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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 ENMAX Energy Corporation	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) ENMAX Energy Corporation	Business Number [REDACTED] 96 0001 Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 240
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 2211	<input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 141-50 Avenue SE	City Calgary	Province AB	Postal Code T2G 4S7
Telephone Number 403-514-3000			

EMPLOYMENT EQUITY CONTACT			
Name (print) Stefanie Crepin	Title Human Resources Business Partner		
Telephone Number 403-689-6490	E-mail Address screpin@enmax.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes) hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml :
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) Lonnie Enns	Title Senior Vice President, Energy Marketing		
Telephone Number 403-514-2783	E-mail Address lenns@enmax.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
[REDACTED]		Date (YYYY-MM-DD) 2016-10-31	

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-rhdcc.gc.ca.



Workplace Equity Information Management System - Enmax Energy Corporation

Workforce Analysis - Detailed Report

Date: 2017-12-13

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	22	8	36.4 %	27.4 %	6	2	National
02 : Middle and Other Managers	National	184	41	22.3 %	38.9 %	72	-31	National
03 : Professionals		451	153	33.9 %	38.2 %	172	-19	
1111 : Financial auditors and accountants	National	11	8	72.7 %	55.1 %	6	2	National
1112 : Financial and investment analysts	National	112	54	48.2 %	50.1 %	56	-2	National
1113 : Securities agents, investment dealers and brokers	National	14	1	7.1 %	32.5 %	5	-4	National
1121 : Human resources professionals	National	50	24	48.0 %	71.1 %	36	-12	National
1122 : Professional occupations in business management consulting	National	22	6	27.3 %	42.0 %	9	-3	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	22	84.6 %	66.4 %	17	5	National
2133 : Electrical and electronics engineers	National	122	21	17.2 %	11.3 %	14	7	National
2154 : Land surveyors	National	2	0	0.0 %	6.5 %	0	0	National
2171 : Information systems analysts and consultants	National	71	10	14.1 %	28.3 %	20	-10	National
2172 : Database analysts and data administrators	National	1	1	100.0 %	35.2 %	0	1	National
4112 : Lawyers and Quebec notaries	National	9	5	55.6 %	42.5 %	4	1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	1	100.0 %	41.0 %	0	1	National
4163 : Business development officers and marketing researchers and consultants	National	10	0	0.0 %	50.7 %	5	-5	National
04 : Semi-Professionals and Technicians		106	32	30.2 %	21.1 %	22	10	
2241 : Electrical and electronics engineering technologists and technicians	Alberta	44	6	13.6 %	9.9 %	4	2	Alberta
2253 : Drafting technologists and technicians	Alberta	27	14	51.9 %	32.8 %	9	5	Alberta
2254 : Land survey technologists and technicians	Alberta	6	2	33.3 %	11.3 %	1	1	Alberta
2255 : Technical occupations in geomatics and meteorology	Alberta	3	1	33.3 %	35.1 %	1	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	14	7	50.0 %	31.9 %	4	3	Alberta
2264 : Construction inspectors	Alberta	10	1	10.0 %	17.3 %	2	-1	Alberta
2282 : User support technicians	Alberta	1	0	0.0 %	26.7 %	0	0	Alberta



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
4211 : Paralegal and related occupations	Alberta	1	1	100.0 %	89.2 %	1	0	Alberta
05 : Supervisors		31	16	51.6 %	55.0 %	17	-1	
Employment Equity Occupational Group	Calgary	31	16	51.6 %	55.0 %	17	-1	Calgary
06 : Supervisors: Crafts and Trades		37	3	8.1 %	10.4 %	4	-1	
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Alberta	18	0	0.0 %	9.4 %	2	-2	Alberta
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Alberta	18	3	16.7 %	11.8 %	2	1	Alberta
7302 : Contractors and supervisors, heavy equipment operator crews	Alberta	1	0	0.0 %	3.3 %	0	0	Alberta
07 : Administrative and Senior Clerical Personnel		189	132	69.8 %	80.5 %	152	-20	
Employment Equity Occupational Group	Calgary	189	132	69.8 %	80.5 %	152	-20	Calgary
08 : Skilled Sales and Service Personnel		33	9	27.3 %	20.5 %	7	2	
6221 : Technical sales specialists - wholesale trade	Alberta	33	9	27.3 %	20.5 %	7	2	Alberta
09 : Skilled Crafts and Trades Workers		391	18	4.6 %	5.5 %	22	-4	
7241 : Electricians (except industrial and power system)	Alberta	2	0	0.0 %	3.0 %	0	0	Alberta
7243 : Power system electricians	Alberta	185	10	5.4 %	9.4 %	17	-7	Alberta
7244 : Electrical power line and cable workers	Alberta	172	7	4.1 %	1.5 %	3	4	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	0	0.0 %	2.2 %	0	0	Alberta
7371 : Crane operators	Alberta	10	0	0.0 %	1.2 %	0	0	Alberta
9241 : Power engineers and power systems operators	Alberta	21	1	4.8 %	5.9 %	1	0	Alberta
10 : Clerical Personnel		13	8	61.5 %	70.2 %	9	-1	
Employment Equity Occupational Group	Calgary	13	8	61.5 %	70.2 %	9	-1	Calgary
11 : Intermediate Sales and Service Personnel		137	96	70.1 %	66.1 %	91	5	
Employment Equity Occupational Group	Calgary	137	96	70.1 %	66.1 %	91	5	Calgary
12 : Semi-Skilled Manual Workers		7	2	28.6 %	14.5 %	1	1	
Employment Equity Occupational Group	Calgary	7	2	28.6 %	14.5 %	1	1	Calgary



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
14 : Other Manual Workers		52	2	3.8 %	16.4 %	9	-7	
Employment Equity Occupational Group	Calgary	52	2	3.8 %	16.4 %	9	-7	Calgary
Total		1653	520	31.4 %	35.3 %	584	-64	

Total may not equal sum of components due to rounding.

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



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	22	0	0.0 %	2.9 %	1	-1	National
02 : Middle and Other Managers	National	184	6	3.3 %	2.2 %	4	2	National
03 : Professionals		451	5	1.1 %	1.2 %	5	0	
1111 : Financial auditors and accountants	National	11	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	112	2	1.8 %	0.9 %	1	1	National
1113 : Securities agents, investment dealers and brokers	National	14	0	0.0 %	0.8 %	0	0	National
1121 : Human resources professionals	National	50	0	0.0 %	2.7 %	1	-1	National
1122 : Professional occupations in business management consulting	National	22	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	2	7.7 %	2.1 %	1	1	National
2133 : Electrical and electronics engineers	National	122	0	0.0 %	0.7 %	1	-1	National
2154 : Land surveyors	National	2	0	0.0 %	4.1 %	0	0	National
2171 : Information systems analysts and consultants	National	71	1	1.4 %	1.1 %	1	0	National
2172 : Database analysts and data administrators	National	1	0	0.0 %	1.3 %	0	0	National
4112 : Lawyers and Quebec notaries	National	9	0	0.0 %	1.6 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	2.7 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	10	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		106	5	4.7 %	3.1 %	3	2	
2241 : Electrical and electronics engineering technologists and technicians	Alberta	44	3	6.8 %	2.1 %	1	2	Alberta
2253 : Drafting technologists and technicians	Alberta	27	0	0.0 %	2.7 %	1	-1	Alberta
2254 : Land survey technologists and technicians	Alberta	6	1	16.7 %	6.7 %	0	1	Alberta
2255 : Technical occupations in geomatics and meteorology	Alberta	3	0	0.0 %	2.1 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	14	1	7.1 %	4.2 %	1	0	Alberta
2264 : Construction inspectors	Alberta	10	0	0.0 %	5.5 %	1	-1	Alberta
2282 : User support technicians	Alberta	1	0	0.0 %	3.8 %	0	0	Alberta



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
4211 : Paralegal and related occupations	Alberta	1	0	0.0 %	2.7 %	0	0	Alberta
05 : Supervisors		31	1	3.2 %	3.1 %	1	0	
Employment Equity Occupational Group	Calgary	31	1	3.2 %	3.1 %	1	0	Calgary
06 : Supervisors: Crafts and Trades		37	0	0.0 %	3.7 %	1	-1	
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Alberta	18	0	0.0 %	4.0 %	1	-1	Alberta
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Alberta	18	0	0.0 %	3.1 %	1	-1	Alberta
7302 : Contractors and supervisors, heavy equipment operator crews	Alberta	1	0	0.0 %	7.3 %	0	0	Alberta
07 : Administrative and Senior Clerical Personnel		189	6	3.2 %	2.6 %	5	1	
Employment Equity Occupational Group	Calgary	189	6	3.2 %	2.6 %	5	1	Calgary
08 : Skilled Sales and Service Personnel		33	0	0.0 %	2.0 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	33	0	0.0 %	2.0 %	1	-1	Alberta
09 : Skilled Crafts and Trades Workers		391	18	4.6 %	3.0 %	12	6	
7241 : Electricians (except industrial and power system)	Alberta	2	0	0.0 %	4.2 %	0	0	Alberta
7243 : Power system electricians	Alberta	185	6	3.2 %	0.0 %	0	6	Alberta
7244 : Electrical power line and cable workers	Alberta	172	12	7.0 %	5.6 %	10	2	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	0	0.0 %	4.3 %	0	0	Alberta
7371 : Crane operators	Alberta	10	0	0.0 %	6.6 %	1	-1	Alberta
9241 : Power engineers and power systems operators	Alberta	21	0	0.0 %	5.5 %	1	-1	Alberta
10 : Clerical Personnel		13	0	0.0 %	3.0 %	0	0	
Employment Equity Occupational Group	Calgary	13	0	0.0 %	3.0 %	0	0	Calgary
11 : Intermediate Sales and Service Personnel		137	3	2.2 %	2.5 %	3	0	
Employment Equity Occupational Group	Calgary	137	3	2.2 %	2.5 %	3	0	Calgary
12 : Semi-Skilled Manual Workers		7	0	0.0 %	3.5 %	0	0	
Employment Equity Occupational Group	Calgary	7	0	0.0 %	3.5 %	0	0	Calgary



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
14 : Other Manual Workers		52	3	5.8 %	4.0 %	2	1	
Employment Equity Occupational Group	Calgary	52	3	5.8 %	4.0 %	2	1	Calgary
Total		1653	47	2.8 %	2.4 %	38	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 - Enmax Energy Corporation

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Date: 2017-12-13

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	22	0	0.0 %	10.1 %	2	-2	National
02 : Middle and Other Managers	National	184	32	17.4 %	15.0 %	28	4	National
03 : Professionals		451	148	32.8 %	29.2 %	132	16	
1111 : Financial auditors and accountants	National	11	8	72.7 %	27.5 %	3	5	National
1112 : Financial and investment analysts	National	112	38	33.9 %	35.4 %	40	-2	National
1113 : Securities agents, investment dealers and brokers	National	14	4	28.6 %	28.1 %	4	0	National
1121 : Human resources professionals	National	50	8	16.0 %	14.1 %	7	1	National
1122 : Professional occupations in business management consulting	National	22	3	13.6 %	21.6 %	5	-2	National
1123 : Professional occupations in advertising, marketing and public relations	National	26	3	11.5 %	16.9 %	4	-1	National
2133 : Electrical and electronics engineers	National	122	60	49.2 %	34.9 %	43	17	National
2154 : Land surveyors	National	2	0	0.0 %	8.6 %	0	0	National
2171 : Information systems analysts and consultants	National	71	20	28.2 %	31.4 %	22	-2	National
2172 : Database analysts and data administrators	National	1	0	0.0 %	32.3 %	0	0	National
4112 : Lawyers and Quebec notaries	National	9	2	22.2 %	12.5 %	1	1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	1	100.0 %	13.6 %	0	1	National
4163 : Business development officers and marketing researchers and consultants	National	10	1	10.0 %	21.9 %	2	-1	National
04 : Semi-Professionals and Technicians		106	23	21.7 %	19.3 %	20	3	
2241 : Electrical and electronics engineering technologists and technicians	Alberta	44	11	25.0 %	22.2 %	10	1	Alberta
2253 : Drafting technologists and technicians	Alberta	27	8	29.6 %	28.6 %	8	0	Alberta
2254 : Land survey technologists and technicians	Alberta	6	1	16.7 %	8.0 %	0	1	Alberta
2255 : Technical occupations in geomatics and meteorology	Alberta	3	0	0.0 %	13.6 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	14	1	7.1 %	7.1 %	1	0	Alberta
2264 : Construction inspectors	Alberta	10	1	10.0 %	7.1 %	1	0	Alberta
2282 : User support technicians	Alberta	1	1	100.0 %	28.2 %	0	1	Alberta



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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
			#	%	%	#		
4211 : Paralegal and related occupations	Alberta	1	0	0.0 %	12.2 %	0	0	Alberta
05 : Supervisors		31	8	25.8 %	27.4 %	8	0	
Employment Equity Occupational Group	Calgary	31	8	25.8 %	27.4 %	8	0	Calgary
06 : Supervisors: Crafts and Trades		37	2	5.4 %	7.2 %	3	-1	
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	Alberta	18	0	0.0 %	5.7 %	1	-1	Alberta
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	Alberta	18	2	11.1 %	8.8 %	2	0	Alberta
7302 : Contractors and supervisors, heavy equipment operator crews	Alberta	1	0	0.0 %	5.3 %	0	0	Alberta
07 : Administrative and Senior Clerical Personnel		189	60	31.7 %	16.5 %	31	29	
Employment Equity Occupational Group	Calgary	189	60	31.7 %	16.5 %	31	29	Calgary
08 : Skilled Sales and Service Personnel		33	6	18.2 %	11.3 %	4	2	
6221 : Technical sales specialists - wholesale trade	Alberta	33	6	18.2 %	11.3 %	4	2	Alberta
09 : Skilled Crafts and Trades Workers		391	41	10.5 %	5.6 %	22	19	
7241 : Electricians (except industrial and power system)	Alberta	2	0	0.0 %	10.0 %	0	0	Alberta
7243 : Power system electricians	Alberta	185	29	15.7 %	7.7 %	14	15	Alberta
7244 : Electrical power line and cable workers	Alberta	172	11	6.4 %	2.8 %	5	6	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	1	100.0 %	13.0 %	0	1	Alberta
7371 : Crane operators	Alberta	10	0	0.0 %	6.0 %	1	-1	Alberta
9241 : Power engineers and power systems operators	Alberta	21	0	0.0 %	9.7 %	2	-2	Alberta
10 : Clerical Personnel		13	3	23.1 %	24.3 %	3	0	
Employment Equity Occupational Group	Calgary	13	3	23.1 %	24.3 %	3	0	Calgary
11 : Intermediate Sales and Service Personnel		137	41	29.9 %	29.7 %	41	0	
Employment Equity Occupational Group	Calgary	137	41	29.9 %	29.7 %	41	0	Calgary
12 : Semi-Skilled Manual Workers		7	2	28.6 %	33.1 %	2	0	
Employment Equity Occupational Group	Calgary	7	2	28.6 %	33.1 %	2	0	Calgary



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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
			#	%	%	#		
14 : Other Manual Workers		52	3	5.8 %	26.7 %	14	-11	
Employment Equity Occupational Group	Calgary	52	3	5.8 %	26.7 %	14	-11	Calgary
Total		1653	369	22.3 %	18.8 %	310	59	

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 - Enmax Energy Corporation

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Date: 2017-12-13

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	206	16	7.8 %	4.3 %	9	7	National
03 : Professionals	National	451	33	7.3 %	3.8 %	17	16	National
04 : Semi-Professionals and Technicians	National	106	12	11.3 %	4.6 %	5	7	National
05 : Supervisors	National	31	2	6.5 %	13.9 %	4	-2	National
06 : Supervisors: Crafts and Trades	National	37	2	5.4 %	7.8 %	3	-1	National
07 : Administrative and Senior Clerical Personnel	National	189	23	12.2 %	3.4 %	6	17	National
08 : Skilled Sales and Service Personnel	National	33	0	0.0 %	3.5 %	1	-1	National
09 : Skilled Crafts and Trades Workers	National	391	19	4.9 %	3.8 %	15	4	National
10 : Clerical Personnel	National	13	1	7.7 %	7.0 %	1	0	National
11 : Intermediate Sales and Service Personnel	National	137	19	13.9 %	5.6 %	8	11	National
12 : Semi-Skilled Manual Workers	National	7	2	28.6 %	4.8 %	0	2	National
14 : Other Manual Workers	National	52	5	9.6 %	5.3 %	3	2	National
Total		1653	134	8.1 %	4.4 %	72	62	

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: 2017-12-13

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

ENMAX only operates within Alberta.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Enmax Energy Corporation

Workforce Analysis - Summary Report

Date: 2017-12-13

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	#	%	
01 : Senior Managers	22	8	36.4 %	27.4 %	6	2
02 : Middle and Other Managers	184	41	22.3 %	38.9 %	72	-31
03 : Professionals	451	153	33.9 %	38.2 %	172	-19
04 : Semi-Professionals and Technicians	106	32	30.2 %	21.1 %	22	10
05 : Supervisors	31	16	51.6 %	55.0 %	17	-1
06 : Supervisors: Crafts and Trades	37	3	8.1 %	10.4 %	4	-1
07 : Administrative and Senior Clerical Personnel	189	132	69.8 %	80.5 %	152	-20
08 : Skilled Sales and Service Personnel	33	9	27.3 %	20.5 %	7	2
09 : Skilled Crafts and Trades Workers	391	18	4.6 %	5.5 %	22	-4
10 : Clerical Personnel	13	8	61.5 %	70.2 %	9	-1
11 : Intermediate Sales and Service Personnel	137	96	70.1 %	66.1 %	91	5
12 : Semi-Skilled Manual Workers	7	2	28.6 %	14.5 %	1	1
14 : Other Manual Workers	52	2	3.8 %	16.4 %	9	-7
Total	1653	520	31.4 %	35.3 %	584	-64

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Enmax Energy Corporation

Workforce Analysis - Summary Report

Date: 2017-12-13

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	22	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	184	6	3.3 %	2.2 %	4	2
03 : Professionals	451	5	1.1 %	1.2 %	5	0
04 : Semi-Professionals and Technicians	106	5	4.7 %	3.1 %	3	2
05 : Supervisors	31	1	3.2 %	3.1 %	1	0
06 : Supervisors: Crafts and Trades	37	0	0.0 %	3.7 %	1	-1
07 : Administrative and Senior Clerical Personnel	189	6	3.2 %	2.6 %	5	1
08 : Skilled Sales and Service Personnel	33	0	0.0 %	2.0 %	1	-1
09 : Skilled Crafts and Trades Workers	391	18	4.6 %	3.0 %	12	6
10 : Clerical Personnel	13	0	0.0 %	3.0 %	0	0
11 : Intermediate Sales and Service Personnel	137	3	2.2 %	2.5 %	3	0
12 : Semi-Skilled Manual Workers	7	0	0.0 %	3.5 %	0	0
14 : Other Manual Workers	52	3	5.8 %	4.0 %	2	1
Total	1653	47	2.8 %	2.4 %	38	9

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Enmax Energy Corporation

Workforce Analysis - Summary Report

Date: 2017-12-13

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	22	0	0.0 %	10.1 %	2	-2
02 : Middle and Other Managers	184	32	17.4 %	15.0 %	28	4
03 : Professionals	451	148	32.8 %	29.2 %	132	16
04 : Semi-Professionals and Technicians	106	23	21.7 %	19.3 %	20	3
05 : Supervisors	31	8	25.8 %	27.4 %	8	0
06 : Supervisors: Crafts and Trades	37	2	5.4 %	7.2 %	3	-1
07 : Administrative and Senior Clerical Personnel	189	60	31.7 %	16.5 %	31	29
08 : Skilled Sales and Service Personnel	33	6	18.2 %	11.3 %	4	2
09 : Skilled Crafts and Trades Workers	391	41	10.5 %	5.6 %	22	19
10 : Clerical Personnel	13	3	23.1 %	24.3 %	3	0
11 : Intermediate Sales and Service Personnel	137	41	29.9 %	29.7 %	41	0
12 : Semi-Skilled Manual Workers	7	2	28.6 %	33.1 %	2	0
14 : Other Manual Workers	52	3	5.8 %	26.7 %	14	-11
Total	1653	369	22.3 %	18.8 %	310	59

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Enmax Energy Corporation

Workforce Analysis - Summary Report

Date: 2017-12-13

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	206	16	7.8 %	4.3 %	9	7
03 : Professionals	451	33	7.3 %	3.8 %	17	16
04 : Semi-Professionals and Technicians	106	12	11.3 %	4.6 %	5	7
05 : Supervisors	31	2	6.5 %	13.9 %	4	-2
06 : Supervisors: Crafts and Trades	37	2	5.4 %	7.8 %	3	-1
07 : Administrative and Senior Clerical Personnel	189	23	12.2 %	3.4 %	6	17
08 : Skilled Sales and Service Personnel	33	0	0.0 %	3.5 %	1	-1
09 : Skilled Crafts and Trades Workers	391	19	4.9 %	3.8 %	15	4
10 : Clerical Personnel	13	1	7.7 %	7.0 %	1	0
11 : Intermediate Sales and Service Personnel	137	19	13.9 %	5.6 %	8	11
12 : Semi-Skilled Manual Workers	7	2	28.6 %	4.8 %	0	2
14 : Other Manual Workers	52	5	9.6 %	5.3 %	3	2
Total	1653	134	8.1 %	4.4 %	72	62

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-12-13

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

ENMAX only operates within Alberta.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2017-12-13

WFA Defaults - Persons with Disabilities

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

Short-term Goal Setting Tool
Enmax Energy Corporation
December 11, 2017

A	B from from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H from from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N from from Workforce Analysis	O from from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H ÷ B	R (H - J + L) ÷ (B + D)
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Employment Equity Occupational Group (EEOG)	All Employees Dec. 11, 2017	Growth (New Positions)		Turnover (Replacement of)		Anticipated Hires Over 3 Years	WOMEN										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of)		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
Senior Managers	22	0.0%	0	2.0%	1	1	8	2.0%	0	-2	0	28.0%	27.4%	2	2	36.4%	36.4%
Middle & Other Managers	184	2.0%	11	5.0%	28	39	41	5.0%	6	41	18	45.0%	38.9%	-31	-23	22.3%	27.2%
Professionals	451	5.0%	68	10.0%	135	203	153	10.0%	46	91	81	40.0%	38.2%	-19	-10	33.9%	36.2%
Semi-Professionals & Technicians	106	5.0%	16	10.0%	32	48	32	10.0%	10	3	10	20.0%	21.1%	10	6	30.2%	26.2%
Supervisors	31	2.0%	2	5.0%	5	7	16	5.0%	2	4	4	55.0%	55.0%	-1	0	51.6%	54.5%
Supervisors: Crafts & Trades	37	2.0%	2	5.0%	6	8	3	5.0%	0	1	1	12.0%	10.4%	-1	0	8.1%	10.3%
Administrative & Senior Clerical Personnel	189	2.0%	11	5.0%	28	39	132	5.0%	20	49	32	81.0%	80.5%	-20	-17	69.8%	72.0%
Skilled Sales & Service Personnel	33	2.0%	2	5.0%	5	7	9	5.0%	1	-1	0	20.5%	20.5%	2	1	27.3%	22.9%
Skilled Crafts & Trades Workers	391	2.0%	23	5.0%	59	82	18	5.0%	3	8	5	6.0%	5.5%	-4	-3	4.6%	4.8%
Clerical Personnel	13	2.0%	1	5.0%	2	3	8	5.0%	1	3	2	71.0%	70.2%	-1	-1	61.5%	64.3%
Intermediate Sales & Service Personnel	137	2.0%	8	5.0%	21	29	96	5.0%	14	14	17	60.0%	66.1%	5	3	70.1%	68.3%
Semi-Skilled Manual Workers	7	2.0%	0	5.0%	1	1	2	5.0%	0	-1	0	14.5%	14.5%	1	1	28.6%	28.6%
Other Sales & Service Personnel			0		0	0			0	0	0				0		
Other Manual Workers	52	2.0%	3	5.0%	8	11	2	5.0%	0	7	2	17.0%	16.4%	-7	-5	3.8%	7.3%

Short-term Goal Setting Tool
Enmax Energy Corporation
December 11, 2017

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/12/11	rowth (New Position		Turnover (Replacement of		Anticipated Hires Over 3 Years	ABORIGINAL PEOPLES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		%	%					
Senior Managers	22	0.0%	0	2.0%	1	1	0	2.0%	0	1	0	3.0%	2.9%	-1	-1	0.0%	0.0%
Middle & Other Managers	184	2.0%	11	5.0%	28	39	6	5.0%	1	-1	1	2.5%	2.2%	2	2	3.3%	3.1%
Professionals	451	5.0%	68	10.0%	135	203	5	10.0%	2	3	4	2.0%	1.2%	0	1	1.1%	1.3%
Semi-Professionals & Technicians	106	5.0%	16	10.0%	32	48	5	10.0%	2	0	1	3.0%	3.1%	2	0	4.7%	3.3%
Supervisors	31	2.0%	2	5.0%	5	7	1	5.0%	0	0	0	3.0%	3.1%	0	0	3.2%	3.0%
Supervisors: Crafts & Trades	37	2.0%	2	5.0%	6	8	0	5.0%	0	1	0	4.0%	3.7%	-1	-1	0.0%	0.0%
Administrative & Senior Clerical Personnel	189	2.0%	11	5.0%	28	39	6	5.0%	1	0	1	3.0%	2.6%	1	1	3.2%	3.0%
Skilled Sales & Service Personnel	33	2.0%	2	5.0%	5	7	0	5.0%	0	1	0	5.0%	2.0%	-1	-1	0.0%	0.0%
Skilled Crafts & Trades Workers	391	2.0%	23	5.0%	59	82	18	5.0%	3	-2	2	3.0%	3.0%	6	5	4.6%	4.1%
Clerical Personnel	13	2.0%	1	5.0%	2	3	0	5.0%	0	0	0	3.0%	3.0%	0	0	0.0%	0.0%
Intermediate Sales & Service Personnel	137	2.0%	8	5.0%	21	29	3	5.0%	0	0	1	3.0%	2.5%	0	0	2.2%	2.8%
Semi-Skilled Manual Workers	7	2.0%	0	5.0%	1	1	0	5.0%	0	0	0	3.0%	3.5%	0	0	0.0%	0.0%
Other Sales & Service Personnel			0		0	0	0	0.0%	0	0	0			0	0		
Other Manual Workers	52	2.0%	3	5.0%	8	11	3	5.0%	0	-1	0	4.0%	4.0%	1	1	5.8%	5.5%

Short-term Goal Setting Tool
Enmax Energy Corporation
December 11, 2017

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/10/24	rowth (New Position		Turnover (Replacement of		Anticipated Hires Over 3 Years	PERSONS WITH DISABILITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		Annually	Over 3 Years					
		#	%	#	%		#	#	%	%	%	%	%	#	%	%	%
Senior Managers & Middle/Other	206	0.0%	0	2.0%	12	12	16	2.0%	1	-6	0	4.0%	4.3%	7	6	7.8%	7.3%
Professionals	451	5.0%	68	10.0%	135	203	33	10.0%	10	-3	8	4.0%	3.8%	16	11	7.3%	6.0%
Semi-Professionals & Technicians	106	5.0%	16	10.0%	32	48	12	10.0%	4	-2	2	5.0%	4.6%	7	4	11.3%	8.2%
Supervisors	31	2.0%	2	5.0%	5	7	2	5.0%	0	2	1	15.0%	13.9%	-2	-2	6.5%	9.1%
Supervisors: Crafts & Trades	37	2.0%	2	5.0%	6	8	2	5.0%	0	1	1	8.0%	7.8%	-1	0	5.4%	7.7%
Administrative & Senior Clerical Personnel	189	2.0%	11	5.0%	28	39	23	5.0%	3	-14	1	3.5%	3.4%	17	14	12.2%	10.5%
Skilled Sales & Service Personnel	33	2.0%	2	5.0%	5	7	0	5.0%	0	1	1	10.0%	3.5%	-1	0	0.0%	2.9%
Skilled Crafts & Trades Workers	391	2.0%	23	5.0%	59	82	19	5.0%	3	0	3	4.0%	3.8%	4	3	4.9%	4.6%
Clerical Personnel	13	2.0%	1	5.0%	2	3	1	5.0%	0	0	0	7.0%	7.0%	0	0	7.7%	7.1%
Intermediate Sales & Service Personnel	137	2.0%	8	5.0%	21	29	19	5.0%	3	-8	2	5.6%	5.6%	11	10	13.9%	12.4%
Semi-Skilled Manual Workers	7	2.0%	0	5.0%	1	1	2	5.0%	0	-2	0	5.0%	4.8%	2	2	28.6%	28.6%
Other Sales & Service Personnel			0		0	0	0	0.0%	0	0	0			0	0	#DIV/0!	#DIV/0!
Other Manual Workers	52	2.0%	3	5.0%	8	11	5	5.0%	1	-1	1	5.0%	5.3%	2	2	9.6%	9.1%

Short-term Goal Setting Tool
Enmax Energy Corporation
December 11, 2017

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/12/11	rowth (New Position)		Turnover (Replacement of		Anticipated Hires Over 3 Years	MEMBERS OF VISIBLE MINORITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		Annually	Over 3 Years					
		#	%	#	%		#	#	%	#	%	#	%	#	#	%	%
Senior Managers	22	0.0%	0	2.0%	1	1	0	2.0%	0	2	0	10.0%	10.1%	-2	-2	0.0%	0.0%
Middle & Other Managers	184	2.0%	11	5.0%	28	39	32	5.0%	5	3	6	15.0%	15.0%	4	4	17.4%	16.9%
Professionals	451	5.0%	68	10.0%	135	203	148	10.0%	44	48	51	25.0%	29.2%	16	3	32.8%	29.9%
Semi-Professionals & Technicians	106	5.0%	16	10.0%	32	48	23	10.0%	7	7	10	20.0%	19.3%	3	2	21.7%	21.3%
Supervisors	31	2.0%	2	5.0%	5	7	8	5.0%	1	2	2	27.0%	27.4%	0	0	25.8%	27.3%
Supervisors: Crafts & Trades	37	2.0%	2	5.0%	6	8	2	5.0%	0	1	1	8.0%	7.2%	-1	0	5.4%	7.7%
Administrative & Senior Clerical Personnel	189	2.0%	11	5.0%	28	39	60	5.0%	9	-18	6	15.0%	16.5%	29	24	31.7%	28.5%
Skilled Sales & Service Personnel	33	2.0%	2	5.0%	5	7	6	5.0%	1	-1	1	11.0%	11.3%	2	2	18.2%	17.1%
Skilled Crafts & Trades Workers	391	2.0%	23	5.0%	59	82	41	5.0%	6	-12	4	5.0%	5.6%	19	16	10.5%	9.4%
Clerical Personnel	13	2.0%	1	5.0%	2	3	3	5.0%	0	0	1	24.0%	24.3%	0	1	23.1%	28.6%
Intermediate Sales & Service Personnel	137	2.0%	8	5.0%	21	29	41	5.0%	6	8	9	30.0%	29.7%	0	1	29.9%	30.3%
Semi-Skilled Manual Workers	7	2.0%	0	5.0%	1	1	2	5.0%	0	0	0	33.0%	33.1%	0	0	28.6%	28.6%
Other Sales & Service Personnel			0		0	0	0	0.0%	0	0	0			0	0		
Other Manual Workers	52	2.0%	3	5.0%	8	11	3	5.0%	0	12	3	30.0%	26.7%	-11	-9	5.8%	10.9%

Summary of Goals
ENMAX Energy Corporation
December 11, 2017

Women

Workforce Analysis Results			Goals (new hires and individuals promoted)		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	#	#	
02	Middle & Other Managers	-31	18	35	Promote from within
03	Professionals	-19	81	100	Partner with STEM, promote from within
05	Supervisors	-1	4	5	
06	Supervisors: Crafts and Trades	-1	1	2	
07	Administrative & Sr. Clerical	-20	32	40	Review NOCs
09	Skilled Crafts and Trades	-4	5	8	Gender Accord
10	Clerical	-1	2	4	
14	Other Manual Workers	-7	2	4	

- Although well represented in Senior Management, there is a need to focus on getting professional women on board and grooming them into managerial roles. We will ensure that high performing professionals and middle managers are identified and provided with mentorship, sponsorship, coaching, and development opportunities to prepare them for promotions into vacancies as they become available.
- We will strive to ensure a balanced representation of women identified for succession and talent development plans. Please note, that at ENMAX, the Middle & Other Managers EEOG has very low turnover.
- The gap in Administrative and Senior Clerical is somewhat surprising. We will review the existing NOC for this Occupational Group to ensure that appropriate coding has taken place and will make it a part of our job evaluation process to ensure NOC codes are validated and roles/people correctly placed for the purposes of Equity reporting.
- As our compensation structure and job families evolve, we will continue to review against the new NOCs available and proactively monitor the coding of employees as they grow throughout their careers with ENMAX.

Special measures to address overall gaps in representation of women across ENMAX

- In early 2018 ENMAX will be completing construction of a Health & Wellness space at our two main locations – this space will be available for, among other things, mothers returning from maternity leave who require a private space for pumping breastmilk, or later term pregnant women requiring a private space to rest. This type of facility has previously not existed at ENMAX and was constructed with the purposes of improving the employee experience (in this case, for pregnant women and those returning from maternity leave, as an example).
- ENMAX has made a public commitment to promote the values of diversity, equality and inclusion, by signing the EHRC (Electricity Human Resources Canada) Leadership Accord on Gender Diversity. The commitment to this accord includes completing an organizational self-assessment and setting an action plan for addressing areas of improvement. Commitments made by ENMAX include having one female interviewer on each interview panel, wherever possible, partnering with Science, Technology, Engineering & Mathematics (STEM) schools to bring awareness to our Trades Apprenticeship programs and the Electricity Industry, and reviewing and updating our policies and procedures to remove bias and barriers.

Aboriginal Peoples

Workforce Analysis Results			Goals (new hires and individuals promoted)		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	#	#	
01	Senior Managers	-1	1	2	Identify High Potentials and groom to management role
06	Supervisors: Crafts and Trades	-1	1	2	Promote from existing Skilled Crafts and Trades
08	Skilled Sales and Service	-1	1	2	

- While overall there is a good representation of Indigenous people across ENMAX, we will continue to seek ways to partner with communities and ensure our job opportunities are well promoted throughout all disadvantaged groups.
- We have completed a collaboration offer with the (MNA) Metis Nation of Alberta to create an endowment fund to be used by the MNA for scholarship funds, awarded to individuals pursuing studies in the areas of energy or environmental studies. ENMAX will collaborate with the MNA to develop a program to optimize investment of such an endowment, with a likely focus on SAIT (Southern Alberta Institute of Technology) to create an alignment around student demand. ENMAX will also collaborate with the MNA to develop a Metis specific job program to capitalize on the education endowment in order to provide valuable job experience to students and extend the value of the endowment.
- We will source and provide Indigenous awareness training within the organization to improve employee and leadership awareness around Indigenous culture, values and issues as it relates to underrepresentation in the Canadian Workforce.

Persons with Disabilities

Workforce Analysis Results			Goals (new hires and individuals promoted)		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	#	#	
05	Supervisors	-2	1	2	
06	Supervisors: Crafts and Trades	-1	1	2	
08	Skilled Sales and Service	-1	1	2	

- Continue to educate employees on what disabilities are and encouraging folks to self identify and ask for accommodation, through formal training for leadership as well as increasing communications around mental health issues
- ENMAX has updated its benefits offering to improve Mental Health coverage, such as psychologist and psychiatrist treatments. Previously these were bundled with other paramedical professional treatments; however, with an increased focus and conversation on Mental Health, providing these benefits are intended to provide better support for employees with disabilities, and make ENMAX’s overall benefits more attractive to new employees.
- In early 2018 ENMAX will be completing construction of a Health & Wellness space at our two main locations – this space will be available for, among other things, employees requiring a private space for medication administration, taking a mental health break. This type of facility has previously not existed at ENMAX and was constructed with the purposes of improving the employee experience (in this case, for employees with physical disabilities or mental health concerns, as an example).

Members of Visible Minorities

Workforce Analysis Results			Goals (new hires and individuals promoted)		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	#	#	
01	Senior Managers	-2	1	2	Promote
06	Supervisors: Crafts and Trades	-1	1	2	
14	Other Manual Workers	-11	3	6	

- Continue to educate employees on self identification and what it means to be part of FCP, as well as educating employees on various cultural celebrations, customs and norms, and celebrating our diversity.

Special measures to address overall gaps in representation of visible minorities across ENMAX:

- After conducting focus groups with our Muslim employee population in identification of a lack of space for employees requiring to pray, ENMAX embarked on a project to complete a Multi-Use space at our two main locations to be completed in early 2018. This space will be available for prayer, reflection and meditation. Although not directly related to addressing the needs of all visible minorities, this space meets a previously unfulfilled need for employees of the Muslim faith, some of whom who also identify as visible minorities.

Employment Equity.

Diversity Census Questionnaire
Template.

ENMAX

August 2, 2017

This document is private and
confidential.

INTRODUCTION

Thank you for participating in ENMAX's 2017 Diversity Census. By completing this census, you are helping ENMAX better understand and serve the unique and outstanding people who make up your organization, as well as help ENMAX meet its obligations to the Federal Government.

Why is ENMAX conducting a Diversity Census?

ENMAX recognizes and respects the personal worth, dignity and diversity of each member of the ENMAX team. ENMAX is committed to encouraging an accessible, fair, equitable and respectful environment regardless of personal characteristics like race, religion, gender or sexual orientation.

By collecting information, ENMAX can better understand the diversity and needs of its employees. ENMAX can also develop or improve specific programs, policies, and practices that support all of its ENMAX employees.

Additionally, under the Employment Equity Act, ENMAX is required to collect and submit workforce representation data as part of its compliance with the Federal Contractors Program. Your participation in the census ensures that ENMAX can continue to meet its obligations as a Federal Contractor to the Government.

The census will provide workforce diversity representation data as well as important information about whether ENMAX is meeting the needs of their workforce and continuing to create a welcoming and inclusive work environment for all.

PRIVACY COMMITMENT

How is my privacy protected?

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

The census contains four questions regarding workforce representation that ENMAX is required to collect as part of its compliance to the Federal Contractors Program. Your answers to these four questions, along with your employee ID (but not your name), will be grouped with other employees' data and shared with the Labour Program of Employment and Social Development Canada (ESDC) for the purpose of complying with employment equity legislation under the Federal Contractors Program.

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

Your personal information will be administered by ESDC in accordance with all applicable Privacy legislation.

The aggregate information from the reports will be used by ENMAX to:

- Develop or improve specific programs, policies, and practices that support all members of the ENMAX Community.
- Compare the demographic characteristics and needs of our staff with the industry, and with the customers we serve.
- Establish objective, data-driven insights to structure diversity and inclusion action plans.
- Ensure compliance as a Federal Contractor with the Canadian Government.

The information will not be used for any other purposes.

If you have any questions regarding the above, please e-mail diversity@enmax.com.

The aggregate information from the reports will be used by ENMAX to:

- Develop or improve specific programs, policies and practices that support all ENMAX employees.
- Compare the demographic characteristics and needs of ENMAX employees with the industry, and with the customers we serve.
- Establish objective, data-driven insights to structure diversity and inclusion action plans.
- Ensure compliance as a Federal Contractor with the Canadian Government.

The information will not be used for any other purposes.

How do I complete the census?

To fully complete the census, please provide a response to each question and you must select “submit” at the end of the census. Your input will not be saved otherwise. If you would prefer not to provide a response to a particular question, click "Prefer not to answer".

NOTE: You can log in at any time to make changes to your personal information.

Understanding and Consent

- By completing this census, I consent to the collection and use of my personal information for the purposes described above.

DIVERSITY PROFILE MODULE

ENMAX believes in the principles of diversity and inclusion to ensure that all people have the opportunity to be equitably represented at all levels of the organization, including the four identified groups under the Employment Equity Act: women, Aboriginal peoples, persons with disabilities and visible minorities.

Please note that you may self-identify in more than one designated group.

Completion of the census is voluntary; however, not completing and submitting the census will result in the incomplete and/or inaccurate capture of ENMAX's workforce data, and impact ENMAX's compliance with the Federal Contractors Program requirements.

Gender

Gender is a broad term encompassing a range of characteristics including physical anatomy, secondary sex characteristics that develop at, and after, puberty, behaviour and conduct, sense of self and clothing.

Gender Identity is linked to a person's sense of self, and the sense of being male, female, both or neither. This may be different than the gender one was assigned at birth.

The Employment Equity Act defines "women" as a designated group.

1. What is your gender/gender identity? (all responses go to question 2)

- Female
- Male
- Other
- Prefer not to answer

Aboriginal Peoples

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

2. Based on this definition, are you an Aboriginal person? (all responses go to question 3)

- Yes
- No
- Prefer not to answer

Visible Minorities

For the purposes of Employment Equity, "members of visible minorities" means persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of their place of birth or citizenship.

Examples of visible minorities include, but are not limited to:

- African Descent
- Non-white Latin American (including Indigenous peoples from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana or Trinidad or East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African, or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- People of mixed origin (e.g., with one parent in one of the visible minority groups listed above)

3. Based on this definition, are you a member of a visible minority? (all responses go to question 4)

- Yes
- No
- Prefer not to answer

Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment (e.g., difficulty moving from one office to another, walking long distances or using stairs)
- Blindness or visual impairment (e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)
- Speech impairment (unable to speak or difficulty speaking and being understood)
- Deafness or hearing impairment (unable to hear or difficulty hearing)
- Mental illness - disorders that affect your mood, thinking and behaviour (e.g., depression, anxiety disorders, schizophrenia, eating disorders and addictive behaviours)
- Episodic disabilities - long-term conditions characterized by periods of good health interrupted by periods of illness or disability varying in severity, length and predictability (e.g., multiple sclerosis, arthritis, diabetes, HIV/AIDS, hepatitis C, chronic fatigue syndrome, migraines, chronic pain, some forms of cancer and mental illness)
- Other disabilities (e.g., learning, developmental and other types of disabilities)

4. Based on this definition, are you a person with a disability? (all responses go to Section Two)

- Yes
- No
- Prefer not to answer

THANK YOU!

Thank you for taking the time to complete ENMAX's Diversity Census. As part of ENMAX's ongoing commitment to diversity and inclusion, your participation and feedback are very important.

If you would like to change any of your responses, you can do so at any time. If you have any questions please contact diversity@enmax.com.

Thank you again for your participation!

By clicking on the “Submit” button below, you confirm that you have completed the census.

Canadian Centre for Diversity and Inclusion (CCDI)

CCDI has a mission to help the organizations we work with be inclusive, free of prejudice and discrimination – and to generate the awareness, dialogue and action for people to recognize diversity as an asset and not an obstacle. Through the research, reports and toolkits we develop and our workshops, events and workplace consultations, we're helping Canadian employers understand their diversity, plan for it and create inclusion.

CCDI's leadership has a proven model that's cultivated trust as an impartial third party. Our expertise is focused on the topics of inclusion that are relevant in Canada now and the regional differences that shape diversity.

A charitable organization that thinks like a business, we have created a niche with our innovative research technology and data analysis that brings a deeper understanding of Canadian diversity demographics and mindsets at any given moment.

CCDI is grateful for the support of our over 100 Employer Partners across Canada.

Contact us

For any questions regarding the benefits of becoming a CCDI Employer Partner, please contact

Susan Rogers
Chief Client Officer
+1 (416) 968-6520 x 103
susan.rogers@ccdi.ca

For any questions regarding other CCDI services, please contact:

Nyla Camille Guerrero
Director, Client Services
+1 (416) 968-6520 x 112
nyla.camille@ccdi.ca

For any questions regarding our upcoming events, or how you can become an event sponsor, please contact:

Haley Cochrane
Coordinator, Administration and Events
+1 (416) 968-6520 x 100
haley.cochrane@ccdi.ca

CCDI is grateful for the ongoing support of our Founding Partners.



Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

www.ccdi.ca

001842

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Enmax Energy Corporation (V090165)

Primary Location: 141-50 Avenue SE , Calgary, Alberta (T2G 4S7)

Number of Employees: 1,653 (All employees are located in Alberta)

Organization Overview: NAICS 2211 (Electric Power generation, transmission and distribution)

Enmax Energy is a retail company who provides electricity and natural gas products and services in Alberta. All employees are located in Alberta.

Key Dates – First Year Assessment

Initiated: 2017/12/09

Received: 2017/12/13 (extends till 2018-1/08)

WFA: 2017-12-09

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of Surveys Handed Out:	1742	
Number of Surveys Returned:	1460	83.81%
Number of Completed Surveys Returned:	1460	83.81%

Questionnaire response rate of 83.81% (sent to 1742 employees, received 1460 completed surveys). All the surveys which were returned were also completed).

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.

Observations:

- The questionnaire has an employee identifier
- The questionnaire seems to have been sent electronically and no specification that it is made available in alternate formats upon request.

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).
- X 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:

Enmax only operates within Alberta

SUMMARY OF GOALS**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
2	Middle & Other Managers	-31	18	35	22.3	38.9
3	Professionals	-19	81	100	33.9	38.2
6	Supervisors: Crafts & Trades	-1	1	2	8.1	10.4
9	Skilled Crafts & Trades Workers	-4	5	8	4.6	5.5
14	Other Manual Workers	-7	2	4	3.8	16.4

Observations:

- All the goals were providing in both numbers and in percentage (higher than the Labour Market Availability rate).
- The Middle & Other Managers EEOG has a very low turnover (2% and 5%).
- ENMAX plan to attract Women by having a Health & Wellness space at their 2 main locations. This space will be available for, mothers returning from maternity leave who require a private space for pumping breastmilk, or later term pregnant women requiring a private space to rest.
- ENMAX has made a public commitment to promote the values of diversity, equality and inclusion, by signing the EHRC (Electricity Human Resources Canada) Leadership Accord on Gender Diversity. The commitment includes completing an organizational self-assessment and setting an action plan for addressing areas of improvement. Commitments made by ENMAX.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 years or more) # or %	%
1	Senior Managers	-1	1	2	0.0	2.9
6	Supervisors: Crafts & Trades	-1	1	2	0.0	3.7
8	Skilled Sales & Service Personnel	-1	1	2	0.0	2.0

Observations:

- All the goals were providing in both numbers and in percentage and are higher than the Labour Market Availability rate.
- E All the goals were providing in both numbers and in percentage (higher than the Labour Market Availability rate).
- Enmax has a good representation of Indigenous people they have partnerships with communities and ensure the job opportunities are well promoted throughout all disadvantaged groups.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3 years or more) # or %	%
1	Senior Managers	-2	1	2	0.0	10.1
6	Supervisors: Crafts & Trades	-1	1	2	5.4	7.2

14	Other Manual Workers	-11	3	6	5.8	26.7
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Observations:

- All the goals were provided in both numbers and in percentage and are higher than the Labour Market Availability rate
- Enmax will continue to raise awareness the employment equity by having various cultural celebrations, customs and norms, and celebrating our diversity.
- ENMAX embarked on a project to complete a Multi-Use space at our two main locations to be completed in early 2018. This space will be available for prayer, reflection and meditation. Although not directly related to addressing the needs of all visible minorities, this space meets a previously unfulfilled need for employees of the Muslim faith, some of whom who also identify as visible minorities.

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	# or %	# or %	%	%
5	Supervisors	-2	1	2	6.5	13.9
6	Supervisors: Crafts & Trades	-1	1	2	5.4	7.8
8	Skilled Sales & Service Personnel	-1	1	2	0.0	3.5

Observations:

- All the goals were provided in both numbers and in percentage and are higher than the Labour Market Availability rate.
- Enmax will continue to educate employees on what disabilities are and encouraging folks to self-identify and ask for accommodation, through formal training for leadership as well as increasing communications around mental health issues.
- ENMAX has updated its benefits offering to improve and make ENMAX's overall benefits more attractive to new employees. Plus, the completion of a Health & Wellness space at our two main locations.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Recognize the efforts and the actions put in place by ENMAX to increase the representation of designated group within their organization

- Comments the great cooperation of Enmax with the Labour Program.
- Recommend to review their Self-Identification to include:
 - an employee identifier
 - that it is available in alternate formats upon request

Name of Analyst: Sylvie Fortin

Date: January 31, 2018

Nyirasafari, Ange AN [NC]

From: Fortin, Sylvie SY [NC]
Sent: February 9, 2018 2:08 PM
To: 'lenns@enmax.com'
Cc: 'screpin@enmax.com'
Subject: Government of Canada Agreement Number: V090165 – Notification of Compliance with the Federal Contractors Program

Subject: Government of Canada Agreement Number: V090165 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mr. Enns:

I am writing to inform you that the compliance assessment initiated on December 9, 2017 has been completed. As a result of the assessment, Enmax Energy Corporation has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- We ask that, before the next compliance assessment, your self-identification questionnaire be reviewed to ensure that it indicates that it can be made available in alternate format (e.g., paper or large font).
- We encourage you to set short-term goals using percentages at availability rate to ensure that goals are adaptable should there be unexpected growth within the occupational group or unexpected hiring/promotion opportunities.

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. 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 Enmax Energy Corporation is notified of a subsequent assessment, the following information will be required:

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Enmax Energy Corporation 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 Sylvie Fortin at sylvie.g.fortin@labour-travail.gc.ca.

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

Workplace Equity Team

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

Équipe de l'équité en emploi / Workplace Equity Team

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

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



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

Nyirasafari, Ange AN [NC]

From: Fortin, Sylvie SY [NC]
Sent: November 27, 2017 8:51 AM
To: Crepin, Stefanie
Cc: EE-EME
Subject: RE: for your comments. thks

Importance: High

Follow Up Flag: Follow up
Due By: January 8, 2018 4:00 PM
Flag Status: Flagged

Tracking:	Recipient	Delivery
	Crepin, Stefanie	
	EE-EME	Delivered: 2017-11-27 8:51 AM

Good morning Ms. Crepin,

As discussed last week, considering that you will have to redo your workforce analysis and all your documentation to includes all Permanent Full time and Permanent Part time employees, We hereby grant you a reporting extension **until January 8, 2018.**

Thanks for your cooperation and please do not hesitate to contact us if you need assistance.

Regards,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

From: Crepin, Stefanie [<mailto:SCrepin@enmax.com>]
Sent: 24 novembre 2017 12:49
To: Fortin, Sylvie SY [NC]
Subject: RE: for your comments. thks

Hi Sylvie,

Yes, I did receive your e-mail and I'm just trying to work through it. I was not aware until I got your e-mail that we are to report on our entire workforce, including the employees who did not respond to the census – this is not intuitive and I am just working with CCDI to determine how this should be reported. I did advise Suzanne Begg that we engaged with CCDI to assist us with our census and submission, and given their experience with Employment

Equity I'm a bit surprised to have received all of your questions. I appreciate your patience as I work with them to re-generate the reports and start again with our goal setting.

Can you please provide me with a timeline on when you expect a response? Given that it is the end of the year we have a lot going on and I want to make sure that I get back to you in a reasonable time frame, but that I also have the adequate time to complete your request properly.

Thanks,
Stef

screpin@enmax.com
p: 403-514-3532 c: 403-689-6490
141-50 Ave SE Calgary, AB T2G 4S7
enmax.com



From: sylvie.g.fortin@labour-travail.gc.ca [mailto:sylvie.g.fortin@labour-travail.gc.ca]
Sent: Friday, November 24, 2017 7:28 AM
To: ee-eme@hrsdcc.gc.ca; Crepin, Stefanie <SCrepin@enmax.com>
Subject: FW: for your comments. thks
Importance: High

*** EXTERNAL E-mail. Please be cautious and evaluate before you click on links, open attachments or provide credentials. ***

Good morning Ms. Crepin,

This is a follow up on my email sent to you early this week to know if you have questions or need assistance to complete your Summary of Goals.

Regards,

Sylvie

From: Fortin, Sylvie SY [NC]
Sent: 21 novembre 2017 10:08
To: 'screpin@enmax.com'
Cc: EE-EME
Subject: FW: for your comments. thks
Importance: High

Good morning Ms. Crepin,

I reviewed the documentation in regards to the First Year Assessment submission and here are my questions:

1- Number of employees in your Workforce Analysis – Summary Report versus number of questionnaire sent.

Under your Workforce Analysis Summary report the total employees are 1399. However, you sent 1742 questionnaires – can you please explain the difference of 343 employees? (are they temporary employees, casual, other?)

2- Summary of Goals - Missing information under:

Women no short term and long term goals for EEOG #3 Professionals where there is a Gap of -19

*please note that if you have a representation of at least 50% in one of the Employment Equity Occupational Group (Per example at #7 Administration and Senior Clerical Personnel representation is at 70.7%, no goal setting needed)

Aboriginal Peoples, no short term and long term goals are provide for EEOG 06: Supervisors: Crafts & Trades . Gap of -1 and EEOG 08: Skilled Sales and Service Personnel – Gap of -1

Persons with Disabilities no short term and long terms goals are given for EEOG 05: Supervisors : Gap -2 and EEOG 08: Skilled Sales and Service Personnel – Gap of -1

Visible minorities, can you please validate that your short term goal for EEOG Other Manual Workers it is 11.9% (However, in your Short term Goal setting tool, under the column 3 Year-Goals 2017-2020 the rate is at 50%)

Please note that all the Short term Goals is under the Short-Term Goal setting Tool in column '3Year Goals 2017-2020' (they are highlight in Red in the document attached), if you can confirm that I can use them by email, you will not have to provide a Revise Summary of Goals.

Finally, please explain what your goals describe – do they describe the future representation, or hiring percentage, or something else?

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

Kind regards,

Sylvie Fortin

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
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