | (K - M + O) ÷ (C + F) |
| | ↓ | Ţ | ↓ | \ | ↓ | Ţ | ↓ | ↓ | 1 | ↓ | ↓ | Ţ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ |
| | | | | | | | | | | Persons | | | | | | | | | |
| | | | | | | | | | First/ | Previous Sh | ort-term G | loals | | | | | | | |
| | | | | All En | iployees | | | | | | | | | | th Disabilitie | S | | | , |
| | Number | Grow | th (New Posit | tions) | Turnover (Replacement of Terminated Employees) | | | | Number | Turnover (Replacement of | | | | r Goals | | | | | |
| Employment Equity Occupational Group (EEOG) | 1 | | | | An | | | | Terminated | | Hires Required | | n - To | Present | | Projected | Present | Projected | |
| | YYYY-MM-DD | Actual | Proj | jected Actual Projected | | | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | YYYY-YYYY | | Availability | Present Gap | Gap | Representation | Representation in 3 Vears | |
| | 2018-04-09 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2018-04-09 | Annually | Over 3 Years | Years | 2018 | 2021 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01/02 Managers | 163 | | 0.0% | 0 | 0.0% | 17.6% | 86 | 86 | _ | 17.6% | 1 | 7 | 4 | 4.3% | 4.3% | 1 | -3 | 0.6% | 2.5% |
| 03 Professionals | 189 | -100.0% | 1.0% | 6 | 0.0% | 17.6% | 100 | 106 | | 17.6% | 1 | 6 | 4 | 3.8% | 3.8% | 1 | -2 | 1.1% | 2.6% |
| 04 Semi-Professionals & Tech | 520 | -100.0% | 0.5% | 8 | 0.0% | 17.6% | 275 | 283 | | 17.6% | 3 | 21 | 13 | 4.6% | 4.6% | -18 | -8 | 1.2% | 3.0% |
| 05 Supervisors | 23 | -100.0% | 1.5% 5.0% | 1 | 0.0% | 17.6% | 12 | 13 | | 17.6% | 0 | 3 | 2 | 13.9% | 13.9% | -3 | -1 | 0.0% | 8.3% |
| 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical | 65 | 0.0% -100.0% | 3.0% | 0 | 0.0% 0.0% | 17.6% | 34 | 24 | " | 0.0% 17.6% | 0 | " | " | 3.4% | 0.0% 3.4% | " | " | #DIV/0! 1.5% | #DIV/0! 1.5% |
| 08 Skilled Sales & Service | 158 | | 0.2% | 1 | 0.0% | 17.6% | 84 | 34 85 | 2 | 17.6% | 1 | 5 | 3 | 3.4% | 3.4% | -1 -4 | -1 | 1.3% | 2.5% |
| 09 Skilled Crafts & Trades | 130 | 0.0% | 0.0% | 0 | 0.0% | 17,070 | 0 | 0 | 1 6 | 0.0% | 0 | ا آ | 0 | 3,370 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 129 | -100.0% | 0.070 | 0 | 0.0% | 17.6% | 68 | 68 | | 17.6% | Ö |) o | 5 | 7.0% | 7.0% | | -4 | 0.0% | 3.9% |
| 11 Intermediate Sales & Service | 17 | -100.0% | 0.0% | 0 | 0.0% | | 0 | 0 | l , | 0.0% | 0 | o o | 0 | | 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% | 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 | #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% | 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% | 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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| | | | | | Table 6: Persons with Disabilities | | | | | | | |
|---|-----------|-------------|--------------|-------|---|--|--|--|--|--|--|--|
| Part Part | P | ersons with | Disabilities | | | | | | | | | |
| Employment Equity Occupational Group (EEOG) | Short-ter | m Goals | Long-term | Goals | Comments | | | | | | | |
| Occupational Group (EEOG) | # | % | # | % | | | | | | | | |
| 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 | 001331 | | | | | | | |

| Federal Contractors Program Achievement Report |
|--|
| Part 3: Goals |
| Compugen Inc. |
| 43199 |

| | | | | | | | | | Data f | or First/F | revious C | Goals | | | | | | | | |
|---|-------------------------------|--|---------------|-----------------|---|----------------|-----------------|-----------------------|--|--------------------|-----------------------|-------------------------------|--------------|----------------|-------------------------------|-------------------------------|-----------------------------------|----------------|------------------------------|--|
| A B | С | D | E | F | G | Н | I | J | К | L | М | N | О | P | Q | R | S | Т | U | |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | C x H x 3 | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) | |
| | ↓ | Ţ | 1 | Ţ | ↓ | 1 | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | 1 | ↓ | ↓ | Ţ | ↓ | ↓ | |
| | | | | | | | | , | Table 7: Members of Visible Minorities | | | | | | | | | | | |
| | | | | | | | | | First/Previous Short-term Goals | | | | | | | | | | | |
| | ļ | | | All En | iployees | | | | | | | Members of Visible Minorities | | | | | | | | |
| | Number | Grow | th (New Posit | ions) | Turnover (Replacement of Terminated | | | | Number | Turnover (R. | nover (Replacement of | | 3 Year Goals | | | | | | | |
| Employment Equity | | | | | | Employees) | | Anticipated | | Terminated | | Hires Required | Fron | | Present | | Projected | Present | Projected | |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | ected | Actual | | | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY | Availability | Present Gap | Gap | Representation | Representation in 3 Years | |
| | 2018-04-09 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2018-04-09 | Annually | Over 3 Years | Years | 2018 | 2021 | | | | | , cuis | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % | |
| 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 | 1 1 | 17.6% | 275 | 298 | l | 17.6% | 95 | 66 | 0 | | 27.8% | 35 | -66 | 34.6% | 15.7% | |
| 05 Supervisors | 23 | -100.0% | 5.0% | 3 | 0.070 | 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 | 120 | 0.0% | 0.007 | 0 | 0.0% | 177.707 | 0 | 0 | 39 | 0.0% | 0 | 0 | 0 | 20.707 | 0.0% | 10 | 0 | #DIV/0! | #DIV/0! | |
| 10 Clerical Personnel 11 Intermediate Sales & Service | 129 | -100.0% -100.0% | 0.0% 0.0% | 0 | 0.0% 0.0% | 17.6% 17.6% | 68 | 68 | 39 | 17.6% 17.6% | 21 | 33 | 27 | 39.6% 42.7% | 39.6% 42.7% | -12 | -6 | 30.2% 35.3% | 34.9% 41.2% | |
| 11 Intermediate Sales & Service 12 Semi-Skilled Manual | 1/ | -100.0% -100.0% | 0.0% | 0 | 0.0% | 17.6% | 9 | | 5 | 17.6% | 3 | 4 | 4 | 42.7% 57.5% | 42.7% 57.5% | -1 | " | 25.0% | 25.0% | |
| 13 Other Sales & Service | | 0.0% | 0.076 | l 0 | 0.0% | 17.070 | 0 | | | 0.0% | 1 0 | 1 6 | 1 0 | 51.570 | 0.0% | 1 0 | 1 -1 | #DIV/0! | #DIV/0! | |
| 14 Other Manual Workers | " | -100.0% | 0.0% | 0 | 0.0% | 17.6% | 1 | | | 17.6% | 0 | | l 1 | 51.8% | 51.8% | -1 | 0 | 0.0% | 100.0% | |

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

0.0% 17.6%

670

1,269 -100.0%

Total

381

17.6%

-180

0.0%

381

180

670

| • • • | | | | | Table 8: Members of Visible Minorities |
|---|-----------|---------------|--------------|------|---|
| Facilities Pacific | Men | nbers of Visi | ible Minorit | ties | |
| Employment Equity Occupational Group (EEOG) | Short-ter | rm Goals | Long-ter | | Comments |
| • | # | % | # | % | |
| 01 Senior Managers | C | 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 | |
| 04 Semi-Professionals & Tech | C | 0.0 | 0 | 0.0 | Compugen continues working with non profits organziations such as ACCES that connects professional new comers to Canada with opportunities. |
| 05 Supervisors | C | 0.0 | 0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | C | 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 | |
| 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 | 001333 |

30.0%

14.2%

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

| | Federal Contractors Program Achievement Report |
|-------------------------|--|
| | Part 3: Goals |
| | Compugen Inc. |
| | 43199 |
| 14 Other Manual Workers | 1 51.8 0 51.8 |
| Total | |

| | | | | | | | | | 10177 | | | | | | | | | | |
|---------------------------------|-------------------------------|--|---------------|-----------------|---|----------------------------|-----------------|-----------------------|-------------------------------|-----------------------|-----------------|--------------------|---------------------------|------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| | | | | | | | | | Data for | Subseque | nt/Currer | nt Goals | | | | | | | |
| A B | С | D | E | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | J x P | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | | ↓ | ↓ | | ↓ | ↓ | | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | |
| | | | | | | | | | | Table 9: | | | | | | | | | |
| | | | | | | | | | Subseque | ent/Current | Short-tern | a Goals | | | | | | | |
| | | | | All En | iployees | | | ı | | 1 | | | | | men | 1 | | | |
| | Number | Grow | vth (New Posi | tions) | Turnover (Re | placement of Employees) | Terminated | Anticipated | Number | Number Turnover (Repl | | Hires | 3 Year Goals From - To | | | | | | |
| Employment Equity | | | · | | | | | | | Terminated | | Required | | | Present | h | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | 1 | | | | Hires Over 3 Years | YYYY-MM-DD | | 1 | Over 3 | 1111 | - YYYY | Availability | Present Gap | Gap | Representation | Years |
| | | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | | Annually | Over 3 Years | Years | 0 | 3 | | | | | |
| | # | % | % | tears | 9/6 | % | rears | 11 | и | % | tears | | и | % | % | и | 11 | % | % |
| 01 Senior Managers | # 0 | -100.0% | /0 | # | 0.0% | 70 | 0 | # 0 | # 0 | 0.0% | # 0 | # 0 | # (| /0 | 0.0% | . # | # | #DIV/0! | #DIV/0! |
| 02 Middle & Other Managers | ا آ | -100.0% | | 1 0 | 0.0% | | | 0 | ľ | 0.0% | | 0 | 0 | | 0.0% | J ő | l ő | #DIV/0! | #DIV/0! |
| 03 Professionals | 0 | -100.0% | | 0 | 0.0% | | 0 | l 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 | l 0 | 0 | 0.0% | 0 | 0 | l c | | 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 | l o | | 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 | l c | | 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 | C | | 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 | C | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | C | | 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 | C | | 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.

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

| • / / | | | | Table 10: Women |
|---------------------------------|------------|---------------|----------|-----------------|
| Employment Equity | | Women | | ć . |
| Occupational Group (EEOG) | Short-term | Goals Long-te | rm Goals | Comments |
| 01 Senior Managers | | 0.0 | 0.0 | |
| 02 Middle & Other Managers | | 0.0 | 0.0 | |
| 03 Professionals | | 0.0 | 0.0 | |
| 04 Semi-Professionals & Tech | | 0.0 | 0.0 | |
| 05 Supervisors | | 0.0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | | 0.0 | 0.0 | |
| 07 Administrative & Sr Clerical | | 0.0 | 0.0 | |
| 08 Skilled Sales & Service | | 0.0 | 0.0 | |
| 09 Skilled Crafts & Trades | | 0.0 | 0.0 | |
| 10 Clerical Personnel | | 0.0 | 0.0 | |
| 11 Intermediate Sales & Service | | 0.0 | 0.0 | |
| 12 Semi-Skilled Manual | | 0.0 | 0,0 | |
| 13 Other Sales & Service | | 0.0 | 0.0 | |
| 14 Other Manual Workers | | 0.0 | 0.0 | |

| | Federal Contractors Program Achievement Report |
|-------|--|
| | Part 3: Goals |
| | Compugen Inc. |
| | 43199 |
| Total | 0.0 |

| | | | | | | | | | Data for | Subseque | nt/Currei | nt Goals | | | | | | | | |
|--|-------------------------------|--|---------------|--------|---|---------------------------------|--------|-----------------------|-------------------------------|-----------------------|------------|--------------------|-------|---------------------------|-------------------------------|-------------------------------|-----------------------------------|--------------------|------------------------------|--|
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | Т | U | |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | J x P | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) | |
| | | ↓ | 1 | Ţ | ↓ | ↓ | 1 | \ | Ţ | ↓ | 1 | ↓ | Ţ | ↓ | ↓ | 1 | 1 | ↓ | ↓ | |
| | | | | | | | | | | 11: Abor | | | | | | | | | | |
| | | | | | | | | | Subsequ | ent/Current | Short-tern | n Goals | | | | | | | | |
| | | | | All En | ıployees | | | | | | | | | <u> </u> | nal Peoples | | | | | |
| | Number | Grow | vth (New Posi | tions) | | over (Replacement of Terminated | | | Number | Turnover (Replacement | | ment of | | 3 Year Goals From - To | | | | | | |
| Employment Equity | | | , | | | Employees) | | Anticipated | | Terminated | | Hires Required | | | Present | | Projected | Present | Projected | |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | ected | | | | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY | Availability | Present Gap | Gap | Representation | Representation in 3 Years | |
| | | Annually | Annually | Over 3 | Annually | Annually | Over 3 | icais | | Annually | Over 3 | Years | 0 | 3 | | | | | teats | |
| | | | , , | Years | | v | Years | | | · | Years | | | _ | | | | | | |
| 01 5 : 26 | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % | |
| 01 Senior Managers | 0 | -100.0% | | " | 0.0% | | 0 | 0 | | 0.0% | 0 | 0 | 0 | | 0.0% | | 0 | #DIV/0! | #DIV/0! | |
| 02 Middle & Other Managers 03 Professionals | " | -100.0% -100.0% | | " | 0.0% | | | " | " | 0.0% | 0 | ١ | " | | 0.0% 0.0% | | " | #DIV/0! #DIV/0! | #DIV/0! #DIV/0! | |
| 03 Professionals 04 Semi-Professionals & Tech | " | -100.0% | | " | 0.0% | | 0 | " | | 0.0% | 0 | " | " | | 0.0% | | " | #DIV/0! | #DIV/0! | |
| 05 Supervisors | ١ | -100.0% | | | 0.0% | | | " | | 0.0% | 0 | ١ | | | 0.0% | | " | #DIV/0! | #DIV/0! | |
| 06 Supervisors: Crafts & Trades | ١ | 0.0% | | ۱ ° | 0.0% | | 1 0 | ١ | " | 0.0% | 0 | ١ | " | | 0.0% | | " | #DIV/0! | #DIV/0! | |
| 07 Administrative & Sr Clerical | " | -100.0% | | 1 6 | 0.0% | | 1 0 | ۱ | " | 0.0% | 0 | ١ | " | | 0.0% | il š | 1 0 | #DIV/0! | #DIV/0! | |
| 08 Skilled Sales & Service | ١ ٥ | -100.0% | | 1 0 | 0.0% | | 1 0 | ا آه | | 0.0% | 0 | ا ، | ا ا | | 0.0% |] , | 0 | #DIV/0! | #DIV/0! | |
| 09 Skilled Crafts & Trades | ا ٥ | 0.0% | | 1 0 | 0.0% | | 0 | آ o | 1 0 | 0.0% | 0 | ن ا | ه ا | | 0.0% | ن آ | 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 | #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) ÷ ((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) | Aborigina Short-term Goals | l Peoples Long-term Goal | Comments |
| Occupational Group (EEOG) | % | % | |
| 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. |
| | 43199 |
| Total | 0.0 |

| Federal Contractors Program Achievement Report | |
|--|--|
| Part 3: Goals | |
| Compugen Inc. | |
| 43199 | |

| | | | | | | | | | Data for | Subseque | nt/Curre | nt Goals | | | | | | | | |
|---------------------------------|-------------------------------|--|---------------|--------|---|------------------|--------|-----------------------------|-------------------------------|--------------------------|--------------|--------------------|--------------|------------|-------------------------------|-------------------------------|-----------------------------------|----------------|------------------------------|--|
| A B | С | D | E | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | Т | U | |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JхР | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K ÷ C | (K - M + O) ÷ (C + F) | |
| | ↓ | . ↓ | ↓ | . ↓ | . ↓ | Ţ | \ | \ | 1 | 1 | \ | Ţ | Ţ | 1 | \ | ↓ | Ţ | . | ↓ | |
| | | | | | | | | | | | with Dis | | | | | | | | | |
| | | | | | | | | | Subseque | ent/Curren | t Short-terr | n Goals | | | | | | | | |
| | | | | All En | iployees | | | | | , | | | | | Persons with Disabilities | | | | | |
| | Number | Grow | vth (New Posi | tions) | Turnover (Replacement of Terminated | | | | Number | Turnover (Replacement of | | | 3 Year Goals | | | | | | | |
| Employment Equity | ., | 9.4. | , | | | Employees) | | Anticipated Hires Over 3 | | | Employees) | Hires Required | | n - To | Present | | Projected | Present | Projected | |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual Projected | | | Actual | Actual Projected | | | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY | Availability | Present Gap | Gap | Representation | Representation in 3 Years | |
| | | Annually | Annually | Over 3 | Annually | Annually | Over 3 | Years | | Annually | Over 3 | Years | 0 | 3 | | | | | teats | |
| | # | % | % | Years | % | % | Years | и | 4 | % | Years | ш | 4 | % | % | ш | ш | % | % | |
| 01/02 Managers | 7 0 | -100.0% | /0 | # C | 0.0% | 70 | 7 0 | # 0 | # 0 | 0.0% | 0 | " 0 | 1 7 | 70 | 0.0% | 1 7 0 | 0 | #DIV/0! | #DIV/0! | |
| 03 Professionals | ľ | -100.0% | | l | 0.0% | | ا | 0 | 0 | 0.0% | , o | 0 | o o | | 0.0% | ál ő | o o | #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% | 6 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% | 6 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% | 6 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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| | | | Table 14: Persons with Disabilities |
|---|------------------|-----------------|-------------------------------------|
| | Persons with | Disabilities | |
| Employment Equity Occupational Group (EEOG) | Short-term Goals | Long-term Goals | Comments |
| | % | % | |
| 01/02 Managers | 0.0 | 0.0 | |
| 03 Professionals | 0.0 | 0.0 | |
| 04 Semi-Professionals & Tech | 0.0 | 0.0 | |
| 05 Supervisors | 0.0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | 0.0 | 0.0 | |
| 07 Administrative & Sr Clerical | 0.0 | 0.0 | |
| 08 Skilled Sales & Service | 0.0 | 0.0 | |
| 09 Skilled Crafts & Trades | 0.0 | 0.0 | |
| 10 Clerical Personnel | 0.0 | 0.0 | |
| 11 Intermediate Sales & Service | 0.0 | 0.0 | |
| 12 Semi-Skilled Manual | 0.0 | 0.0 | |
| 13 Other Sales & Service | 0.0 | 0.0 | |
| 14 Other Manual Workers | 0.0 | 0.0 | |
| Total | 0.0 | 0.0 | 001339 |

| | | | | | | | | | 10177 | | | | | | | | | | |
|--|-------------------------------|--|---------------|-----------------|---|----------------------------|-----------------|-----------------------------|-------------------------------|--------------------|-----------------|--------------------|--------|------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| | | | | | | | | | Data for | Subseque | nt/Currer | nt Goals | | | | | | | |
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | s | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | J x P | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | | ↓ | ↓ | | ↓ | ↓ | | | | | | | | ↓ | ↓ | ↓ | | ↓ | |
| | | | | | | | | | Table 15: N | | | | 'S | | | | | | |
| | | | | | | | | | Subseque | ent/Current | Short-tern | a Goals | | | | | | | |
| | | | | All En | iployees | | | ı | | 1 | | | | | isible Minor | ities | | ı | |
| | Number | Grow | vth (New Posi | tions) | Turnover (Re | placement of Employees) | Terminated | | Number | Turnover (Re | eplacement of | Hires | | r Goals | | | | | |
| Employment Equity Occupational Group (EEOG) | | | г | | | | | Anticipated Hires Over 3 | | Terminated | Employees) | Required | | n - To | Present | n | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | ected T | Actual | Proj | ected | Years | YYYY-MM-DD | | 1 | Over 3 | 1111 | - YYYY | Availability | Present Gap | Gap | Representation | Years |
| | | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | | Annually | Over 3 Years | Years | 0 | 3 | | | | | |
| | # | % | % | tears | 9/6 | % | rears | 11 | и | % | tears | | и | % | % | ti | 11 | % | % |
| 01 Senior Managers | # 0 | -100.0% | /0 | # 0 | 0.0% | 70 | 0 | # 0 | # 0 | 0.0% | # 0 | # 0 | # (| /0 | 0.0% | # 0 | # 0 | #DIV/0! | #DIV/0! |
| 02 Middle & Other Managers | ا آ | -100.0% | | | 0.0% | | | 0 | ľ | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 03 Professionals | 0 | -100.0% | | 0 | 0.0% | | 0 | l 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 | l 0 | 0 | 0.0% | 0 | 0 | l c | | 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 | l o | | 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 | l c | | 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 | C | | 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 | C | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | C | | 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 | C | | 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.

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

| | | | | Table 16: Members of Visible Minorities |
|--|---------------------|----------------------------------|------------------------|---|
| Employment Equity Occupational Group (EEOG) | Membo Short-term | ers of Visible Mir Goals Long | orities eterm Goals | Comments |
| • | | % | % | |
| 01 Senior Managers | | 0.0 | 0.0 | |
| 02 Middle & Other Managers | | 0.0 | 0.0 | |
| 03 Professionals | | 0.0 | 0.0 | |
| 04 Semi-Professionals & Tech | | 0.0 | 0.0 | |
| 05 Supervisors | | 0.0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | | 0.0 | 0.0 | |
| 07 Administrative & Sr Clerical | | 0.0 | 0.0 | |
| 08 Skilled Sales & Service | | 0.0 | 0.0 | |
| 09 Skilled Crafts & Trades | | 0.0 | 0.0 | |
| 10 Clerical Personnel | | 0.0 | 0.0 | |
| 11 Intermediate Sales & Service | | 0.0 | 0.0 | |
| 12 Semi-Skilled Manual | | 0.0 | 0.0 | |
| 13 Other Sales & Service | | 0.0 | 0.0 | 001340 |
| 14 Other Manual Workers | | 0.0 | 1 00 | |

| | Federal Contractors Program Achievement Report |
|-------|--|
| | Part 3: Goals |
| | Compugen Inc. |
| | 43199 |
| Total | 0.0 |

| | | | | | | | | | Feder | al Contr | actors l | Prograi | m Achie | vement | Report | | | | | | | | | |
|----------|-------------------------------------|-----------|----------------------|--|------------|----------------------|------------------------|-----------------|-------------|-------------------------------|----------------------|-------------|-------------|------------|-------------------------------|----------------------|----------------|----------|---|-------------------------------|----------------------|----------------|-------------|------------|
| | | | | | | | | | | | art 4: I | | | | • | | | | | | | | | |
| | | | | | | | | | | | Con | npugen | Inc. | | | | | | | | | | | |
| | | | | | | | | | | | | 43199 | | | | | | | | | | | | |
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| A | В | С | D | E F | İ | G | Н | I | J | K | L | M | N | О | Р | Q | R | S | Т | U | V | W | X | Y |
| Data | sources: | | Part 1: Workforce | Part 1: Workforce E÷1 | יי ו | Part 1: Workforce | DxG | E - H | E÷H | Part 2: Flow Data Analysis | Part 2: Flow Data | L÷K | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | Part 2: Flow Data | Q ÷ P x 100 | PxF÷100 | Q - S | Part 2: Flow Data Analysis | Part 2: Flow Data | V ÷ U x 100 | U x F ÷ 100 | V - X |
| Ĺ | | | Analysis | Analysis x 10 | · | Analysis | ÷ 100 | | x 100 | | Analysis | x 100 | <u> </u> | <u> </u> | | Anaiysis | <u> </u> | <u></u> | <u> </u> | Data Analysis | Analysis | | | <u></u> |
| | | | <u> </u> | ↓↓ Wor | lefor | ↓ rce Ana | ↓ Nysis | | | <u> </u> | | | | ↓ | <u> </u> | ↓ Elow | ↓ Data Aı | nalveie | | Ψ | | | ↓ | |
| Em | ployment Equity | | | ***** | | rkforce | 113313 | | | | | Hires | | | T | | romotio | | | T | Ter | minatio | ins | |
| Occ | cupational Group | Year | All | | ,,,, | Wome | en | | | All | | | omen | | All | | | omen | | All | | | omen | |
| (EŁ | EOG) | | Employees | Representation | | Availab | | Gap | EE Result | Employees | | tual : | Expected | Difference | Employees | Ac | tual : | Expected | Difference | Employees | Actus | | Expected | Difference |
| | | # 2018 | # 39 | # % 10 2 | 5.6 | 27.4 | # 11 | # -1 | 93.6 | # | Ħ | % | # | # | ¥ | # | % | # | # | Ħ | # | % | # | # |
| 01 | Senior Managers | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | C |
| 02 | Middle & Other | 2018 | 124 | <u> </u> | 9.8 | 38.9 | 48 | -11 | 76.7 | | | | | | | | | | | | | | | |
| | Managers | 2018 | 189 | | 0.0 4.9 | 0.0 29.2 | 0 55 | -8 | 0.0 85.2 | 0 | 0 | 0.0 | 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 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | (|
| 04 | Semi-Professionals & Technicians | 2018 | 520 | <u> </u> | 8.3 | 21.2 0.0 | 110 | -67 | 39.0 | | | 0.0 | | | 2 (| | 0.0 | | | | | 0.0 | | |
| - | | 2018 | 23 | | 0.0 7.4 | 53.9 | 0 12 | -8 | 0.0 32.3 | 0 | 0 | 0.0 | 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 | 0.0 | 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 | | 1 | 0 | 0.0 | 0 | |
| <u> </u> | 1 | | <u> </u> | I | 0.01 | 0.01 | <u></u> | · · | 0.0 | | | 0.0 | | | <u> </u> | <u> </u> | 1 0.0 | <u> </u> | <u> </u> | 1 | <u>۰</u> ۱ | 0.0 | | |
| Data | sources: | | Part 2: Flow | Part 2: Flow Data E÷ D | | | E÷Gx | Part 3: | F÷1x 100 | Part 3: Goals | E÷Kx | Part 3: | F÷Mx100 | | | | | | | | | | | |
| Data | sources. | | Data Analysis | Analysis 100 | | Goals | 100 | Goals | | Turt 5. Gours | 100 | Goals | | | | | | | | | | | | |
| | | I | <u> </u> | <u> </u> | - | <u> </u> | _ | <u> </u> | <u> </u> | | | <u> </u> | <u> </u> | | | | | | | | | | | |
| | | | | Entrants | + | 6 | Thomas Acce | Caala | | oals | I 4 | Casla | | | | | | | | | | | | |
| | ployment Equity cupational Group | Year | | low Data Women | | | Wei | rm Goals men | | | Long-ter Woo | | | | | | | (| Commen | ts | | | | |
| | EOG) | | All Employees | Actual | | | Percent of Goal Met | Goal | Percent of | Goal | Percent of | Goal | Percent of | | | | | • | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | | | | |
| | | # | # | # % | + | # | % | % | Goal Met | # | Goal Met | % | Goal Met | | | | | | | | | | | |
| 01 | Senior Managers | 0 | 0 | | 0.0 | 1 | 0.0 | 27.4 | 0.0 | 1 | 0.0 | 27.4 | 0.0 | | | | | | | | | | | |
| | Middle & Other | 3 | 0 | | 0.0 | 5 | 0.0 | 0.0 38.9 | 0.0 | 6 | 0.0 | 0.0 38.9 | 0.0 | | | | | | | | | | | |
| 02 | Managers | 3 | 0 | l | 0.0 | 9 | 0.0 | 0.0 | 0.0 | U | 0.0 | 0.0 | | - | | | | | | | | | | |
| 03 | Professionals | 0 | 0 | | 0.0 | 4 | 0.0 | 29.2 | 0.0 | 4 | 0.0 | 29.2 | | - | | | | | | | | | | |
| | Semi-Professionals & | 3 | 0 | | 0.0 | 35 | 0.0 | 0.0 21.2 | 0.0 | 32 | 0.0 | 0.0 21.2 | 0.0 | | | | | | | | | | | |
| 04 | Technicians Technicians | 3 | 0 | 0 | 0.0 | 33 | 0.0 | 0.0 | 0.0 | 32 | V.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 05 | Supervisors | 0 3 | 0 | | 0.0 | 4 | 0.0 | 53.9 | 0.0 | 4 | 0.0 | 53.9 | | 1 | | | | | | | | | | |
| | Supervisors: Crafts & | 0 | 0 | | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 06 | Trades | 3 | 0 | I | 0.0 | | | 0.0 | 0.0 | | | 0.0 | | | | | | | | | | | | |

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|-------|---|-----------|-------------------------------|--|----------------|--------------------|------------------|------------------------|-------------------------------|------------------------|------------------|---------------|-----------------|-------------------------------|----------------------|----------------|-------------|-----------------|-------------------------------|------------|----------------|---------------|------------|
| | | | | | | | | | F | art 4: I | Results | - Wome | en | | | | | | | | | | |
| | | | | | | | | | | Con | npugen | Inc. | | | | | | | | | | | |
| | | | | | | | | | | | 43199 | | | | | | | | | | | | |
| | n | | n | в в | | 11 | 1 | 1 | I/ | | м | . NT | | D | | D | C | T | | V 7 | 337 | v | **/ |
| A | В | С | D | E F | G | Н | I | J | K | L | M | N | О | Р | Q | R | S | T | U | V | W | X | Y |
| Data | sources: | | Part 1: Workforce | Part 1: Workforce E ÷ D Applying x 100 | Part Workfo | rce DxG | E - H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data | L÷K x 100 | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | Part 2: Flow Data | Q ÷ P x 100 | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | Flow Data | V ÷ U x 100 | U x F ÷ 100 | V - X |
| Ĺ | | | Analysis | Analysis X 100 | Analy: | sis J | | J | Ţ | Analysis | J | <u> </u> | J | J | Analysis | Ţ | J. | J | <u> </u> | Analysis | J | J | J. |
| | | | Ψ | • | | Ψ Analysis | | Ψ | • | • | | • | Ψ | · · · · · · | • | Data Aı | 1alvsis | Ψ | Ψ | Ψ | Ψ | | Ψ |
| | ployment Equity | Year | | | Workfo | • | | | | | Hires | | | | | romotio | | | | Ter | minatio | ns | |
| | cupational Group COG) | 1 | All | | | Women | -1 | , | All | | | omen | | All | | | omen | r | All | | | omen | r |
| (E.E. | .00) | # | Employees | Representation | A % | vailability # | Gap # | EE Result | Employees | Ac | tual % | Expected # | Difference # | Employees # | Act | ual % | Expected | Difference # | Employees | Actus | ıl % | Expected # | Difference |
| | Administrative & | 2018 | # 65 | <u> </u> | | 0.5 5 | | 66.9 | Ħ | # | 70 | # | Ħ | # | # | 76 | # | # | Ħ | # | % | Ħ | # |
| 07 | Senior Clerical | 0 | 0 | 0 0 | | | 0 0 | 0.0 | 0 | 0 | 0.0 | 0 | | 0 (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 08 | Skilled Sales & | 2018 | 158 | | | | 3 10 | 122.9 | | | | | | | | | | | | | | | |
| | Service Personnel Skilled Crafts & | 0 2018 | 0 | | | | 0 0 | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | (|
| 09 | Trades Workers | 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 | <u> </u> | | | 5 -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 | C |
| 11 | Intermediate Sales & Service Personnel | 2018 | 17 | | _ | _ i | 1 -3 | 73.4 0.0 | 0 | 0 | 0.0 | 0 | |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 12 | Semi-Skilled Manual | 2018 | 4 | | | | 1 -1 | 0.0 | , | · | 0.0 | | Ì | | | 0.0 | | Ť | | • | 0.0 | | |
| 12 | Workers | 0 | 0 | 0 0 | .0 | 0.0 | 0 0 | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | O |
| | | | | Part 2: | | | | | | Ĭ | | <u> </u> | 1 | | | | | | | | | | |
| Data | sources: | | Part 2: Flow Data Analysis | Flow Data Analysis E÷ D > 100 | Part : Goal | | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| L | | | ↓ | ↓ ↓ ↓ | ↓ | . | ↓ | ↓ | ↓ | ↓↓ | ↓ | ↓ | i | | | | | | | | | | |
| | | | New | v Entrants | | | | G | oals | | | | | | | | | | | | | | |
| | ployment Equity | Year | F | low Data | | | erm Goals | S | | Long-ter | | | | | | | | | | | | | |
| | cupational Group | 1 Cai | All | Women | | | Yomen | . | | Wen | nen | Percent of | | | | | (| Commen | ts | | | | |
| (EE | OG) | | Employees | Actual | Goa | Percent Goal Mo | | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Goal Met | | | | | | | | | | | |
| | I., | # | # | # % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| 07 | Administrative & Senior Clerical | 3 | 0 | 0 0 | | 0 0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 08 | Skilled Sales & | 0 | 0 | | | 0 0 | (((() | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| Ľ° | Service Personnel | 3 | 0 | 0 0 | | _ | 0.0 | 0.0 | | | 0.0 | | | | | | | | | | | | |
| 09 | Skilled Crafts & Trades Workers | 3 | 0 | | | 0 0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | - | | | | | | | | | | |
| 10 | | 0 | 0 | | | 0 0 | (111) | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 10 | Clerical Personnel | 3 | 0 | 0 0 | .0 | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| 11 | Intermediate Sales & Service Personnel | 0 | 0 | | | 2 0 | 7777 | 0.0 | 1 | 0.0 | 64.1 | 0.0 | 1 | | | | | | | | | | |
| | Semi-Skilled Manual | 0 | 0 | <u> </u> | | 1 0 | 0.0 | 0.0 | 1 | 0.0 | 0.0 | | | | | | | | | | | | |
| 12 | Workers | 3 | 0 | 0 0 | | | 0.0 | 0.0 | 1 | 0.0 | 0.0 | | | | | | | | | | | | |

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| | | | | | | | | | | Con | ıpugen | Inc. | | | | | | | | | | | |
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| A B | C | D | Е | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | T | U | V | W | X | Y |
| Data sources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | E - H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L - N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q÷Px 100 | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | Part 2: V Flow Data Analysis | √÷Ux 100 | U x F ÷ 100 | V - X |
| | | Ų. | V | Ţ | \ | 1 | 1 | 1 | Ţ | 1 | Ţ | , | Ţ | <u>, 1</u> | <u> </u> | <u> </u> | <u>`</u> | Ţ | ΄ Ι | , <u> </u> | \ | 1 | <u> </u> |
| | | | 1 | Vorkf | orce An | alysis | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| Employment Equity | All Women All Women All Expected Difference Employees Actual Expected Difference Employees Employees Actual Expected Difference Employees Employees Employees Actual Expected Difference Employees Em | | | | | | | | | | | | | | | | | | | | | | |
| (EEOG) | | | Ronroses | ntation | | | Con | EE Docute | | Act | | | Difference | | Ac | | | Difference | | Actual | | | Difference |
| , | # | # | # | % | % | # | # | % | H | # | % | ## | # | н | # | % | # | # | # | # | % | # | # |
| Other Sales & Service | 2018 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | |
| Personnel | 0 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Other Manual Workers | 2018 | 0 | 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 |
| Total | 2018 | 1,269 | 302 | 23.8 | 0.0 | _ | 302 | 0.0 | | Ť | 0.10 | | | | | *** | | | | | | | |
| Total | 0 | 0 | 0 | 0.0 | 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÷Gx 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F÷M x 100 | | | | | | | | | | | |
| | | 1 | ↓ | 1 | 1 | Ų. | 1 | ↓ | 1 | . ↓ | \ | ¥ | | | | | | | | | | | |
| | | New | Entran | ts | | | | | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | FI | ow Data | | | Short-ter | | 5 | | Long-ter | | | | | | | | | | | | | |
| Occupational Group (EEOG) | | All Employees | Won | | Goal | Wor Percent of Goal Met | Goal | Percent of Goal Met | Goal | Won Percent of Goal Met | Goal | Percent of Goal Met | | | | | C | Commen | ts | | | | |
| | # | # | # | % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| Other Sales & Service Personnel | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Other Manual | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Workers | 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 | | | | | | | | | | | |

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|---------------------------------|-------------------------------------|-----------|-----------------------|-----------------------|--------|-----------------------|-------------------------|------------|------------|------------------|-------------------------|------------|-------------|------------|------------------|-----------------------|---------|-------------|------------|------------------|-----------------------|----------|-------------------|------------|
| | | | | | | | | | | Part 5: | Result | s - Abo | riginal | Peoples | | | | | | | | | | |
| | | | | | | | | | | | Con | npugen | Inc. | | | | | | | | | | | |
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| Α | В | С | D | Е | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | Т | U | V | W | X | Y |
| | | | Part 1: | Part 1: | E ÷ D | Part 1: | DxG | ЕП | E÷ H | Part 2: Flow | Part 2: | L÷K | V C 100 | I M | Part 2: Flow | Part 2: | Q ÷ P x | D. E. 100 | | Part 2: Flow | Part 2: | V÷Ux | II. E . 100 | 37. 37 |
| Data | sources: | | Workforce Analysis | Workforce Analysis | x 100 | Workforce Analysis | ÷ 100 | E-H | x 100 | Data Analysis | Flow Data Analysis | x 100 | K x G ÷ 100 | L-N | Data Analysis | Flow Data Analysis | 100 | P x F ÷ 100 | Q - S | Data Analysis | Flow Data Analysis | 100 | U x F ÷ 100 | V - X |
| | | | 1 | 1 | 1 | 1 | 1 | ↓ | 1 | 1 | 1 | ↓ | 1 | ↓ | 1 | Ţ | 1 | ↓ | 1 | Ţ | 1 | \ | 1 | 1 |
| an . | | | | | | orce An | | | | | | | | | | Flow I | | | | | | | | |
| | ployment Equity cupational Group | Year | | | W | orkforce Aborigina | | | | | | Hires | nal Peoples | | | P | romotio | ns Peoples | | | Ter | minatio | ns nal Peoples | |
| | eog) | | All Employees | Represen | tation | Availa | | Gap | EE Result | All Employees | Act | tual | Expected | Difference | All Employees | Act | | Expected | Difference | All Employees | Actu | | Expected | Difference |
| | | # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | Ħ | # | Ħ | % | # | # |
| 01 | Senior Managers | 2018 | 39 | - | 0.0 | 2.9 | | -1 | 0.0 | | | | | | | | | | | | | | | |
| | Middle & Other | 0 2018 | 124 | 0 | 0.0 | 0.0 2.2 | | -3 | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 02 | Managers | 0 | 0 | | 0.0 | 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 |
| 04 | Semi-Professionals & Technicians | 2018 | 520 | 5 | 0.0 | 1.8 0.0 | 9 | -4 | 53.4 | 0 | 0 | 0.0 | 0 | |) 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 05 | | 2018 | 23 | 0 | 0.0 | 1.8 | | 0 | 0.0 | | | 0.0 | | <u> </u> | | | 0.0 | | | | | 0.0 | | l |
| US | Supervisors | 0 | 0 | 0 | 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 |
| | 114405 | L | L 0 | I U | 0.0 | I 0.0 | U | l 0 | 0.0 | <u> </u> | 1 0 | . 0.0 | <u> </u> | 1 ' | <u> </u> | <u>'I</u> | 0.0 | <u> </u> | <u> </u> | 1 0 | ı ºi | 0.0 | 0 | <u> </u> |
| | | | Part 2: Flow | Part 2: | E÷Dx | Part 3: | E÷Gx | Part 3: | | D . 0 G . | E÷Kx | Part 3: | | | | | | | | | | | | |
| Data : | sources: | | Data Analysis | Flow Data Analysis | 100 | Goals | 100 | Goals | r÷1x100 | Part 3: Goals | 100 | Goals | F ÷ M x 100 | | | | | | | | | | | |
| ******** | | | \ \ | | 1 | ,J | 1 | V | Ţ | \ | <u> </u> | V | , | | | | | | | | | | | |
| | | | New | Entran | ts | | | | G | oals | | | | | | | | | | | | | | |
| | ployment Equity | Year | F | low Data | | | | rm Goals | | | Long-ter | | | | | | | | | | | | | |
| | cupational Group EOG) | | All Employees | Aboriginal | | | Aborigina Percent of | al Peoples | Percent of | | Aborigina Percent of | | Percent of | | | | | (| Commen | ts | | | | |
| (*** | | | | Actu | | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| | I | # 0 | # () | # 0 | 0.0 | # 1 | 0.0 | % 2.9 | 0.0 | # 1 | 0.0 | % 2.9 | % | | | | | | | | | | | |
| 01 | Senior Managers | 3 | 0 | 0 | 0.0 | 1 | 0.0 | 0.0 | 0.0 | 1 | 0.0 | 0.0 | | | | | | | | | | | | |
| 02 | Middle & Other | 0 | 0 | | 0.0 | | 0.0 | 2.2 | 0.0 | 1 | 0.0 | 2.2 | 0.0 | | | | | | | | | | | |
| | Managers | 3 | 0 | | 0.0 | | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 | | | | | | | | | | | | |
| 03 | Professionals | 3 | 0 | 0 | 0.0 | | 0.0 | 2.0 0.0 | 0.0 | 1 | 0.0 | 2.0 0.0 | | | | | | | | | | | | |
| 04 | Semi-Professionals & | 0 | 0 | - | 0.0 | | 0.0 | 1.8 | 0.0 | 2 | 0.0 | 1.8 | | | | | | | | | | | | |
| Technicians 3 0 0 0 0.0 0.0 0.0 | | | | | | | | | | | | | 0.0 | | | | | | | | | | | |
| 05 | Supervisors | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | - | | | | | | | | | | |
| 0.5 | Supervisors: Crafts & | 0 | 0 | | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 06 | Trades | 3 | 0 | 0 | 0.0 | | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 | | - | | | | | | | | | | |

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|----------|---|------|----------------------------------|--|------|----------------------------|----------------|-----------|----------------|-------------------------------|----------------------------------|--------------|-------------|-------------|-------------------------------|----------------------------------|----------------|-------------------------|------------|-------------------------------|----------------------------------|----------------|-------------------------|------------|
| | | | | | | | | | | Part 5: | Result | s - Abo | riginal | Peoples | | | | | | | | | | |
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| Α | В | С | D | E F | | G | Н | I | J | K | L | M | N | 0 | Р | Q | R | S | Т | U | V | W | X | Y |
| Data | sources: | | Part 1: Workforce Analysis | Part 1: Workforce E ÷ D Analysis x 100 | Wor | | O 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 |
| | | | 1 | \ | | 1 | \ | \ | 1 | ¥ | , 1 | Ψ. | , J | \ | Ψ, | . | 1 | . | , | J J | J | Ţ | ↓ | \ |
| | | | | Worl | dore | e Anal | ysis | | | | | | | | | Flow I | Data A | nalysis | | | | | | |
| | ployment Equity upational Group | Year | | ı | Work | | | | | | 1 | Hires | | | | P | romotio | | | | Tei | rminatio | | |
| | OG) | | All Employees | Representation | Ai | boriginal Pe Availabili | | Gap | EE Result | All Employees | Act | Aborig | Expected | Difference | All Employees | Act | | nal Peoples Expected | Difference | All Employees | Acti | _ | nal Peoples Expected | Difference |
| | | # | # | # % | | % | # | # | % | # | # | % | # | # | # | # | % | # | # | Ħ | # | % | # | # |
| 07 | Administrative & | 2018 | 65 | | .0 | 1.1 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | |
| L" | Senior Clerical | 0 | 0 | | .0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | C | (| 0 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 08 | Skilled Sales & Service Personnel | 2018 | 158 | | .6 | 0.0 | 2 | -1 | 42.2 | 0 | 0 | 0.0 | - | | 0 0 | 0 | 0.0 | | | | 0 | 0.0 | 0 | |
| \vdash | Skilled Crafts & | 2018 | 0 | | .0 | 0.0 | 0 | 0 | 0.0 | 0 | 1 0 | 0.0 | | | | , 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 09 | Trades Workers | 0 | 0 | | .0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 10 | Clerical Personnel | 2018 | 129 | | .0 | 1.3 | 2 | -2 | 0.0 | | | | | | | | | | | | | | | |
| L | | 0 | 0 | | .0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | C | (| 0 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 11 | Intermediate Sales & Service Personnel | 2018 | 17 | | .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 | 2018 | 4 | | .0 | 0.7 | 0 | 0 | 0.0 | • | <u> </u> | 0.0 | | | | 1 | 0.0 | Ť | Ů | | , v | 0.0 | - U | |
| 12 | Workers | 0 | 0 | 0 (| .0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | C | (| 0 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Data | sources: | | Part 2: Flow | Part 2: Flow Data E÷ D | | | ÷ G x | Part 3: | F÷ I x 100 | Part 3: Goals | E÷Kx | Part 3: | F ÷ M x 100 |] | | | | | | | | | | |
| <u> </u> | | | Data Analysis | Analysis 100 | İ | | 100 | Goals | | | 100 | Goals | <u> </u> | | | | | | | | | | | |
| | | | ↓ Nov | V Entrants | | <u> </u> | <u> </u> | | <u> </u> | ↓ oals | | | | 1 | | | | | | | | | | |
| ** | | | | low Data | - | Sh | ort tar | rm Goals | | | Long-ter | m Coole | | 4 | | | | | | | | | | |
| | ployment Equity upational Group | Year | | Aboriginal People | , | | | l Peoples | | | Aborigina | | | 1 | | | | (| Commen | fs | | | | |
| | OG) | | All Employees | Actual | 1 | | cent of | Goal | Percent of | Goal | Percent of | Goal | Percent of | 1 | | | | | Johnnen | | | | | |
| | | # | # | # 9% | | | al Met | % | Goal Met | # | Goal Met | % | Goal Met | + | | | | | | | | | | |
| 0.7 | Administrative & | 0 | 0 | | .0 | 1 | 0.0 | 1.1 | 0.0 | 0 | 0.0 | 1.1 | 0.0 | | | | | | | | | | | |
| [07 | Senior Clerical | 3 | 0 | 0 (| .0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| 08 | Skilled Sales & Service Personnel | 0 | 0 | | .0 | 1 | 0.0 | 1.5 | 0.0 | 0 | 0.0 | 1.5 | | -1 | | | | | | | | | | |
| | Skilled Crafts & | 3 | 0 | | .0 | 0 | 0.0 | 0.0 | 0.0 | n | 0.0 | 0.0 | | | | | | | | | | | | |
| 09 | Trades Workers | 3 | 0 | | .0 | | 0.0 | 0.0 | 0.0 | · · · · · · | 0.0 | 0.0 | | - | | | | | | | | | | |
| 10 | Clerical Personnel | 0 | 0 | 0 (| .0 | 1 | 0.0 | 1.3 | 0.0 | 1 | 0.0 | 0.0 | | - | | | | | | | | | | |
| - | | 3 | 0 | | .0 | 0 | 0.0 | 0.0 | 0.0 | ^ | 0.0 | 0.0 | - | | | | | | | | | | | |
| 11 | Intermediate Sales & Service Personnel | 3 | 0 | | .0 | ٧ | 0.0 | 0.0 | 0.0 | U | 0.0 | 0.0 | | - | | | | | | | | | | |
| 12 | Semi-Skilled Manual | 0 | 0 | | .0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 12 | Workers | 3 | 0 | 0 (| .0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

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|------------------------------------|--|----------------------------------|--|--|----------------------------------|----------------------|------------------|----------------|-------------------------------|----------------------------------|------------------|-------------|--------|-------------------------------|----------------------------------|-------------|-------------|----------|-------------------------------|----------------------------------|----------------|-------------|-----------------|
| | | | | | | | | | | | _ | riginal | | • | | | | | | | | | |
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| A B | C | D | Е | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | Т | U | V | W | X | Y |
| Data sources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E÷D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | E-H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L - N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q÷Px 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 |
| | | \ | <u> </u> | 1 | <u> </u> | Ţ | <u> </u> | 1 | ↓ | <u> </u> | <u> </u> | <u> </u> | Ţ | , 1 | , <u>†</u> | 1 | <u> </u> | \ | <u> </u> | 1 | \ | 1 | 1 |
| | | | 1 | Vorkf | orce An | alysis | | | | | | | | | Flow I |)ata A | nalysis | | | | | | |
| Employment Equity | upational Group OG) All Aboriginal Peoples All Aboriginal Peoples All Aboriginal Peoples All Aboriginal Peoples Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Employees Actual Expected Difference Employees Employees Actual Expected Difference Employees Emplo | | | | | | | | | | | | | | | | | | | | | | |
| (EEOG) | OG All mployees Employees Actual Benefician (a) with the control of the control | | | | | | | | | | | | | | | | | | | | | | |
| () | ш | | | | | • | | | | | | | | | | | Expected | | | | | | Difference # |
| Other Sales & Service | 2018 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | | | | | | | | | | | | | | | |
| Personnel | 0 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 2018 | 1 0 | 0 | 0.0 | | | 0 | 0.0 | 0 | | | | 0 | | | 0.0 | | | | | 0.0 | 0 | 0 |
| Workers | 2018 | 1,269 | | 0.0 | 0.0 | 0 | 7 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| f | | : | | | | | : | | | ····· | : | · | | | | | | | | | | | |
| Data sources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | $\begin{array}{c} \text{E} \div \text{D x} \\ 100 \end{array}$ | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| | | . ↓ | ↓ | ↓ | . ↓ | Ţ | ↓ | 1 | ↓ | ↓ | \ | ↓ | | | | | | | | | | | |
| | | | v Entran | ts | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | F | low Data | | | | rm Goals | | | Long-teri | | | | | | | | | | | | | |
| Occupational Group (EEOG) | | All | Aboriginal | | | Aborigin. Percent of | al Peoples | Percent of | | Aboriginal Percent of | | Percent of | | | | | C | Commen | ts | | | | |
| (EEOG) | | Employees | Actu | ıal | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| Total on i | # | # | # | % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| Other Sales & Service Personnel | 3 | 0 | i | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| Other Manual | 0 | 0 | : | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| Workers | 3 | 0 | ı v | 0.0 | | | 0.0 | 0.0 | | | 0.0 | | | | | | | | | | | | |
| Total | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| | 1 3 | L 0 | L 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

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|-----------|-------------------------------------|------|-------------------------------|----------------------------------|----------------|--------------------------|------------------------|------------------|------------------------|-------------------------------|------------------------|--------------------|------------------------|------------|-------------------------------|-----------|----------------|-----------------------|------------|-------------------------------|-----------------------|----------------|-----------------------|------------|
| | | | | | | | | | | al Contr Part 6: R | | _ | | | - | | | | | | | | | |
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| A | В | С | D | Е | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | s | Т | U | V | W | X | Y |
| [A. | В | i | Part 1: | Part 1: | 1 | Part 1: | i11 | i | | X | Part 2: | 17.1 | ii. | i | | Part 2: | .i | <u></u> | i1 | | Part 2: | | Α | |
| Data : | ources: | | Workforce Analysis | Workforce Analysis | E ÷ D x 100 | Workforce Analysis | D x G ÷ 100 | E-H | E ÷ H x 100 | Part 2: Flow Data Analysis | Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | Flow Data | Q ÷ P x 100 | P x F ÷ 100 | Q-S | Part 2: Flow Data Analysis | Flow Data Analysis | V ÷ U x 100 | U x F ÷ 100 | V - X |
| | | | . | · | Ţ | , T | , | ············ | 1 | . | , <u>†</u> | \ | , | , <u>†</u> | Ψ. | , | , | , T | , | Ψ | V | \ | <u>\</u> | |
| r | | | | V | | orce An | | | | | | | | | -T | | Data A | | | | | | | |
| | ployment Equity upational Group | Year | All | | N | Orkforce Persons with | | | | All | | Hires Persons w | ith Disabilitie | • | All | | Persons w | ns ith Disabilitie | ·s | All | Te | rminatio | ns th Disabilities | |
| (EE | og) | | Employees | Represent | ation | Avail | | Gap | EE Result | Employees | Ac | tual | Expected | Difference | Employees | A | tual | Expected | Difference | Employees | Act | | Expected | Difference |
| | | # | # | H | % | % | # | # | % | # | Ħ | % | # | # | Ħ | # | % | # | H | Ħ | # | % | # | # |
| 01& 02 | Managers | 2018 | 163 | 0 | 0.6 | | | -6 0 | 14.3 | 0 | 0 | 0.0 | 0 | (| 0 0 | (| 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 03 | Professionals | 2018 | 189 | | 1.1 | | | -5 | 27.8 | | Ť | 0.0 | Ů | , | v v | · · | 0.0 | | | Ť | v | 0.0 | v | Ů |
| | | 0 | 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 | 0.0 | | | -18 0 | 25.1 | 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 | | | | | | | | | | | | | | | |
| L-05 | _ | 0 | 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 |
| , | | | | | | , | | · | | , | , | , | , | | <u>!</u> | • | | | | ! | | | | |
| Data : | ources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E ÷ D x 100 | Part 3: Goals | E÷Gx 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| | | | 1 | ↓ | \ | ↓ | \ | <u> </u> | Ţ | Ţ | <u> </u> | \ | . ↓ | : | | | | | | | | | | |
| | | | | v Entrant | s | | | | G | oals | | | | | | | | | | | | | | |
| Em | ployment Equity | Year | F | low Data | with | | | rm Goals | | | Long-ter | | | | | | | | | | | | | |
| | upational Group OG) | Itai | All Employees | Disabili | | | | h Disabilities | | | Persons with | Disabilities | | | | | | (| Commen | ts | | | | |
| (2.2. | 00) | | | Actua | | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | | | | | | | | | |
| 01& | | 0 | # 0 | # 0 | 0.0 | # 4 | 0.0 | 4.3 | 0.0 | # 2 | 0.0 | % 4.3 | 0.0 | | | | | | | | | | | |
| 02 | Managers | 3 | 0 | 0 | 0.0 | | 0.0 | 0.0 | 0.0 | - | 0.0 | 0.0 | <u> </u> | - | | | | | | | | | | |
| 03 | Professionals | 0 3 | 0 | | 0.0 | | 0.0 | 3.8 | 0.0 | 3 | 0.0 | 3.8 | | | | | | | | | | | | |
| | Semi-Professionals & | 0 | 0 | 0 | 0.0 | | 0.0 | 0.0 4.6 | 0.0 | 10 | 0.0 | 0.0 4.6 | | | | | | | | | | | | |
| 04 | Technicians | 3 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| 05 | Supervisors | 3 | 0 | 0 | 0.0 | 2 | 0.0 | 13.9 | 0.0 | 1 | 0.0 | 13.9 0.0 | | | | | | | | | | | | |
| 06 | Supervisors: Crafts & | 0 | 0 | | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| | Trades | 3 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

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| | | | | | | | | | I | art 6: R | esults - | Person | s with I | Disabiliti | ies | | | | | | | | | |
| | | | | | | | | | | | Con | npugen | | | | | | | | | | | | |
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| Α | В | C | D | E | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | Т | U | V | W | X | Y |
| Data s | ources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | Е-Н | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q÷Px 100 | P x F ÷ 100 | Q-S | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | V ÷ U x 100 | U x F ÷ 100 | V - X |
| | | | 1 | | <u> </u> | <u> </u> | | ↓ | | <u> </u> | | | | | ↓ | | <u> </u> | | | | <u> </u> | ↓ | | |
| Fm | oloyment Equity | | | | | orce An orkforce | | | | | | Hires | | | 1 | | Jata Al | nalysis | | <u> </u> | Т | rminatio | | |
| Осс | upational Group | Year | All | | | Persons with | | | | All | | | ith Disabilitie | ·s | All | 1 | | us ith Disabilitie | S | All | 10 | | ith Disabilities | i |
| (EE | OG) | | Employees | Represe | | Avail | ability | Gap | EE Result | Employees | Act | | Expected | Difference | Employees | Act | | Expected | Difference | Employees | Act | | Expected | Difference |
| | Administrative & | # 2018 | # 65 | # 1 | % 1.5 | 3.4 | # 2 | # _1 | % 45.2 | Ħ | # | % | # | # | # | # | % | # | # | # | Ħ | % | # | # |
| 07 | Senior Clerical | 0 | 0 | 0 | | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 08 | Skilled Sales & Service Personnel | 2018 | 158 | : | | | : | -4 | 36.2 | | | | | | | | 0.0 | | | | | | | |
| | Skilled Crafts & | 0 2018 | 0 | 0 | | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | (|) 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 09 | Trades Workers | Orkers 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 | | | | | | |
| 11 | Intermediate Sales & | | | | | | | | | | | | | | | | | 0 | | | | | | |
| 11 | Service Personnel | 0 | 0 | 0 | | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 12 | Semi-Skilled Manual Workers | 2018 0 | 0 | 0 | | | : | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| | | | | | | ······································ | | | | | · · · · · · · · · · · · · · · · · · · | | · · · · · · · · · · · · · · · · · · · | | -1 | | | | | | | | | |
| Data s | ources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E ÷ D x 100 | Part 3: Goals | E÷Gx 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| | | | ↓ | Ų. | 1 | . | Ţ | 1 | 1 | 1 | ↓ | Ţ | ↓ | | | | | | | | | | | |
| | | | | Entrar | | | O. | | | oals | | ~ . | | | | | | | | | | | | |
| | ployment Equity upational Group | Year | | low Data Person | s with | | | rm Goals | | | Long-ter | | | | | | | (| Commen | te | | | | |
| | OG) | | All Employees | Disabi | | Goal | Percent of | Goal | Percent of | Goal | Percent of | Goal | Percent of | | | | | • | Johnnen | Lo | | | | |
| | | # | # | # | % | # | Goal Met | % | Goal Met | # | Goal Met | % | Goal Met | | | | | | | | | | | |
| 07 | Administrative & | 0 | 0 | 0 | 0.0 | | 0.0 | 3.4 | 0.0 | 1 | 0.0 | 3.4 | 0.0 | | | | | | | | | | | |
| | Senior Clerical Skilled Sales & | 3 | 0 | 0 | | | 0.0 | 0.0 3.5 | 0.0 | າ | 0.0 | 0.0 3.5 | | | | | | | | | | | | |
| 08 | Service Personnel | 3 | 0 | 0 | | | 0.0 | 0.0 | 0.0 | L | 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 | | - | | | | | | | | | | |
| 10 | Clerical Personnel | 0 3 | 0 | | 0.0 | 5 | 0.0 | 7.0 0.0 | 0.0 0.0 0.0 | 4 | 0.0 | 7.0 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 | | | | | | | | | | | |
| 12 | Semi-Skilled Manual Workers | 0 | 0 | 0 | | | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | - | | | | | | | | | | |

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| | | | | | | | | | | Part 6: R | | | | | - | | | | | | | | | |
| | | | | | | | | | | | Con | ıpugen | Inc. | | | | | | | | | | | |
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| Α | В | C | D | Е | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | T | U | V | W | X | Y |
| Data so | ources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | Е-Н | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L - N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q÷Px 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 |
| | | | Ψ. | V | 1 | \ | Ţ | \ | \ | Ţ | 1 | \ | <u> </u> | 1 | Ψ | \ | Ţ | ` \ | ↓ | Ψ. | ↓ | \ | ↓ | <u> </u> |
| | | | | | Vorkfo | orce An | alysis | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| | loyment Equity pational Group | Year | | | | orkforce | | | | | | Hires | | | | P | romotio | | | | Te | erminati | | |
| | EEOG) | | All Employees | Represen | | Persons with Availa | | Gap | EE Result | All Employees | Act | | Expected | Difference | All Employees | Act | | Expected | Difference | All Employees | Ac | Persons w | th Disabilitie Expected | Difference |
| | | # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # |
| | F | 2018 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | |
| F | Personnel | 0 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | C |
| 1 14 1 | Other Manual Workers | 2018 | 1 | 0 | 0.0 | 5.3 | | 0 | | 0 | 0 | 0.0 | 0 | 0 | | 0 | 0.0 | 0 | 0 | | 0 | 0.0 | 0 | |
| | Workers | 2018 | 1,269 | 13 | 1.0 | 0.0 | | 13 | | 0 | 0 | 0.0 | 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 | 0 | 0 | 0 | 0 | 0.0 | 0 | C |
| Data so | urces: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E ÷ D x 100 | Part 3: Goals | E÷Gx 100 | Part 3: Goals | F÷Ix 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| L | | | J. | .I. | | | .l. | <u> </u> | <u> </u> | .I. | <u>.</u> | I. | <u> </u> | | | | | | | | | | | |
| | | | • | Entran | | • | | • | | oals | • | • | • | | | | | | | | | | | |
| | | | | ow Data | | | Short-te | rm Goals | | | Long-ter | m Goals | | | | | | | | | | | | |
| | loyment Equity pational Group DG) | Year | All | Persons Disabil | | | | h Disabilities | | | Persons with | | | | | | | (| Commen | t s | | | | |
| LLL | EOG) | # | Employees # | Actu | al % | Goal # | Percent of Goal Met | Goal % | Percent of Goal Met | Goal # | Percent of Goal Met | Goal | Percent of Goal Met | | | | | | | | | | | |
| 1,10 | Other Sales & Service | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | | 0 | | 0.0 | 0.0 | | | | | | | | | | | |
| 1 1.5 1 | Personnel | 3 | 0 | 0 | 0.0 | | | 0.0 | | | | 0.0 | 0.0 | | | | | | | | | | | |
| 1 14 1 | 14 Other Manual 0 3 Workers 3 Total 0 0 3 | | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| Ш, | | 0 | 0 | 0.0 | n | 0.0 | 0.0 | | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | | |
| Total | | | U | 0 | 0.0 | V | L 0.0 | 0.0 | 0.0 | U | 1 0.0 | 0.0 | 0.0 | | | | | | | | | | | |

| | Federal Contractors Program Achievement Report | | | | | | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | t 7: Resu | | | | | - | | | | | | | | | |
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| Α | В | C | D | E I | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | Т | U | V | W | X | Y |
| Data | sources: | | Part 1: Workforce Analysis | Part 1: E÷ Workforce x 1 Analysis | | 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÷Px 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 |
| | | | <u> </u> | <u> </u> | i | J | \ | | 1 | . | ·↓ | ·↓ | \ | , <u>†</u> | , 1 | | \ | ·↓ | , | Ψ | | 1 | V | |
| | | | | Woi | rkfo | orce Ana | alysis | | | | | | | | | Flow I | Data Ai | nalysis | | | | | | |
| | ployment Equity | Year | | ı | W | orkforce | | | | | | Hires | | | | Pi | romotio | | | | Tei | minatio | | |
| | upational Group OG) | | All Employees | Representation | | Visible Mi Availab | | C | EE Result | All Employees | 1.00 | Visible tual | Minorities Expected | Difference | All Employees | Acti | | Minorities Expected | Difference | All Employees | Acti | | Minorities | Difference |
| ` | | # | # | | 6 | % | # # | Gap # | EE Resuit | # | # | .uai % | Expected # | ## | # | # : | % | Expected # | # | # | # | % | Expected # | # |
| 01 | Senior Managers | 2018 | 39 | 5 | 12.8 | 10.1 | 4 | 1 | 126.9 | | | | | | | | | | | | | | | |
| 01 | | 0 | 0 | | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 02 | Middle & Other Managers | 2018 | 124 | 0 | 16.9 0.0 | 15.0 | 19 | 2 | 112.9 | 0 | 0 | 0.0 | 0 | |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| | - | 2018 | 189 | | 33.3 | 31.0 | 59 | 4 | 107.5 | | " | 0.0 | 0 | | | 1 | 0.0 | - · | | | 0 | 0.0 | U | 0 |
| 03 | Professionals | 0 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 04 | Semi-Professionals & | 2018 | 520 | | 34.6 | 27.8 | 145 | 35 | 124.5 | | | | | ļ . | | | | | | | | | | |
| | Technicians | 0 2018 | 23 | | 0.0 39.1 | 0.0 38.7 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C |) (| 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 | C |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 06 | Supervisors: Crafts & | 2018 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | |
| | Trades | 0 | 0 | 0 | 0.0 | 0.0 | 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 | | Part 3: Goals | E÷Gx 100 | Part 3: Goals | F÷Ix 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| · | | | V | \ \ | | V | \ | | \ | . | \ | | \ | .i | | | | | | | | | | |
| | | | New | Entrants | | | | | G | oals | | | | | | | | | | | | | | |
| Em | ployment Equity | Year | F | low Data | | S | | rm Goals | | | Long-ter | | |] | | | | | | | | | | |
| | upational Group | 1 Cai | All | Visible Minoriti | ies | Ι. | Visible V | linorities | B | | Visible M | inorities | n | | | | | (| Commen | ts | | | | |
| (EE | (OG) | | Employees | Actual | | | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | | | | | | | | | |
| | | # | # | | <u>* </u> | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| 01 | Senior Managers | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 02 | Middle & Other | 0 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| | Managers | 3 | 0 | | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| 03 | Professionals | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| | Semi-Professionals & | 0 | 0 | | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 04 | Technicians | 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 | | | | | | | | | | | |
| | Supervisors: Crafts & | 3 | 0 | | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 06 | Trades | 3 | 0 | 0 | 0.0 | Ŭ | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 | 0.0 | _ | | | | | | | | | | |

| | Federal Contractors Program Achievement Report | | | | | | | | | | | | | | | | | | | | | | |
|----------|---|--------|----------------------------------|--|----------------------------------|------------------------|------------------------|----------------|-------------------------------|----------------------------------|------------------|-------------|------------|-------------------------------|----------------------------------|---|------------------|------------|-------------------------------|----------------------------------|----------------|-------------|------------|
| | Part 7: Results - Members of Visible Minorities | | | | | | | | | | | | | | | | | | | | | | |
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| A | В | C | D | E F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | Т | U | V | W | X | Y |
| Data | sources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | E-H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | $\begin{array}{c} \mathbf{Q} \div \mathbf{P} \ \mathbf{x} \\ 100 \end{array}$ | 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 |
| | | | , ↓ | J | 1 | <u> </u> | \ | Ţ | , | 1 | <u> </u> | <u> </u> | <u> </u> | , 1 | \ | Ţ | 1 | V | . | J. | 1 | | |
| | | | | | orce A | | | | | | | | | _ | Flow I | ata A | nalysis | | | | | | |
| | ployment Equity supational Group | Year | | \ | Vorkfore | e Minorities | | | | 1 | Hires | Minorities | | | Pi | romotio | 1S Minorities | | | Tei | minatio | Minorities | |
| | COG) | | All Employees | Representation | | vunorities lability | Gap | EE Result | All Employees | Ac | tual | Expected | Difference | All Employees | Acti | | Expected | Difference | All Employees | Acti | | Expected | Difference |
| | | # | # | # % | % | # | # | % | # | H | % | # | # | # | # | % | # | # | Ħ | # | % | # | # |
| 07 | Administrative & | 2018 | 65 | i | | | -5 | 76.0 | | | | | | | | | | | | | | | |
| Ľ, | Senior Clerical | 0 | 0 | 0.0 | | • | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 08 | Skilled Sales & Service Personnel | 2018 | 158 | 41 25.9 0 0.0 | | • | | 149.1 0.0 | 0 | 0 | 0.0 | 0 | |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 09 | Skilled Crafts & | 2018 | 0 | | | | | 0.0 | Ů | Ť | V.V | Ť | | 7 | 1 | 0.0 | | | | v | 0.0 | | |
| 109 | Trades Workers | 0 | 0 | 0 0.0 | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 10 | Clerical Personnel | 2018 | 129 | 39 30.2 0 0.0 | | · | -12 | 76.3 0.0 | | 0 | 0.0 | | | | 0 | 0.0 | | 0 | | 0 | 0.0 | | |
| | Intermediate Sales & | 2018 | 17 | | | • | -1 | 82.7 | 0 | 0 | 0.0 | 0 | , |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | - 0 | |
| 11 | Service Personnel | 0 | 0 | i . | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C |) (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 12 | Semi-Skilled Manual | 2018 | 4 | 1 25.0 | | | -1 | 43.5 | | | | | | | | | | | | | | | |
| | Workers | 0 | 0 | 0 0.0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 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÷Ix 100 | Part 3: Goals | E÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
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| | | | | Entrants | | | | | oals | | | | | | | | | | | | | | |
| | ployment Equity | Year | F | low Data Visible Minorities | | | rm Goals Minorities | <u> </u> | | Long-ter Visible M | | | | | | | | | | | | | |
| | cupational Group COG) | | All Employees | | 1 | Percent of | | Percent of | | Percent of | | Percent of | | | | | (| Commen | ts | | | | |
| 1 | | | | Actual | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| | Administrative & | # 0 | # 0 | # % 0 0.0 |) # | % 0.0 | 32.4 | % | 7 | 0.0 | % 32.4 | % 0.0 | | | | | | | | | | | |
| 07 | Senior Clerical | 3 | 0 | 0 0.0 | | 0.0 | 0.0 | 0.0 | - | 0.0 | 0.0 | | | | | | | | | | | | |
| 08 | Skilled Sales & | 0 | 0 | : | | 0.0 | | 0.0 | 0 | 0.0 | | . | - | | | | | | | | | | |
| <u> </u> | Service Personnel | 3 | 0 | 0 | | | 0.0 | 0.0 | | | 0.0 | | | | | | | | | | | | |
| 09 | Skilled Crafts & Trades Workers | 3 | 0 | | | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | - | | | | | | | | | | |
| 10 | Clerical Personnel | 0 3 | 0 | |) 5 | 0.0 | 39.6 0.0 | 0.0 | 7 | 0.0 | 39.6 0.0 | 0.0 | | | | | | | | | | | |
| - | Intermediate Sales & | 0 | 0 | | | 0.0 | 8 | 0.0 | 0 | 0.0 | 42.7 | <u> </u> | | | | | | | | | | | |
| 11 | Service Personnel | 3 | 0 | 0 0.0 | | 3.0 | 0.0 | 0.0 | | | 0.0 | | 1 | | | | | | | | | | |
| 12 | Semi-Skilled Manual Workers | 0 | 0 | | - | 0.0 | | 0.0 | 0 | 0.0 | 57.5 | | - | | | | | | | | | | |
| | workers | 3 | L 0 | 0 0.0 |) | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

| | | | | | | | | Feder | al Contr | actors I | Prograi | m Achie | vement | Report | | | | | | | | | |
|--------------------------------------|------|----------------------------------|----------------------------------|----------------|----------------------------------|------------------------|-----------------------|------------------------|-------------------------------|----------------------------------|------------------|------------------------|------------|-------------------------------|----------------------------------|-------------|------------------------|------------|-------------------------------|----------------------------------|----------------|------------------------|------------|
| | | | | | | | | | t 7: Resu | | | | | - | | | | | | | | | |
| | | | | | | | | | | Con | npugen | Inc. | | | | | | | | | | | |
| | | | | | | | | | | | 43199 | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | |
| A B | C | D | E | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | T | U | V | W | <u>X</u> | Y |
| Data sources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | Е-Н | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L÷K x 100 | K x G ÷ 100 | L - N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q÷Px 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 |
| | | \ | <u> </u> | 1 | <u> </u> | \ | \ | 1 | 4 | J | <u> </u> | ↓ | Ţ | 1 | <u> </u> | 1 | \ | ↓ | <u> </u> | 1 | \ | 1 | \ |
| | | | 1 | Vorkfo | orce An | alysis | | | | | | | | | Flow I |)ata A | nalysis | | | | | | |
| Employment Equity Occupational Group | Year | | | W | orkforce | | | | | | Hires | | | | P | omotio | | | | Te | rminatio | | |
| (EEOG) | | All Employees | Represen | tation | Visible N Avail: | | Gap | EE Result | All Employees | Act | Visible | Minorities Expected | Difference | All Employees | Act | | Minorities Expected | Difference | All Employees | Acti | | Minorities Expected | Difference |
| | # | # | # | % | % | # | # | % | # | # | % | # | # | H | # | % | # | # | # | # | % | # | # |
| 13 Other Sales & Service | 2018 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | | | | | | | | | | | | | | | |
| Personnel | 2018 | 0 | 0 | 0.0 | 0.0 51.8 | | -1 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0.0 | 0.0 | : | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Total | 2018 | 1,269 | 381 | 30.0 | 0.0 | 0 | 381 | 0.0 | | | | | | | | | | | | | | | |
| Total | 0 | 0 | 0 | 0.0 | 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 | | | | | | | | | | | |
| | ı | <u> </u> | | | , | | | | ↓ | | | | | | | | | | | | | | |
| | | | Entran | ts | | | ~ . | | oals | - | ~ . | | | | | | | | | | | | |
| Employment Equity Occupational Group | Year | l l | low Data Visible Mi | norities | | | rm Goals Imorities | | | Long-teri Visible Mi | | | | | | | • | Commen | 4n | | | | |
| (EEOG) | | All Employees | Actu | | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | | | | Jumen | 15 | | | | |
| | # | # | # | % | # | % | % | % | # | % | % | % | | | | | | | | | | | |
| Other Sales & Service Personnel | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| Other Manual | 0 | 0 | 0 | 0.0 | | 0.0 | 51.8 | 0.0 | 0 | 0.0 | 51.8 | | | | | | | | | | | | |
| 14 Workers | 3 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | | | | | | | | | | | | |
| Total | 3 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| | 3 | L 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 C

| Contrac | etors Program. |
|---------|--|
| Requi | red measures: |
| | Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly. |
| | Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly. |
| | Adjusted survey results to reflect hires, promotions and terminations. |
| | Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates. |
| | Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups). |
| | Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes. |
| | Ensured that any new gaps identified are addressed accordingly. |
| | Maintained appropriate records in all required areas. |
| Other | measures: |
| | Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate. |
| | Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place. |
| | Ensured ongoing senior-level support for employment equity and its implementation. |
| | Established accountability mechanisms to ensure that the short-term goals would be met. |
| | Communicated the goals to relevant managers as well as monitored and recorded the results. |
| | Devoted adequate resources (financial and human) to ensure that the short-term goals would be met. |
| | Consulted employee/union representatives on communication and implementation of employment equity |

| | 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): |
| | |
| Oper | ational Context |
| | check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment. |
| | Impact of economic and industrial conditions on the organization. |
| | |
| | Any reorganization or other corporate structural changes. |
| | |
| | Acquisitions, mergers or transfers of employees. |
| | |
| | Significant layoffs (include the number of employees affected and the occupational groups of those employees). |
| | |

| | Strikes (include dates, the number of employees affected and the occupational groups of those employees). |
|----------|---|
| | |
| | |
| | Other. |
| | |
| | |
| | |
| Addit | ional Details |
| Please p | provide any additional information (optional): |
| | |



Confidential Employment Equity Questionnaire

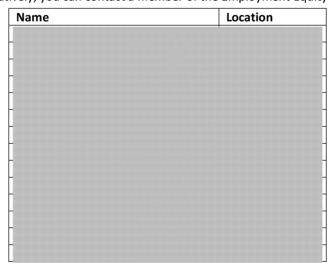
Compugen Inc. is committed to implementing measures which identify and remove discriminatory barriers that prevent qualified members of designated groups (*women, visible minorities, persons with disabilities, and Indigenous people*) from receiving equal treatment in hiring, training, and promotion.

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:



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 | e: | |
|--------|--|--|
| Job Ti | tle: | |
| Locati | on/Branch: | |
| 1. | For the purpose of employment e | equity, do you consider yourself to be a woman ? NO |
| 2. | For the purpose of employment e First Nations, Inuit, or Métis. | equity, an Indigenous person is a person who is North American |
| | Based on this description, do you | consider yourself to be an Indigenous person ? |
| | YES | NO |
| 3. | their race or colour are a visible m African, Haitian, Jamaican, Somali Korean), South Asian (ex: East Ind Cambodian, Filipino, Indonesian, Y | equity, persons other than Indigenous people who because of ninority. Examples of visible minorities include: Black (ex: i), Non-white Latin American, East Asian (Chinese, Japanese, lian, Pakistani, Punjabi, Sri Lankan), South East Asian (ex: Vietnamese), West Asian (ex: Armenian, Egyptian, Iranian, (with one parent who is a visible minority). |
| | Based on this description, do you YES | consider yourself to be a member of a visible minority ? NO |
| 4. | term or recurring physical, menta consider themselves to be at a dis who believe that an employer or disadvantage in employment bec | equity, persons with disabilities are persons who have a long- I, sensory, psychological or learning impairment(s) and who sadvantage in employment by reason of that impairment, or potential employer is likely to consider them to be at a ause of that impairment. A disability may be visible or hidden. tional limitations due to their impairment have been bb or workplaces. |
| | Based on this description, do you YES | consider yourself to be a person with a disability ? 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 |

- \boxtimes The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self- \boxtimes identify as being a member of more than one group.
- \boxtimes The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from \boxtimes payroll or personnel records.
- \boxtimes The questionnaire indicates that it is available in alternate formats upon request.
- \boxtimes 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 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 shortterm goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each accumational group where a
- 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 | | | | |
|----------------------------|--|-------------|-------------------------------------|--|----------------|------|
| Em | ployment Equity Occupational Group (EEOG) | Present Gap | Short- term (1 to 3 years) | Long- term (3 years or more) | Representation | LMA |
| # | 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 require 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 | | | |
|--------------------------------------|---|----------------|-------------------|-------------------------|----------------|-----|
| Employment Equity Occupational Croup | | Dunnant | Short- term | Long- term | Representation | LMA |
| EII | nployment Equity Occupational Group (EEOG) | Present Gap | (1 to 3 years) | (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 | | | |
|---------------------------------------|---|------------------|-------------------|-------------------------|----------------|------|
| Employment Equity Occupational Crayer | | Dunganat | Short- term | Long- term | Representation | LMA |
| EII | Employment Equity Occupational Group (EEOG) | Present - Gap | (1 to 3 years) | (3 years or more) | | |
| # | Description | # | % | % | % | % |
| 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 | | | oals | | |
|----------------------------|---|---------|-------------------|-------------------------|----------------|-----|
| Franks, was and Franks, Oa | November Facility Occupational Crown | Present | Short- term | Long- term | Representation | LMA |
| Emp | Employment Equity Occupational Group (EEOG) | | (1 to 3 years) | (3 years or more) | | |
| # | Description | # | % | % | % | % |
| 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

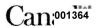
| I recommend that t | the employer be found |
|--------------------|-----------------------------|
| ⊠in compliance | \square in non-compliance |

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

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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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.

Canada

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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contactthe 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



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

From: acompugen.com>

Sent: April 18, 2018 3:50 PM

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

Cc ompugen.com> @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,



ITbuzz.ca | green4good.ca



COMPUGÉN - Simplifying the business of technology...together

Compugen e-mail transmission

 $\textbf{From:} \underline{ sylvie.g.fortin@labour-travail.gc.ca} \ [\underline{mailto:sylvie.g.fortin@labour-travail.gc.ca}] \ \textbf{On Behalf Of} \ \underline{ee-eme@hrsdc-rhdcc.gc.ca} \\]$

Sent: March 8, 2018 10:05 AM

To: <u>0compugen.com</u>>; <u>@compugen.com</u>>

^{**} 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 **

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 <u>Federal</u> Contractors Program (FCP) under the <u>Employment Equity Act</u>.

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 <u>eeeme@hrsdc-rhdcc.gc.ca</u> **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;
- the number of fully completed and returned self-identification questionnaires.
- 5. The workforce analysis results (Summary Report and Detailed Report).
- 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 <u>Workplace Equity Information Management System</u> (WEIMS). For your reference, please refer to the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program.* This document can be accessed under FCP Documents of WEIMS <u>Help page</u>.

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

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

generate a workforce analysis using the latest Census data.

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

We strongly recommend that you use the ressources 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 longterm 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@hrsdc-rhdcc.gc.ca Workplace Equity Division, Labour Program Employment and Social Development Canada / Government of Canada ee-eme@hrsdc-rhdcc.gc.ca



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