

s.19(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY

Agreement N°:

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization DBC Marine Safety Systems Ltd	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 3262	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 105 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1689 Cliveden Avenue	City Delta	Province BC	Postal Code V3M 6V5
Telephone Number 604-278-3221			

EMPLOYMENT EQUITY CONTACT			
Name (print) Alyssa Li	Title Controller		
Telephone Number 604-214-4281	E-mail Address alyssa.li@survitecgroup.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Franck Palomba	Title VP Americas		
Telephone Number 604-214-4280	E-mail Address franck.palomba@survitecgroup.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2018-01-17		

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

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca.



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Detailed Report

Date: 2018-12-12

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	2	0	0.0 %	27.4 %	1	-1	National
02 : Middle and Other Managers	National	6	1	16.7 %	38.9 %	2	-1	National
03 : Professionals		6	3	50.0 %	55.2 %	3	0	
1111 : Financial auditors and accountants	National	2	2	100.0 %	55.1 %	1	1	National
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.0 %	0	0	National
4021 : College and other vocational instructors	National	2	0	0.0 %	53.8 %	1	-1	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	15.7 %	0	0	
2232 : Mechanical engineering technologists and technicians	British Columbia	1	0	0.0 %	9.3 %	0	0	British Columbia
2262 : Engineering inspectors and regulatory officers	British Columbia	1	0	0.0 %	17.9 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	1	0	0.0 %	19.8 %	0	0	British Columbia
05 : Supervisors		3	0	0.0 %	56.3 %	2	-2	
Employment Equity Occupational Group	St. John's	1	0	0.0 %	66.0 %	1	-1	St. John's
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	51.4 %	1	-1	Vancouver
06 : Supervisors: Crafts and Trades		5	1	20.0 %	5.6 %	0	1	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	2	0	0.0 %	7.7 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Newfoundland and Labrador	2	1	50.0 %	3.7 %	0	1	Newfoundland and Labrador
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	1	0	0.0 %	5.4 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	81.3 %	2	-1	
Employment Equity Occupational Group	St. John's	2	1	50.0 %	82.5 %	2	-1	St. John's
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	79.0 %	1	-1	Vancouver
08 : Skilled Sales and Service Personnel		5	2	40.0 %	27.2 %	1	1	
6221 : Technical sales specialists - wholesale trade	British Columbia	4	2	50.0 %	26.3 %	1	1	British Columbia
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	30.7 %	0	0	Newfoundland and Labrador



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Detailed Report

Date: 2018-12-12

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Labrador							
10 : Clerical Personnel		17	11	64.7 %	70.6 %	12	-1	
Employment Equity Occupational Group	St. John's	4	3	75.0 %	72.6 %	3	0	St. John's
Employment Equity Occupational Group	Vancouver	13	8	61.5 %	70.0 %	9	-1	Vancouver
11 : Intermediate Sales and Service Personnel		6	4	66.7 %	65.2 %	4	0	
Employment Equity Occupational Group	St. John's	6	4	66.7 %	65.2 %	4	0	St. John's
12 : Semi-Skilled Manual Workers		52	9	17.3 %	13.8 %	7	2	
Employment Equity Occupational Group	Halifax	4	2	50.0 %	12.1 %	0	2	Halifax
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	20.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	St. John's	15	3	20.0 %	6.8 %	1	2	St. John's
Employment Equity Occupational Group	Vancouver	32	4	12.5 %	17.1 %	5	-1	Vancouver
14 : Other Manual Workers		1	0	0.0 %	30.1 %	0	0	
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	30.1 %	0	0	Vancouver
Total		109	32	29.4 %	32.9 %	34	-2	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Detailed Report

Date: 2018-12-12

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	%	Availability %			
01 : Senior Managers	National	2	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	6	0	0.0 %	2.2 %	0	0	National
03 : Professionals		6	0	0.0 %	1.9 %	0	0	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
4021 : College and other vocational instructors	National	2	0	0.0 %	2.4 %	0	0	National
04 : Semi-Professionals and Technicians		3	0	0.0 %	2.2 %	0	0	
2232 : Mechanical engineering technologists and technicians	British Columbia	1	0	0.0 %	4.7 %	0	0	British Columbia
2262 : Engineering inspectors and regulatory officers	British Columbia	1	0	0.0 %	0.0 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	1	0	0.0 %	2.0 %	0	0	British Columbia
05 : Supervisors		3	0	0.0 %	2.4 %	0	0	
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.9 %	0	0	St. John's
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.6 %	0	0	Vancouver
06 : Supervisors: Crafts and Trades		5	0	0.0 %	7.6 %	0	0	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	2	0	0.0 %	4.4 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Newfoundland and Labrador	2	0	0.0 %	11.1 %	0	0	Newfoundland and Labrador
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	1	0	0.0 %	6.9 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	2.4 %	0	0	
Employment Equity Occupational Group	St. John's	2	0	0.0 %	2.5 %	0	0	St. John's
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.1 %	0	0	Vancouver
08 : Skilled Sales and Service Personnel		5	0	0.0 %	5.0 %	0	0	
6221 : Technical sales specialists - wholesale trade	British Columbia	4	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	14.9 %	0	0	Newfoundland and Labrador



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Detailed Report

Date: 2018-12-12

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		17	1	5.9 %	2.2 %	0	1	
Employment Equity Occupational Group	St. John's	4	1	25.0 %	1.4 %	0	1	St. John's
Employment Equity Occupational Group	Vancouver	13	0	0.0 %	2.4 %	0	0	Vancouver
11 : Intermediate Sales and Service Personnel		6	1	16.7 %	2.1 %	0	1	
Employment Equity Occupational Group	St. John's	6	1	16.7 %	2.1 %	0	1	St. John's
12 : Semi-Skilled Manual Workers		52	1	1.9 %	2.1 %	1	0	
Employment Equity Occupational Group	Halifax	4	0	0.0 %	2.9 %	0	0	Halifax
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.4 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	St. John's	15	0	0.0 %	1.5 %	0	0	St. John's
Employment Equity Occupational Group	Vancouver	32	1	3.1 %	2.2 %	1	0	Vancouver
14 : Other Manual Workers		1	0	0.0 %	3.2 %	0	0	
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	3.2 %	0	0	Vancouver
Total		109	3	2.7 %	2.5 %	1	2	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Detailed Report

Date: 2018-12-12

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	2	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	6	1	16.7 %	15.0 %	1	0	National
03 : Professionals		6	5	83.3 %	19.6 %	1	4	
1111 : Financial auditors and accountants	National	2	2	100.0 %	27.5 %	1	1	National
1121 : Human resources professionals	National	1	1	100.0 %	14.1 %	0	1	National
1122 : Professional occupations in business management consulting	National	1	1	100.0 %	21.6 %	0	1	National
4021 : College and other vocational instructors	National	2	1	50.0 %	13.4 %	0	1	National
04 : Semi-Professionals and Technicians		3	1	33.3 %	26.5 %	1	0	
2232 : Mechanical engineering technologists and technicians	British Columbia	1	1	100.0 %	20.1 %	0	1	British Columbia
2262 : Engineering inspectors and regulatory officers	British Columbia	1	0	0.0 %	31.0 %	0	0	British Columbia
2281 : Computer network technicians	British Columbia	1	0	0.0 %	28.5 %	0	0	British Columbia
05 : Supervisors		3	2	66.7 %	28.9 %	1	1	
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.0 %	0	0	St. John's
Employment Equity Occupational Group	Vancouver	2	2	100.0 %	43.4 %	1	1	Vancouver
06 : Supervisors: Crafts and Trades		5	0	0.0 %	7.9 %	0	0	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	2	0	0.0 %	18.5 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Nova Scotia	1	0	0.0 %	2.3 %	0	0	Nova Scotia
07 : Administrative and Senior Clerical Personnel		3	2	66.7 %	12.3 %	0	2	
Employment Equity Occupational Group	St. John's	2	1	50.0 %	0.7 %	0	1	St. John's
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	35.3 %	0	1	Vancouver
08 : Skilled Sales and Service Personnel		5	3	60.0 %	19.7 %	1	2	
6221 : Technical sales specialists - wholesale trade	British Columbia	4	3	75.0 %	24.7 %	1	2	British Columbia
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Detailed Report

Date: 2018-12-12

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
10 : Clerical Personnel		17	6	35.3 %	32.5 %	6	0	
Employment Equity Occupational Group	St. John's	4	0	0.0 %	0.8 %	0	0	St. John's
Employment Equity Occupational Group	Vancouver	13	6	46.2 %	42.3 %	5	1	Vancouver
11 : Intermediate Sales and Service Personnel		6	1	16.7 %	2.3 %	0	1	
Employment Equity Occupational Group	St. John's	6	1	16.7 %	2.3 %	0	1	St. John's
12 : Semi-Skilled Manual Workers		52	18	34.6 %	31.0 %	16	2	
Employment Equity Occupational Group	Halifax	4	0	0.0 %	6.1 %	0	0	Halifax
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	St. John's	15	0	0.0 %	1.3 %	0	0	St. John's
Employment Equity Occupational Group	Vancouver	32	18	56.3 %	48.9 %	16	2	Vancouver
14 : Other Manual Workers		1	0	0.0 %	47.6 %	0	0	
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	47.6 %	0	0	Vancouver
Total		109	39	35.8 %	25.6 %	27	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: 2018-12-12

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	8	0	0.0 %	4.3 %	0	0	National
03 : Professionals	National	6	0	0.0 %	3.8 %	0	0	National
04 : Semi-Professionals and Technicians	National	3	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	3	0	0.0 %	13.9 %	0	0	National
06 : Supervisors: Crafts and Trades	National	5	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	5	0	0.0 %	3.5 %	0	0	National
10 : Clerical Personnel	National	17	1	5.9 %	7.0 %	1	0	National
11 : Intermediate Sales and Service Personnel	National	6	0	0.0 %	5.6 %	0	0	National
12 : Semi-Skilled Manual Workers	National	52	1	1.9 %	4.8 %	2	-1	National
14 : Other Manual Workers	National	1	0	0.0 %	5.3 %	0	0	National
Total		109	2	1.8 %	5.4 %	3	-1	

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: 2018-12-12

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
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-12-12

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
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Summary Report

Date: 2018-12-12

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	2	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	6	1	16.7 %	38.9 %	2	-1
03 : Professionals	6	3	50.0 %	55.2 %	3	0
04 : Semi-Professionals and Technicians	3	0	0.0 %	15.7 %	0	0
05 : Supervisors	3	0	0.0 %	56.3 %	2	-2
06 : Supervisors: Crafts and Trades	5	1	20.0 %	5.6 %	0	1
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	81.3 %	2	-1
08 : Skilled Sales and Service Personnel	5	2	40.0 %	27.2 %	1	1
10 : Clerical Personnel	17	11	64.7 %	70.6 %	12	-1
11 : Intermediate Sales and Service Personnel	6	4	66.7 %	65.2 %	4	0
12 : Semi-Skilled Manual Workers	52	9	17.3 %	13.8 %	7	2
14 : Other Manual Workers	1	0	0.0 %	30.1 %	0	0
Total	109	32	29.4 %	32.9 %	34	-2

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Summary Report

Date: 2018-12-12

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	6	0	0.0 %	2.2 %	0	0
03 : Professionals	6	0	0.0 %	1.9 %	0	0
04 : Semi-Professionals and Technicians	3	0	0.0 %	2.2 %	0	0
05 : Supervisors	3	0	0.0 %	2.4 %	0	0
06 : Supervisors: Crafts and Trades	5	0	0.0 %	7.6 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	2.4 %	0	0
08 : Skilled Sales and Service Personnel	5	0	0.0 %	5.0 %	0	0
10 : Clerical Personnel	17	1	5.9 %	2.2 %	0	1
11 : Intermediate Sales and Service Personnel	6	1	16.7 %	2.1 %	0	1
12 : Semi-Skilled Manual Workers	52	1	1.9 %	2.1 %	1	0
14 : Other Manual Workers	1	0	0.0 %	3.2 %	0	0
Total	109	3	2.7 %	2.5 %	1	2

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - DBC Marine Safety Systems Ltd

Workforce Analysis - Summary Report

Date: 2018-12-12

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	2	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	6	1	16.7 %	15.0 %	1	0
03 : Professionals	6	5	83.3 %	19.6 %	1	4
04 : Semi-Professionals and Technicians	3	1	33.3 %	26.5 %	1	0
05 : Supervisors	3	2	66.7 %	28.9 %	1	1
06 : Supervisors: Crafts and Trades	5	0	0.0 %	7.9 %	0	0
07 : Administrative and Senior Clerical Personnel	3	2	66.7 %	12.3 %	0	2
08 : Skilled Sales and Service Personnel	5	3	60.0 %	19.7 %	1	2
10 : Clerical Personnel	17	6	35.3 %	32.5 %	6	0
11 : Intermediate Sales and Service Personnel	6	1	16.7 %	2.3 %	0	1
12 : Semi-Skilled Manual Workers	52	18	34.6 %	31.0 %	16	2
14 : Other Manual Workers	1	0	0.0 %	47.6 %	0	0
Total	109	39	35.8 %	25.6 %	27	12

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-12-12

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	8	0	0.0 %	4.3 %	0	0
03 : Professionals	6	0	0.0 %	3.8 %	0	0
04 : Semi-Professionals and Technicians	3	0	0.0 %	4.6 %	0	0
05 : Supervisors	3	0	0.0 %	13.9 %	0	0
06 : Supervisors: Crafts and Trades	5	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	5	0	0.0 %	3.5 %	0	0
10 : Clerical Personnel	17	1	5.9 %	7.0 %	1	0
11 : Intermediate Sales and Service Personnel	6	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	52	1	1.9 %	4.8 %	2	-1
14 : Other Manual Workers	1	0	0.0 %	5.3 %	0	0
Total	109	2	1.8 %	5.4 %	3	-1

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-12-12

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
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-12-12

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
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
14 : Other Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	12	20

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities	
		Representation	Availability*
	#	#	%
01 Senior Managers	2	0	10.1
02 Middle & Other Managers	6	1	15.0
03 Professionals	6	5	19.6
04 Semi-Professionals & Technicians	3	1	26.5
05 Supervisors	3	2	28.9
06 Supervisors: Crafts & Trades	5	0	7.9
07 Administrative & Senior Clerical Personnel	3	2	12.3
08 Skilled Sales & Service Personnel	5	3	19.7
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	17	6	32.5
11 Intermediate Sales & Service Personnel	6	1	2.3
12 Semi-Skilled Manual Workers	52	18	31.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	1	0	47.6
Total	109	39	25.6

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees	Members of Visible Minorities	
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

*** Source:**
2011 National Household Survey

*** Source:**
0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees
Hired**

**Data from Form 5 - Employees
Promoted**

**Data from Form 6 - Employees
Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for First/Previous Goals

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

Table 1: Women

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		2017-12-20	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2017-12-20	Annually		Over 3 Years	2017					
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
	01 Senior Managers	2	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	28.0%	27.4%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	6	-100.0%	0.0%	0	0.0%	5.6%	1	1	1	5.6%	0	1	0	38.9%	38.9%	-1	-1	16.7%	16.7%	
03 Professionals	6	-100.0%	5.6%	1	0.0%	5.6%	1	2	3	5.6%	1	2	0	55.2%	0	-2	50.0%	28.6%		
04 Semi-Professionals & Tech	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	0	0	15.7%	0	0	0.0%	0.0%		
05 Supervisors	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	2	1	50.0%	56.3%	-2	-1	0.0%	33.3%	
06 Supervisors: Crafts & Trades	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	1	6.7%	0	-1	0	5.6%	1	1	20.0%	20.0%		
07 Administrative & Sr Clerical	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	1	11.1%	0	1	1	50.0%	81.3%	-1	0	33.3%	66.7%	
08 Skilled Sales & Service	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	2	6.7%	0	-1	0	27.2%	1	1	40.0%	40.0%		
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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	17	-100.0%	2.0%	1	0.0%	7.8%	4	5	11	7.8%	3	5	0	70.6%	-1	-5	64.7%	44.4%		
11 Intermediate Sales & Service	6	-100.0%	0.0%	0	0.0%	5.6%	1	1	4	5.6%	1	1	0	65.2%	0	-1	66.7%	50.0%		
12 Semi-Skilled Manual	52	-100.0%	0.6%	1	0.0%	7.7%	12	13	9	7.7%	2	0	0	13.8%	2	0	17.3%	13.2%		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	1	-100.0%	0.0%	0	0.0%	33.3%	1	1	0	33.3%	0	0	0	30.1%	0	0	0.0%	0.0%		
Total	109	-100.0%	0.6%	2	0.0%	8.0%	26	28	32	8.0%	8	13	12	41.7%	32.9%	-4	-1	29.4%	32.4%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	28.0%	1	28.0%	
02 Middle & Other Managers	0	38.9%	1	38.9%	
03 Professionals	0		0		
04 Semi-Professionals & Tech	0		0		
05 Supervisors	1	50.0%	1	50.0%	
06 Supervisors: Crafts & Trades	0		0		
07 Administrative & Sr Clerical	1	50.0%	1	50.0%	
08 Skilled Sales & Service	0		0		
09 Skilled Crafts & Trades	0		0		
10 Clerical Personnel	0		0		
11 Intermediate Sales & Service	0		0		
12 Semi-Skilled Manual	0		0		
13 Other Sales & Service	0		0		
14 Other Manual Workers	0		0		
Total	2	41.7%	5	41.7%	

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Turnover (Replacement of Terminated Employees)		From - To									
	2017-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-20	Annually	Over 3 Years	2017	2020									
	#	%	%	#	%	%	#	#	%	#	#	%									
01 Senior Managers	2	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%		
02 Middle & Other Managers	6	-100.0%	0.0%	0	0.0%	5.6%	1	1	0	5.6%	0	0	0	0	2.2%	0	0	0.0%	0.0%		
03 Professionals	6	-100.0%	5.6%	1	0.0%	5.6%	1	2	0	5.6%	0	0	0	0	1.9%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	0	0	0	2.2%	0	0	0.0%	0.0%		
05 Supervisors	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	0	0	0	2.4%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	0	6.7%	0	0	0	0	7.6%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	0	0	0	2.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	0	6.7%	0	0	0	0	5.0%	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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	17	-100.0%	2.0%	1	0.0%	7.8%	4	5	1	7.8%	0	-1	0	0	2.2%	1	1	5.9%	5.6%		
11 Intermediate Sales & Service	6	-100.0%	0.0%	0	0.0%	5.6%	1	1	1	5.6%	0	-1	0	0	2.1%	1	1	16.7%	16.7%		
12 Semi-Skilled Manual	52	-100.0%	0.6%	1	0.0%	7.7%	12	13	1	7.7%	0	0	0	0	2.1%	0	0	1.9%	1.9%		
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	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	1	-100.0%	0.0%	0	0.0%	33.3%	1	1	0	33.3%	0	0	0	0	3.2%	0	0	0.0%	0.0%		
Total	109	-100.0%	0.6%	2	0.0%	8.0%	26	28	3	8.0%	1	1	0	0	2.5%	0	-1	2.8%	1.8%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01 Senior Managers	0	0.0%	0	0.0%		
02 Middle & Other Managers	0	0.0%	0	0.0%		
03 Professionals	0	0.0%	0	0.0%		
04 Semi-Professionals & Tech	0	0.0%	0	0.0%		
05 Supervisors	0	0.0%	0	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%	0	0.0%		
07 Administrative & Sr Clerical	0	0.0%	0	0.0%		
08 Skilled Sales & Service	0	0.0%	0	0.0%		
09 Skilled Crafts & Trades	0	0.0%	0	0.0%		
10 Clerical Personnel	0	0.0%	0	0.0%		
11 Intermediate Sales & Service	0	0.0%	0	0.0%		
12 Semi-Skilled Manual	0	0.0%	0	0.0%		
13 Other Sales & Service	0	0.0%	0	0.0%		
14 Other Manual Workers	0	0.0%	0	0.0%		
Total	0	0.0%	0	0.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities										
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Over 3 Years	Over 3 Years	From - To		YYYY - YYYY						
	2017-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-20	Annually	Over 3 Years	2017	2020									
	#	%	%	#	%	%	#	#	%	#	#	%									
01/02 Managers	8	-100.0%	0.0%	0	0.0%	5.6%	1	1	0	5.6%	0	0	0	0	4.3%	0	0	0.0%	0.0%		
03 Professionals	6	-100.0%	5.6%	1	0.0%	5.6%	1	2	0	5.6%	0	0	0	0	3.8%	0	0	0.0%	0.0%		
04 Semi-Professionals & Tech	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	0	0	0	4.6%	0	0	0.0%	0.0%		
05 Supervisors	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	0	0	0	13.9%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	0	6.7%	0	0	0	0	7.8%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	0	11.1%	0	0	0	0	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	0	6.7%	0	0	0	0	3.5%	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	#DIV/0!	#DIV/0!		
10 Clerical Personnel	17	-100.0%	2.0%	1	0.0%	7.8%	4	5	1	7.8%	0	0	0	0	7.0%	0	0	5.9%	5.6%		
11 Intermediate Sales & Service	6	-100.0%	0.0%	0	0.0%	5.6%	1	1	0	5.6%	0	0	0	0	5.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	52	-100.0%	0.6%	1	0.0%	7.7%	12	13	1	7.7%	0	2	1	4.8%	4.8%	-1	-1	1.9%	3.8%		
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	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	1	-100.0%	0.0%	0	0.0%	33.3%	1	1	0	33.3%	0	0	0	0	5.3%	0	0	0.0%	0.0%		
Total	109	-100.0%	0.6%	2	0.0%	8.0%	26	28	2	8.0%	0	4	1	4.8%	5.4%	-4	-3	1.8%	2.7%		

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0		0		
03 Professionals	0		0		
04 Semi-Professionals & Tech	0		0		
05 Supervisors	0		0		
06 Supervisors: Crafts & Trades	0		0		
07 Administrative & Sr Clerical	0		0		
08 Skilled Sales & Service	0		0		
09 Skilled Crafts & Trades	0		0		
10 Clerical Personnel	0		0		
11 Intermediate Sales & Service	0		0		
12 Semi-Skilled Manual	1	4.8%	0	4.8%	
13 Other Sales & Service	0		0		
14 Other Manual Workers	0		0		
Total	1	4.8%	0	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees								Members of Visible Minorities													
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years		From - To									
		2017-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-20	Annually	Over 3 Years		2017	2020									
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%			
01	Senior Managers	2	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%			
02	Middle & Other Managers	6	-100.0%	0.0%	0	0.0%	5.6%	1	1	1	5.6%	0	0	0	0	15.0%	0	0	16.7%	16.7%			
03	Professionals	6	-100.0%	5.6%	1	0.0%	5.6%	1	2	5	5.6%	1	-3	0	0	19.6%	4	3	83.3%	57.1%			
04	Semi-Professionals & Tech	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	1	11.1%	0	0	0	0	26.5%	0	0	33.3%	33.3%			
05	Supervisors	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	2	11.1%	1	0	0	0	28.9%	1	0	66.7%	33.3%			
06	Supervisors: Crafts & Trades	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	0	6.7%	0	0	0	0	7.9%	0	0	0.0%	0.0%			
07	Administrative & Sr Clerical	3	-100.0%	0.0%	0	0.0%	11.1%	1	1	2	11.1%	1	-1	0	0	12.3%	2	1	66.7%	33.3%			
08	Skilled Sales & Service	5	-100.0%	0.0%	0	0.0%	6.7%	1	1	3	6.7%	1	-1	0	0	19.7%	2	1	60.0%	40.0%			
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	#DIV/0!	#DIV/0!			
10	Clerical Personnel	17	-100.0%	2.0%	1	0.0%	7.8%	4	5	6	7.8%	1	1	0	0	32.5%	0	-1	35.3%	27.8%			
11	Intermediate Sales & Service	6	-100.0%	0.0%	0	0.0%	5.6%	1	1	1	5.6%	0	-1	0	0	2.3%	1	1	16.7%	16.7%			
12	Semi-Skilled Manual	52	-100.0%	0.6%	1	0.0%	7.7%	12	13	18	7.7%	4	2	0	0	31.0%	2	-2	34.6%	26.4%			
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	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	1	-100.0%	0.0%	0	0.0%	33.3%	1	1	0	33.3%	0	0	0	0	47.6%	0	0	0.0%	0.0%			
Total		109	-100.0%	0.6%	2	0.0%	8.0%	26	28	39	8.0%	9	-2	#DIV/0!	#DIV/0!	25.6%	11	#DIV/0!	35.8%	#DIV/0!			

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0%	0	0.0%	
02	Middle & Other Managers	0	0.0%	0	0.0%	
03	Professionals	0	0.0%	0	0.0%	
04	Semi-Professionals & Tech	0	0.0%	0	0.0%	
05	Supervisors	0	0.0%	0	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%	0	0.0%	
07	Administrative & Sr Clerical	0	0.0%	0	0.0%	
08	Skilled Sales & Service	0	0.0%	0	0.0%	
09	Skilled Crafts & Trades	0	0.0%	0	0.0%	
10	Clerical Personnel	0	0.0%	0	0.0%	
11	Intermediate Sales & Service	0	0.0%	0	0.0%	
12	Semi-Skilled Manual	0	0.0%	0	0.0%	
13	Other Sales & Service	0	0.0%	0	0.0%	
14	Other Manual Workers	0	0.0%	0	0.0%	
Total		0	#DIV/0!	0	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

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

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

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

Table 10: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for Subsequent/Current Goals

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

**Table 11: Aboriginal Peoples
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 12: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for Subsequent/Current Goals

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

**Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals**

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

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)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 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	

Federal Contractors Program Achievement Report

Part 3: Goals

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		0	3					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 16: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 4: Results - Women

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Women							Women				Women				Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	#	%	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2017	2	0	0.0	27.4	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	6	1	16.7	38.9	2	-1	42.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
03 Professionals	2017	6	3	50.0	55.2	3	0	90.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	3	0	0.0	15.7	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2017	3	0	0.0	56.3	2	-2	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	5	1	20.0	5.6	0	1	357.1																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data		Short-term Goals				Long-term Goals					
			Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0.3	0.0	1	0.0	0.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.4	0.0	1	0.0	0.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	1	0.0	0.5	0.0	1	0.0	0.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Women							Women				Women				Women							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#	%		
07	Administrative & Senior Clerical	2017	3	1	33.3	81.3	2	-1	41.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2017	5	2	40.0	27.2	1	1	147.1																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	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	2017	17	11	64.7	70.6	12	-1	91.7																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2017	6	4	66.7	65.2	4	0	102.2																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2017	52	9	17.3	13.8	7	2	125.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	#	%	%	#	%	%	%		
07	Administrative & Senior Clerical	0	0	0	0.0	1	0.0	0.5	0.0	1	0.0	0.5	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							All Employees	Hires			All Employees	Promotions			All Employees	Terminations						
			Women								Women				Women				Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	1	0	0.0	30.1	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2017	109	32	29.4	32.9	36	-4	89.2	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		All Employees	Flow Data			Short-term Goals				Long-term Goals				
			Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	2	0.0	0.4	0.0	5	0.0	0.4	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Aboriginal Peoples							Aboriginal Peoples				Aboriginal Peoples				Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	%	#	%	#	#	#	%	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2017	2	0	0.0	2.9	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
02 Middle & Other Managers	2017	6	0	0.0	2.2	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
03 Professionals	2017	6	0	0.0	1.9	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
04 Semi-Professionals & Technicians	2017	3	0	0.0	2.2	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
05 Supervisors	2017	3	0	0.0	2.4	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	
06 Supervisors: Crafts & Trades	2017	5	0	0.0	7.6	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	

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

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

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	%	#	#	#	%	%	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2017	3	0	0.0	2.4	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2017	5	0	0.0	5.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	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	2017	17	1	5.9	2.2	0	1	267.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017	6	1	16.7	2.1	0	1	793.7																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	52	1	1.9	2.1	1	0	91.6																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

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

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees		Aboriginal Peoples								All Employees		Aboriginal Peoples			All Employees		Aboriginal Peoples			All Employees		Aboriginal Peoples		
		#	#	Representation		Availability		Gap	EE Result	#	#	Actual	Expected	Difference	#	#	Actual	Expected	Difference	#	#	Actual	Expected	Difference		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		
14 Other Manual Workers	2017	1	0	0.0	3.2	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		
Total	2017	109	3	2.8	2.5	3	0	110.1	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0		

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

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

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis											
		Workforce										Hires				Promotions				Terminations			
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities	
		#	#	Representation		Availability		Gap	EE Result	#	#	Actual	Expected	Difference	#	#	Actual	Expected	Difference	#	#	Actual	Expected
01&02 Managers	2017	8	0	0.0	4.3	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0
03 Professionals	2017	6	0	0.0	3.8	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0
04 Semi-Professionals & Technicians	2017	3	0	0.0	4.6	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0
05 Supervisors	2017	3	0	0.0	13.9	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0	0.0	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	2017	5	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	0	0
	0	0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

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

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		All Employees	Workforce								Hires				Promotions				Terminations						
			Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2017	3	0	0.0	3.4	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	2017	5	0	0.0	3.5	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	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	2017	17	1	5.9	7.0	1	0	84.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2017	6	0	0.0	5.6	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2017	52	1	1.9	4.8	2	-1	40.1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

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

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

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions			Terminations							
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities			Persons with Disabilities							
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	%	#	#	#	#	%	#	#								
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	
14 Other Manual Workers	2017	1	0	0.0	5.3	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
Total	2017	109	2	1.8	5.4	6	-4	34.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0

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

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		All Employees	Workforce							Hires				Promotions				Terminations							
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2017	2	0	0.0	10.1	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	6	1	16.7	15.0	1	0	111.1																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
03 Professionals	2017	6	5	83.3	19.6	1	4	425.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	3	1	33.3	26.5	1	0	125.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
05 Supervisors	2017	3	2	66.7	28.9	1	1	230.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	5	0	0.0	7.9	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0

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

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis																
		All Employees	Workforce								Hires				Promotions				Terminations								
			Visible Minorities								Visible Minorities				Visible Minorities				Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%		
07	Administrative & Senior Clerical	2017	3	2	66.7	12.3	0	2	542.0																		
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2017	5	3	60.0	19.7	1	2	304.6																		
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2017	0	0	0.0	0.0	0	0	0.0																		
		0	0	0	0.0	0.0	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	2017	17	6	35.3	32.5	6	0	108.6																		
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2017	6	1	16.7	2.3	0	1	724.6																		
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2017	52	18	34.6	31.0	16	2	111.7																		
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0

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

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

DBC Marine Safety Systems Ltd.

[Date: 2018-12-12]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		All Employees	Workforce							Hires				Promotions				Terminations								
			Visible Minorities							Visible Minorities				Visible Minorities				Visible Minorities								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	%	#	#	#	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2017	1	0	0.0	47.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	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	2017	109	39	35.8	25.6	28	11	139.8	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0

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

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

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
DBC Marine Safety Systems Ltd.
[Date: 2018-12-12]

Efforts

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

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Self-Identification Questionnaire

The purpose of the following questionnaire is to achieve and maintain a workforce that is representative of the Canadian workforce, including members of the four designated groups under the Employment Equity Act: women, Aboriginal peoples, persons with disabilities, members of visible minorities.

- **Answering the self-identification questions is voluntary, but the Personal Information section must be filled out and the questionnaire must be returned to Human Resources. You may choose to answer all, some, or none of the questions.**
- **The questionnaire is available in alternate formats upon request.**
- **You may self-identify as being a member of more than one designated group.**
- **You may change your submitted information at any time.**
- **The information gathered is confidential and will only be shared with other persons within the organization in order to carry-out employment equity obligations.**

Personal Information

Full Name:

Last *First* *Middle Initial*

Signature:

Date (mm/dd/yy):

Self-Identification Questions

A person with a disability is someone who has a long-term or recurring physical, mental, sensory, psychiatric, or learning impairment, and:

- a. considers themselves to be disadvantaged in employment by reason of that impairment, or,
- b. believes that an employer or potential employer is likely to consider him/her to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Are you a person with a disability?

No

Yes, check all that apply:

- Co-ordination or dexterity** (*difficulty using hands or arms, for example, grasping or handling a stapler or using a keyboard*)

- Mobility** (*difficulty moving around, for example, from one office to another or up and down stairs*)
- Blind or visual impairment** (*unable to see or difficulty seeing*)
- Deaf or hard of hearing** (*unable to hear or difficulty hearing*)
- Speech impairment** (*unable to speak or difficulty speaking and being understood*)
- Other disability** (*including learning disabilities, developmental disabilities and all other types of disabilities*)

Please specify:

An Aboriginal person is a North American Indian or a member of a First Nation, or who is Métis, or Inuit. North American Indians or members of a First Nation include status, treaty or registered Indians, as well as non-status and non-registered Indians.

Are you an Aboriginal person?

- No
- Yes, check the appropriate selection:
 - North American Indian / First Nation
 - Métis
 - Inuit

A visible minority in Canada is someone (other than an Aboriginal person as defined above) who is non-Caucasian in race or non-white in colour, regardless of place of birth.

Are you in a visible minority group?

- No
- Yes, check the selection which best describes your visible minority group or origin:
 - Black
 - Chinese
 - Filipino
 - Japanese
 - Korean

- South Asian/East Indian *(including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)*
- Southeast Asian *(including Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.)*
- Non-White West Asian, North African or Arab *(including Egyptian; Libyan; Lebanese; Iranian; etc.)*
- Non-White Latin American *(including indigenous persons from Central and South America, etc.)*
- Person of Mixed Origin *(with one parent in one of the visible minority groups listed above)*
- Other Visible Minority Group

Please Specify:

Gender

- Female
- Male
- Prefer to self-describe:

From: Fatima Khan <Fatima.Khan@survitecgroup.com>
Sent: December 19, 2018 2:32 PM
To: Sharan, Neena N [NC] <neena.sharan@labour-travail.gc.ca>
Subject: RE: Achievement Report

Hi Neena,

Please find attached all the reports and documents for the First Compliance Assessment.

Please review the reports and let me know if you would like me to make any changes.

The results of the workforce survey are as follows:

- Number of employees surveyed: **109**
- combined number of self-identification questionnaires that were returned blank: **4**
- combined number of self-identification questionnaires that were returned partially completed: **8**
- combined number of self-identification questionnaires that were returned fully completed: **97**
- Response rate: **89%**

Thanks for all your help!

Best Regards,
Fatima

Fatima Khan
Human Resources - Canada



fatima.khan@survitecgroup.com
DDI +1 (604) 214 4264

DBC Marine Safety Systems Ltd, 1689 Cliveden Avenue, Delta, BC, Canada, V3M 6V5
Tel +1 (604) 278 3221 | Fax +1 (604) 278 7812 | Email info@survitecgroup.com | Web www.survitecgroup.com

Survitec Group Limited. Company Number 905173 Registered Office 1-5 Beaufort Road, Birkenhead, Merseyside, England CH41 1HQ

From: neena.sharan@labour-travail.gc.ca <neena.sharan@labour-travail.gc.ca>
Sent: Wednesday, December 19, 2018 6:09 AM
To: Fatima Khan <Fatima.Khan@survitecgroup.com>
Subject: RE: Achievement Report

Hi Fatima,

The gap is calculated based on the Workforce summary gap column which you got through WEIMS. Also please be advised that for the assessment we do not look at the total gap instead we look at each and every gap individually. Short and long term numerical (% format) goal is required to be set addressing each gap. Please set a short and long term goal only where there is under representation (gaps). You are not required to set a goal if there is no gap. Also our recommendation is to set the short term goal to a minimum of the market availability and the long term goal can match the short term goal or again minimum is market availability.

In the attached achievement report I have added my suggestions in red in the Goals page for your reference only.

If you have any other question please do not hesitate to contact me.

Neena Sharan.

From: Fatima Khan [<mailto:Fatima.Khan@survitecgroup.com>]
Sent: December-18-18 7:12 PM
To: Sharan, Neena N [NC]
Subject: Achievement Report

Hi Neena,

I had a quick question about the Achievement Report. The total present gap under Table 5: Persons with Disabilities is -4 instead of -1. Could you please look into this for me? I have attached the report for your review.

Have a great day!

Thanks,
Fatima

Fatima Khan
Human Resources - Canada



fatima.khan@survitecgroup.com
DDI +1 (604) 214 4264

DBC Marine Safety Systems Ltd, 1689 Cliveden Avenue, Delta, BC, Canada, V3M 6V5
Tel +1 (604) 278 3221 | Fax +1 (604) 278 7812 | Email info@survitecgroup.com | Web www.survitecgroup.com

Survitec Group Limited. Company Number 905173 Registered Office 1-5 Beaufort Road, Birkenhead, Merseyside, England CH41 1HQ

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: DBC Marine Safety Systems Ltd,

Primary Location: Delta, BC

Number of Employees: 109

- British Columbia 70
- Newfoundland 33
- Nova Scotia 5
- Ontario 1

Organization Overview:

NAICS # 3262 (Rubber Products Manufacturing)

DBC Marine Safety Systems Ltd. manufactures marine lifesaving equipment. The company offers marine, coastal, aviation, yachting and reversible life rafts, as well as platforms, suitcase containers, valises, low profile and round containers, and inflatable buoyant apparatus. It also provides evacuation systems, such as evacuation chutes and slides, marine and passenger evacuation products, and slide systems; and air-sea fire safety, fire and safety, and air-sea products. In addition, the company operates a life raft service station for various types of life rafts.

Key Dates – First Year Assessment

Initiated: 2018-12-20

Received: 2018-12-19

Workforce Analysis: 2018-12-12

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	109	100
Number of questionnaires returned:	109	100
Number of completed questionnaires returned:	97	89

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.

- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- 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 workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01	Senior Managers	-1	28.0	28.0	0.0	27.4
02	Middle & Other Managers	-1	38.9	38.9	16.7	38.9
05	Supervisors	-2	50.0	50.0	0.0	56.3
07	Admin. & Senior Clerical Personnel	-1	50.0	50.0	33.3	81.3

Observations:

- EEOG 05 and EEOG 07 – Although the market availability is higher, the short and long-term goals is set appropriately at 50.0% in order to avoid segregation.
- All other short and long-term goals are set at market availability.

Aboriginal Peoples

Observations:

- No goals required to be set since no gap exists.

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
12	Semi-Skilled Manual Workers	-1	4.8	4.8	1.9	4.8

Observations:

- Short and long-term goals are set at market availability

Members of Visible Minorities

Observations:

- No goals required to be set since no gap exists.

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 DBC Marine Safety Systems Ltd. has few gaps in Women and Persons with Disabilities, 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: December 21, 2018

From: Sharan, Neena N [NC] **On Behalf Of** EE-EME

Sent: January 15, 2019 8:19 AM

To: 'franck.palomba@survitecgroup.com' <franck.palomba@survitecgroup.com>; 'alyssa.li@survitecgroup.com' <alyssa.li@survitecgroup.com>; 'Fatima Khan' <Fatima.Khan@survitecgroup.com>

Subject: Government of Canada Agreement Number: 10000660 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Frank Palomba:

I am writing to inform you that the compliance assessment initiated on December 20, 2018 has been completed. As a result of the assessment, DBC Marine Safety Systems Ltd has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of the DBC Marine Safety Systems Ltd employment equity program.

- Given that DBC Marine Safety Systems Ltd. has few gaps in Women and Persons with Disabilities, 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 December 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 DBC Marine Safety Systems Ltd is notified of a subsequent assessment, the following information will be required:

1. Workforce data (Form1 to 6) at the national level.
2. A current workforce analysis; and
3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, DBC Marine Safety Systems Ltd will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

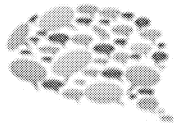
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish DBC Marine Safety Systems Ltd continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



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

From: Alyssa LI <Alyssa.LI@survitecgroup.com>
Sent: January 17, 2018 8:18 PM
To: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Cc: Jayne Saretsky <Jayne.Saretsky@survitecgroup.com>; Mark Hansen <Mark.Hansen@survitecgroup.com>
Subject: AIEE form

Dear Eric,

As per your request in the email below, please find the attached for a signed copy of the AIEE form from DBC Marine Safety Systems Ltd.

Should you have any questions regarding the information on the form, please let me know.

Thanks,

Kind regards

Alyssa LI Controller, Survitec Group - Vancouver / Alyssa.Li@survitecgroup.com



DBC Marine Safety Systems Ltd.
1689 Cliveden Ave. Delta B.C. Canada V3M 6V5
Tel: +1 604 214 4281 Mobile +1 604 317 5849
Web: www.dbcmarine.com / www.survitecgroup.com

This message (and any associated files) is intended only for the use of the individual or entity to which it is addressed and may contain information that is confidential, subject to copyright or constitutes a trade secret. If you are not the intended recipient you are hereby notified that any dissemination, copying or distribution of this message, or files associated with this message, is strictly prohibited. If you have received this message in error, please notify us immediately by replying to the message and deleting it from your computer. Messages sent to and from us may be monitored. Internet communications cannot be guaranteed secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late, incomplete or may contain viruses. Therefore, we do not accept responsibility for any errors or omissions that are present in this message, or any attachment, that have arisen as a result of e-mail transmission. If verification is required, please request a hard-copy version. Any views or opinions presented are solely those of the author and do not necessarily represent those of the company.

Please consider the environment before printing this email.

From: eric.singh@hrsdc-rhdcc.gc.ca [<mailto:eric.singh@hrsdc-rhdcc.gc.ca>] **On Behalf Of** ee-eme@hrsdc-rhdcc.gc.ca

Sent: Friday, January 12, 2018 7:18 AM

To: Vancouver Sales <Vancouver.Sales@survitecgroup.com>

Subject: Government of Canada Contract T2012-170028/001/HAL– Action Required to Determine if DBC Marine Safety Systems Ltd is Subject to the Federal Contractors Program

To Whom it May Concern,

On December 20, 2017 **DBC Marine Safety Systems Ltd** was awarded Government of Canada contract T2012-170028/001/HAL valued at \$ 1,008,673. As this contract is valued at \$1 million or more (including all applicable taxes), **DBC Marine Safety Systems Ltd** may be subject to the Federal Contractors Program (FCP) under the Employment Equity Act (EEA).

The FCP ensures that contractors who do business with the Government of Canada seek to achieve and maintain a workforce that is representative of the Canadian workforce, including members of the four designated groups under the EEA: women, Aboriginal peoples, persons with disabilities and members of visible minorities.

The FCP applies to contractors that:

- are provincially regulated;

- have a combined workforce in Canada of 100 or more permanent full-time and/or permanent part-time employees; and
- have received an initial federal government goods and services contract, a standing offer or a supply arrangement valued at \$1 million or more (including all applicable taxes).

If **DBC Marine Safety Systems Ltd** meets all three of the above criteria, it is now subject to the FCP. In this case, under the Government of Canada's Contracting Policy, you are required to complete and sign the Agreement to Implement Employment Equity (AIEE), which can be found [here](#).

By signing the AIEE, **DBC Marine Safety Systems Ltd** certifies its commitment to implementing employment equity measures. The AIEE form must be returned by January 18, 2018 via email to ee-eme@hrsdc-rhdcc.gc.ca.

Upon receipt of the AIEE, we will send you an email to confirm the obligations of **DBC Marine Safety Systems Ltd** under the FCP, an AIEE number, directives to implement employment equity and supporting material.

DBC Marine Safety Systems Ltd will not be subject to the FCP if it has fewer than 100 employees or is federally regulated. If this is the case, you will be required to provide written confirmation to the Labour Program via email by January 18, 2018 to ee-eme@hrsdc-rhdcc.gc.ca.

Please note that if you bid on a future Government of Canada contract valued at \$1 million or more (including all applicable taxes) and if you have 100 or more employees at that time, you will be required to complete and submit an AIEE. Additional information about the FCP and employment equity measures can be found [here](#).

Should you have any questions, please contact us at ee-eme@hrsdc-rhdcc.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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

This message has been scanned for malware by Websense. www.websense.com