

Employment and Emploi et Social Development Canada Développement social Canada

Labour Program Federal Contractors Program

PROTECTED WHEN COMPLETED - B

OFFICIAL USE	ONLY
Agreement	N°:

Agreement to Implement Employment Equity

New Agreement ■	(All sections r	nust be complet	ted)					
Revised Agreement ORGANIZATION								
	OPC	MIZATION						
Revised Agreement								
			Farent Company	y is located outsid	e Callada			
Revised Agreement								
Operating Name (if different from Legal Name	of Organization)		Business Num	ber				
			Total number of	employees in Ca	nada			
						20		
		e Number		Demidate d				
		st-liste-eng.htm		-				
3491,3823			✓ Provincial	ly Regulated				
Revised Agreement								
Address (building number, street, suite, etc.)		City		Province	Postal Code			
9610B Ignace		Brossard		Qc	J4Y 2R4			
		Telephone Number						
		450 444 5858	3					
	EMPLOYMENT	FOULTY CONT	ACT					
Name (print)	LIMI LOTIMETET							
Michael Wilson		President						
Telephone Number	E-mail Address			Preferred Langua	age of Correspondenc	:e		
450 444 5858	mwilson@controval	ve.com			French			
	CERT	IEICATION						
The above-named organization:	OLIVII.	HIOAHOR						
having a combined workforce of 100 c	yr more nermanent full time	a and narmanent n	ort time emple	oos in Canada	AND			
traving a combined workbree of 100 C	or more permanent fun-time	e and pennancin p	areune employ	ees iii Canada	, AND			
			contract, standir	ng offer or contr	act issued under a			
instrument, in keeping with the Federal C	ontractors Program require	ements. For more i						
			rs misrepresen	tation on the pa	rt of the organizatio	n,		
	9101	MATORY						
NOTE: The circular rount has the Chief C								
contract on behalf of the organiza		itnorizea person in	an executive p	osition with lega	il authority to sign a			
The state of the s								
	T= N.F.IV	President		1=				
relephone Number	E-mail Address			Preferred Lange	uage of Corresponder	ice		
450 444 5858	mwilson@controval	Lve.com		✓ Engli	sh French			
		Date (YYYY-MM-DD))					
Melle	LAN	2017-03-15						
Privacy Notice:								
The information you provide on this form is colle Contractors Program (FCP).	ected under the authority of se	ection 42 of the Emplo	oyment Equity Ac	t to determine you	ur eligibility for the Fed	jeral		
Completion of this form is mandatory. Refusal to	o provide personal information	n will result in the orga	anization's name	being placed on t	he FCP Limited Eligib	ility		
The information you provide may be used and/o	or disclosed for policy analysis	s, research and/or eva	aluation purposes			ır		
Your personal information is administered in ac	cordance with the Privacy Act	and other applicable	laws. You have t	he right to the pro	tection of, and access	s to,		
government publication entitled Info Source, wh	iich is available at the followin	SDC PPU 721, Instrug g website address: <u>h</u>	uctions for obtaini http://www.infosou	ng this information rce.gc.ca. Info So	n are outlined in the urce may also be			
	City Brossard Qc J4Y 2R4							
MPORTANT								
		m must be sent to	the Labour P	rogram by				

Emploi et

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT **INFORMATION**

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board's Contracting Policy, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) Contro Valve Equipment Inc (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) 050732, agree to the following statements:

- 1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
- 2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
- 3. I am therefore requesting an extension until (date) March 30, 2018 for the following reason(s):

(Please describe) Management's absence due to travel and vacations

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: Michael Wilson Position Title: President

Email address: <u>mwilson@controvalve.com</u>

Telephone number: 450-444-5858

Business address: 9610-B rue Ignace, Brossard, QC J4Y 2R4

Signature: MMUSON

Date: FEB 23 2018

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca> On Behalf Of EE-EME

Sent: February 23, 2018 11:24 AM

To: 'mwilson@controvalve.com' <mwilson@controvalve.com>

Cc: Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>; 'Jocelyne Tanguay'

<itanguay@controvalve.com>: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information -

050732

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until March 30th, 2018.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, 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: Jocelyne Tanguay [mailto:jtanguay@controvalve.com]

Sent: February-23-18 9:11 AM

To: EE-EME

Cc: Fortin, Sylvie SY [NC]

Subject: Application for extension # 050732

Good morning.

Please find attached our application for extension filled by our president.

If you have any questions, please do not hesitate to contact me.

Jocelyne

Jocelyne Tanguay, CPA, CA

Contrôleur corporatif / Corporate controller Contro Valve Inc.

Tel: (450) 444-5858

Fax: (450) 444-4088 Cell: (514) 213-4472

email: controller@controvalve.com

Workforce Analysis - Detailed Report

Date: 2018-05-24

Women

Mational 1	
Data Contractors and supervisors Data Data	Recruitment Area
02. Middle and Other Managers National 13 4 30.8% 38.9% 5 11 National 03: Professionals 4 00 0.0% 15.9% 1 18 2132: Mechanical engineers National 2 0 0.0% 15.9% 0 National 2171: Information systems analysts and consultants National 1 0 0.0% 28.3% 0 0 National 2173: Software engineers and designeers National 1 0 0.0% 28.3% 0 0 National 4: Semi-Professionals and Technicians National 1 0 0.0% 76.6% 3 3 3 2232: Mechanical engineering technologists and technicians Ontario 26 0 0.0% 63.3% 2 <	
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National National	lational
National 1 0 0.0 % 28.3 % 0 0 National 2173 : Software engineers and designers National 1 0 0.0 % 0.0 % 17.4 % 0 0 National 0 17.4 % 0 0 National 0 0.0 % 17.4 % 0 0 National 0 0.0 % 17.4 % 0 0 National 0 0.0 %	
National National	lational
04 : Semi-Professionals and Technicians 45 0 0.0% 7.6% 3 3 2232 : Mechanical engineering technologists and technicians Manitoba 1 0 0.0% 8.7% 0 0 Manitoba 2232 : Mechanical engineering technologists and technicians Ontario 26 0 0.0% 6.3% 2 -2 Qué 2232 : Mechanical engineering technologists and technicians Québec 18 0 0.0% 6.3% 2 -2 Qué 05 : Supervisors 1 0 0.0% 50.8% 1 -1 Mon 6 : Supervisors: Crafts and Trades 2 0 0.0% 50.8% 1 -1 Mon 7205 : Contractors and supervisors, other construction trades, installers, repairers and supervisors. Crafts and Trades 2 0 0.0% 7.6% 0	lational
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2232 : Mechanical engineering technologists and technicians Ontario 26 0 0 0 0 0 63 2 0 0 0 0 2222 : Mechanical engineering technologists and technicians Québec 18 0 0 0 0 94 2 2 Qué 05 : Supervisors 1 0 0 0 0 50.8 1 1 1 0 0 0 50.8 1 1 1 Mon 06 : Supervisors: Crafts and Trades 2 0 0 0 7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers 07 : Administrative and Senior Clerical Personnel Employment Equity Occupational Group Montréal 6 5 83.3 80.8 5 0 Mon 08 : Skilled Sales and Service Personnel 6221 : Technical sales specialists - wholesale trade New Brunswick New Brunswick New G211 : Technical sales specialists - wholesale trade New Gundland and Labrador	
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05 : Supervisors 1 0 0.0 % 50.8 % 1 -1 Employment Equity Occupational Group Montréal 1 0 0.0 % 50.8 % 1 -1 Montréal 06 : Supervisors: Crafts and Trades 2 0 0.0 % 50.8 % 1 -1 Montréal 7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers Québec 2 0 0.0 % 7.6 % 0 0 Québec 97 : Administrative and Senior Clerical Personnel 6 5 83.3 % 80.8 % 5 0 Montréal 6 5 83.3 % 80.8 % 5 0 Montréal 98 : Skilled Sales and Service Personnel 42 9 21.4 % 28.5 % 12 -3 6221 : Technical sales specialists - wholesale trade British Columbia 1 1 100.0 % 26.3 % 0 1 British Columbia 6221 : Technical sales specialists - wholesale trade New Brunswick 4 1 25.0 % 26.1 % 1 0 New Groundland and Labrador	Ontario (
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06 : Supervisors: Crafts and Trades 2 0 0.0 % 7.6 % 0 0 7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers Québec 2 0 0.0 % 7.6 % 0 0 Québec 07 : Administrative and Senior Clerical Personnel 6 5 83.3 % 80.8 % 5 0 Employment Equity Occupational Group Montréal 6 5 83.3 % 80.8 % 5 0 Montréal 08 : Skilled Sales and Service Personnel 42 9 21.4 % 28.5 % 12 3 6221 : Technical sales specialists - wholesale trade British Columbia 1 1 100.0 % 26.3 % 0 1 British Columbia 6221 : Technical sales specialists - wholesale trade New Brunswick 4 1 25.0 % 26.1 % 1 0 New Brunswick 6221 : Technical sales specialists - wholesale trade Newfoundland and Labrador 1 0 0.0 % 30.7 % 0 0 New Brunswick	
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08 : Skilled Sales and Service Personnel 42 9 21.4 % 28.5 % 12 -3 6221 : Technical sales specialists - wholesale trade British Columbia 1 1 100.0 % 26.3 % 0 1 British Columbia 6221 : Technical sales specialists - wholesale trade New Brunswick 4 1 25.0 % 26.1 % 1 0 New New Strunswick 6221 : Technical sales specialists - wholesale trade Newfoundland and Labrador 1 0 0.0 % 30.7 % 0 0 New	
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Labrador	lew Brunswick
6221 : Technical sales specialists - wholesale trade Nova Scotia 1 0 0.0 % 24.9 % 0 0 Nov.	lewfoundland and
	Iova Scotia
6221 : Technical sales specialists - wholesale trade Ontario 21 4 19.0 % 28.7 % 6 -2 Ontario	Ontario (
6221 : Technical sales specialists - wholesale trade Québec 14 3 21.4 % 29.1 % 4 -1 Qué	Québec
10 : Clerical Personnel 20 10 50.0 % 65.0 % 13 -3	



Workforce Analysis - Detailed Report

Date: 2018-05-24

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability Ga	p Recruitment Area
		#	#	%	%	#	#
Employment Equity Occupational Group	Montréal	8	2	25.0 %	62.5 %	5	-3 Montréal
Employment Equity Occupational Group	Toronto	8	6	75.0 %	65.2 %	5	1 Toronto
Employment Equity Occupational Group	Windsor	4	2	50.0 %	69.7 %	3	1 Windsor
Total		134	28	20.9 %	29.8 %	40 -1	2

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: 2018-05-24

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	1	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	13	0	0.0 %	2.2 %	0	0	National
03 : Professionals		4	0	0.0 %	0.8 %	0	0	
2132 : Mechanical engineers	National	2	0	0.0 %	0.7 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	1	0	0.0 %	0.6 %	0	0	National
04 : Semi-Professionals and Technicians		45	0	0.0 %	1.1 %	0	0	
2232 : Mechanical engineering technologists and technicians	Manitoba	1	0	0.0 %	6.0 %	0	0	Manitoba
2232 : Mechanical engineering technologists and technicians	Ontario	26	0	0.0 %	1.4 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	18	0	0.0 %	0.4 %	0	0	Québec
05 : Supervisors		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
06 : Supervisors: Crafts and Trades		2	0	0.0 %	2.3 %	0	0	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Québec	2	0	0.0 %	2.3 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		6	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Montréal	6	0	0.0 %	0.7 %	0	0	Montréal
08 : Skilled Sales and Service Personnel		42	0	0.0 %	1.3 %	1	-1	
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	14.9 %	0	0	Newfoundland and
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	21	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	14	0	0.0 %	1.0 %	0	0	Québec
10 : Clerical Personnel		20	1	5.0 %	0.9 %	0	1	



Workforce Analysis - Detailed Report

Date: 2018-05-24

Aboriginal Peoples

Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Montréal	8	1	12.5 %	0.8 %	0	1	Montréal
Employment Equity Occupational Group	Toronto	8	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Windsor	4	0	0.0 %	1.4 %	0	0	Windsor
Total		134	1	0.7 %	1.2 %	1	0	

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: 2018-05-24

Members of Visible Minorities

		Members of Visible Minoriti						
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Availa %	ability #	Gap #	Recruitment Area
of : Senior Managers	National	1	0	0.0 %	10.1 %	0	0	National
2 : Middle and Other Managers	National	13	1	7.7 %	15.0 %	2	-1	National
3 : Professionals		4	0	0.0 %	32.2 %	1	-1	
2132 : Mechanical engineers	National	2	0	0.0 %	28.6 %	1	-1	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	31.4 %	0	0	National
2173 : Software engineers and designers	National	1	0	0.0 %	40.5 %	0	0	National
4 : Semi-Professionals and Technicians		45	2	4.4 %	15.1 %	7	-5	
2332 : Mechanical engineering technologists and technicians	Manitoba	1	0	0.0 %	13.3 %	0	0	Manitoba
232 : Mechanical engineering technologists and technicians	Ontario	26	0	0.0 %	20.5 %	5	-5	Ontario
232 : Mechanical engineering technologists and technicians	Québec	18	2	11.1 %	7.3 %	1	1	Québec
5 : Supervisors		1	0	0.0 %	16.7 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	16.7 %	0	0	Montréal
6 : Supervisors: Crafts and Trades		2	1	50.0 %	5.0 %	0	1	
205 : Contractors and supervisors, other construction trades, installers, repairers and ervicers	Québec	2	1	50.0 %	5.0 %	0	1	Québec
7 : Administrative and Senior Clerical Personnel		6	1	16.7 %	12.2 %	1	0	
Employment Equity Occupational Group	Montréal	6	1	16.7 %	12.2 %	1	0	Montréal
8 : Skilled Sales and Service Personnel		42	5	11.9 %	13.9 %	6	-1	
221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	24.7 %	0	0	British Columbia
221 : Technical sales specialists - wholesale trade	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	0	Newfoundland and
3221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.7 %	0	0	Nova Scotia
221 : Technical sales specialists - wholesale trade	Ontario	21	3	14.3 %	20.8 %	4	-1	Ontario
221 : Technical sales specialists - wholesale trade	Québec	14	2	14.3 %	8.5 %	1	1	Québec
0 : Clerical Personnel		20	1	5.0 %	28.3 %	6	-5	



Workforce Analysis - Detailed Report

Date: 2018-05-24

Members of Visible Minorities

Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Montréal	8	1	12.5 %	17.4 %	1	0	Montréal
Employment Equity Occupational Group	Toronto	8	0	0.0 %	48.1 %	4	-4	Toronto
Employment Equity Occupational Group	Windsor	4	0	0.0 %	10.4 %	0	0	Windsor
Total		134	11	8.2 %	16.9 %	23	-12	

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: 2018-05-24

Persons with Disabilities

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	14	1	7.1 %	4.3 %	1	0	National
03 : Professionals	National	4	0	0.0 %	3.8 %	0	0	National
04 : Semi-Professionals and Technicians	National	45	1	2.2 %	4.6 %	2	-1	National
05 : Supervisors	National	1	0	0.0 %	13.9 %	0	0	National
06 : Supervisors: Crafts and Trades	National	2	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	6	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	42	0	0.0 %	3.5 %	1	-1	National
10 : Clerical Personnel	National	20	0	0.0 %	7.0 %	1	-1	National
Total		134	2	1.5 %	4.6 %	5	-3	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

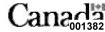
Date: 2018-05-24

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

organization sources recruits from the CMA

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-05-24

WFA Defaults - Persons with Disabilities

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



Workforce Analysis - Summary Report

Date: 2018-05-24

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	27.4 %	0	0	
02 : Middle and Other Managers	13	4	30.8 %	38.9 %	5	-1	
03 : Professionals	4	0	0.0 %	15.9 %	1	-1	
04 : Semi-Professionals and Technicians	45	0	0.0 %	7.6 %	3	-3	
05 : Supervisors	1	0	0.0 %	50.8 %	1	-1	
06 : Supervisors: Crafts and Trades	2	0	0.0 %	7.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	6	5	83.3 %	80.8 %	5	0	
08 : Skilled Sales and Service Personnel	42	9	21.4 %	28.5 %	12	-3	
10 : Clerical Personnel	20	10	50.0 %	65.0 %	13	-3	
Total	134	28	20.9 %	29.8 %	40	-12	



Workforce Analysis - Summary Report

Date: 2018-05-24

Aboriginal Peoples

	Aboriginal Peoples					
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap
	#	#	%	%	#	#
01 : Senior Managers	1	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	13	0	0.0 %	2.2 %	0	0
03 : Professionals	4	0	0.0 %	0.8 %	0	0
04 : Semi-Professionals and Technicians	45	0	0.0 %	1.1 %	0	0
05 : Supervisors	1	0	0.0 %	0.8 %	0	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	2.3 %	0	0
07 : Administrative and Senior Clerical Personnel	6	0	0.0 %	0.7 %	0	0
08 : Skilled Sales and Service Personnel	42	0	0.0 %	1.3 %	1	-1
10 : Clerical Personnel	20	1	5.0 %	0.9 %	0	1
Total	134	1	0.7 %	1.2 %	1	0



Workforce Analysis - Summary Report

Date: 2018-05-24

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	10.1 %	0	0	
02 : Middle and Other Managers	13	1	7.7 %	15.0 %	2	-1	
03 : Professionals	4	0	0.0 %	32.2 %	1	-1	
04 : Semi-Professionals and Technicians	45	2	4.4 %	15.1 %	7	-5	
05 : Supervisors	1	0	0.0 %	16.7 %	0	0	
06 : Supervisors: Crafts and Trades	2	1	50.0 %	5.0 %	0	1	
07 : Administrative and Senior Clerical Personnel	6	1	16.7 %	12.2 %	1	0	
08 : Skilled Sales and Service Personnel	42	5	11.9 %	13.9 %	6	-1	
10 : Clerical Personnel	20	1	5.0 %	28.3 %	6	-5	
Total	134	11	8.2 %	16.9 %	23	-12	



Workforce Analysis - Summary Report

Date: 2018-05-24

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	14	1	7.1 %	4.3 %	1	0	
03 : Professionals	4	0	0.0 %	3.8 %	0	0	
04 : Semi-Professionals and Technicians	45	1	2.2 %	4.6 %	2	-1	
05 : Supervisors	1	0	0.0 %	13.9 %	0	0	
06 : Supervisors: Crafts and Trades	2	0	0.0 %	7.8 %	0	0	
07 : Administrative and Senior Clerical Personnel	6	0	0.0 %	3.4 %	0	0	
08 : Skilled Sales and Service Personnel	42	0	0.0 %	3.5 %	1	-1	
10 : Clerical Personnel	20	0	0.0 %	7.0 %	1	-1	
Total	134	2	1.5 %	4.6 %	5	-3	



Workforce Analysis - Summary Report

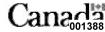
Date: 2018-05-24

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

organization sources recruits from the CMA

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-05-24

WFA Defaults - Persons with Disabilities

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



Data from Firs	t/Previous Wor	kforce Analysis
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Data fr	om First/P	revious Work	force Analysis
YYYY		MM	DD
2018		04	16

Data from S	ubsequent/Curre Analysis	nt Workforce
	<u> </u>	<u> </u>

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

		Table 1: Women				
		First/Previous Workforce Analysis				
Emple	syment Equity Occupational Crown (FEOC)	All Employees	Women			
Employment Equity Occupational Group (EEOG)			Representation	Availability*		
		#	#	%		
01	Senior Managers	1	0	27.4		
02	Middle & Other Managers	13	4	38.9		
03	Professionals	4	0	15.9		
04	Semi-Professionals & Technicians	45	0	7.6		
05	Supervisors	1	0	0.0		
06	Supervisors: Crafts & Trades	2	0	7.6		
07	Administrative & Senior Clerical Personnel	6	5	81.1		
08	Skilled Sales & Service Personnel	42	9	28.5		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	20	10	64.8		
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		134	28	30.1		

,	<u> Fable 5: Women</u>	
Subsequen	t/Current Workfore	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	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0

* Source:			
2006 Censu	ıs of Canada	a	

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			***	***	***						***	***	***	***	***	 ***								 					 		

Data from First	t/Previous Woi	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	04	16

Data from S	Subsequent/Curr Analysis	ent Workforce

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Data from Subse	equent/Current Wo	orkforce Analysis

		Table	2: Aboriginal P	eoples				
		First/Previous Workforce Analysis						
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples					
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*				
		#	#	%				
01	Senior Managers	1	0	2.9				
02	Middle & Other Managers	13	0	2.2				
03	Professionals	4	0	0.8				
04	Semi-Professionals & Technicians	45	0	1.1				
05	Supervisors	1	0	0.0				
06	Supervisors: Crafts & Trades	2	0	2.3				
07	Administrative & Senior Clerical Personnel	6	0	0.8				
08	Skilled Sales & Service Personnel	42	0	1.3				
09	Skilled Crafts & Trades Workers	0	0	0.0				
10	Clerical Personnel	20	1	0.8				
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		134	1	1.2				

Table	6: Aboriginal Pe	eoples					
Subsequent	/Current Workfore	e Analysis					
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					

2006 Census of Canada	

* Source:	
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Data from First	t/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	04	16

Data from S	Subsequent/Curre Analysis	nt Workforce
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Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Members of Visible Minorities				
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis				
		All Employees	Members of Vis	Members of Visible Minorities		
			Representation	Availability*		
		#	#	%		
01	Senior Managers	1	0	0.0		
02	Middle & Other Managers	13	1	15.0		
03	Professionals	4	0	32.2		
04	Semi-Professionals & Technicians	45	2	15.1		
05	Supervisors	1	0	0.0		
06	Supervisors: Crafts & Trades	2	1	5.0		
07	Administrative & Senior Clerical Personnel	6	1	11.9		
08	Skilled Sales & Service Personnel	42	5	13.9		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	20	1	29.2		
11	Intermediate Sales & Service Personnel	0	0	0.0		
12	Semi-Skilled Manual Workers	0	0	0.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total		134	11	16.8		

	mbers of Visible /Current Workford			
All Employees		Members of Visible Minorities		
	Representation	Availability*		
#	#	%		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		

2006 Census of Canada	
2006 Census of Canada	

Data from Firs	t/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	04	16

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

		Table 4:	Persons with Dis	sabilities	
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis			
		All Employees	Persons with Disabilities		
			Representation	Availability*	
		#	#		
01/02	Managers	14	1	4.3	
03	Professionals	4	0	3.8	
04	Semi-Professionals & Technicians	45	1	4.6	
05	Supervisors	1	0	0.0	
06	Supervisors: Crafts & Trades	2	0	7.8	
07	Administrative & Senior Clerical Personnel	6	0	3.4	
08	Skilled Sales & Service Personnel	42	0	3.5	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	20	0	7.0	
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		134	2	4.5	

Table 8: Persons with Disabilities					
Subsequent/Current Workforce 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	o	0.0			
0	o	0.0			
0	o	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			

* Source:				
2012 Can	adian Survey	on Disabi	lity	

	e																																																																																					
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									×			×		8	×	×		×		×	×	×		8	×	×	8	8	8		8	8	8	8	8	×	×		8	×	×	8	8	×	ä	8	8	8	×	×		8	×	×					×	8	×		8		×	×		8	8	8	8			×	×	×	×	8	8	8	8	8	8	8	8	8
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Part 2: Flow Data Analysis

Contro Valve Equipment Inc

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

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Data from Form 6 - Employees Terminated

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

	Table 5:	Women	
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

Contro Valve Equipment Inc

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Start	Date of Flow	Data
YYYY	MM	DD
0	0	0

0	0	0
VVVV	MM	ממ
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Tab	le 2: Abor	iginal Ped	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	o
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	o
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	
Total	0	0	0	0

Full-time	le 6: Abor / National	Part-time	
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

	\	1	<u> </u>
Tabl	e 10: Abo	riginal Pec	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

Contro Valve Equipment Inc

43229

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

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

Data from Form 4 - Employees
Hired

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

	Table 3: Persons with Disabilities								
	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	o					
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

	7: Persons / National		/ National	
All Employees Promoted	Persons with Disabilities Promoted	Disabilities Employees		
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

	/ National	with Disabilities Part-time / National			
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated		
#	#	#	#		
0	0	0	C		
0	0	0	C		
0	0	0	C		
0	0	0	(
0	0	0	C		
0	0	0	C		
0	0	0	C		
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0	0	0	C		
0	0	0	C		
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0	0	0	C		
0	0	0	C		
0	0	0	C		
0	0	0	0		

Part 2: Flow Data Analysis

Contro Valve Equipment Inc

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0	0	0
YYYY	MM	DD
Start	Date of Flov	v Data

0	0	עע 0
End	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted $\overline{\downarrow}$ $\overline{\downarrow}$

Data from Form 6 - Employees Terminated

		Table 4: Members of Visible Minorities							
		Full-time	/ National	Part-time	/ National				
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities 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	o				
10	Clerical Personnel	0	0	0	0				
11	Intermediate Sales & Service Personnel	0	0	0	o				
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	o				
Tot	al	0	0	0	0	Г			

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

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

Federal Contractors Program Achievement Report
Part 3: Goals
Contro Valve Equipment Inc
43229

									43229												
									Data	for First/I	Previous (Joals									
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	s	T	U		
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	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>		<u> </u>	1	1	<u> </u>						<u> </u>		↓	↓		↓	1	1		
										Table 1:											
									First/	Previous SI	iort-term G	oals									
				All Er	nployees										omen						
r	Number	Grow	eth (New Posit	lons)	Turnover (Re	placement o Employees)		Anticipated	Number	Turnover (R Terminated	eplacement of	Hires		r Goals n - To					Projected		
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD]	tinipo, eco,	Required Over 3			YYYY Present Availability		YYYY - YYYY Availability		Projected Gan	Present Representation	Representation in 3
,	2018-04-16	Armually	Annually	Over 3 Vears	Annually	Annually	Over 3 Years	Years	2018-04-16	Annually	Over 3 Years	Vears	2018	2021					Years		
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		27.4%	0	0	0.0%	0.0%		
02 Middle & Other Managers	13	-100.0%		C	0.0%		0	0	4	0.0%	0	1	0		38.9%	-1	-1	30.8%	30.8%		
03 Professionals	4	-100.0%		C	0.0%		0	0	0	0.0%	0	1	0		15.9%	-1	-1	0.0%	0.0%		
04 Semi-Professionals & Tech	45	-100.0%		0	0.0%		0	0	0	0.0%	0	3	0		7.6%	-3	-3	0.0%	0.0%		
05 Supervisors	1	-100.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		7.6%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	6	-100.0%		0	0.0%		0	0	5	0.0%	0	0	0		81.1%	0	0	83.3%	83.3%		
08 Skilled Sales & Service	42	-100.0%		0	0.0%		0	0	9	0.0%	0	3	0		28.5%	-3	-3	21.4%	21.4%		
09 Skilled Crafts & Trades	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	20	-100.0%		0	0.0%		0	0	10	0.0%	0	3	0		64.8%	-3	-3	50.0%	50.0%		
11 Intermediate Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total	134	-100.0%		0	0.0%		0	0	28	0.0%	0	12	0		30.1%	-12	-12	20.9%	20.9%		

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

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

Workforce Analysis) ÷ 2) x	100.				
					Table 2: Women
E 1 . E 1 . O		Wome	211		
Employment Equity Occupationa Group (EEOG)	Short-te	rm Goals	Long-to	erm Goals	Comments
Group (EEOO)	#	%	#	%	
01 Senior Managers	(0.0		0.0	
02 Middle & Other Managers	(0.0		0.0	No planned turnover and growth. If an opening happens, we cannot discriminate but we will try to hire a woman
03 Professionals	(0.0		0 00	No planned turnover and growth. If an opening happens, we cannot discriminate but we will try to hire a woman
04 Semi-Professionals & Tech	(0.0		0.0	Very hard to find technicians in our field because heavy machinery.
05 Supervisors	C	0.0		0,0	
06 Supervisors: Crafts & Trades	; 0	0,0		0,0	
07 Administrative & Sr Clerical	0	0,0		0,0	
08 Skilled Sales & Service	(0.0		0.0	No planned turnover and growth. If an opening happens, we cannot discriminate but we will try to hire a woman
09 Skilled Crafts & Trades	(0.0		0.0	
10 Clerical Personnel	(0.0		0 00	No planned turnover and growth. If an opening happens, we cannot discriminate but we will try to hire a woman
11 Intermediate Sales & Service	: (0.0		0.0	
12 Semi-Skilled Manual	0	0.0		0,0	
13 Other Sales & Service	0	0,0		0,0	
14 Other Manual Workers	(0,0		0,0	
Total	(0.0		0.0	

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									Data f	or First/I	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	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>			\	¥	············		.	¥	···········	·	<u>, </u>		t	·		
									Table	: 3: Abori	iginal Pec	ples							
									First/	Previous St	10rt-term C	loals							
				All En	iployees									Aborigi	nal Peoples				
	Number	umber Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated	Number Turnover (Re Terminated		eplacement of	i iiii	3 Year Goals From - To						Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual Projected			Hires Over 3	YYYY-MM-DD	rerumateo	(Cuthiovers)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
armp (excou)	2018-04-16	Annually	Annually	Over 3 Vears	Annually	Annually	Over 3 Years	Years	2018-04-16	Annually	Over 3 Years	Vears	2018	2021	1			·	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	1	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	13	-100.0%		0	0.0%		0	0	0	0.0%		0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	4	-100.0%		0	0.0%		0	0	0	0.0%		0	0		0.8%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	45	-100.0%		0	0.0%		0	0	0	0.0%	1	0	0		1.1%	0	0	0.0%	0.0%
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	1	0	0		0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	2	-100.0%		0	0.0%		0	0	0	0.0%		0	0		2.3% 0.8%	1 0	0	0.0% 0.0%	0.0% 0.0%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	42	-100.0% -100.0%		0	0.0%		0	"	"	0.0%		',	0		1.3%	1 ',	"	0.0%	0.0%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	+2	0.0%		0	0.0%		0	"	"	0.0%	"	1 0	"		0.0%	-1	-1	#DIV/0!	#DIV/0!
10 Clerical Personnel	20	-100.0%		0	0.0%		0	"	"	0.0%	1 ,	"	"		0.0%	1 1	"	#D1V/0! 5.0%	5.0%
11 Intermediate Sales & Service	20	0.0%		0	0.0%		0	١	1 0	0.0%		-1	"		0.0%	1 1	1 0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	١	0.0%		0	0.0%		0	۱ ،	۱ °	0.0%	1 ,	"	"		0.0%	1 ,	"	#DIV/0!	#DIV/0!
13 Other Sales & Service	ن ا	0.0%		ا ٥	0.0%		0	ا ه	ن ا	0.0%]	0	1 0		0.0%	l ő	ه ا	#DIV/0!	#DIV/0!
14 Other Manual Workers	l ő	0.0%		٥	0.0%		0	ĺ	Ĭ	0.0%		Ö	l 0		0.0%	Ĭŏ	Ĭŏ	#DIV/0!	#DIV/0!
Total	134	-100.0%			0.0%		0		<u> </u>	0.0%			<u> </u>	1	1.2%		-1	0.7%	0.7%

0 0.0% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

	WORKIOICE Alialysis) = 2) x 10	υ.				
						Table 4: Aboriginal Peoples
	. F		Aboriginal	l Peoples		
	nyment Equity Occupational p (EEOG)	Short-ter	rm Goals	Long-to	rm Goals	Comments
Grou	(LEOG)	#	%	#	%	
01	Senior Managers	0	0.0	(0.0	
02	Middle & Other Managers	0	0.0	- (0.0	
03	Professionals	0	0.0		0.0	
04	Semi-Professionals & Tech	0	0.0		0.0	
0.5	Supervisors	0	0.0	(0.0	
06	Supervisors: Crafts & Trades	0	0,0	(0,0	
07	Administrative & Sr Clerical	0	0,0		0,0	
08	Skilled Sales & Service	0	0.0	- (0.0	
09	Skilled Crafts & Trades	0	0.0		0.0	No planned turnover and growth. If an opening happens, we cannot discriminate but we will try to hire an aboriginal person
10	Clerical Personnel	0	0.0	- 1	0.0	
11	Intermediate Sales & Service	0	0.0		0.0	
12	Semi-Skilled Manual	0	0,0		0.0	
13	Other Sales & Service	0	0,0		0.0	
14	Other Manual Workers	0	0.0	1	0,0	
Total	·	0	0.0	(0.0	

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									Data	for First/I	Previous (Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	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÷C	(K - M + O) ÷ (C + F)
	<u> </u>	J.	↓	1	↓	1	1	↓	1	Ţ	Ţ	Ţ	↓	\	1	Ţ	1	1	↓
										: Persons									
									First/	Previous SI	iort-term G	loals							
				All Er	nployees							1	1		th Disabilitie	S			1
	Number Growth (New Positions)					Turnover (Replacement of Terminated Employees)				Number Turnover (Replacement of			3 Year Goals From - To						
Employment Equity Occupational	YYYY-MM-DD	Actual	9	ected		Actual Projected Illies Over 3				YYYY-MM-DD Terminated Employces)				- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)				Over 3		6		Years		Over 3		Over 3 Years			Availability		Gap	Representation	Years
	2018-04-16	Annually	Annually	Years	Annually	Annually	Years		2018-04-16	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	14	-100.0%		(0.0%		0	0	1	0.0%	0	0	0		4.3%	1	0	7.1%	
03 Professionals	4	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		3.8%		0	0.0%	0.0%
04 Semi-Professionals & Tech	45	-100.0%		(0.0%		0	0	1	0.0%	0	1	0		4.6%	1	-1	2.2%	2.2%
05 Supervisors	1	-100.0%		(0.0%		0	0	1 0	0.0%	0	0	0		0.0%		0	0.0%	0.0%
06 Supervisors: Crafts & Trades	2	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		7.8%		0	0.0%	0.0%
07 Administrative & Sr Clerical	6	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		3.4%		0	0.0%	0.0%
08 Skilled Sales & Service	42	-100.0%		(0.0%		0	0	1 0	0.0%	0	1	0		3.5%	1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	1	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	20	-100.0%		(0.0%		0	0	0	0.0%	0	1	0		7.0%	1	-1	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	1 0	0.0%	0	0	0		0.0%	1	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		(0.0%		0	0	1 0	0.0%	0	0	0		0.0%	1	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%		0	0	1 0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!
Total	134	-100.0%		_ (0.0%		1 0	0	1 2	0.0%	0	4	0		4.5%	-4	-4	1.5%	1.5%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + (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) + ((Total number of employees from Previous Workforce Analysis) + (Total number of employees from Previous Workforce Analysis)

* Workforce Analysis) ÷ 2) x 10	0.				
					Table 6: Persons with Disabilities
	P	ersons with I	Disabilitie	,	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
Group (EEOG)	#	%	#	%	
01/02 Managers	0	0,0	0	0,0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	C	0.0	We are hiring qualified persons and it does not matter if disabled. Already finding qualified employees is difficult.
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0,0	0	0.0	
08 Skilled Sales & Service	0	0,0	C	0,0	We are hiring qualified persons and it does not matter if disabled. Already finding qualified employees is difficult.
09 Skilled Crafts & Trades	0	0,0	0		
10 Clerical Personnel	0	0.0	C	0.0	We are hiring qualified persons and it does not matter if disabled. Already finding qualified employees is difficult.
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	C	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	C	0.0	
Total	0	0,0	C	0,0	

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									Data f	or First/F	revious (Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	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	1	<u> </u>	1	1	1	<u> </u>	<u> </u>	\	1	1	Į.	1
									Table 7: M				S						
									First/	Previous Sh	ort-term G	oals							
				All En	ployees										isible Minori	ties			
	Number Growth (New Positions)				Turnover (Replacement of Terminated				Number	Turnover (12)	Turnover (Replacement of		3 Yea						
Employment Equity Occupational						Employees) Auticipat				Terminated		Hires Required		a - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD				1			Hires Over 3 Years	YYYY-MM-DD		,	Over 3	YYYY	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-04-16	Armually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-04-16	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
02 Middle & Other Managers	13	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0		15.0%	-1	-1	7.7%	7.7%
03 Professionals	4	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0		32.2%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	45	-100.0%		0	0.0%		0	0	2	0.0%	0	5	0		15.1%	-5	-5	4.4%	4.4%
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	2	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0		5.0% 11.9%	1	1	50.0% 16.7%	50.0% 16.7%
07 Administrative & Sr Clerical 08 Skilled Sales & Service	42	-100.0% -100.0%		0	0.0%		0	١ ٥	1	0.0% 0.0%	0	'	0		11.9%	0		16.7%	16.7% 11.9%
09 Skilled Sales & Service 09 Skilled Crafts & Trades	+2	0.0%		0	0.0%		0	"] 3	0.0%	0	1	0		0.0%	-1	-1	#DIV/0!	#DIV/0!
10 Clerical Personnel	20	-100.0%		"	0.0%		0	١	"	0.0%	0	5	"		29.2%	-5	-5	#D1V/0! 5.0%	#D1V/0! 5.0%
11 Intermediate Sales & Service		0.0%		١	0.0%		0	١ ٥	1 0	0.0%	0	,	"		0.0%	-5	-5	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	ľ	0.0%		0	0.0%		0	ا ،	هٔ ا	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	j ,	0.0%		0	0.0%		0	آ آ	J 0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	ا آ	Ö	0.0%	ő	l ő	0		0.0%	Ö	ő	#DIV/0!	#DIV/0!
Total	134	-100.0%			0.0%					0.0%					16.8%	-12	-12	8.2%	8.2%

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

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

				Table 8: Members of Visible Minorities
Facility of Facility Occupations	, Mer	nbers of Visible	Minorities	
Employment Equity Occupationa Group (EEOG)	Short-ter	m Goals 1	.ong-term Goals	Comments
Group (EEOG)	#	%	# %	
01 Senior Managers	0	0.0	0 0	.0
02 Middle & Other Managers	0	0.0	0 0	0 We are hiring qualified persons and it does not matter if belongs to a visible minority. We will try if there is an opening.
03 Professionals	0	0.0	0 0	0 We are hiring qualified persons and it does not matter if belongs to a visible minority. We will try if there is an opening.
04 Semi-Professionals & Tech	0	0.0	0 0	0 We are hirring qualified persons and it does not matter if belongs to a visible minority. We will try if there is an opening.
05 Supervisors	0	0.0	0 0	.0
06 Supervisors: Crafts & Trade:	s 0	0.0	0 0	.0
07 Administrative & Sr Clerical	. 0	0,0	0 0	.0
08 Skilled Sales & Service	0	0.0	0 0	0 We are hiring qualified persons and it does not matter if belongs to a visible minority. We will try if there is an opening.
09 Skilled Crafts & Trades	0	0.0	0 0	.0
10 Clerical Personnel	0	0.0	0 0	0 We are hiring qualified persons and it does not matter if belongs to a visible minority. We will try if there is an opening.
11 Intermediate Sales & Service	9 0	0.0	0 0	0
12 Semi-Skilled Manual	0	0.0	0 0	0
13 Other Sales & Service	0	0.0	0 0	0
14 Other Manual Workers	0	0,0	0 0	.0
Total	0	0.0	0 0	.0

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									Data for	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 [‡]		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)
	↓	Ţ	\	1	Ţ	1	↓	1	1	Ţ	1	Ţ	1	Ţ	Ţ	Ţ	1	1	↓
										Table 9:									
									Subsequ	ent/Curren	t Short-terr	n Goals							
				All En	aployees										omen				
	Number	Growth (New Positions) Turnover (Replacement of Terminated Employees)					Anticipated	Number	Turnover (Replacement of Terminated Employees)		i iiii	3 Year Goals From - To						Projected	
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD Actual Projected		Actual				YYYY-MM-DD	1	i mitholees)	Required Over 3	1333	-YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3		
ornal (caree)	-	Annually	Annually	Over 3 Vears	Annually	Annually	Over 3 Years	Years	-	Annually	Over 3 Years	Vears	0	3					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%	•	0	0.0%		0	C	0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	·	0	0.0%		0	C	0	0.0%	0	0	9)	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	9)	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%	·	0	0.0%		0	0	0	0.0%	0	0	9)	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	0	-100.0%	'l	0	0.0%		0		1 0	0.0%	1 0			'l	0.0%	1 0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
07 Administrative & Sr Clerical 08 Skilled Sales & Service	0	-100.0% -100.0%	'l	1 %	0.0%		0		1 0	0.0%	1 ,				0.0%	1 %	1 0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
09 Skilled Sales & Service 09 Skilled Crafts & Trades	0	0.0%	<u>'</u>	"	0.0%		"] "	0.0%	1 ,				0.0%	1 ,	1 0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		1 %	0.0%		1 0] "	0.0%	1 %] ,			0.0%] "	1 ,	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		1 %	0.0%		0] "	0.0%	1 %] ,] }		0.0%] ,	1 0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	1 0	0.0%		1 6	0.0%		1 0	1 6		0.0%] "	0			0.0%] "	1 0	#DIV/0!	#DIV/0!
13 Other Sales & Service	l 0	0.0%		1 6	0.0%		1 0	1 6		0.0%	J ő	ا ا			0.0%	Jő	1 0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%] ő	0.0%		Ö	0	0	0.0%	Ŏ	ő	l è		0.0%	, o	Ĭ	#DIV/0!	#DIV/0!
Total	0	-100.0%		1 0	0.0%		1 0	Č	1 0	0.0%	0	1 0	1	1	0.0%	<u>, </u>	1 0	#DIV/0!	#DIV/0!

0.0% † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

**	(Olkioice Alialysis) = 2) x 10	· .			
					Table 10: Women
Employ	ment Faults Occupational		Women		
Crown	ment Equity Occupational EEOG)	Short-ter	m Goals Long-to	erm Goals	Comments
Group (EEOO		%	%	
01 Se	enior Managers		0.0	0.0	
02 M	liddle & Other Managers		0.0	0.0	
03 Pr	rofessionals		0.0	0.0	
04 Sc	emi-Professionals & Tech		0.0	0.0	
05 St	upervisors		0.0	0.0	
06 St	upervisors: Crafts & Trades		0.0	0.0	
07 A	dministrative & Sr Clerical		0.0	0.0	
08 SI	killed Sales & Service		0.0	0.0	
09 SI	killed Crafts & Trades		0.0	0.0	
10 C	lerical Personnel		0.0	0.0	
11 In	ntermediate Sales & Service		0.0	0,0	
12 Sc	emi-Skilled Manual		0.0	0.0	
13 O	ther Sales & Service		0.0	0.0	
14 O	ther Manual Workers		0.0	0.0	
Total			0.0	0.0	

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									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	К	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	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
L	<u>.</u>	<u> </u>	II.	i	.i	J	.iT	.i	i	i	i	.i		.I.	Ţ	.i	i	i	i
		•	•	•	•	•	•	•	Table	11: Abor	iginal Pe	oples	•	•	•	•	•	•	•
										ent/Current									
				All Er	nployees									Aborigi	nal Peoples				
			Turnover (Replacement of Terminated								3 Yea	3 Year Goals				I			
	Number	Growth (New Positions)			Employees)			Anticipated	Number		eplacement of LEmployees)	Hires	From	From - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected				Hires Over 3	YYYY-MM-DD	Termmanen	(Cuthioyees)	Required Over 3	1333-1333		Present P Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (ELOG)		Annually	Annually	Over 3	Annually	Annually	Over 3	Years		Annually	Over 3	Vears	0	3					Years
	-	Ammany	Аписану	Years	зынану	Amuany	Years		-	Asuncany	Years		Ü	,					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1	0.0%	1	0	#B1170.	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	9	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	9	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	9	0	0.0%	0	0	0		0.0%	0	0	#B1170.	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%			0.0%		0	1 0	0	0.0%	0	0	0		0.0%	0	0	#B1170.	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%			0.0%		0	1 .	0	0.0%	0	0	0		0.0%	1 0	0	#BI 170.	#DIV/0!
08 Skilled Sales & Service	0	-100.0%			0.0%		0	1 0	0	0.0%	0	0	0		0.0%	9	0	#D1110.	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%			0.0%		0	1 .	0	0.0%	1 0	0	0		0.0%		0	#BI (10)	#DIV/0!
10 Clerical Personnel	0	-100.0%			0.0%		"	1 .	"		0	0			0.0%	1 0	"	#DI 170:	#DIV/0!
11 Intermediate Sales & Service	0	0.0%			0.0%		"]	"	0.0%	1 0	0			0.0% 0.0%] "	"	#DIV/0! #DIV/0!	#DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	"	0.0%			0.0%		"] 0	1 0	0.0%	1 0	0	"		0.0%		"	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
13 Other Sales & Service 14 Other Manual Workers		0.0%			0.0%		"		"	0.0%	1 0	0			0.0%] ,	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
	0	-100.0%		-	0.0%		1 0	1 0	- 0	0.0%	1 0	0			0.0%	1 0	0		#DIV/0!
Total	1 0	-100.0%		1	7 0.0%		1 0	'I 0		1 0.0%	1 0	1 0		1	0.0%	y 0	1 0	#D1V/0!	#D1V/0!

| Total | 0 | -100.0% | 0 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 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 x 100.

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

	Workforce Finallysis) - 2) x 10				T. 12 (2.11 ***) D. 1
					Table 12: Aboriginal Peoples
Emn	acment Faults Occupational		Aboriginal Peoples		
Comp	oyment Equity Occupational p (EEOG)	Short-ter	m Goals Long-	erm Goals	Comments
CHU	p (EEOO)		%	%	
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	
0.5	Supervisors		0.0	0.0	
	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	

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									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	<u>s</u>	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)
	J	1	↓	1	<u> </u>	1	, T	,	<u> </u>	,	<u> </u>	1	<u> </u>	\		<u> </u>	<u> </u>	1	<u> </u>
										: Persons									
									Subsequ	ent/Current	t Short-terr	n Goals							
				All En	iployees			ı				1	·		th Disabilities	s I		1	1
	Number Growth (New Positions)				Turnover (Replacement of Terminated Employees)				Number	Turnover (R	eplacement of	f Hires From To							
Employment Equity Occupational	YYYY-MM-DD	Actual	Actual Projected			Actual Projected Hires			VVVV.MM.DD	YYYY-MM-DD Terminated Employees)			NNN 1333		Present	Present Gan	Projected	Present	Projected Representation in 3
Group (EEOG)	-	Annually	Annually	Over 3 Vears	Annually	Annually	Over 3 Years	Years	-	Annually	Over 3 Years	Over 3 Years	0	3	Availability		Gap	Representation	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	96	%
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0)	0.0%	0	0	#DIV/0!	#DIV/0
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0)	0.0%	0	0	#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	#DIV/0!	#DIV/0
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	4 ()	0.0%	0	0	#DIV/0!	#DIV/0
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	4 ()	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	1 ()	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	9)	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	1 ')	0.0%	0	0	#DIV/0!	#DIV/0
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	1 0	0.0%	0	0	1 ')	0.0%	0	0	#DIV/0!	#DIV/0
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	1 ')	0.0%	0	0	#DIV/0!	#DIV/0
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	1 9)	0.0%	0	0	#DIV/0!	#DIV/0
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	1 0	0.0%	1 0	0	1 '		0.0%	0	0	#DIV/0!	#DIV/0
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	1 0	0.0%	0	0		J	0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0
Total	- 0	-100.0%		L 0	1 0.0%		1 0	1 0	1 0		0	1 0	<u>'</u>	7	0.0%	1 0	<u> </u>	#D1V/0!	#DIV/0

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

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

Workforce Analysis) + 2) x 100

Workforce Analysis) ÷ 2) x	.00.			
				Table 14: Persons with Disabilities
E 1		Persons with Disabilitie	25	
Employment Equity Occupationa Group (EEOG)	Short-te	rm Goals Long-t	erm Goals	Comments
Group (EEOG)		%	%	
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	

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From Workforce Workforce Workforce Workforce Workforce Workforce Workforce Analysis Workforce Wo										Data for	Subseque	nt/Curre	nt Goals							
Prom	A B	С	D	Е	F	G	Н	I	J	К	L	М	N	0	P	Q	R	S	Т	U
Supplicit Supp	Data sources:	Workforce	Workforce	Data Entry	CxEx3	Data Analysis & Workforce		CxHx3	F+I	Workforce	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	Workforce	Workforce	O) - ((C +	K ÷ C	(K - M + O) ÷ (C + F)
Property	L	.	.i	.i	.	.	J	.i	J	.	.i	¥	.i	↓	.	J	J	↓	J	
Projected Proj				•					1	Fable 15: N	Aembers (of Visible	Minoritie	·s		•		•	· · · · · ·	
Number Project Family Number Project Family Project										Subsequ	ent/Curren	t Short-terr	n Goals							
Number Crowness Facility Crowness					All Er	nployees								N	lembers of V	isible Minor	ties			
Part		Number	Number Growth (New Positions)				Paradoroson			Number										Projected
Name		YYYY-MM-DD	Actual	Actual Projected Actual Projected				jected	Hires Over 3	YYYY-MM-DD		, renthiolees)		1111			Present Gap			Representation in 3
01 Senior Managers 0 -100.0% 0 0.0% 0 0 0 0 0 0 0 0 0	Group (EEOG)	-	Annually	Annually		Annually	Annually		Years		Annually			0	3					Years
02 Middle & Oher Managers 0 -100.0% 0 0.0% 0		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
03 Professionals 0 -100.0% 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0		0	-100.0%		(0.0%		0	0	(0.0%	0	0	()	0.0%	0	0	#DIV/0!	
04 Semi-Professionals & Tech 0 -100.0% 0 -100.0% 0 -00.0%		0			(0	0	(0	0	()		0	0		
0.5 Supervisors 0.5 Supervisors 0.5 0.00%		0			(0	0	(0	0	()		0	0		
06 Supervisors: Crafts & Trades 0 -100.0% 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0		0			(0	0				0	()		0	0		
07 Administrative & Sr Clerical 0 -100.0% 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0		0			(0	0	9		0	0	()		0	0		
08 Skilled Sales & Service 0 -100.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 </td <td></td> <td>0</td> <td></td> <td></td> <td>(</td> <td></td> <td></td> <td>0</td> <td>0</td> <td></td> <td></td> <td>0</td> <td>0</td> <td>(</td> <td>)</td> <td></td> <td>0</td> <td>0</td> <td></td> <td></td>		0			(0	0			0	0	()		0	0		
09 Skilled Crafts & Trades 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0.		0			(0	0	1 (0	0	()		0	0		
10 Clerical Personnel 0 -100.0% 0 0.0% 0 0.0% 0 0.0%		0			(0	이	1 (1	0	0	()		0	0		
11 Intermediate Sales & Service 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0.0% 0 0 0 0 0 0 0 0 0		0						0	9	1 9		0	0	()		0	0		
12 Semi-Skilled Manual 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 #DIV/0! #DIV/0! #DIV/0! 14 Other Manual Workers 0 0.0% 0 0 0 0 0 0 0 0 0 0 #DIV/0! #DIV/0!		0] (0	1 0	1 9		1 0	0)		1 0	0		
13 Other Sales & Service 0 0.0% 0 0.0% 0 0.0% 0 0 0.0% 0 0 0 0.0% 0 0 0 0		1 0] (] 0	1 0	1 :		1 0	0	l :	1		1 0	0		
14 Other Manual Workers 0 0.0.9% 0 0.0.9% 0 0 0 0 0.0.0% 0 0 #DIV/01 #DIV/0		1 0] (0	1 0	1 :		1 0	0	(2		1 0	0		
		1 0			1 :			1 0	1 0	1 2		1 0	0	'	1		1 0	0		
	Total Other Manual Workers	1 0			H - 2			1 0	1 0	1 - 2		1 0	0	- '	,		1 0	1 0		

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

	WOIKIOICE Alialysis) = 2) x 10				
					Table 16: Members of Visible Minorities
E.u.	and Frederica Commentered	Men	nbers of Visible Minori	ties	
Com	oyment Equity Occupational p (EEOG)	Short-ter	m Goals Long-te	rm Goals	Comments
Carthi	(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	
0.5	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	

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
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01	Senior Managers	2018	$\begin{bmatrix} 1 \\ 0 \end{bmatrix}$	0		27.4 0.0	:	0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	0
1 07/1	Middle & Other	2018	13		30.8	38.9	5	-1	79.1	-														
\vdash	Managers	0 2018	0	0		0.0		-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	0	0	0				0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 ()4 1	Semi-Professionals &	2018	45					-3														0.0		
\vdash	Technicians	0 2018	0	0				0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
\perp	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
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Ocei	upational Group	Year	All	Wo	men		Wo	men			Wor	men						(Commen	ts				
(EE	DG)		Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
01	Senior Managers	3	0	0		0	0.0	0.0		0	0.0	0.0	0.0											
02	Middle & Other	0	0			623700062370062370062370	0.0	0.0			0.0													
\Box	Managers	3	0	0			0.0	0.0		10000110000110000110000110000	0.0	0.0												
	Professionals	3	0	0	0.0		J.U	0.0	0.0			0.0	0.0											
04	Semi-Professionals & Technicians	3	0	0			0.0	0.0		***************************************	0.0	0.0												
	Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
\vdash	Supervisors: Crafts &	3	0	0		-D10000 D10000 D10000 D10000	0.0	0.0	 	45541-1110001-1110001-1110001-1110001-	0.0	0.0												
06	Trades	3	0	0			J	0.0			0.0	0.0	l											

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Data sources:			Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E-H	x 100	Data Analysis	Flow Data Analysis	L ÷ K 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
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(EEOG)			Employees	Repres	entation	Avail	ability	Gap	EE Result	Employees	Ac	ctual	Expected	Difference	Employees	Ac	ual	Expected	Difference	Employees	Acti	al	Expected	Difference
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O7 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 &		018	42	9		28.5																		
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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 Personne) <u> </u>	018	20	10	:	64.8 0.0	:	-3 0	77.2 0.0	0	0	0.0	0			0	0.0	0	0	0	0	0.0	0	
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12 Semi-Skilled Mar Workers		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
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Employment Equi		ear	FI	ow Data	men		Short-te	rm Goal	S		Long-ter Wor								4	4				
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07 Administrative &		0	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Senior Clerical	-	0	0	0			0.0	0.0			0.0	0.0	0.0											
08 Skilled Sales & Service Personne		3	0	0	•	02000020000200002000	0.0	0.0		121020000000000000000000000000000000000	0.0	0.0	I											
09 Skilled Crafts & Trades Workers		0	0	0	:	0051333300513333051333305133	0.0	0.0			0.0	99												
		0	0	0		0,10000,10000,10000,100	0.0	0.0		2001112001112001112001112001	0.0	0.0												
10 Clerical Personne	el	3	0	0	0.0			0.0	0.0			0.0	0.0											
Intermediate Sale Service Personne		0 3	0	0			0.0	0.0			0.0	0.0		1										
12 Semi-Skilled Ma	nual	0	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											

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				•	Workfo	rce An	alysis									Flow	Data A	nalysis						
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(EEOG)	ar Group		All Employees	Represe	ntation	Wor Avails		Gap	EE Result	All Employees	Ac	tual	omen Expected	Difference	All Employees	Ac	tual	omen Expected	Difference	All Employees	Act		omen Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
1 131	les & Service	2018	0	0		0.0	0	0	0.0															
Personnel Other Ma		0 2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
14 Workers		0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
Total		2018	134	28		30.1	40	-12	69.4															
		0	0	0	0.0	0.0	0	0	0.0	0	0 0	0.0	1 0	(0	0	0.0	0	0	0	0	0.0	0	1 0
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13 Other Sal Personnel	les & Service	0 3	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
Other Ma		0	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
14 Workers		3	0	0	0.0			0.0	0.0			0.0	0.0											
Total	-	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												

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Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis E ÷ D x 100	Part 1: Workforce Analysis		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	$\begin{array}{c} Q \div P \ x \\ 100 \end{array}$	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
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				Work	force A	nalysis									Flow I	Data A	nalysis						
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01	Senior Managers	2018	1	0 0 0	1	•	0	0.0 0.0	n	0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
02	Middle & Other	2018	13	0 0	.0 2.2	2 0	0	0.0			0.0				7	0.0	Ů	V	Ů	•	0.0		V
	Managers	2018	0				0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	0	0	1 1		-	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	2018	45		_		0	0.0			0.0		,			0.0					0.0		
0.5		2018	0	0 0			0	0.0	0	0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	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
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01	Senior Managers	3	0	0 0			0.0	0.0			0.0	0.0											
02	Middle & Other Managers	3	0	 	0.004.00004.00004.000	0.0	0.0	0.0	0	0.0	0.0												
03	Professionals	0	0	0 0	.0	0.0	1	0.0	0	0.0	0.0												
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04	Semi-Professionals & Technicians	3	0	0 0		0.0	0.0	0.0	U	0.0	0.0												
05	Supervisors	0 3	0	_ <u> </u>	0	0.0	0.0	0.0	0	0.0	0.0												
06	Supervisors: Crafts &	0	0	0 0	.0 (0.0	0.0	0.0	0	0.0	0.0	0.0											
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Data s			Analysis	Analysis x 100	Analysis	÷ 100			Data Analysis	Analysis	x 100			Data Analysis	Analysis	100	1 41 - 100		Data Analysis	Analysis	100		Y-A
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(EE	OG)		Employees	Representation	Availab	ility		EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Actu		Expected	Difference
	Administrative &	2019	#	# % 0 0,0	% 0.0	# 0	#	%	#	#	%	#	#	#	Ħ	%	Ħ	#	#	#	%	#	#
07	Senior Clerical	2018 0	6	0 0.0	1 :	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
1 ()X I	Skilled Sales &	2018	42	-		1	-1	0.0															
\vdash	Service Personnel Skilled Crafts &	0 2018	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
1 (10)	Trades 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
10	Clerical Personnel	2018	20			0	1	625.0															
\vdash	Intermediate Sales &	0 2018	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
	Service Personnel	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
1 1/1	Semi-Skilled Manual Workers	2018	0			0	0	0.0		0	0.0										0.0		
Ш	Workers	0	0	0 0.0	0.0	ΨĮ	U	0.0	0	<u> </u>	0.0		L C	7 0	0	0.0	0	0	1 0	0	0.0	0	U
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	upational Group OG)		All Employees	Aboriginal Peoples	- Ip	Aborigina ercent of	1	Percent of		Aborigina Percent of		Percent of					(Commen	ts				
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07	Senior Clerical	3	0	0 0.0			0.0	0.0	·		0.0	0.0											
	Skilled Sales & Service Personnel	3	0	0 0.0		0.0	0.0	0.0	0	0.0	0.0												
	Skilled Crafts &	0	0	0 0.0	0.110000.110000.110000.1100	0.0	0.0	0.0	0	0.0	0.0												
	Trades Workers	3	0	0 0.0)		0.0	0.0			0.0	0.0											
10	Clerical Personnel	3	0	0 0.0		0.0	0.0	0.0	0	0.0	0.0												
	Intermediate Sales & Service Personnel	0	0	0 0.0	e	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Semi-Skilled Manual Workers	0	0	0 0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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Employment		Year			W	orkforce						Hires				F	romotio	ns			Te	rminati	ns	
Occupational (EEOG)	Group		All Employees	В	entation	Aborigina Availa			EE Result	All Employees	ļ.,	Aborig tual	nal Peoples	Difference	All Employees		Aborigi tual	nal Peoples	Date:	All Employees	Act		nal Peoples	n:m
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Other Sales	s & Service	2018	0	0	•	0.0		0	0.0															
Personnel		0	0	0		0.0		0	0.0	0	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manu Workers	iual	2018	0	0		0.0		0	0.0	0	0	0.0	0			0	0.0	0	0	0	0	0.0	0	0
		2018	134	1				-1	62.2			0.0	Ů		1		0.0	0			Ů	0.0		Ů
Total		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	0	0	0	0.0	0	0
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÷Kx 100	Part 3: Goals	F ÷ M x 100											
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Employment	Equity		F	low Data	l		Short-te	rm Goals	3		Long-ter	m Goals												
Occupational		Year	All	Aborigin	al Peoples			al Peoples			Aborigina	l Peoples						C	ommen	ts				
(EEOG)			Employees	Aei	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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13 Other Sales Personnel	s & Service	0 3	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
14 Other Manu	ual	0	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	-	3	0	0			0.0	0.0	0.0	0	0.0	0.0												

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Data	sources:		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	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
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				V		orce An	•									Flow I								
	ployment Equity upational Group	Year				orkforce Persons with						Hires	ith Disabilitie			P	romotio	18 th Disabilitie			Te	rminatio	ns h Disabilities	
	COG)		All Employees	Represent		Avail:		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
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01& 02	Managers	2018	14	1 0	7.1 0.0	4.3 0.0		0	166.1 0.0	0	0	0.0		0) 0	0	0.0	0	0	0	0	0.0	0	0
03	Professionals	2018	4	0	0.0	3.8	0		0.0		,			V					V				v	
		2018	45	0	0.0	0.0 4.6		_	0.0 48.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
04	Semi-Professionals & Technicians	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
05	Supervisors	2018	1	0	0.0	0.0		0	0.0														_	
	Supervisors: Crafts &	2018	0 2	0	0.0	0.0 7.8			0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
06	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
Data	sources:		Part 2: Flow	Part 2: Flow Data	E ÷ D x	Part 3:	E÷Gx	Part 3:	F÷1x 100	Part 3: Goals	E÷Kx	Part 3:	F ÷ M x 100											
			Data Analysis	Analysis	100	Goals	100	Goals			100	Goals	<u> </u>											
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	(OG)		All Employees	Actua		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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01& 02	Managers	0	0		0.0	0	0.0	0.0	0.0	0	0.0	0.0												
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
03	Professionals	3	0	0	0.0		- 10	0.0	0.0	·	0	0.0	0.0											
04	Semi-Professionals & Technicians	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											
	Supervisors: Crafts &	3	0	⊢ ĕ	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											

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Data s	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\begin{array}{c} \mathbf{Q} \div \mathbf{P} \ \mathbf{x} \\ 100 \end{array}$	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
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	upational Group	Year	All		V)	orkforce Persons wit		i		All		Hires Persons w	ith Disabilitie	<u>, </u>	All	r	romotio Persons w	ns ith Disabilitie	s	All	16	rminatio	ons th Disabilities	š
(EE	OG)		Employees	Represe			ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Act	ual	Expected	Difference
	Administrative &	2018	#	# ()	0.0	3.4	#	#	%	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#
	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
	Skilled Sales & Service Personnel	2018	42					-1			_						0.0					0.0		
\vdash	Skilled Crafts &	2018	0	0				0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 ()9 (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	0	0
10	Clerical Personnel	2018	20	0				-1	0.0	0	0	0.0) 0	0		0	0.0	0	0	0	0	0.0	0	0
	Intermediate Sales &	2018	0	0			-	0	-	Ŭ	· ·	0.0	·		,	v	0.0		V		v	0.0	- O	v
\vdash	Service Personnel	2018	0	0			:	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 1/1	Semi-Skilled 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
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				Entra			CI.	<u> </u>		oals		- C - I												
	oloyment Equity	Year		low Data Person	is with		Short-te Persons wit				Long-ter								4	4				
	upational Group OG)		All Employees	Disab			Percent of		Percent of		Percent of	ı —	Percent of					•	Commen	its				
		<u> </u>		Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
0.7	Administrative &	0	# 0	# 0	0.0	# 0	% 0.0	% 0.0	% 0.0	# 0	0.0	0.0	0.0											
07	Senior Clerical	3	0	0	0.0			0.0	0.0			0.0	0.0											
	Skilled Sales & Service Personnel	3	0	0			0.0	0.0		0	0.0	0.0												
00	Skilled Crafts &	0	0	0	0.0	00000 100000 100000 100000	0.0	0.0	0.0	0	0.0		0.0											
	Trades Workers	3	0	0		consultane transcription	0.0	0.0		0	0.0	0.0												
10	Clerical Personnel	3	0	0			0.0	0.0		U	0.0	0.0	0.0											
	Intermediate Sales & Service Personnel	0	0	0		2003 112003 112003 112003	0.0	0.0		0	0.0													
\vdash	Semi-Skilled Manual	0	0	0		200310000000000000000000000000000000000	0.0	0.0		0	0.0	0.0												
	Workers	3	0	0		0.0010.000.0000.0000.0000.000		0.0				0.0												

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	В	С	D	E	F	G	Н	I	J	K	т	М	N	0	P	0	R	S	Т	U	V	W	X	Y
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Data sour	ces:		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	$\begin{array}{c} Q \div P \ x \\ 100 \end{array}$	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
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	yment Equity ational Group	Year				orkforce					1	Hires	ith Disabilitie			P	romotio				Te	rminatio		
(EEO			All Employees	Represe		Persons with Avail		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Act		th Disabilities Expected	Difference	All Employees	Act		th Disabilitie Expected	Difference
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			0	0	0.0	0.0	:	0	0.0															
\vdash	rsonnel	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 14 1	her Manual orkers	2018 0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2018	134	2				-4	33.2															
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 sour	rces:		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 ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Emplo	yment Equity			low Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occup	ational Group	Year	All	Person Disab			Persons wit	h Disabilitie	S		Persons with	Disabilities						C	ommen	ts				
(EEO	G)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
	her Sales & Service rsonnel	3	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0											
\vdash	her Manual	0	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0											
14 W	orkers	3	0	0	0.0	0,1:300,1:300,1:300,1:30	_	0.0			_	0.0	0.0											
Total		3	0	0	0.0		0.0	0.0		0	0.0	0.0	0.0											
		٥	U	L 0	0.0			0.0	1 0.0			U.0	L 0.0											

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								Par	t 7: Resu	lts - Mo	embers	of Visil	ole Mino	rities									
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A B	С	D	Е	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	Т	U	V	W	X	Y
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				Workf											Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			N	orkforce	Ainorities				ı	Hires	Minorities			P	romotio	NS Minorities			Te	rminatio	ONS Minorities	
(EEOG)		All Employees	Repres	entation	······	ability	Gap	EE Result	All Employees	Ac	V ISIDIC	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
	#	#	#	%	%	#	#	%	#	Ħ	%	#	Ħ	ij	Ħ	%	#	#	Ħ	#	%	#	#
01 Senior Managers	2018	1	0	0.0	0.0	0	0	0.0															
	0	0	0		0.0		0	0.0	0	0	0.0	0	C	0 0	0	0.0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2018	13	0	<u> </u>	15.0		-1	51.3	0	0	0.0				0	0.0	1			0	0.0	0	
	2018	4	0		32.2		-1	0.0	0	0	0.0				1 0	0.0	0		1 0	0	0.0	0	0
03 Professionals	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 &		45			15.1		-5																
Technicians	2018	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
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
06 Supervisors: Crafts &		2	1	50.0	5.0	:	1	1,000.0	Ů	Ť	0.0	ľ	<u> </u>	, ,	<u> </u>	0.0	Ť	, i	<u> </u>	Ť	0.0	Ů	
Trades	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
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 ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	v Entra	nts				G	loals														
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Occupational Group	Year	All	Visible !	vImorities .			Minorities 1			Visible M	inorities						(Commen	its				
(EEOG)		Employees	Ae	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	%	#	%	%	%											
01 Senior Managers	3	0	0	<u> </u>	0	0.0	0.0		0	0.0	0.0	0.0											
Middle & Other	0	0	<u> </u>		0	0.0	0.0		0	0.0													
02 Managers	3	0	0	0.0			0.0	0.0			0.0	0.0											
03 Professionals	3	0	0	:	gavagagavangavanggavan	0.0	0.0		0	0.0	0.0		•										
04 Semi-Professionals &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Technicians	0	0	0		\$1,000	0.0	0.0	 	0	0.0	0.0	_											
05 Supervisors	3	0	0			J 0.0	0.0		U	0.0	0.0												
06 Supervisors: Crafts &		0	0		0	0.0	0.0	 	0	0.0	1												
Trades	3	0	0	0.0			0.0	0.0			0.0	0.0											

							Feder	al Contr	actors l	Prograi	m Achie	vement	Report									
							Par	t 7: Resu	ilts - Me	embers	of Visit	le Mino	rities									
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Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Contro Valve Equipment Inc
43229

Efforts

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

Contra	ctors 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.

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

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

As part of our employment equity program, we are collecting information about our workforce through this questionnaire. Identifying as a member of a designated group (women, Aboriginal peoples, persons with disabilities and visible minorities) in Sections B to E will help create an accurate picture of our workforce. We assure you that our workplace is a safe environment in which to self-identify. You can ask for the accommodation you need in order to fulfil your work-related duties to the best of your ability.

Completion of sections B to H is voluntary. However, it is mandatory to complete Section A, sign in Section I, and return the questionnaire to human resources, even if you choose not to fill out any additional information.

The responses that you provide on this form will be retained for statistical purposes only; your confidentiality is protected. We encourage you to review, update and correct information about yourself at any time. Your information will not be used for unauthorized purposes.

Privacy Notice

The information you provide is collected under the authority of sections 18 and 42 of the *Employment Equity Act* to enable our organization to collect workforce data, comply with employment equity legislation and implement employment equity in the workplace.

Participation in the self-identification survey is voluntary. Refusal to provide personal information will result in the incomplete and/or inaccurate capture of our workforce data.

The information you provide will be grouped with other employees' data and shared with the Labour Program of Employment and Social Development Canada (ESDC) for the purpose of complying with employment equity legislation under the Federal Contractors Program.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes by ESDC. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered by ESDC in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 729. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: http://www.infosource.gc.ca. *Info Source* may also be accessed online at any Service Canada Centre.

This questionnaire is also available in paper format upon request.

Name:		
Section/Branch:		
Position:		
Employee number:		
Employment status:	• •	o
	Part-time employee Temporary employee	0
	Section/Branch: Position: Employee number:	Section/Branch: Position: Employee number: Employment status: Full-time employee Part-time employee

January 2018

В.	Gender					
	Female					
	reading the descriptions in each of the next three sections, answer "Yes" if any following apply to you. Please note that you may self-identify in more than roup.					
C.	Aboriginal Peoples					
	eding to the <i>Employment Equity Act</i> , an Aboriginal person is a person who is Indian, or Métis.					
	Are you an Aboriginal person? Yes □ No □					
D.	Visible Minorities					
Canad	rding to the <i>Employment Equity Act</i> , members of a visible minority are people in da (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in regardless of their place of birth or citizenship.					
Exam	ples of visible minorities include, but are not limited to: Black					
•	Non-white Latin American (including Indigenous people from Central and South America)					
•	East Asian (e.g., Chinese, Japanese, Korean)					
•						
•	 East Asian (e.g., Chinese, Japanese, Korean) South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa) 					
•	Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)					
•	People of mixed origin (e.g., with one parent member of a visible minority group).					
	Are you a member of a visible minority? Yes □ No □					

E. Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment
 (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment

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

Blindness or visual impairment

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

Speech impairment

(e.g., unable to speak or difficulty speaking and being understood)

Deafness or hearing impairment

(e.g., unable to hear or difficulty hearing)

Other disabilities

(e.g., learning, developmental and other types of disabilities)

Are you a person with a disability?				
Yes 🗖	No 🗆			

F. Additional Data for Accommodation Purposes

Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.

G.	Voluntary Employee Participation						
1)	Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.						
	Yes No						
2)	As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check "Yes" below.						
	Yes No						
Н.	Employee Comments						
to hear	have any comments/feedback on our employment equity program, we would like from you. Rest assured, all comments will be kept confidential. Please contact the ment equity contact by phone 450-444-5858 or email jtanguay@controvalve.com						
I.	Employee Signature						
Signati	are: Date:						
	Thank you for your participation!						
	Please return this form via internal mail or send by email to:						
	jtanguay@controvalve.com						

January 2018

From: Jocelyne Tanguay < jtanguay@controvalve.com>

Sent: May 24, 2018 11:12 AM

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

Cc: Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>

Subject: Number 050732

Good morning,

Please find attached information that you requested.

1. Please find attached our questionnaires sent to our employees.

2. Questionnaires sent:134
Blank questionnaires: 9
Partially filled received: 7
Fully filled received: 113

- 3. Please find attached our Summary and Detailed reports
- 4. 4. Also find a copy of our Achievement report.

If you have any questions, please do not hesitate to contact me.

Regards

Jocelyne

Jocelyne Tanguay, CPA, CA

Contrôleur corporatif / Corporate controller

Contro Valve Inc.
Tel: (450) 444-5858
Fax: (450) 444-4088
Cell: (514) 213-4472

email: controller@controvalve.com

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Contro Valve Equipment Inc.

Primary Location: Brossard, Quebec

Number of Employees: 134

Ontario - 64

Quebec - 60

New Brunswick - 5

• British Columbia - 2

Nova Scotia - 1

Manitoba - 1

Newfoundland and Labrador - 1

Organization Overview:

NAICS: 4172 - Construction, Forestry, Mining, and Industrial Machinery, Equipment and Supplies Merchant Wholesalers.

Contro Valve Equipment Inc. provides solutions to their customers in terms of application engineering, valve configuration, performance testing, supply chain management and aftermarket support.

Key Dates – First Year Assessment

Initiated: 2018-01-20 (extension granted 2018-05-31)

2018-09-27 Received: WFA: 2017-05-24

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
134	100
134	100
113	84

- self-identify as being a member of more than one group.

- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- ☐ The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- \times 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.
- The questionnaire indicates that employees can update or change information about themselves at any time

Observations:

The organization's self-identification questionnaire and the accompanying documentation included all required elements. Further, the organization achieved a return and response rate that is above the standard 80% benchmark.

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 short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations:

- The company has set long and short-term goal as per the labour market availability for all occupational groups.
- All goals were set in percentage format.

SUMMARY OF GOALS

Women

Workforce Analysis Results		Goals				
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-1	38.9	38.9	30.8	38.9
03	Professionals	-1	15.9	15.9	0.0	15.9
04	Semi-Professionals & Technicians	-3	7.6	7.6	0.0	7.6
05	Supervisors	-1	50.0	50.0	0.0	50.8
08	Skilled Sales & Service Personnel	-3	28.5	38.5	21.4	28.5
10	Clerical Personnel	-3	N.R.	N.R.	50.0	65.0

Observations:

- EEOG 08: the long-term goal is set higher than the market availability. If the organization achieves this goal it will either eliminate or reduce the gaps.
- EEOG 10: in order to avoid segregation, the organization is not required to set a goal since the representation is 50.0%.

Aboriginal Peoples

Workforce Analysis Results		Goals				
			Short-	Long-	Representation	LMA
Emp	Employment Equity Occupational Group		term	term	Representation	LIVIA
(EEOG)		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
08	Skilled Sales & Service Personnel	-1	1.3	1.3	0.0	1.3

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	term ter (1 to 3 (3	Long- term (3+ years)	Representation	LMA
#	Description	#	# or %	# or %	%	%
04	Semi-Professionals & Technicians	-1	4.6	4.6	2.2	4.6
08	Skilled Sales & Service Personnel	-1	3.5	3.5	0.0	3.5
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
(EEOG)		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
02	Middle & Other Managers	-1	15.0	15.0	7.7	15.0
03	Professionals	-1	32.2	32.2	0.0	32.2
04	Semi-Professionals & Technicians	-5	15.1	15.1	4.4	15.1
08	Skilled Sales & Service Personnel	-1	13.9	13.9	11.9	13.9
10	Clerical Personnel	-5	28.3	28.3	5.0	28.3

Observations:

• Currently, the data provided by the company shows a gap in EEOGs 02, 03, 04, 08, and 10. A goal equal to labour market availability has been set to address all areas of underrepresentation.

RECOMMENDATION

I recommend that	the employer be found:
⊠in compliance	□in non-compliance

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

• Given that Contro Valve Equipment Inc. has few gaps in all designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that identify as part of a designated group.

Name of Analyst: Neena Sharan	
Date: September 28, 2018.	

From: Sharan, Neena N [NC] Sent: October 10, 2018 1:18 PM

To: 'mwilson@controvalve.com' <mwilson@controvalve.com>; 'jtanguay@controvalve.com'

<jtanguay@controvalve.com>

Subject: Government of Canada Agreement Number: 050732 - Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Michael Wilson:

I am writing to inform you that the compliance assessment initiated on January 20, 2018 has been completed. As a result of the assessment, Contro Valve Equipment 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 the Contro Valve Equipment Inc. employment equity program.

 Given that Contro Valve Equipment Inc. has few gaps in all designated groups, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that identify as part of a designated group.

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 January 20, 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 Contro Valve Equipment 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, Contro Valve Equipment Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

the implementation of initiatives to foster a diverse and inclusive workplace;

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact Neena Sharan at neena.sharan@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Contro Valve Equipment 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!