

s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Dome Productions Partnership	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Dome Productions	Business Number <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>
Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 113	
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 5151	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1 Blue Jays Way Suite 3400	City Toronto	Province ON	Postal Code M5V1J3
Telephone Number 416-341-2001			

EMPLOYMENT EQUITY CONTACT			
Name (print) Eva Gula	Title HR Consultant		
Telephone Number 416-384-6494	E-mail Address eva.gula@bellmedia.ca	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 :
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.

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) Joe Latka	Title Vice President, Finance & Business Admin.	
Telephone Number 416-341-2047	E-mail Address jlatka@domeprod.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signa <div style="background-color: #cccccc; width: 150px; height: 20px;"></div>	Date (YYYY-MM-DD) 2017-12-05	

Privacy Notice:

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal 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 *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

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@hrsdcc.gc.ca.


**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
 INFORMATION**
Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) **Dome Productions Partnership** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **10000664**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) February 28, 2019 for the following reason(s):

(Please describe) **In an effort to achieve a return rate of at least 80% we are going to complete another notification to employees to request their participation in the Diversity survey. The original submission had a participation rate of 72.6. Our latest review shows we are now at 75.2%. We are confident we can achieve at least 80% with another notification.**

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

Name: **Joe Latka**

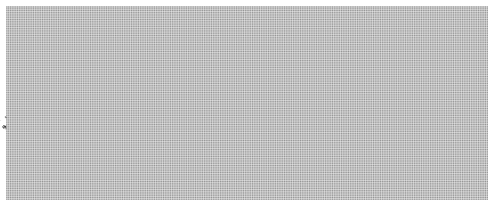
Position Title: **VP, Finance & Business Admin**

Email address: **jlatka@domeprod.com**

Telephone number: **416-341-2047**

Business address: **1 Blue Jays Way, Ste 3400, Toronto, ON, M5V 1J3**

Signature: _____





Date: _____

From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME
Sent: February 5, 2019 11:33 AM
To: 'jlatka@domeprod.com' <jlatka@domeprod.com>
Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; 'Di Fazio, Marina' <marina.difazio@bell.ca>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information - 10000664

Good morning,

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

As requested, we hereby grant you an extension until **February 28, 2019**.

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

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrscd-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: Di Fazio, Marina <marina.difazio@bell.ca>
Sent: February-05-19 9:42 AM
To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>
Subject: RE: Dome FCP submission - Jan 2019

Good morning Maurice,

Attached is the extension form signed by Joe Latka, VP, Finance and Business Admin at Dome productions. We are still short a couple of employees to reach the 80% participation rate. We do have a diversity campaign starting next week and we feel this will help us get there.

Thanks,
Marina



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Detailed Report

Date: 2018-12-20

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	1	100.0 %	27.4 %	0	1	National
02 : Middle and Other Managers	National	31	9	29.0 %	38.9 %	12	-3	National
03 : Professionals		9	3	33.3 %	28.6 %	3	0	
1112 : Financial and investment analysts	National	1	0	0.0 %	50.1 %	1	-1	National
2148 : Other professional engineers, n.e.c.	National	3	1	33.3 %	15.8 %	0	1	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0	National
5131 : Producers, directors, choreographers and related occupations	National	4	2	50.0 %	32.9 %	1	1	National
04 : Semi-Professionals and Technicians		55	11	20.0 %	28.3 %	16	-5	
5224 : Broadcast technicians	Alberta	1	1	100.0 %	34.2 %	0	1	Alberta
5224 : Broadcast technicians	British Columbia	1	0	0.0 %	21.3 %	0	0	British Columbia
5224 : Broadcast technicians	Manitoba	2	0	0.0 %	43.8 %	1	-1	Manitoba
5224 : Broadcast technicians	Ontario	30	1	3.3 %	22.6 %	7	-6	Ontario
5224 : Broadcast technicians	Québec	9	0	0.0 %	26.1 %	2	-2	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	12	9	75.0 %	41.5 %	5	4	Ontario
05 : Supervisors		1	1	100.0 %	53.0 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	53.0 %	1	0	Toronto
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	80.1 %	2	-1	
Employment Equity Occupational Group	Toronto	3	1	33.3 %	80.1 %	2	-1	Toronto
10 : Clerical Personnel		16	10	62.5 %	65.8 %	11	-1	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	76.3 %	1	-1	Alta. less CMAs
Employment Equity Occupational Group	Montréal	1	0	0.0 %	62.5 %	1	-1	Montréal
Employment Equity Occupational Group	Toronto	14	10	71.4 %	65.2 %	9	1	Toronto
11 : Intermediate Sales and Service Personnel		1	1	100.0 %	63.9 %	1	0	
Employment Equity Occupational Group	Toronto	1	1	100.0 %	63.9 %	1	0	Toronto



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Detailed Report

Date: 2018-12-20

Women

Employment Equity Occupational Group	Internal Location	Women					Recruitment Area
		All Employees #	Representation #	Representation %	Availability %	Availability #	
Total		117	37	31.6 %	38.1 %	46	-9

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 - Dome Productions Partnership

Workforce Analysis - Detailed Report

Date: 2018-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	1	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	31	0	0.0 %	2.2 %	1	-1	National
03 : Professionals		9	0	0.0 %	1.5 %	0	0	
1112 : Financial and investment analysts	National	1	0	0.0 %	0.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	3	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.1 %	0	0	National
5131 : Producers, directors, choreographers and related occupations	National	4	0	0.0 %	2.2 %	0	0	National
04 : Semi-Professionals and Technicians		55	0	0.0 %	1.6 %	1	-1	
5224 : Broadcast technicians	Alberta	1	0	0.0 %	4.1 %	0	0	Alberta
5224 : Broadcast technicians	British Columbia	1	0	0.0 %	0.0 %	0	0	British Columbia
5224 : Broadcast technicians	Manitoba	2	0	0.0 %	25.0 %	1	-1	Manitoba
5224 : Broadcast technicians	Ontario	30	0	0.0 %	0.0 %	0	0	Ontario
5224 : Broadcast technicians	Québec	9	0	0.0 %	2.7 %	0	0	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	12	0	0.0 %	0.6 %	0	0	Ontario
05 : Supervisors		1	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.8 %	0	0	Toronto
10 : Clerical Personnel		16	0	0.0 %	1.2 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	1	0	0.0 %	8.1 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	14	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	0.6 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Detailed Report

Date: 2018-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Recruitment Area
			Representation #	Availability %	Gap #	
Total		117	0	0.0 %	2	-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 - Dome Productions Partnership

Workforce Analysis - Detailed Report

Date: 2018-12-20

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	1	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	31	7	22.6 %	15.0 %	5	2	National
03 : Professionals		9	0	0.0 %	22.0 %	2	-2	
1112 : Financial and investment analysts	National	1	0	0.0 %	35.4 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	3	0	0.0 %	27.3 %	1	-1	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	31.4 %	0	0	National
5131 : Producers, directors, choreographers and related occupations	National	4	0	0.0 %	12.4 %	0	0	National
04 : Semi-Professionals and Technicians		55	9	16.4 %	16.4 %	9	0	
5224 : Broadcast technicians	Alberta	1	0	0.0 %	19.2 %	0	0	Alberta
5224 : Broadcast technicians	British Columbia	1	0	0.0 %	29.5 %	0	0	British Columbia
5224 : Broadcast technicians	Manitoba	2	0	0.0 %	0.0 %	0	0	Manitoba
5224 : Broadcast technicians	Ontario	30	6	20.0 %	23.8 %	7	-1	Ontario
5224 : Broadcast technicians	Québec	9	0	0.0 %	0.0 %	0	0	Québec
5226 : Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	Ontario	12	3	25.0 %	11.6 %	1	2	Ontario
05 : Supervisors		1	0	0.0 %	45.8 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	45.8 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	37.3 %	1	0	
Employment Equity Occupational Group	Toronto	3	1	33.3 %	37.3 %	1	0	Toronto
10 : Clerical Personnel		16	6	37.5 %	43.5 %	7	-1	
Employment Equity Occupational Group	Alta. less CMAs	1	1	100.0 %	4.2 %	0	1	Alta. less CMAs
Employment Equity Occupational Group	Montréal	1	0	0.0 %	17.4 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	14	5	35.7 %	48.1 %	7	-2	Toronto
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	48.9 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	48.9 %	0	0	Toronto



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Detailed Report

Date: 2018-12-20

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	Members of Visible Minorities					Recruitment Area
		All Employees #	Representation # %		Availability % #		
Total		117	23	19.7 %	21.2 %	24	-1

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 - Dome Productions Partnership

Workforce Analysis - Detailed Report

Date: 2018-12-20

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	32	0	0.0 %	4.3 %	1	-1	National
03 : Professionals	National	9	1	11.1 %	3.8 %	0	1	National
04 : Semi-Professionals and Technicians	National	55	3	5.5 %	4.6 %	3	0	National
05 : Supervisors	National	1	0	0.0 %	13.9 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	3.4 %	0	0	National
10 : Clerical Personnel	National	16	0	0.0 %	7.0 %	1	-1	National
11 : Intermediate Sales and Service Personnel	National	1	0	0.0 %	5.6 %	0	0	National
Total		117	4	3.4 %	4.8 %	5	-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: 2018-12-20

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-12-20

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Summary Report

Date: 2018-12-20

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	1	1	100.0 %	27.4 %	0	1
02 : Middle and Other Managers	31	9	29.0 %	38.9 %	12	-3
03 : Professionals	9	3	33.3 %	28.6 %	3	0
04 : Semi-Professionals and Technicians	55	11	20.0 %	28.3 %	16	-5
05 : Supervisors	1	1	100.0 %	53.0 %	1	0
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	80.1 %	2	-1
10 : Clerical Personnel	16	10	62.5 %	65.8 %	11	-1
11 : Intermediate Sales and Service Personnel	1	1	100.0 %	63.9 %	1	0
Total	117	37	31.6 %	38.1 %	46	-9

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Summary Report

Date: 2018-12-20

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	1	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	31	0	0.0 %	2.2 %	1	-1
03 : Professionals	9	0	0.0 %	1.5 %	0	0
04 : Semi-Professionals and Technicians	55	0	0.0 %	1.6 %	1	-1
05 : Supervisors	1	0	0.0 %	1.0 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	0.8 %	0	0
10 : Clerical Personnel	16	0	0.0 %	1.2 %	0	0
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	0.6 %	0	0
Total	117	0	0.0 %	1.7 %	2	-2

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Summary Report

Date: 2018-12-20

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	1	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	31	7	22.6 %	15.0 %	5	2
03 : Professionals	9	0	0.0 %	22.0 %	2	-2
04 : Semi-Professionals and Technicians	55	9	16.4 %	16.4 %	9	0
05 : Supervisors	1	0	0.0 %	45.8 %	0	0
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	37.3 %	1	0
10 : Clerical Personnel	16	6	37.5 %	43.5 %	7	-1
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	48.9 %	0	0
Total	117	23	19.7 %	21.2 %	24	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Dome Productions Partnership

Workforce Analysis - Summary Report

Date: 2018-12-20

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	32	0	0.0 %	4.3 %	1	-1
03 : Professionals	9	1	11.1 %	3.8 %	0	1
04 : Semi-Professionals and Technicians	55	3	5.5 %	4.6 %	3	0
05 : Supervisors	1	0	0.0 %	13.9 %	0	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0
10 : Clerical Personnel	16	0	0.0 %	7.0 %	1	-1
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	5.6 %	0	0
Total	117	4	3.4 %	4.8 %	5	-1

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-12-20

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-12-20

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Dome Production Partnership

December 20, 2018

Start Date of Flow Data		
YYYY	MM	DD
2018	12	20

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 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

Dome Production Partnership

December 20, 2018

Start Date of Flow Data		
YYYY	MM	DD
2018	12	20

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

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

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

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

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Dome Production Partnership

December 20, 2018

Start Date of Flow Data		
YYYY	MM	DD
2018	12	20

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

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

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

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

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

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

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

Federal Contractors Program Achievement Report

Part 3: Goals

Dome Production Partnership

December 20, 2018

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		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		2018-12-20	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	2018-12-20		Annually	Over 3 Years						From - To YYYY - YYYY
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
	01 Senior Managers	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	27.4%	1	1	100.0%	100.0%	
02 Middle & Other Managers	31	-100.0%		0	0.0%	5.0%	5	5	9	5.0%	1	4	38.9%	38.9%	-3	-2	29.0%	32.3%		
03 Professionals	9	-100.0%		0	0.0%		0	0	3	0.0%	0	0	0	28.6%	0	0	33.3%	33.3%		
04 Semi-Professionals & Tech	55	-100.0%		0	0.0%	5.0%	8	8	11	5.0%	2	7	28.3%	28.3%	-5	-5	20.0%	20.0%		
05 Supervisors	1	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0	53.0%	0	0	100.0%	100.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	3	-100.0%		0	0.0%	5.0%	0	0	1	5.0%	0	1	50.0%	80.1%	-1	-1	33.3%	33.3%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	16	-100.0%		0	0.0%	5.0%	2	2	10	5.0%	2	3	0	65.8%	-1	-3	62.5%	50.0%		
11 Intermediate Sales & Service	1	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0	63.9%	0	0	100.0%	100.0%		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	117	-100.0%		0	0.0%	5.0%	18	18	37	5.0%	6	14	7	38.1%	38.1%	-8	-7	31.6%	32.5%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	2	38.9	0	38.9	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	2	28.3	0	28.3	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	50.0	0	50.0	
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	7	38.1	0	40.0	For long term goals we are looking at applying a 40% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term

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Federal Contractors Program Achievement Report

Part 3: Goals

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)		All Employees										First/Previous Short-term Goals										
		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	Annually	Over 3 Years		From - To	YYYY - YYYY					
		2018-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-20	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021							
		#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%			
01	Senior Managers	1	-100.0%			0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	31	-100.0%			0	0.0%	5.0%	5	5	0	5.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%	
03	Professionals	9	-100.0%			0	0.0%		0	0	0	0.0%	0	0	0	1.5%	1.5%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	55	-100.0%			0	0.0%	5.0%	8	8	0	5.0%	0	1	0	1.6%	1.6%	-1	-1	0.0%	0.0%	
05	Supervisors	1	-100.0%			0	0.0%		0	0	0	0.0%	0	0	0	1.0%	1.0%	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	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	3	-100.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	0	0.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09	Skilled Crafts & Trades	0	0.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	16	-100.0%			0	0.0%		0	0	0	0.0%	0	0	0	1.2%	1.2%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	1	-100.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.6%	0.6%	0	0	0.0%	0.0%	
12	Semi-Skilled Manual	0	0.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%			0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		117	-100.0%			0	0.0%	5.0%	18	18	0	5.0%	0	2	0	1.7%	1.7%	-2	-2	0.0%	0.0%	

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

‡ 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	2.2	0	2.2	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	1.6	0	1.6	
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	0.7	0	2.0	For long term goals we are looking at applying a 2% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term

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Federal Contractors Program Achievement Report

Part 3: Goals

Dome Production Partnership

December 20, 2018

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	Projected		From - To	Present Availability		Present Gap	Projected Gap						Present Representation	Projected Representation in 3 Years												
	2018-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-20	Annually	Over 3 Years	2018	2021																								
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%																	
01/02 Managers	32	-100.0%		0	0.0%	5.0%	5	5	0	5.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%																	
03 Professionals	9	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	3.8%	3.8%	1	1	11.1%	11.1%																	
04 Semi-Professionals & Tech	55	-100.0%		0	0.0%		0	0	3	0.0%	0	0	0	4.6%	4.6%	0	0	5.5%	5.5%																	
05 Supervisors	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	13.9%	13.9%	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	0	#DIV/0!	#DIV/0!																	
07 Administrative & Sr Clerical	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%																	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
10 Clerical Personnel	16	-100.0%		0	0.0%	5.0%	2	2	0	5.0%	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%																	
11 Intermediate Sales & Service	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	5.6%	5.6%	0	0	0.0%	0.0%																	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!																	
Total	117	-100.0%		0	0.0%	5.0%	18	18	4	5.0%	1	3	1	4.8%	4.8%	-2	-2	3.4%	3.4%																	

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities					Comments
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01/02 Managers	0	4.3	0	4.3		
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	7.0	0	7.0		
11 Intermediate Sales & Service	0	0.0	0	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	0	0.0	0	0.0		
14 Other Manual Workers	0	0.0	0	0.0		
Total	1	4.0	0	4.0	For long term goals we are looking at applying a 4% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term tactics to ac	

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Part 3: Goals

Dome Production Partnership

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	From - To					
		2018-12-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-12-20	Annually	Over 3 Years	Annually	Over 3 Years	2018	2021	%	%	%	%	%	%	
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	1	-100.0%			0	0.0%			0	0	0	0.0%	0	0	0	10.1%	0	0	0.0%	0.0%	
02	Middle & Other Managers	31	-100.0%			0	0.0%			0	7	0.0%	0	-2	0	15.0%	2	2	22.6%	22.6%		
03	Professionals	9	-100.0%			0	0.0%	5.0%	1	1	0	5.0%	0	2	0	22.0%	-2	-2	0.0%	0.0%		
04	Semi-Professionals & Tech	55	-100.0%			0	0.0%			0	9	0.0%	0	0	0	16.4%	0	0	16.4%	16.4%		
05	Supervisors	1	-100.0%			0	0.0%			0	0	0.0%	0	0	0	45.8%	0	0	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	3	-100.0%			0	0.0%			0	1	0.0%	0	0	0	37.3%	0	0	33.3%	33.3%		
08	Skilled Sales & Service	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	#DIV/0!	#DIV/0!		
10	Clerical Personnel	16	-100.0%			0	0.0%	5.0%	2	2	6	5.0%	1	2	1	43.5%	-1	-1	37.5%	37.5%		
11	Intermediate Sales & Service	1	-100.0%			0	0.0%			0	0	0.0%	0	0	0	48.9%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	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	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		117	-100.0%			0	0.0%	5.0%	18	18	23	5.0%	3	5	4	21.2%	21.2%	-2	-1	19.7%	20.5%	

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

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

Table 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	22.0	0	22.0	
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	1	43.5	0	43.5	
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	4	20.0	0	21.2	For long term goals we are looking at applying a 20% goal which is to be confirmed internally. There is not a lot of movement planned over the next 3 years and we will look at long term

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)		Subsequent/Current Short-term Goals																					
		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		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
			Actual	Projected		Actual	Projected				Annually	Over 3 Years		From - To YYYY - YYYY	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	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	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	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	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	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%			0	0.0%			0	0	0	0.0%	0	0	0	0	0	0.0%	0	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	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	0.0%			0	0.0%			0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%			0	0.0%			0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%			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	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%			0	0.0%			0	0	0	0.0%	0	0	0	0	0	0.0%	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	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%			0	0.0%			0	0	0	0.0%	0	0	0	0	0	0.0%	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	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	

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
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

Employment Equity Occupational Group (EEOG)		All Employees							Subsequent/Current Short-term Goals												
		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	Annually	Over 3 Years		From - To	YYYY - YYYY					
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	Annually	Over 3 Years	0	3	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	#	%	%	#	#	%	%		
01	Senior Managers	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05	Supervisors	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total		0	-100.0%			0	0.0%			0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
01	Senior Managers	0.0	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 & Tech	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 & Sr Clerical	0.0	0.0	0.0	0.0	
08	Skilled Sales & Service	0.0	0.0	0.0	0.0	
09	Skilled Crafts & Trades	0.0	0.0	0.0	0.0	
10	Clerical Personnel	0.0	0.0	0.0	0.0	
11	Intermediate Sales & Service	0.0	0.0	0.0	0.0	
12	Semi-Skilled Manual	0.0	0.0	0.0	0.0	
13	Other Sales & Service	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	

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
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		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		From - To YYYY - YYYY	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	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	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	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	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	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	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		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	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	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	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	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	0	#DIV/0!	#DIV/0!

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (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

Dome Production Partnership

December 20, 2018

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		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected		Actual	Projected				Annually	Over 3 Years		From - To YYYY - YYYY	0					
	--	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	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	

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Federal Contractors Program Achievement Report

Part 4: Results - Women

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2018	1	1	100.0	27.4	0	1	365.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	31	9	29.0	38.9	12	-3	74.6																
	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
03 Professionals	2018	9	3	33.3	28.6	3	0	116.6																
	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
04 Semi-Professionals & Technicians	2018	55	11	20.0	28.3	16	-5	70.7																
	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
05 Supervisors	2018	1	1	100.0	53.0	1	0	188.7																
	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
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0										
02 Middle & Other Managers	0	0	0	0.0	2	0.0	38.9	0.0	0	0.0	38.9	0.0		
	3	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										
04 Semi-Professionals & Technicians	0	0	0	0.0	2	0.0	28.3	0.0	0	0.0	28.3	0.0		
	3	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										
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										

Federal Contractors Program Achievement Report

Part 4: Results - Women

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#			
07	Administrative & Senior Clerical	2018	3	1	33.3	80.1	2	-1	41.6	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0
10	Clerical Personnel	2018	16	10	62.5	65.8	11	-1	95.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0
11	Intermediate Sales & Service Personnel	2018	1	1	100.0	63.9	1	0	156.5	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0	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	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	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	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women										
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13	Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0																
14	Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0																
Total		2018	117	37	31.6	38.1	45	-8	83.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments			
		Flow Data				Short-term Goals				Long-term Goals							
		All Employees	Women			All Employees	Women				All Employees	Women					
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met				
#	#	#	%	#	%	%	#	%	%	#	%	%	#	%	%		
13	Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	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	0.0	0.0	0.0	
		3	0	0	0.0												
Total		0	0	0	0.0	7	0.0	38.1	0.0	0	0.0	40.0	0.0	0	0.0	0.0	
		3	0	0	0.0												

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2018	1	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	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2018	31	0	0.0	2.2	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2018	9	0	0.0	1.5	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	0	0
04 Semi-Professionals & Technicians	2018	55	0	0.0	1.6	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2018	1	0	0.0	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	0.0	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	0	0	0	0.0	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	2.2	0.0	0	0.0	2.2	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	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	1.6	0.0	0	0.0	1.6	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

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07	Administrative & Senior Clerical	2018	3	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	16	0	0.0	1.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	1	0	0.0	0.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	0	0	0.0	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	
08	Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	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	
10	Clerical Personnel	0	0	0	0.0	0	0.0	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	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0																
14 Other Manual Workers	2018	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0																
Total	2018	117	0	0	0.0	1.7	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

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.7	0.0	0.0	0	0.0	2.0	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

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01&02 Managers	2018	32	0	0.0	4.3	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
03 Professionals	2018	9	1	11.1	3.8	0	1	292.4																
	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
04 Semi-Professionals & Technicians	2018	55	3	5.5	4.6	3	0	118.6																
	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
05 Supervisors	2018	1	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
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	0	0.0	4.3	0.0	0	0.0	4.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	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 6: Results - Persons with Disabilities

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07	Administrative & Senior Clerical	2018	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
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	16	0	0.0	7.0	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	1	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
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
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	7.0	0.0	0	0.0	7.0	0.0	
		3	0	0	0.0		0.0	0.0			0.0	0.0		
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0		0.0	0.0			0.0	0.0		
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0		0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires			Promotions			Terminations								
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities									
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#	#			
13	Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14	Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total		2018	117	4	3.4	4.8	6	-2	71.2																
		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

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13	Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
14	Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
Total		0	0	0	0.0	1	0.0	4.0	0.0	0	0.0	4.0	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

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 Senior Managers	2018	1	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	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2018	31	7	22.6	15.0	5	2	150.5	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
03 Professionals	2018	9	0	0.0	22.0	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	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2018	55	9	16.4	16.4	9	0	99.8	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
05 Supervisors	2018	1	0	0.0	45.8	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	0	0
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
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										
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										
03 Professionals	0	0	0	0.0	0	0.0	22.0	0.0	0	0.0	22.0	0.0		
	3	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										
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										
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										

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07	Administrative & Senior Clerical	2018	3	1	33.3	37.3	1	0	89.4	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
10	Clerical Personnel	2018	16	6	37.5	43.5	7	-1	86.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
11	Intermediate Sales & Service Personnel	2018	1	0	0.0	48.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
12	Semi-Skilled Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	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	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	0.0
10	Clerical Personnel	0	0	0	0.0	1	0.0	43.5	0.0	0	0.0	43.5	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	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	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Dome Production Partnership

December 20, 2018

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13	Other Sales & Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0															
14	Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0															
Total		2018	117	23	19.7	21.2	25	-2	92.7															
		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

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
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	4	0.0	20.0	0.0	0	0.0	21.2	0.0	
		3	0	0	0.0									

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Dome Production Partnership
December 20, 2018

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):



About Bell's Diversity Questionnaire

Bell is dedicated to building a workforce that reflects the diversity of the communities in which we live and provide services and where every team member has the opportunity to reach their full potential. To achieve this, it's important that we capture information such as gender, ability, religion, sexual orientation, etc. from all employees. Once we have this data, it is analysed to ensure that we have people from a variety of backgrounds across the business and that our hiring practices are fair.

By completing the diversity questionnaire you help us better target our diversity and inclusion programs and ensure that Bell meets our requirements as a federally regulated employer. A high response rate provides a more accurate picture of our workforce which in turn helps us measure our progress toward making Bell a more inclusive place to work.

The personal details you give are always kept private and you don't have to give any details you don't want to – simply select the 'prefer not to answer' option for any question you would like to skip. Data is maintained on secure servers with restricted access and you can log-in and change your responses at any time.

For more information about Bell's diversity and inclusion strategy, please visit [BellNet](#).

To complete the questionnaire in an alternative format, such as on paper, in large font or in Braille, please email us at inclusion@bell.ca.



Diversity Questionnaire

All employees are required to submit the Diversity Questionnaire. If you do not wish to provide your information, please choose to opt out using the button at the bottom of this form.

If you require an alternative format of the questionnaire such as paper format, in large font or in Braille please email inclusion@bell.ca

Aboriginal peoples

Aboriginal is a term used to describe the original inhabitants (or indigenous people) of Canada and their descendants. Aboriginal people in Canada include First Nations, Inuit and Métis people.

Based on this definition, do you consider yourself to be an Aboriginal person?

- Yes
- No
- Prefer not to answer

If you consider yourself to be of Aboriginal ancestry, please tell us your specific ancestral group. Check one only.

- First Nations
- Inuit
- Métis
- Mixed-race aboriginal ancestry
- Indigenous group not included here
- Prefer not to answer

Ethnicity (Visible Minorities)

Ethnicity refers to one's ethnic or cultural origins or roots and should not be confused with citizenship, nationality, language or place of birth. For example, a person who has Canadian citizenship, speaks Punjabi and was born in the United States may be of Guyanese ethnic origin. In Canada, members of visible minorities are those who are non-Caucasian in race or "non-white" in colour. Examples of members of visible minorities are listed below.

Based on this definition, are you a member of a visible minority?

- Yes
- No
- Prefer not to answer

Which of the following best describes your ethnic identity or cultural origins. Check one only.

Asian

- Asian Caribbean (e.g. Guyanese, Trinidadian)
- East Asian (e.g. Chinese, Japanese, Korean)
- South Asian (e.g. Indian, Pakistani, Sri Lankan)
- South East Asian (e.g. Malaysian, Filipino, Vietnamese)
- Other

Black

- African (e.g. Ghanaian, Kenyan, Somali)
- Caribbean (e.g. Barbadian, Jamaican, Grenadian)
- North American (e.g. Canadian, American)
- South and Central American (e.g. Brazilian, Panamanian)
- Other

Latin / Hispanic

- Caribbean (e.g. Cuban, Haitian)
- Central American (e.g. Mexican, Honduran)
- South American (e.g. Brazilian, Argentinean)
- Other

Middle Eastern

- North African (e.g. Libyan, Moroccan)
- Middle Eastern (e.g. Syrian, Lebanese)
- West Asia (e.g. Iranian, Afghani)
- Other

White

- European (e.g. British, Italian, Russian, Portuguese)
- North American (e.g. Canadian)
- South/Central American (e.g. Argentinean, Chilean)
- Other
- Mixed race (for example, mother of Middle Eastern descent and father of European decent)
- Other racial or ethnic identity <please specify>
- Prefer not to answer

Persons with disabilities

Persons with disabilities are those who have long-term or recurring physical, mental, sensory, psychiatric or learning limitations. This includes persons whose functional limitations have been accommodated in their current job or workplace. Examples of disabilities are listed below.

Based on this definition, are you a person with a disability?

- Yes
- No
- Prefer not to answer

If you are a person with a disability, which of the following type of disability are you currently living with? You may select more than one.

- Addiction to alcohol or drugs
- Blindness or visual impairment (e.g. unable to see, difficulty seeing, glaucoma)
- Chronic illness (e.g. epilepsy, cystic fibrosis, diabetes)
- Coordination or dexterity limitation (e.g., difficulty using hands/arms, grasping objects, using a keyboard)
- Deafness or hearing limitation

- Developmental disability (e.g. autism, Down syndrome)
- Learning disability (e.g., dyslexia, attention deficit, hyperactivity disorder)
- Mental illness (e.g. anxiety, depression, mood disorder)
- Mobility limitation (e.g., difficulty moving from one office to another, walking long distances, using stairs)
- Physical disability (e.g., cerebral palsy, use of a wheelchair)
- Speech limitation (unable to speak or difficulty speaking and being understood)
- Other disabilities
- Prefer not to answer

Gender

Gender is a broad term encompassing a range of characteristics, including physical anatomy and identity.

Based on this definition, what is your gender? You may select more than one.

- Female
- Male
- Trans-identified
- Intersex
- Other <Please specify>
- Prefer not to answer

Language

What is your mother tongue?

- English
- French
- A language other than French or English
- Prefer not to answer

Religion

Religion refers to a person's connection to or affiliation with any religious group, body, or defined community or system of belief. Religion is not limited to a formal membership in a religious organization or group.

Based on this definition, which of the following best describes your religious or spiritual affiliation?

- Atheism
- Buddhism
- Catholic (e.g. Roman, Ukrainian)
- Christian Orthodox / Eastern Orthodox
- Hinduism
- Islam (e.g. Sunni, Shia)
- Judaism (Jewish)
- Protestant (e.g. Anglican, Presbyterian, Lutheran, United)
- Sikhism
- Other or more than one religion(s) <please specify>
- No religious affiliation
- Prefer not to answer

Sexual Orientation

Sexual orientation describes the physical, emotional and affectionate attraction an individual feels for another individual. Gay, straight and bisexual are all sexual orientations.

Based on this definition, what is your sexual orientation?

- Bisexual
- Gay / Lesbian
- Heterosexual (straight)
- Other <please specify>
- Prefer not to answer

Dependants

A dependant is a person who relies on you as their main source of financial support or someone who requires your assistance in attending to their basic personal needs and care. Dependants may include children, parents, family members or persons with disabilities.

Based on this definition, do you provide care to a dependant?

- Yes
- No
- Prefer not to answer

If yes, to whom do you provide dependent care? Check all that apply, including dependants that do not live with you in your home:

- Child or children under 18 years of age
- Child or children 18 years of age and over
- Dependant(s) with disabilities
- Immediate family member (other than child or elder)
- Parent or parents
- Partner/Spouse (stay at home)
- Other
- Prefer not to answer

Veterans

A veteran is a person who has served in the Canadian Armed Forces and includes those that are currently active as reservists.

Based on this definition, do you consider yourself to be a veteran?

- Yes
- No
- Prefer not to answer

Newcomer Status

Were you born in Canada?

- Yes
- No > What year did you first arrive in Canada? <Please specify year from drop down>
- Prefer not to answer

Opt out

- I do not wish to participate in the Diversity Questionnaire

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Dome Productions Partnership

Primary Location: Toronto (ON)

Number of Employees: 117

- Ontario 98
- Québec 13
- British Columbia 1
- Alberta 3
- Manitoba 2

Organization Overview:

NAICS 5179 Other Telecommunications

Dome Productions Inc. provides video and audio post production services to film markets. The company also offers Webcasting solutions, hosts broadcast services and telecommunications services.

Key Dates – First Year Assessment

Initiated: 2019-01-05

Received: 2019-02-28

Workforce Analysis: 2018-02-20

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of employees the questionnaire was sent to:	117	100
Number of questionnaires returned:	98	84
Number of completed questionnaires returned:	98	84

- 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 employee identifier is missing. Since the questionnaire is completed online through a company self-serve tool, the identifier is captured through the system.

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: None

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-3	38.9	38.9	29.0	38.9
04	Semi-Professionals & Technicians	-5	28.3	28.3	20.0	28.3
07	Admin & Senior Clerical Personnel	-1	50.0	50.0	33.3	80.1
10	Clerical Personnel	-1	-	-	62.5	65.8

Observations:

- A goal is not required for EEOG 10 given than the current availability is above 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	%	%	%
			(1 to 3 years)	(3+ years)		
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
04	Semi-Professionals & Technicians	-1	1.6	1.6	0.0	1.6

Observations: None

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	%	%	%
			(1 to 3 years)	(3+ years)		
03	Professionals	-2	22.0	22.0	0.0	22.0
10	Clerical Personnel	-1	43.5	43.5	37.5	43.5

Observations: None

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	%	%	%
			(1 to 3 years)	(3+ years)		
1/2	Managers	-1	4.3	4.3	0.0	4.3
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0

Observations: None

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and, considering their unique circumstances, I recommend the closing letter include the following:

- Given that Dome Productions Partnership has a few gaps for women and minor gaps in Indigenous Peoples, Person with Disabilities and Members of Visible Minorities groups, it may be beneficial for this organization to develop relationships with colleges or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Name of Analyst: Maurice Yakibonge

Date: 2018-03-04

From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME

Sent: March 20, 2019 8:31 AM

To: 'jlatka@domeprod.com' <jlatka@domeprod.com>

Cc: 'eva.gula@bellmedia.ca' <eva.gula@bellmedia.ca>; 'marina.difazio@bell.ca' <marina.difazio@bell.ca>

Subject: Government of Canada Agreement Number: 10000664 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Joe Latka:

I am writing to inform you that the compliance assessment initiated on January 1, 2019 has been completed. As a result of the assessment, Dome Productions Partnership 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 a recommendation below for your consideration to ensure the ongoing success of Dome Productions Partnership's employment equity program.

- Given that Dome Productions Partnership has a few gaps for women and minor gaps in Indigenous Peoples, Person with Disabilities and Members of Visible Minorities groups, it may be beneficial for this organization to develop relationships with colleges or other professional associations to identify and hire qualified students or professionals that are part of this designated group.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on January 5, 2022. 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 Dome Productions Partnership is notified of a subsequent assessment, the following information will be required:

- Workforce data (Form1 to 6) at the national level.
- A current workforce analysis; and
- 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, Dome Productions Partnership 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.

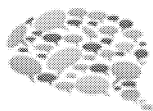
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement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

Your cooperation during the course of this compliance assessment was appreciated and we wish Dome Productions Partnership 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@hrsdcc-rhdcc.gc.ca



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Join the online **Workplace Equity, Diversity and Inclusion Forum** (WEDIF), a collaborative space for employers. Send us an email to join!

From: Di Fazio, Marina <marina.difazio@bell.ca>
Sent: December 10, 2018 11:33 AM
To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Debos, Tina <tina.debos@bell.ca>; Gula, Eva <Eva.Gula@bellmedia.ca>
Subject: RE: Government of Canada Contract 08A33-170162/001/CW – Notice of Obligation under the Federal Contractors Program

Thanks Maurice. I will have the contact information updated in WEIMS.

For the questionnaire, Dome uses the same online questionnaire that is used for the Bell companies. This questionnaire ensures we are covering the 4 designated groups under the employment equity program and also helps us with our overall goal of creating a fully diverse and inclusive workforce. When we launched the questionnaire in 2015 we did review our approach with the ESDC who reviewed and provided feedback that we subsequently implemented their recommendations. I'm not sure the format that was provided to you portrayed the full scope of the questionnaire so I'm sending you an alternate version (Attachment 1).

Here is a response to the concerns you sent to Eva:

- An employee identifier is missing – since the questionnaire is completed online through a company self-serve tool, the identifier is captured through the system
- The questionnaire or accompanying documentation must indicate that an employee may self-identify as being a member of more than one group. – This is covered in the introduction of the questionnaire (See attachment 2 for the employment equity definitions and obligations)
- The questionnaire must clearly indicate that answering the self-identification questions is voluntary. – This is done in the introduction of the questionnaire by advising that the employee can opt-out (See attachment #1)

The personal details you give are always kept private and you don't have to give any details you don't want to – simply select the 'prefer not to answer' option for any question you would like to skip. Data is maintained on secure servers with restricted access and you can log-in and change your responses at any time.

- The questionnaire must indicate that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations. . – This is done in the introduction of the questionnaire (See attachment 1 and attachment 2 for the employment equity definitions and obligations)
- The questionnaire must indicate that employees can update or change information about themselves at any time. – This is covered in the introduction of the questionnaire (See attachment 2 for the employment equity definitions and obligations)

I hope this is helpful and please let me know if you have any further questions about the questionnaire. Otherwise we are progressing with Dome's first compliance assessment.

Marina

Marina Di Fazio
Senior Project Manager, HR Strategic Initiatives
T: 416-353-4202 | M: 416-200-1994
The content of this message is subject to our e-mail confidentiality policy:
www.bell.ca/enterprise/EntGnl_EmailConfidentialityWarning_page?language=en

From: maurice.yakibonge@labour-travail.gc.ca <maurice.yakibonge@labour-travail.gc.ca>
Sent: December-06-18 7:59 AM
To: Di Fazio, Marina <marina.difazio@bell.ca>
Cc: Gula, Eva <Eva.Gula@bellmedia.ca>
Subject: RE: Government of Canada Contract 08A33-170162/001/CW – Notice of Obligation under the Federal Contractors Program

Good morning Marina,

Thank you for your email confirming that you are responsible for the employment equity program for Dome Productions Partnership.

I recommend that you update the contact information pertaining to the person responsible for employment equity. Updates can be made in the Workplace Equity Information Management System (WEIMS) by selecting Update your employer information from the Main Menu, then by entering the new information under the Contact tab.

Regarding the self-identification questionnaire I received from Eva Gula, it is important to review my recommendation and update the document. As explained in the email I sent to Eva, additional questions should not be included in the workforce survey if they are not related to employment equity, not separated from the self-identification questions or not optional to answer. In addition, definitions must be consistent with the workforce survey questionnaire contained in Schedule IV of the Employment Equity Regulations. Finally, the questionnaire did not include important elements.

Attached is a self-identification questionnaire template you may use to update your questionnaire.

Please review the self-identification questionnaire and send me the updated version for approval. If you have any questions, please do not hesitate to contact me.

Thank you,

Maurice Ntambwe Yakibonge

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

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



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From: Di Fazio, Marina [<mailto:marina.difazio@bell.ca>]
Sent: December-05-18 3:31 PM
To: Yakibonge, Ntambwe N [NC]
Cc: Gula, Eva
Subject: FW: Government of Canada Contract 08A33-170162/001/CW – Notice of Obligation under the Federal Contractors Program

Hi Maurice, I'm responsible for the employment equity program at Bell and will be supporting Dome for this obligation. You can contact me on this going forward.

Thanks,
Marina

Marina Di Fazio
Senior Project Manager, HR Strategic Initiatives
T: 416-353-4202 | M: 416-200-1994
The content of this message is subject to our e-mail confidentiality policy:
www.bell.ca/enterprise/EntGnl_EmailConfidentialityWarning.page?language=en

From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Sent: Monday, August 06, 2018 7:50 AM
To: Latka, Joe
Cc: Gula, Eva
Subject: RE: Government of Canada Contract 08A33-170162/001/CW – Notice of Obligation under the Federal Contractors Program
Importance: High

Good morning,

On March 21, 2018, I sent you an email to request a copy of the self-identification questionnaire of your organization. It is important that you share the questionnaire with me before surveying your employees.

Could you please send me a copy of your self-identification questionnaire? If you do not have one, I recommend that you use the enclosed template to create your questionnaire.

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

Thank you,

Maurice Yakibonge

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

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From: Yakibonge, Maurice [NC]
Sent: March-21-18 4:21 PM
To: 'Latka, Joe'
Cc: Gula, Eva
Subject: RE: Government of Canada Contract 08A33-170162/001/CW – Notice of Obligation under the Federal Contractors Program

Good afternoon Joe,

Thank you for your email. The first step for your organization is to conduct a workforce survey to determine the representation of the four designated groups (women, Aboriginal peoples, persons with disabilities and members of visible minorities). Please find enclosed a template you may use for your survey. If you already have a self-identification questionnaire in your organization, please share the document with me before surveying your employees.

You also need to get access to the Workplace Equity Information Management System (WEIMS). Please complete and submit an [Authorization Form to Access WEIMS](#) via email to ee-eme@hrsdc-rhdcc.gc.ca. [WEIMS](#) is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations.

For your reference, you can access the required documentation for your first compliance assessment under FCP Documents of WEIMS [Help page](#).

Should you have any questions or require assistance, please feel free to contact me at maurice.yakibonge@labour-travail.gc.ca.

Kind regards,

Maurice Yakibonge

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

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Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

From: Latka, Joe [<mailto:Joe.Latka@domeprod.com>]
Sent: March-20-18 12:36 PM
To: Yakibonge, Maurice [NC]
Cc: Gula, Eva
Subject: RE: Government of Canada Contract 08A33-170162/001/CW – Notice of Obligation under the Federal Contractors Program

Thanks Maurice – sorry for the delay in getting back to you [REDACTED] for the past 2+ weeks.

No issues with us adhering to the requirements – Eva Gula, our HR Consultant, will be the main point of contact for this.

Let us know if you need anything further at this point.

Joe

Joe Latka | Vice President, Finance & Business Admin.
Dome Productions | t 416.341.2047 | jlatka@domeprod.com
1 Blue Jays Way, Suite 3400
Toronto, ON M5V 1J3
<http://www.domeproductions.ca>



From: maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Sent: Saturday, March 03, 2018 3:06 PM
To: Latka, Joe
Cc: Gula, Eva
Subject: Government of Canada Contract 08A33-170162/001/CW – Notice of Obligation under the Federal Contractors Program

001734

Cette information est également disponible en français sur demande.

Dear Joe Latka:

On January 5th, 2018, Dome Productions Partnership was awarded Government of Canada contract O8A33-170162/001/CW with a value of \$ 2708929. Further to the signed Agreement to Implement Employment Equity (AIEE), Dome Productions Partnership is subject to the Federal Contractors Program (FCP) under the Employment Equity Act.

Your organization has been assigned an **AIEE number**: 10000664. If you wish to bid on future Government of Canada contracts valued at \$1 million or more (including all applicable taxes), please ensure you use this number.

As an employer subject to the FCP, your organization is required to undertake the following activities and report on your progress to the Labour Program:

1. conduct a survey of your employees and collect information on the representation of your workforce;
2. complete a workforce analysis and an Achievement Report that includes short-term and long-term numerical goals to address identified gaps in representation; and
3. make reasonable progress and reasonable efforts to achieve the identified goals.

On **January 5th, 2019**, your organization will be contacted by the Labour Program to submit all required information and undergo an initial FCP compliance assessment.

The first step in meeting your obligations under the FCP is to conduct a workforce survey to determine the representation of the four designated groups (women, Aboriginal peoples, persons with disabilities and members of visible minorities). We ask that you share your workforce survey with your Program Officer before surveying your employees. We are available to assist you in designing and implementing the survey to ensure accurate results and compliance with the FCP.

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

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 Dome Productions Partnership no longer meets the requirements of the FCP, we request that you send a written confirmation of this fact, informing us which requirements Dome Productions Partnership no longer meets, via email to ee-eme@hrsdc-rhdcc.gc.ca.

Additional information regarding the FCP is available [here](#).

Tools and Resources

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

WEIMS is a secure, cost-free, web-based reporting system available to assist your organization in meeting its obligations. Through this application, you can upload your workforce data, then conduct and submit your workforce analysis (activity 2 above). This application has the capability to:

- store and maintain your organization's employment equity information;
- create backup files of your data; and
- generate a workforce analysis using the latest Census data.

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

We strongly recommend that you use the goal-setting tools available in WEIMS. These tools simplify the process of calculating and establishing short- and long-term goals for addressing gaps in representation within your organization (activity 3 above). Please refer to the attached *Quick Reference Guide* for details.

Should you have any questions or require assistance, please contact your Program Officer, Maurice Yakibonge, at maurice.yakibonge@labour-travail.gc.ca.

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Di Fazio, Marina <marina.difazio@bell.ca>
Sent: March 7, 2019 4:12 PM
To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>
Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Latka, Joe <Joe.Latka@domeprod.com>
Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information - 10000664

Hi Maurice,

We are aligned with the short and long-term goals being set to at least equal to the percentage availability which we will aim for should vacancies occur.

Also we noticed an error on the sheet where 5% growth was stated for gapped areas. This is not accurate so I've removed the growth rate – with what we know now there is no expectation for growth .

Let me know if you have any questions.

Thanks,
Marina

Marina Di Fazio
Senior Project Manager, HR Strategic Initiatives
T: 416-353-4202 | M: 416-200-1994
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www.bell.ca/enterprise/EntGnl_EmailConfidentialityWarning.page?language=en

From: maurice.yakibonge@labour-travail.gc.ca <maurice.yakibonge@labour-travail.gc.ca>
Sent: March-04-19 2:09 PM
To: Di Fazio, Marina <marina.difazio@bell.ca>
Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Latka, Joe <Joe.Latka@domeprod.com>
Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information - 10000664

Good afternoon Marina,

The minimum standard to meet the Program requirements is wherever there is a gap in your workforce (as shown in the Workforce Analysis), a short and a long-term goal must be set **at least equal to the Availability Rate** (i.e. percentage Availability). The goals are set as a percentage of new hires and promotions. We understand that there is not a lot of movement or expected growth / turnover forecasted in your organization. However, the goals can be considered should a vacancy occur.

In addition, note that :

- A goal is not required for women when the present representation is above 50%.
- A maximum goal of 50% for women is recommended regardless of availability levels to avoid occupational segregation and to ensure that occupations in this group are welcoming of both men and women.

Please find attached the Achievement Report updated with goals meeting the minimum standard Program requirements for your review and approval. Please reply to this email with your approval by March 7, 2019.

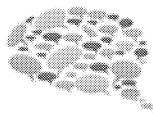
If you have any questions, please do not hesitate to contact us.

Thank you,

Maurice Ntambwe Yakibonge

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

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From: Yakibonge, Ntambwe N [NC] **On Behalf Of** EE-EME

Sent: March-01-19 2:58 PM

To: 'Di Fazio, Marina' <marina.difazio@bell.ca>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Latka, Joe <Joe.Latka@domeprod.com>

Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information - 10000664

Good afternoon Marina,

Thank you for submitting the Compliance Assessment for Dome Productions Partnership. I will review and analyze the submission in the coming weeks.

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

Kind regards,

Maurice Ntambwe Yakibonge

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

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From: Di Fazio, Marina <marina.difazio@bell.ca>
Sent: February-28-19 9:23 PM
To: EE-EME <ee-eme@hrsdcc-rhdcc.gc.ca>
Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Latka, Joe <Joe.Latka@domeprod.com>
Subject: RE: Extension to Submit Federal Contractors Program Compliance Assessment Information - 10000664

Hello,

We have attained a >83% participation rate in the Workforce survey. Although the participation rate increased there were no additional employees who self-identified and therefore there is no change to the Workforce Analysis. Please find within the revised submission.

The following information is included:

- 1) Workforce survey questionnaire (attached #1&2)
- 2) Workforce survey results:
 - a. # of questionnaires sent out to employees = 117 (all full time, no part time regular employees at Dome)
 - b. # of blank, partially and fully completed questionnaires that were returned = 98
 - c. # of fully completed SIQ returned = 98
- 3) Workforce Analysis – we have granted the ESDC officers access to view our workforce analysis results.
 - a. Summary report (attached #3)
 - b. Detailed report (attached #4)
- 4) Achievement report (attached #5)
 - a. We have included the achievement report with a current assessment of short and long term goals which we will continue to review and refine. There is not a lot of movement or expected growth / turnover forecasted. We are planning to do another campaign to promote participation in the workforce survey questionnaire in 2019 which we believe will improve some of the areas of under-representation.
 - b. We are continuing to review long-term goal setting and ways to achieve our goals. Continued evaluation will be done to monitor and verify these goals and tactics.

Please contact me if you have any questions.

Thanks,
Marina

From: maurice.yakibonge@labour-travail.gc.ca <maurice.yakibonge@labour-travail.gc.ca> **On Behalf Of** ee-eme@hrsdcc-rhdcc.gc.ca

Sent: February-05-19 11:33 AM

To: Latka, Joe <Joe.Latka@domeprod.com>

Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>; Di Fazio, Marina <marina.difazio@bell.ca>

Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information - 10000664

Good morning,

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

As requested, we hereby grant you an extension until **February 28, 2019**.

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

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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From: Di Fazio, Marina <marina.difazio@bell.ca>

Sent: February-05-19 9:42 AM

To: Yakibonge, Ntambwe N [NC] <maurice.yakibonge@labour-travail.gc.ca>

Cc: Gula, Eva <Eva.Gula@bellmedia.ca>; Debos, Tina <tina.debos@bell.ca>

Subject: RE: Dome FCP submission - Jan 2019

Good morning Maurice,

Attached is the extension form signed by Joe Latka, VP, Finance and Business Admin at Dome productions. We are still short a couple of employees to reach the 80% participation rate. We do have a diversity campaign starting next week and we feel this will help us get there.

Thanks,
Marina