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s.24(1)

Labour Program  
 Federal Contractors Program

OFFICIAL USE ONLY
Agreement N° 090117

### Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization EVANS CONSOLES 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) EVANS	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm</a> 32121	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) SEE ATTACHED  <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1616 27TH AVE., NE	City CALGARY	Province AB	Postal Code T2E 8W4
Telephone Number 403-291-4444			

EMPLOYMENT EQUITY CONTACT			
Name (print) GAIL LINTON	Title VP HUMAN RESOURCES		
Telephone Number 403-717-3342	E-mail Address GLINTON@EVANSONLINE.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"> <li>• having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND</li> <li>• 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)</li> </ul> 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: <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a>	
<b>Important note:</b> 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			
<b>NOTE:</b> 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) RICHARD GAME	Title CHIEF OPERATING OFFICER		
Telephone Number 403-717-[REDACTED]	E-mail Address RGAME@EVANSONLINE.COM	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2016-01-13		

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

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

Remove Zeros

Show All

All Employees:

Senior Managers	Middle Other Manag	Professionals	Professionals Techn	Supervisors	Crafts Trades	Active Senior Clerical	Sales Service Pers	Craft Trades Wo	Clerical Personnel	Plate Sales Service F	Skilled Manual Wkr	Sales Service Pers	Other Manual Workers
3	29	15	29	7	9	3	4	40	1	2	44	0	44

Women:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
1	6	2	6	2	0	1	1	0	1	2	3	0	3
0.333	0.207	0.133	0.207	0.286	0	0.333	0.25	0	1	1	0.068	0	0.068
1	11	6	10	4	1	2	1	4	1	1	6	0	7
0.274	0.389	0.367	0.339	0.55	0.072	0.805	0.205	0.102	0.702	0.661	0.145	0	0.164
0	-5	-4	-4	-2	-1	-1	0	-4	0	1	-3	0	-4
0	0	1	1	0	0	0	0	0	0	0	1	0	1
0	5	3	3	2	1	1	0	4	0	0	2	0	3

Aboriginal Peoples:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	1	0	1	0	0	0	0	2	0	0	2	0	2
2.9	2.2	1.4	2.6	3.1	2.6	2.6	2	4.6	3	2.5	3.5	0	4
0	-1	0	-1	0	0	0	0	-2	0	0	-2	0	-2
0	0	0	1	0	0	0	0	0	0	0	1	0	1
0	1	0	0	0	0	0	0	2	0	0	1	0	1

Visible Minorities:

"EEOG 1"	"EEOG 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"
0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	4	4	6	2	2	0	0	6	0	1	15	0	12
10.1	15	23.5	22.4	27.4	19.3	16.5	11.3	15.2	24.3	29.7	33.1	0	26.7
0	-4	-4	-6	-2	-2	0	0	-6	0	-1	-15	0	-12
0	0	1	1	0	0	0	0	0	0	0	1	0	1
0	4	3	5	2	2	0	0	6	0	1	14	0	11

Persons with Disabilities:

"EEOG 1 and 2"	"EEOG 3"	"EEOG 4"	"EEOG 5"	"EEOG 6"	"EEOG 7"	"EEOG 8"	"EEOG 9"	"EEOG 10"	"EEOG 11"	"EEOG 12"	"EEOG 13"	"EEOG 14"	"TOTAL"
0	0	0	0	0	0	0	1	0	0	1	0	1	3
0	0	0	0	0	0	0	2.5	0	0	2.3	0	2.3	1.3
1	1	1	1	1	0	0	2	0	0	2	0	2	11
4.3	3.8	4.6	13.9	7.8	3.4	3.5	3.8	7	5.6	4.8	0	5.3	4.9
-1	-1	-1	-1	-1	0	0	-1	0	0	-1	0	-1	-8
0	1	1	0	0	0	0	0	0	0	1	0	1	4
1	0	0	1	1	0	0	1	0	0	0	0	0	4

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 11 - Agriculture, forestry, fishing and hunting**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	18%	1	27%	1
02 Middle & Other Managers	29	6	21%	25%	7	39%	11
03 Professionals	15	2	13%	39%	6	37%	6
04 Semi-Professionals & Technicians	29	6	21%	37%	11	34%	10
05 Supervisors	7	2	29%	51%	4	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	26%	2	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	92%	3	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	52%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	9%	3	10%	4
10 Clerical Personnel	1	1	100%	73%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	55%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	30%	13	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	58%	0	0%	0
14 Other Manual Workers	44	3	7%	43%	19	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>32%</b>	<b>73</b>	<b>23.91%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	1%	0	2%	1
03 Professionals	15	0	0%	3%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	7%	2	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	4%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	8%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	11%	4	5%	2
10 Clerical Personnel	1	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	5%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	44	0	0%	6%	3	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>6%</b>	<b>13</b>	<b>3.48%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	4%	0	10%	0
02 Middle & Other Managers	29	0	0%	2%	1	15%	4
03 Professionals	15	0	0%	8%	1	24%	4
04 Semi-Professionals & Technicians	29	0	0%	6%	2	22%	6
05 Supervisors	7	0	0%	9%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	6%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	7%	0	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	15%	6
10 Clerical Personnel	1	0	0%	8%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	7%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	8%	3	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	9%	0	0%	0
14 Other Manual Workers	44	0	0%	25%	11	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>9%</b>	<b>21</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	25%	8	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	38%	17	36%	16
Supervisors	7	2	29%	51%	4	55%	4



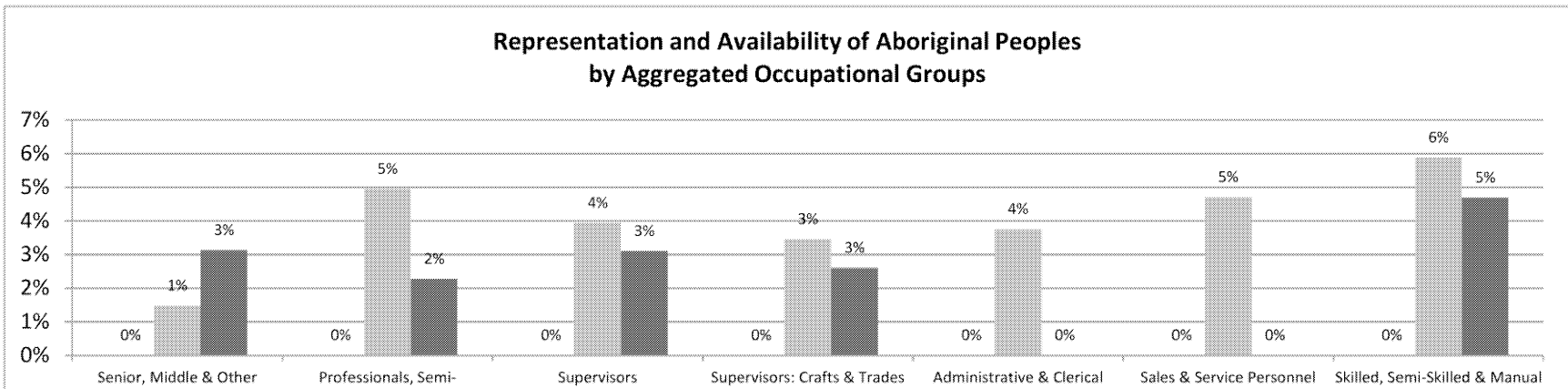
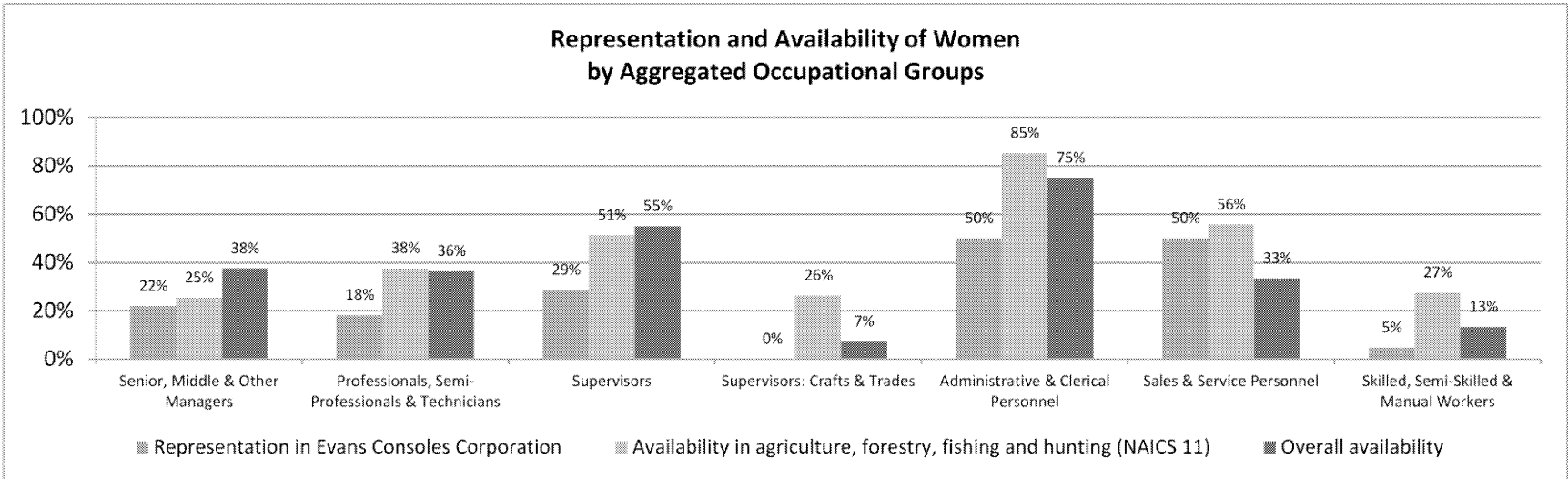
Supervisors: Crafts & Trades	9	0	0%	26%	2	7%	1
Administrative & Clerical Personnel	4	2	50%	85%	3	75%	3
Sales & Service Personnel	6	3	50%	56%	3	33%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	27%	35	13%	17
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>32%</b>	<b>73</b>	<b>24%</b>	<b>54</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	1%	0	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	5%	2	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	4%	0	0%	0
Sales & Service Personnel	6	0	0%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	6%	8	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>5%</b>	<b>11</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	7%	3	23%	10
Supervisors	7	0	0%	9%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	6%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	5%	0	0%	0
Sales & Service Personnel	6	0	0%	8%	0	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	9%	11	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>7%</b>	<b>17</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	32%	73	24%	54
Aboriginal Peoples	230	-	0%	5%	11	4%	8
Members of Visible Minorities	230	-	0%	7%	17	22%	52

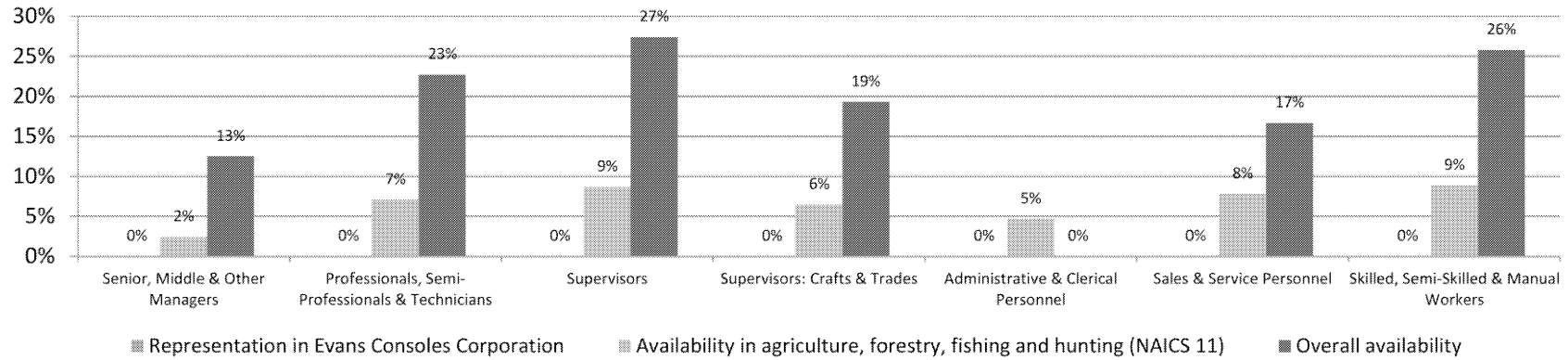
NAICS 11 - Agriculture, forestry, fishing and hunting  
 in Availability agriculture, forestry, fishing and hunting (NAICS 11)  
 Representation in Evans Consoles Corporation  
 Availability in agriculture, forestry, fishing and hunting (NAICS 11)



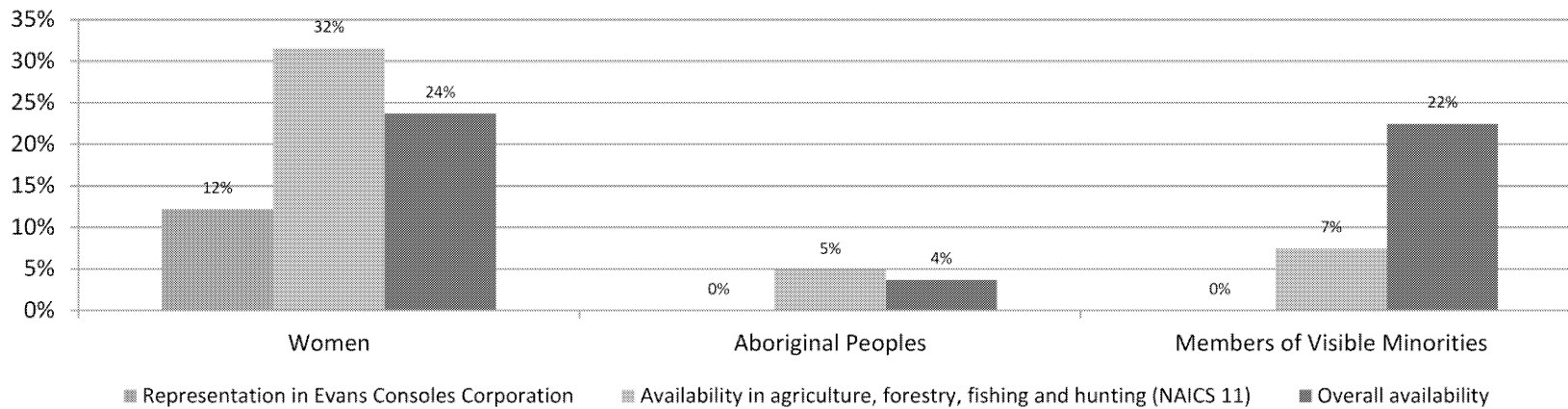
Managers      Professionals & Technicians      Personnel      Workers

■ Representation in Evans Consoles Corporation    ■ Availability in agriculture, forestry, fishing and hunting (NAICS 11)    ■ Overall availability

### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC for Women, Aboriginal Peoples and Visible Minorities

### NAICS 11 - Agriculture, forestry, fishing and hunting

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over							
	Total		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>485,490</b>	<b>100.0</b>	<b>148,675</b>	<b>30.6</b>	<b>19,175</b>	<b>3.9</b>	<b>29,310</b>	<b>6.0</b>
Senior Managers	2,730	100.0	485	17.8	40	1.5	100	3.7
Middle and Other Managers	183,535	100.0	46,680	25.4	2,715	1.5	4,415	2.4
Professionals	8,360	100.0	3,245	38.8	210	2.5	660	7.9
Semi-Professionals and Technicians	11,660	100.0	4,275	36.7	780	6.7	755	6.5
Supervisors	635	100.0	325	51.2	25	3.9	55	8.7
Supervisors: Crafts and Trades	12,600	100.0	3,315	26.3	435	3.5	815	6.5
Administrative and Senior Clerical ...	13,655	100.0	12,595	92.2	510	3.7	405	3.0
Skilled Sales and Service Personnel	2,370	100.0	1,230	51.9	195	8.2	175	7.4
Skilled Crafts and Trades Workers	42,495	100.0	3,705	8.7	4,680	11.0	1,150	2.7
Clerical Personnel	7,555	100.0	5,490	72.7	285	3.8	585	7.7
Intermediate Sales and Service ....	8,940	100.0	4,945	55.3	410	4.6	610	6.8
Semi-Skilled Manual Workers	157,580	100.0	47,070	29.9	7,075	4.5	12,325	7.8
Other Sales and Service Personnel	6,360	100.0	3,660	57.5	225	3.5	595	9.4
Other Manual Workers	27,015	100.0	11,645	43.1	1,590	5.9	6,675	24.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 21 - Mining and oil and gas extraction**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	9%	0	27%	1
02 Middle & Other Managers	29	6	21%	18%	5	39%	11
03 Professionals	15	2	13%	31%	5	37%	6
04 Semi-Professionals & Technicians	29	6	21%	22%	7	34%	10
05 Supervisors	7	2	29%	37%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	80%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	40%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	10%	4
10 Clerical Personnel	1	1	100%	69%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	32%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	6%	3	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	38%	0	0%	0
14 Other Manual Workers	44	3	7%	8%	4	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>14%</b>	<b>32</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	2%	0	3%	0
02 Middle & Other Managers	29	0	0%	3%	1	2%	1
03 Professionals	15	0	0%	2%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	5%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	6%	1	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	4%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	12%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	8%	3	5%	2
10 Clerical Personnel	1	0	0%	5%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	11%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	10%	4	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	23%	0	0%	0
14 Other Manual Workers	44	0	0%	12%	5	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>7%</b>	<b>17</b>	<b>3.48%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	8%	0	10%	0
02 Middle & Other Managers	29	0	0%	8%	2	15%	4
03 Professionals	15	0	0%	22%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	11%	3	22%	6
05 Supervisors	7	0	0%	9%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	3%	0	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	11%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	7%	0	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	4%	2	15%	6
10 Clerical Personnel	1	0	0%	11%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	10%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	3%	1	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	7%	0	0%	0
14 Other Manual Workers	44	0	0%	4%	2	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>7%</b>	<b>16</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	16%	5	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	28%	12	35%	15
Supervisors	7	2	29%	37%	3	55%	4

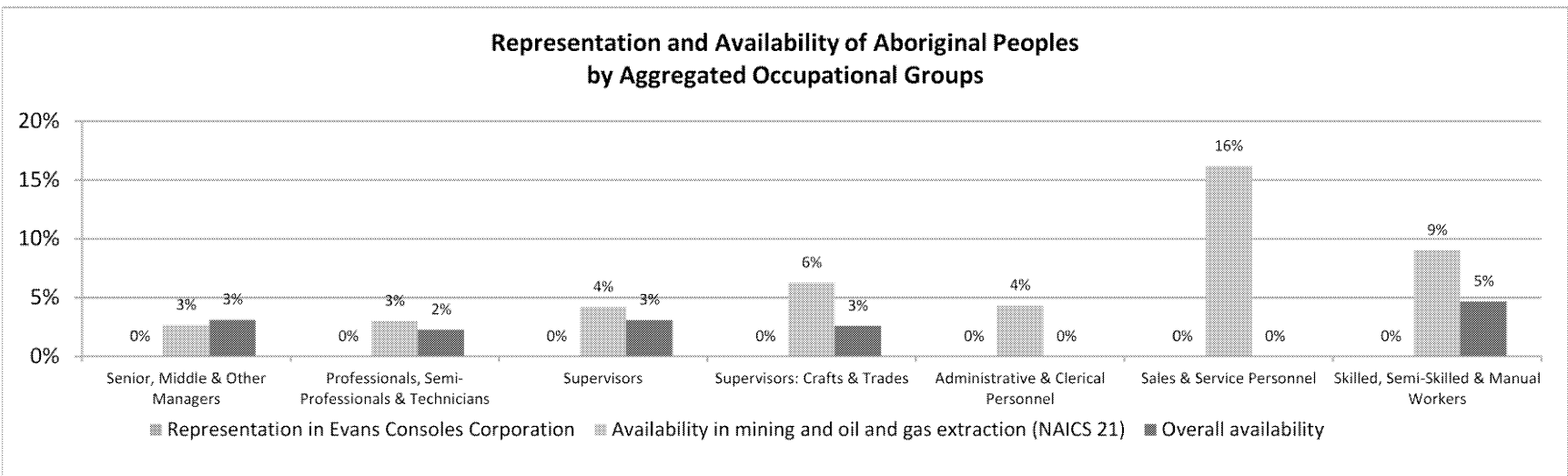
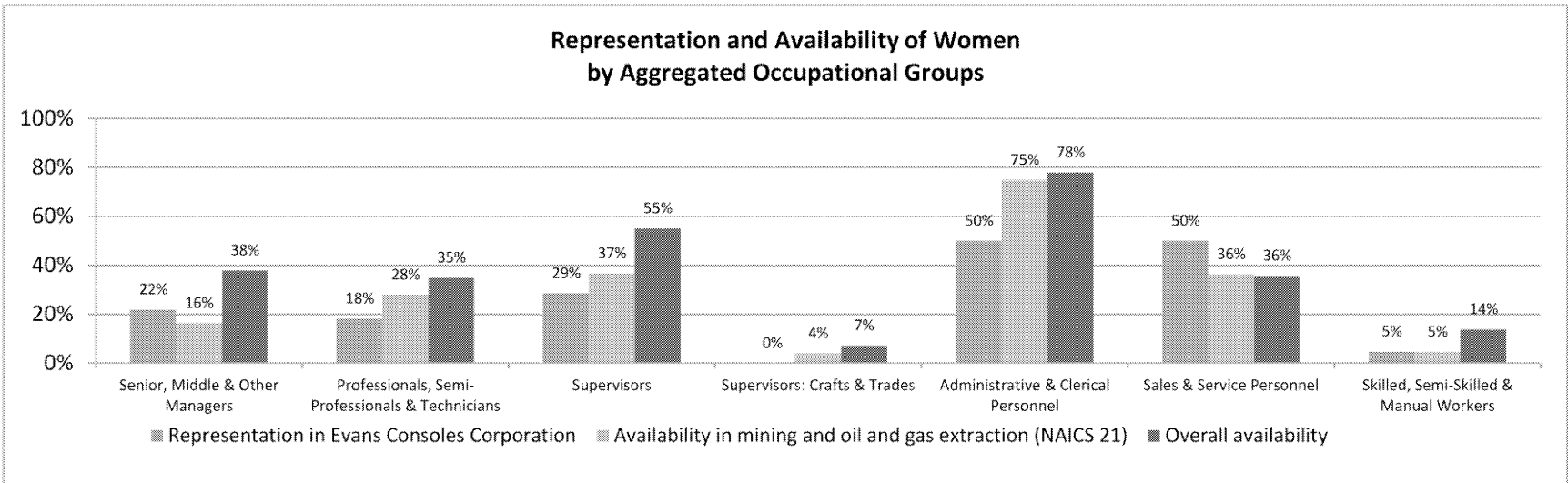
Supervisors: Crafts & Trades	9	0	0%	4%	0	7%	1
Administrative & Clerical Personnel	4	2	50%	75%	3	78%	3
Sales & Service Personnel	6	3	50%	36%	2	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	5%	6	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>14%</b>	<b>31</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	3%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	3%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	6%	1	3%	0
Administrative & Clerical Personnel	4	0	0%	4%	0	0%	0
Sales & Service Personnel	6	0	0%	16%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	9%	12	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>7%</b>	<b>16</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	8%	3	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	18%	8	23%	10
Supervisors	7	0	0%	9%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	3%	0	19%	2
Administrative & Clerical Personnel	4	0	0%	11%	0	0%	0
Sales & Service Personnel	6	0	0%	8%	0	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	4%	5	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>7%</b>	<b>17</b>	<b>22%</b>	<b>52</b>

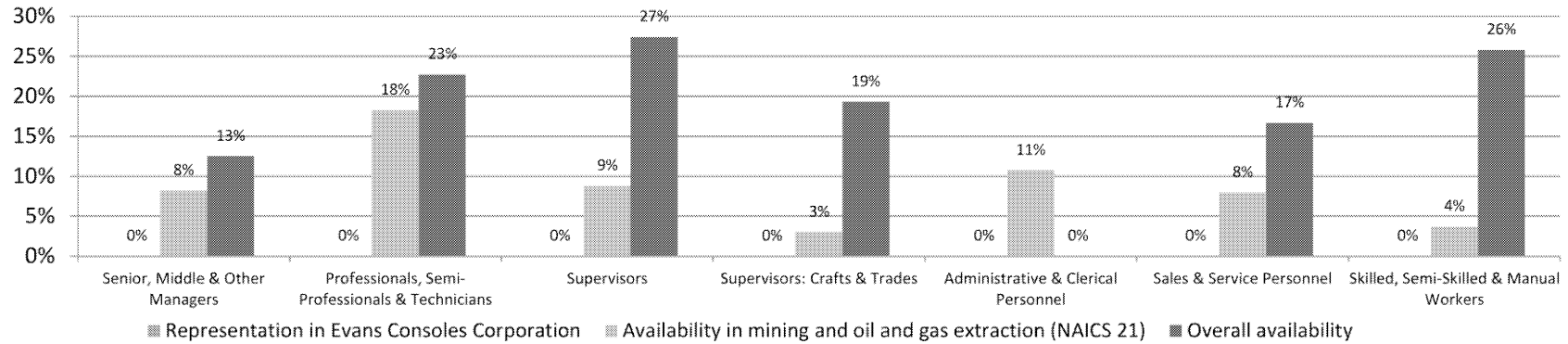
Women	230	28	12%	14%	31	24%	55
Aboriginal Peoples	230	-	0%	7%	16	4%	8
Members of Visible Minorities	230	-	0%	7%	17	22%	52

NAICS 21 - Mining and oil and gas extraction  
 in Availability mining and oil and gas extraction (NAICS 21)  
 Representation in Evans Consoles Corporation  
 Availability in mining and oil and gas extraction (NAICS 21)

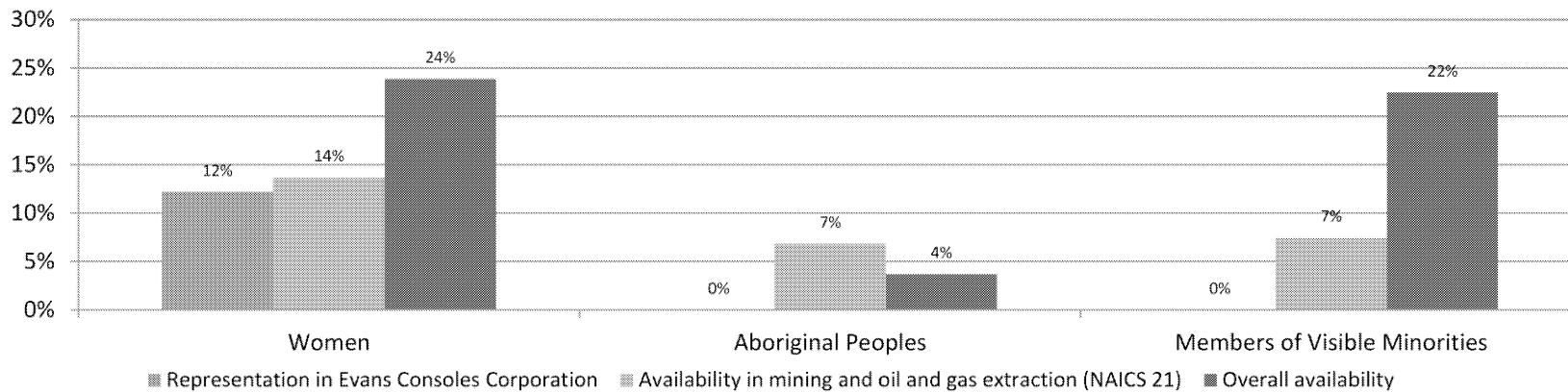




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 21 - Mining and oil and gas extraction

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>276,345</b>	<b>100.0</b>	<b>223,495</b>	<b>80.9</b>	<b>52,845</b>	<b>19.1</b>	<b>18,440</b>	<b>6.7</b>	<b>22,140</b>	<b>8.0</b>
Senior Managers	3,960	100.0	3,605	91.0	350	8.8	60	1.5	300	7.6
Middle and Other Managers	18,655	100.0	15,305	82.0	3,350	18.0	540	2.9	1,555	8.3
Professionals	39,380	100.0	27,290	69.3	12,090	30.7	840	2.1	8,645	22.0
Semi-Professionals and Technicians	19,595	100.0	15,195	77.5	4,400	22.5	930	4.7	2,115	10.8
Supervisors	1,310	100.0	835	63.7	480	36.6	55	4.2	115	8.8
Supervisors: Crafts and Trades	22,140	100.0	21,260	96.0	880	4.0	1,385	6.3	665	3.0
Administrative and Senior Clerical ...	16,615	100.0	3,365	20.3	13,250	79.7	670	4.0	1,765	10.6
Skilled Sales and Service Personnel	1,970	100.0	1,185	60.2	790	40.1	230	11.7	140	7.1
Skilled Crafts and Trades Workers	72,700	100.0	70,595	97.1	2,105	2.9	5,670	7.8	2,800	3.9
Clerical Personnel	13,210	100.0	4,135	31.3	9,075	68.7	625	4.7	1,435	10.9
Intermediate Sales and Service ....	2,505	100.0	1,720	68.7	790	31.5	265	10.6	245	9.8
Semi-Skilled Manual Workers	42,020	100.0	39,565	94.2	2,460	5.9	4,070	9.7	1,335	3.2
Other Sales and Service Personnel	3,475	100.0	2,170	62.4	1,310	37.7	790	22.7	245	7.1
Other Manual Workers	18,810	100.0	17,280	91.9	1,530	8.1	2,300	12.2	785	4.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 22 - Utilities**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	21%	1	27%	1
02 Middle & Other Managers	29	6	21%	22%	6	39%	11
03 Professionals	15	2	13%	33%	5	37%	6
04 Semi-Professionals & Technicians	29	6	21%	17%	5	34%	10
05 Supervisors	7	2	29%	47%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	10%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	76%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	42%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	7%	3	10%	4
10 Clerical Personnel	1	1	100%	65%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	59%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	9%	4	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	25%	0	0%	0
14 Other Manual Workers	44	3	7%	17%	7	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>18%</b>	<b>41</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	2%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	6%	2	5%	2
10 Clerical Personnel	1	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	4%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	7%	3	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	9%	0	0%	0
14 Other Manual Workers	44	0	0%	13%	6	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>6%</b>	<b>14</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	8%	0	10%	0
02 Middle & Other Managers	29	0	0%	12%	3	15%	4
03 Professionals	15	0	0%	22%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	12%	3	22%	6
05 Supervisors	7	0	0%	5%	0	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	12%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	17%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	6%	2	15%	6
10 Clerical Personnel	1	0	0%	11%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	9%	4	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	7%	0	0%	0
14 Other Manual Workers	44	0	0%	4%	2	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>9%</b>	<b>21</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	22%	7	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	27%	12	35%	15
Supervisors	7	2	29%	47%	3	55%	4

Supervisors: Crafts & Trades	9	0	0%	10%	1	0%	0
Administrative & Clerical Personnel	4	2	50%	69%	3	78%	3
Sales & Service Personnel	6	3	50%	49%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	8%	10	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>17%</b>	<b>39</b>	<b>24%</b>	<b>54</b>

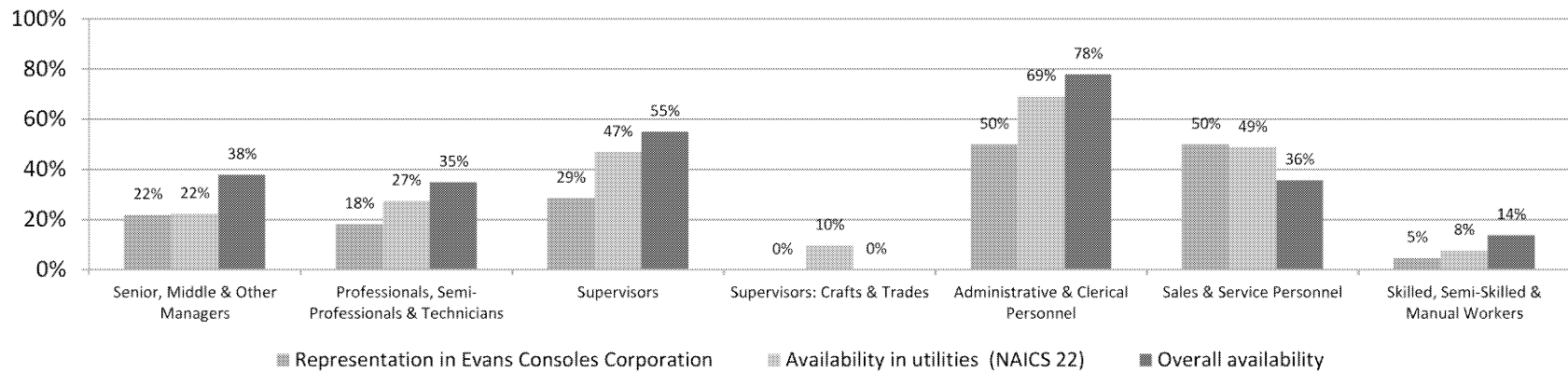
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	6%	8	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>5%</b>	<b>11</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	12%	4	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	18%	8	23%	10
Supervisors	7	0	0%	5%	0	27%	2
Supervisors: Crafts & Trades	9	0	0%	4%	0	19%	2
Administrative & Clerical Personnel	4	0	0%	11%	0	0%	0
Sales & Service Personnel	6	0	0%	11%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	6%	8	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>9%</b>	<b>21</b>	<b>22%</b>	<b>52</b>

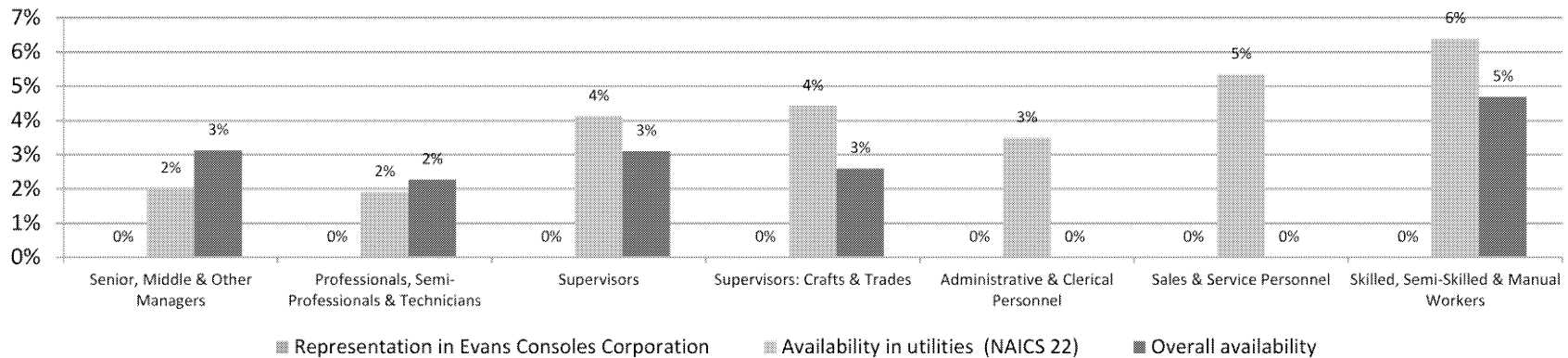
Women	230	28	12%	17%	39	24%	54
Aboriginal Peoples	230	-	0%	5%	11	4%	8
Members of Visible Minorities	230	-	0%	9%	21	22%	52

NAICS 22 - Utilities  
 in Availability utilities (NAICS 22)  
 Representation in Evans Consoles Corporation  
 Availability in utilities (NAICS 22)

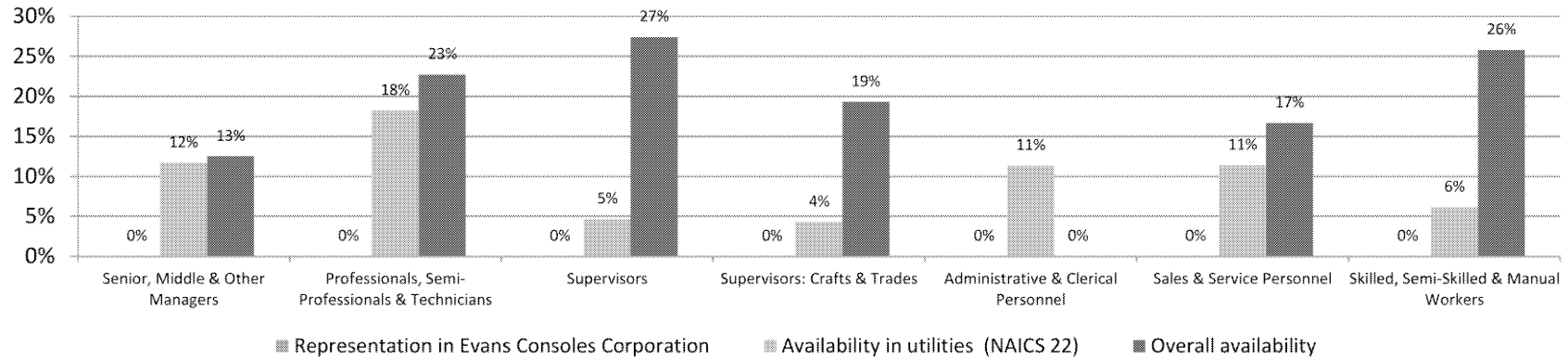
**Representation and Availability of Women  
 by Aggregated Occupational Groups**



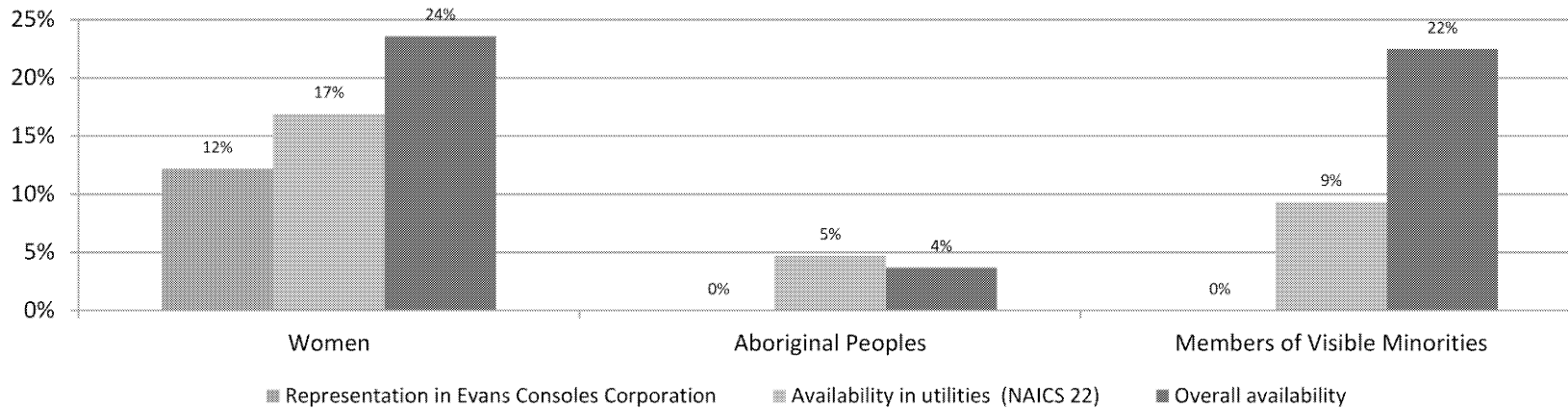
**Representation and Availability of Aboriginal Peoples  
 by Aggregated Occupational Groups**



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 22 - Utilities**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>158,940</b>	<b>100.0</b>	<b>117,035</b>	<b>73.6</b>	<b>41,900</b>	<b>26.4</b>	<b>6,475</b>	<b>4.1</b>	<b>17,665</b>	<b>11.1</b>
Senior Managers	1,365	100.0	1,080	79.1	280	20.5	20	1.5	115	8.4
Middle and Other Managers	14,300	100.0	11,100	77.6	3,205	22.4	295	2.1	1,715	12.0
Professionals	29,145	100.0	19,510	66.9	9,630	33.0	430	1.5	6,400	22.0
Semi-Professionals and Technicians	16,515	100.0	13,635	82.6	2,880	17.4	440	2.7	1,920	11.6
Supervisors	970	100.0	515	53.1	455	46.9	40	4.1	45	4.6
Supervisors: Crafts and Trades	7,795	100.0	7,045	90.4	755	9.7	345	4.4	335	4.3
Administrative and Senior Clerical ...	8,650	100.0	2,060	23.8	6,590	76.2	180	2.1	1,050	12.1
Skilled Sales and Service Personnel	1,240	100.0	715	57.7	525	42.3	30	2.4	215	17.3
Skilled Crafts and Trades Workers	46,510	100.0	43,295	93.1	3,210	6.9	2,705	5.8	2,705	5.8
Clerical Personnel	13,555	100.0	4,800	35.4	8,755	64.6	595	4.4	1,465	10.8
Intermediate Sales and Service ....	6,685	100.0	2,770	41.4	3,915	58.6	295	4.4	780	11.7
Semi-Skilled Manual Workers	6,780	100.0	6,180	91.2	600	8.8	505	7.4	620	9.1
Other Sales and Service Personnel	2,370	100.0	1,785	75.3	585	24.7	225	9.5	175	7.4
Other Manual Workers	3,040	100.0	2,535	83.4	505	16.6	390	12.8	125	4.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 23 - Construction**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	8%	0	27%	1
02 Middle & Other Managers	29	6	21%	10%	3	39%	11
03 Professionals	15	2	13%	31%	5	37%	6
04 Semi-Professionals & Technicians	29	6	21%	17%	5	34%	10
05 Supervisors	7	2	29%	42%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	5%	0	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	88%	3	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	32%	1	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	10%	4
10 Clerical Personnel	1	1	100%	78%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	34%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	4%	2	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	23%	0	0%	0
14 Other Manual Workers	44	3	7%	6%	3	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>12%</b>	<b>27</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	2%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	3%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	5%	2	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	3%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	6%	3	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	44	0	0%	7%	3	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>10</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	6%	0	10%	0
02 Middle & Other Managers	29	0	0%	11%	3	15%	4
03 Professionals	15	0	0%	23%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	14%	4	22%	6
05 Supervisors	7	0	0%	11%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	8%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	13%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	9%	4	15%	6
10 Clerical Personnel	1	0	0%	11%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	7%	3	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	15%	0	0%	0
14 Other Manual Workers	44	0	0%	11%	5	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>11%</b>	<b>25</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	10%	3	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	22%	10	35%	15
Supervisors	7	2	29%	42%	3	55%	4

Supervisors: Crafts & Trades	9	0	0%	5%	0	7%	1
Administrative & Clerical Personnel	4	2	50%	84%	3	78%	3
Sales & Service Personnel	6	3	50%	28%	2	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	4%	5	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>11%</b>	<b>26</b>	<b>24%</b>	<b>55</b>

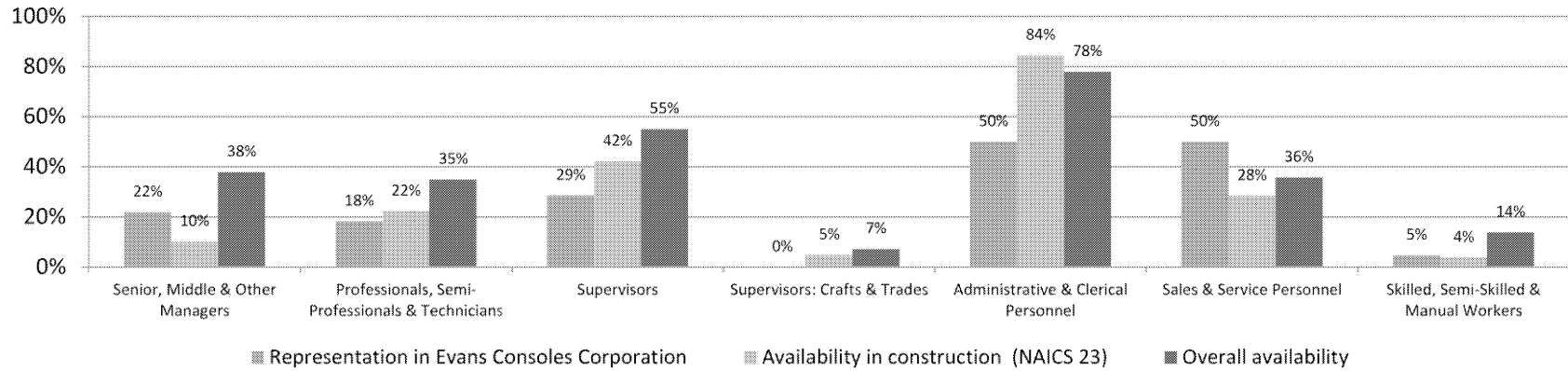
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	5%	7	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>10</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	10%	3	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	17%	8	23%	10
Supervisors	7	0	0%	11%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	9%	0	0%	0
Sales & Service Personnel	6	0	0%	13%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	9%	11	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>11%</b>	<b>25</b>	<b>22%</b>	<b>52</b>

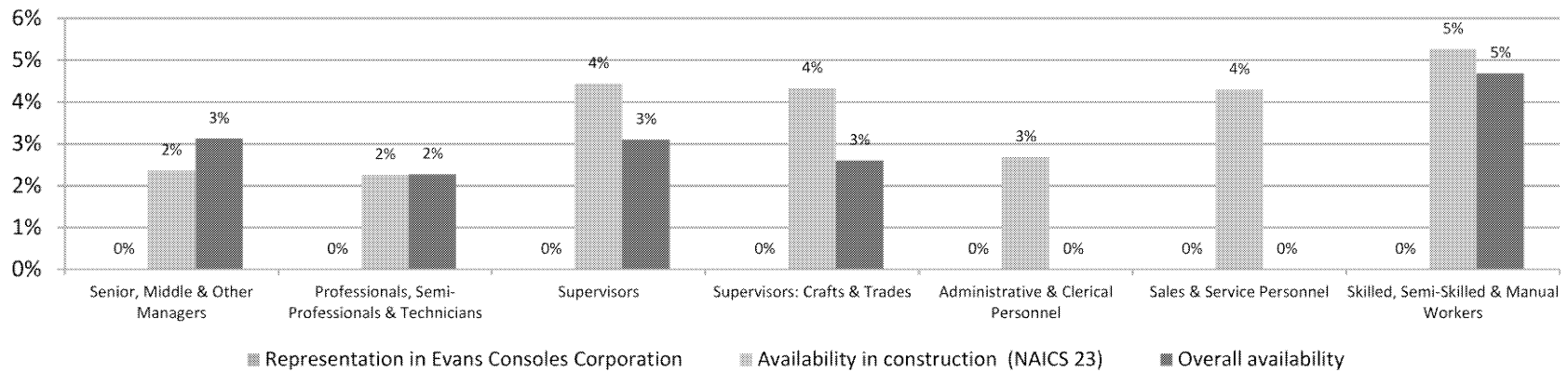
Women	230	28	12%	11%	26	24%	55
Aboriginal Peoples	230	-	0%	4%	10	4%	8
Members of Visible Minorities	230	-	0%	11%	25	22%	52

NAICS 23 - Construction  
 in Availability construction (NAICS 23)  
 Representation in Evans Consoles Corporation  
 Availability in construction (NAICS 23)

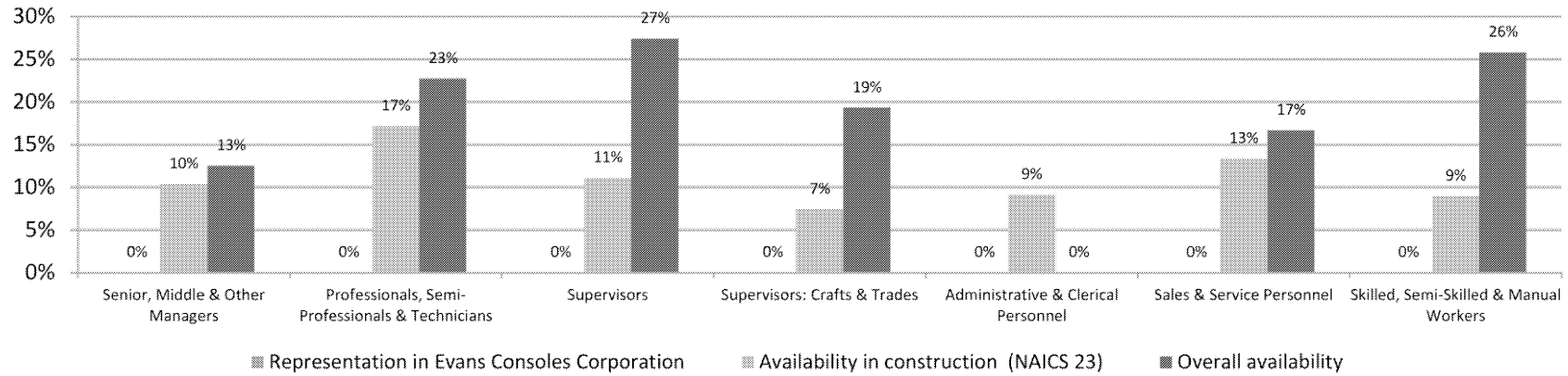
**Representation and Availability of Women  
 by Aggregated Occupational Groups**



**Representation and Availability of Aboriginal Peoples  
 by Aggregated Occupational Groups**



### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 23 - Construction

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,309,595</b>	<b>100.0</b>	<b>1,146,150</b>	<b>87.5</b>	<b>163,440</b>	<b>12.5</b>	<b>59,040</b>	<b>4.5</b>	<b>125,600</b>	<b>9.6</b>
Senior Managers	16,865	100.0	15,455	91.6	1,415	8.4	275	1.6	1,025	6.1
Middle and Other Managers	121,445	100.0	108,840	89.6	12,605	10.4	2,990	2.5	13,320	11.0
Professionals	26,425	100.0	18,135	68.6	8,290	31.4	355	1.3	6,100	23.1
Semi-Professionals and Technicians	45,190	100.0	37,520	83.0	7,670	17.0	1,260	2.8	6,170	13.7
Supervisors	2,480	100.0	1,435	57.9	1,045	42.1	110	4.4	275	11.1
Supervisors: Crafts and Trades	80,125	100.0	76,285	95.2	3,835	4.8	3,465	4.3	5,940	7.4
Administrative and Senior Clerical ...	63,680	100.0	7,715	12.1	55,965	87.9	1,675	2.6	4,980	7.8
Skilled Sales and Service Personnel	4,800	100.0	3,255	67.8	1,545	32.2	120	2.5	610	12.7
Skilled Crafts and Trades Workers	593,250	100.0	574,840	96.9	18,410	3.1	27,510	4.6	52,185	8.8
Clerical Personnel	36,855	100.0	8,000	21.7	28,855	78.3	1,025	2.8	4,195	11.4
Intermediate Sales and Service ....	13,070	100.0	8,625	66.0	4,450	34.0	435	3.3	1,515	11.6
Semi-Skilled Manual Workers	126,180	100.0	121,105	96.0	5,075	4.0	7,830	6.2	9,410	7.5
Other Sales and Service Personnel	18,340	100.0	14,040	76.6	4,305	23.5	1,000	5.5	2,705	14.7
Other Manual Workers	160,890	100.0	150,910	93.8	9,985	6.2	10,990	6.8	17,175	10.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 31-33 - Manufacturing**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	14%	0	27%	1
02 Middle & Other Managers	29	6	21%	24%	7	39%	11
03 Professionals	15	2	13%	29%	4	37%	6
04 Semi-Professionals & Technicians	29	6	21%	28%	8	34%	10
05 Supervisors	7	2	29%	36%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	16%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	77%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	46%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	5%	2	10%	4
10 Clerical Personnel	1	1	100%	53%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	48%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	26%	11	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	37%	0	0%	0
14 Other Manual Workers	44	3	7%	37%	16	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>26%</b>	<b>59</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	1%	0	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	2%	1	3%	1
05 Supervisors	7	0	0%	2%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	2%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	2%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	5%	2
10 Clerical Personnel	1	0	0%	2%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	2%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	3%	1	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	3%	0	0%	0
14 Other Manual Workers	44	0	0%	3%	1	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>2%</b>	<b>5</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	9%	0	10%	0
02 Middle & Other Managers	29	0	0%	15%	4	15%	4
03 Professionals	15	0	0%	27%	4	24%	4
04 Semi-Professionals & Technicians	29	0	0%	21%	6	22%	6
05 Supervisors	7	0	0%	17%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	15%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	14%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	28%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	14%	6	15%	6
10 Clerical Personnel	1	0	0%	20%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	14%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	26%	11	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	21%	0	0%	0
14 Other Manual Workers	44	0	0%	26%	12	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>21%</b>	<b>48</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	22%	7	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	29%	13	35%	15
Supervisors	7	2	29%	36%	3	55%	4



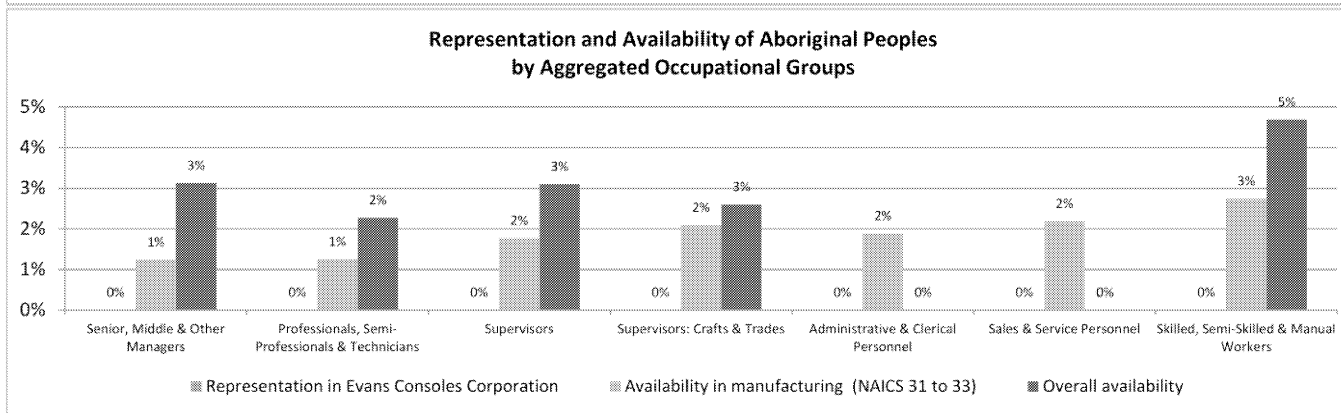
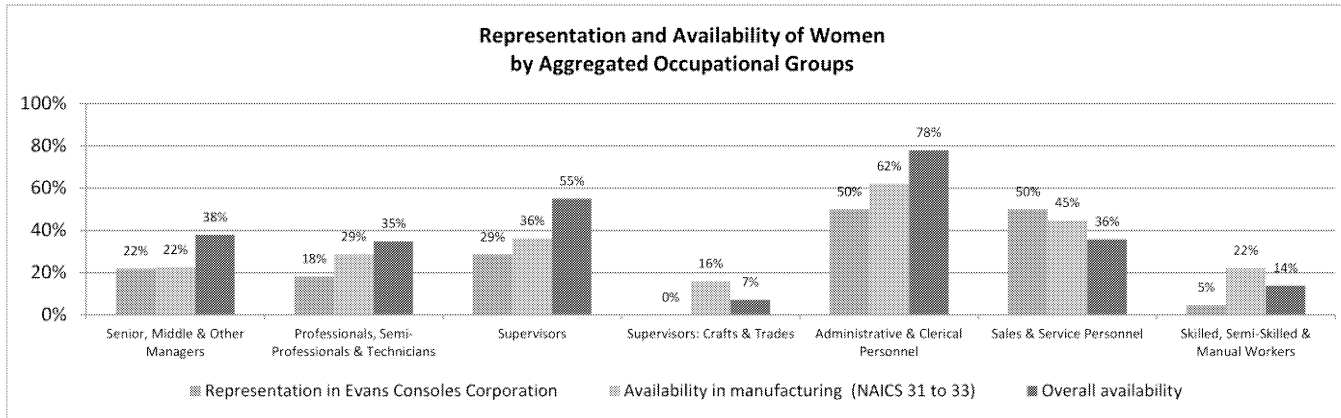
Supervisors: Crafts & Trades	9	0	0%	16%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	62%	2	78%	3
Sales & Service Personnel	6	3	50%	45%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	22%	28	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>25%</b>	<b>57</b>	<b>24%</b>	<b>55</b>

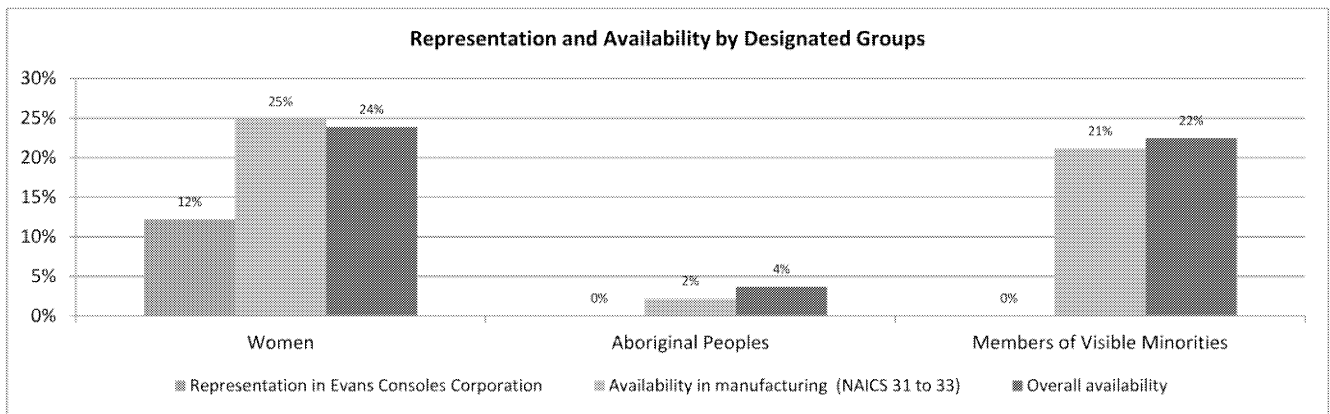
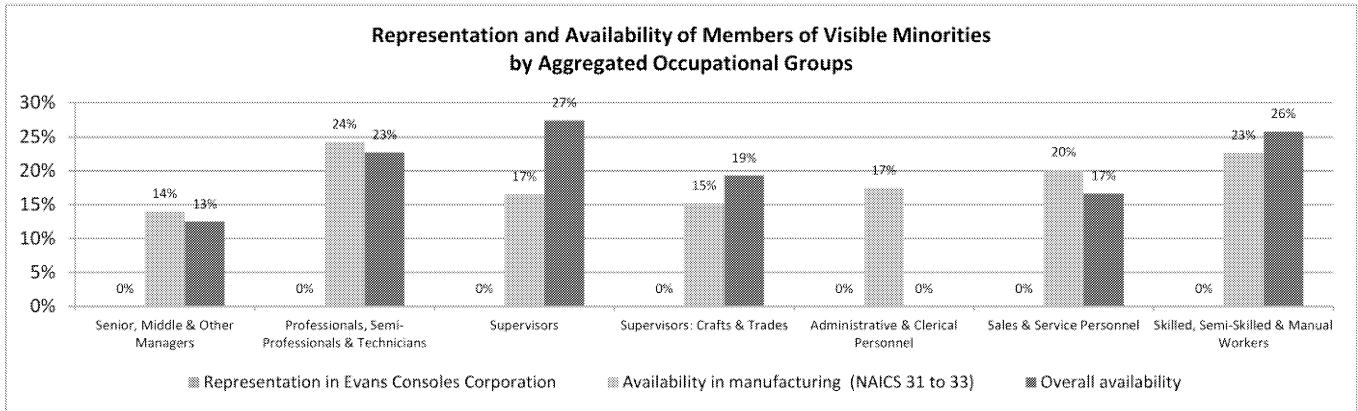
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	1%	0	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	1%	1	2%	1
Supervisors	7	0	0%	2%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	2%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	2%	0	0%	0
Sales & Service Personnel	6	0	0%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	3%	4	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>2%</b>	<b>5</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	14%	4	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	24%	11	23%	10
Supervisors	7	0	0%	17%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	15%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	17%	1	0%	0
Sales & Service Personnel	6	0	0%	20%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	23%	29	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>21%</b>	<b>49</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	25%	57	24%	55
Aboriginal Peoples	230	-	0%	2%	5	4%	8
Members of Visible Minorities	230	-	0%	21%	49	22%	52

NAICS 31-33 - Manufacturing  
 in Availability manufacturing (NAICS 31 to 33)  
 Representation in Evans Consoles Corporation  
 Availability in manufacturing (NAICS 31 to 33)





## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 31-33 - Manufacturing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,722,465</b>	<b>100.0</b>	<b>1,234,010</b>	<b>71.6</b>	<b>488,455</b>	<b>28.4</b>	<b>38,550</b>	<b>2.2</b>	<b>362,590</b>	<b>21.1</b>
Senior Managers	23,145	100.0	19,920	86.1	3,220	13.9	230	1.0	2,040	8.8
Middle and Other Managers	134,570	100.0	102,355	76.1	32,210	23.9	1,720	1.3	20,085	14.9
Professionals	124,080	100.0	88,220	71.1	35,855	28.9	985	0.8	33,635	27.1
Semi-Professionals and Technicians	114,260	100.0	81,860	71.6	32,410	28.4	2,000	1.8	24,205	21.2
Supervisors	12,730	100.0	8,110	63.7	4,615	36.3	225	1.8	2,105	16.5
Supervisors: Crafts and Trades	72,845	100.0	61,255	84.1	11,590	15.9	1,520	2.1	11,075	15.2
Administrative and Senior Clerical ...	58,430	100.0	13,200	22.6	45,225	77.4	945	1.6	8,045	13.8
Skilled Sales and Service Personnel	41,220	100.0	22,230	53.9	18,985	46.1	900	2.2	11,665	28.3
Skilled Crafts and Trades Workers	273,210	100.0	259,665	95.0	13,550	5.0	7,505	2.7	39,020	14.3
Clerical Personnel	104,195	100.0	48,610	46.7	55,580	53.3	2,120	2.0	20,365	19.5
Intermediate Sales and Service ....	60,100	100.0	31,445	52.3	28,655	47.7	1,040	1.7	8,450	14.1
Semi-Skilled Manual Workers	492,730	100.0	364,270	73.9	128,460	26.1	12,535	2.5	127,885	26.0
Other Sales and Service Personnel	30,330	100.0	19,135	63.1	11,195	36.9	940	3.1	6,430	21.2
Other Manual Workers	180,635	100.0	113,730	63.0	66,900	37.0	5,885	3.3	47,580	26.3

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 41 - Wholesale trade**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	15%	0	27%	1
02 Middle & Other Managers	29	6	21%	27%	8	39%	11
03 Professionals	15	2	13%	40%	6	37%	6
04 Semi-Professionals & Technicians	29	6	21%	26%	8	34%	10
05 Supervisors	7	2	29%	37%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	13%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	82%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	33%	1	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	10%	4
10 Clerical Personnel	1	1	100%	51%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	34%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	13%	6	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	43%	0	0%	0
14 Other Manual Workers	44	3	7%	39%	17	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>24%</b>	<b>55</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	1%	0	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	1%	0	3%	1
05 Supervisors	7	0	0%	2%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	2%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	2%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	3%	1	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	44	0	0%	3%	1	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>2%</b>	<b>6</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	15%	0	10%	0
02 Middle & Other Managers	29	0	0%	17%	5	15%	4
03 Professionals	15	0	0%	33%	5	24%	4
04 Semi-Professionals & Technicians	29	0	0%	25%	7	22%	6
05 Supervisors	7	0	0%	22%	2	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	14%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	19%	1	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	17%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	12%	5	15%	6
10 Clerical Personnel	1	0	0%	21%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	15%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	21%	9	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	26%	0	0%	0
14 Other Manual Workers	44	0	0%	36%	16	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>23%</b>	<b>52</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	25%	8	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	35%	15	35%	15
Supervisors	7	2	29%	37%	3	55%	4

Supervisors: Crafts & Trades	9	0	0%	13%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	61%	2	78%	3
Sales & Service Personnel	6	3	50%	35%	2	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	14%	18	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>22%</b>	<b>50</b>	<b>24%</b>	<b>55</b>

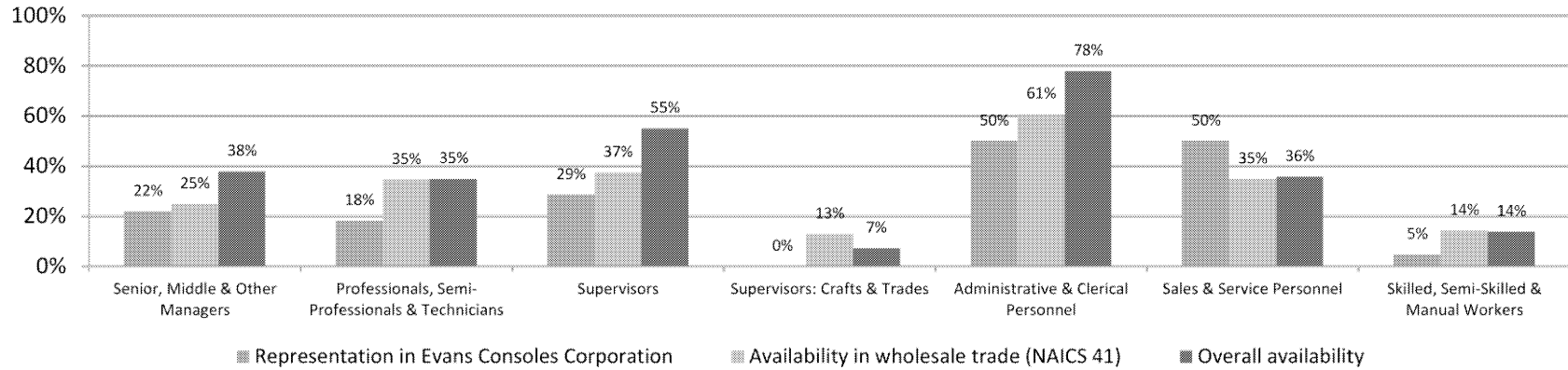
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	1%	0	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	1%	0	2%	1
Supervisors	7	0	0%	2%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	2%	0	0%	0
Sales & Service Personnel	6	0	0%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	3%	4	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>2%</b>	<b>6</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	17%	5	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	30%	13	23%	10
Supervisors	7	0	0%	22%	2	27%	2
Supervisors: Crafts & Trades	9	0	0%	14%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	21%	1	0%	0
Sales & Service Personnel	6	0	0%	17%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	21%	27	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>22%</b>	<b>50</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	22%	50	24%	55
Aboriginal Peoples	230	-	0%	2%	6	4%	8
Members of Visible Minorities	230	-	0%	22%	50	22%	52

NAICS 41 - Wholesale trade  
 in Availability wholesale trade (NAICS 41)  
 Representation in Evans Consoles Corporation  
 Availability in wholesale trade (NAICS 41)

**Representation and Availability of Women  
 by Aggregated Occupational Groups**

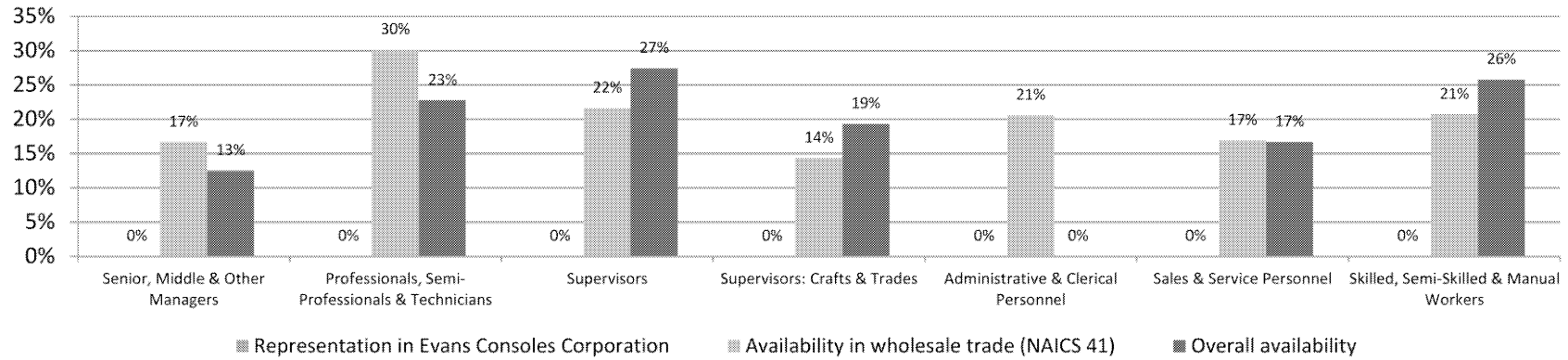


**Representation and Availability of Aboriginal Peoples  
 by Aggregated Occupational Groups**

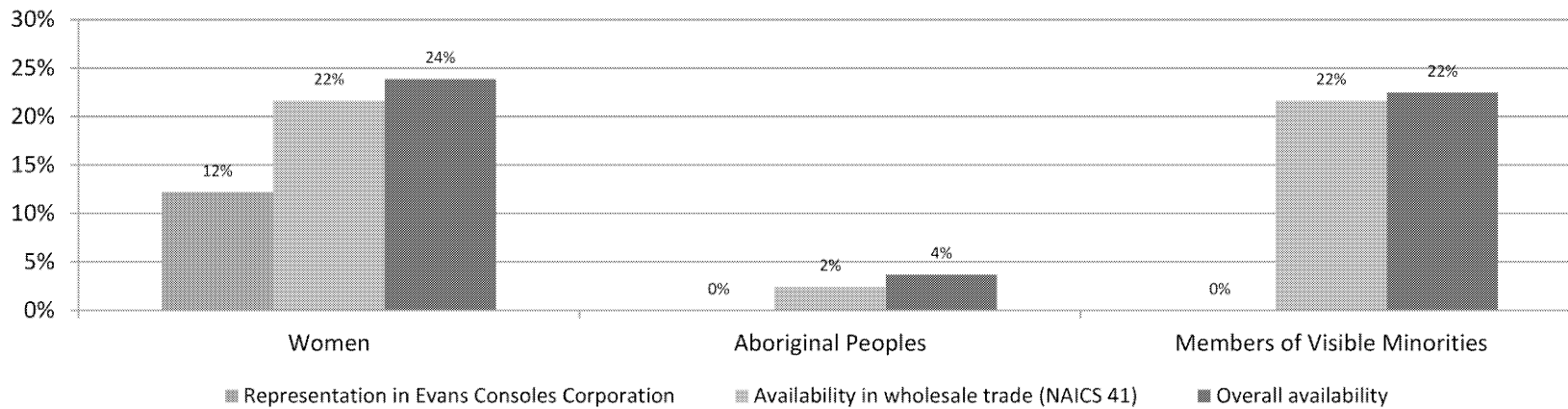




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 41 - Wholesale trade**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>776,805</b>	<b>100.0</b>	<b>520,640</b>	<b>67.0</b>	<b>256,165</b>	<b>33.0</b>	<b>16,560</b>	<b>2.1</b>	<b>156,650</b>	<b>20.2</b>
Senior Managers	20,280	100.0	17,180	84.7	3,105	15.3	170	0.8	3,010	14.8
Middle and Other Managers	114,910	100.0	84,410	73.5	30,500	26.5	1,720	1.5	19,495	17.0
Professionals	64,040	100.0	38,720	60.5	25,320	39.5	565	0.9	21,110	33.0
Semi-Professionals and Technicians	37,790	100.0	27,875	73.8	9,910	26.2	565	1.5	9,555	25.3
Supervisors	14,675	100.0	9,195	62.7	5,480	37.3	300	2.0	3,170	21.6
Supervisors: Crafts and Trades	8,800	100.0	7,670	87.2	1,135	12.9	225	2.6	1,260	14.3
Administrative and Senior Clerical ...	44,550	100.0	8,105	18.2	36,445	81.8	870	2.0	8,300	18.6
Skilled Sales and Service Personnel	47,210	100.0	31,725	67.2	15,485	32.8	885	1.9	8,085	17.1
Skilled Crafts and Trades Workers	44,600	100.0	43,095	96.6	1,500	3.4	1,350	3.0	5,245	11.8
Clerical Personnel	97,525	100.0	47,770	49.0	49,755	51.0	2,525	2.6	20,895	21.4
Intermediate Sales and Service ....	131,105	100.0	86,135	65.7	44,970	34.3	2,440	1.9	20,125	15.4
Semi-Skilled Manual Workers	105,190	100.0	91,340	86.8	13,850	13.2	3,330	3.2	22,085	21.0
Other Sales and Service Personnel	21,565	100.0	12,360	57.3	9,200	42.7	820	3.8	5,525	25.6
Other Manual Workers	24,580	100.0	15,065	61.3	9,515	38.7	810	3.3	8,775	35.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 44-45 - Retail trade**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	23%	1	27%	1
02 Middle & Other Managers	29	6	21%	47%	14	39%	11
03 Professionals	15	2	13%	55%	8	37%	6
04 Semi-Professionals & Technicians	29	6	21%	68%	20	34%	10
05 Supervisors	7	2	29%	63%	4	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	17%	2	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	86%	3	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	49%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	10%	4
10 Clerical Personnel	1	1	100%	54%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	61%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	16%	7	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	62%	0	0%	0
14 Other Manual Workers	44	3	7%	39%	17	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>35%</b>	<b>80</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	2%	0	3%	0
02 Middle & Other Managers	29	0	0%	3%	1	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	2%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	3%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	3%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	44	0	0%	5%	2	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	12%	0	10%	0
02 Middle & Other Managers	29	0	0%	17%	5	15%	4
03 Professionals	15	0	0%	29%	4	24%	4
04 Semi-Professionals & Technicians	29	0	0%	21%	6	22%	6
05 Supervisors	7	0	0%	17%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	13%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	19%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	12%	5	15%	6
10 Clerical Personnel	1	0	0%	16%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	19%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	15%	7	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	18%	0	0%	0
14 Other Manual Workers	44	0	0%	25%	11	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>18%</b>	<b>42</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	46%	15	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	62%	27	35%	15
Supervisors	7	2	29%	63%	4	55%	4

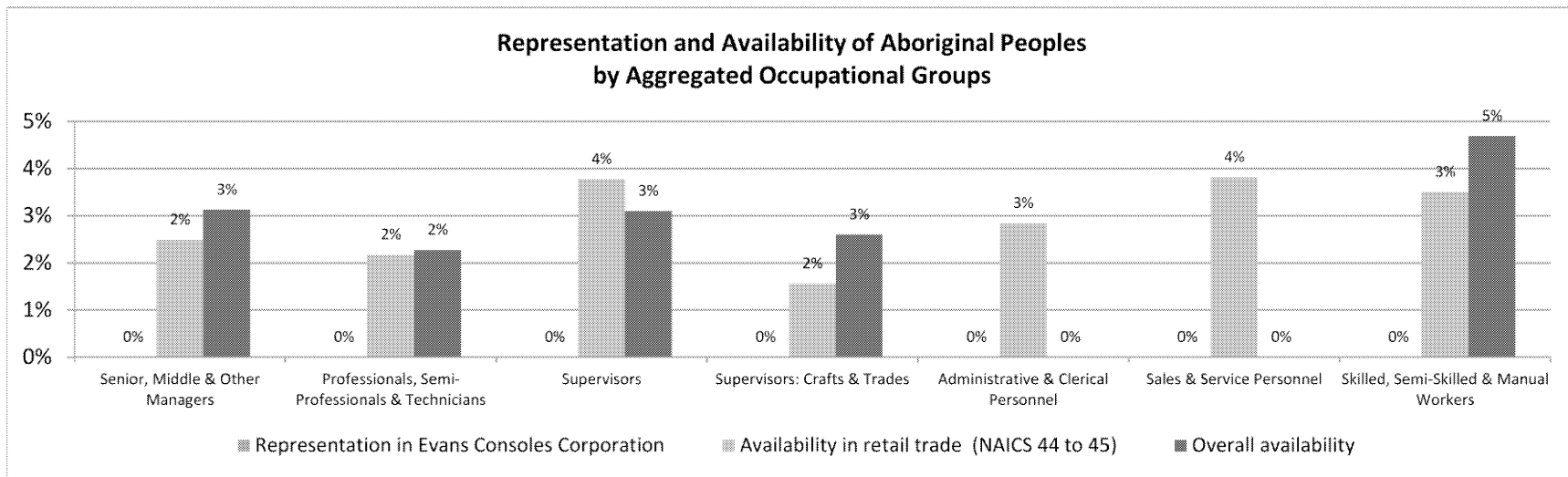
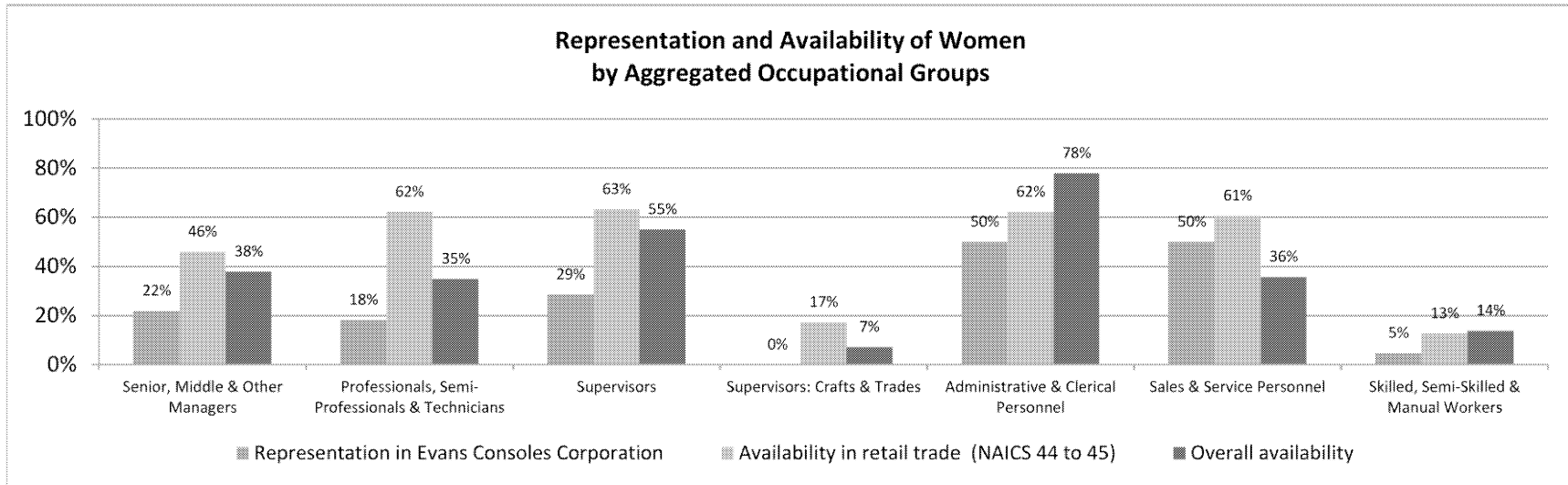
Supervisors: Crafts & Trades	9	0	0%	17%	2	7%	1
Administrative & Clerical Personnel	4	2	50%	62%	2	78%	3
Sales & Service Personnel	6	3	50%	61%	4	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	13%	16	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>31%</b>	<b>70</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	2%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	3%	4	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>4%</b>	<b>8</b>

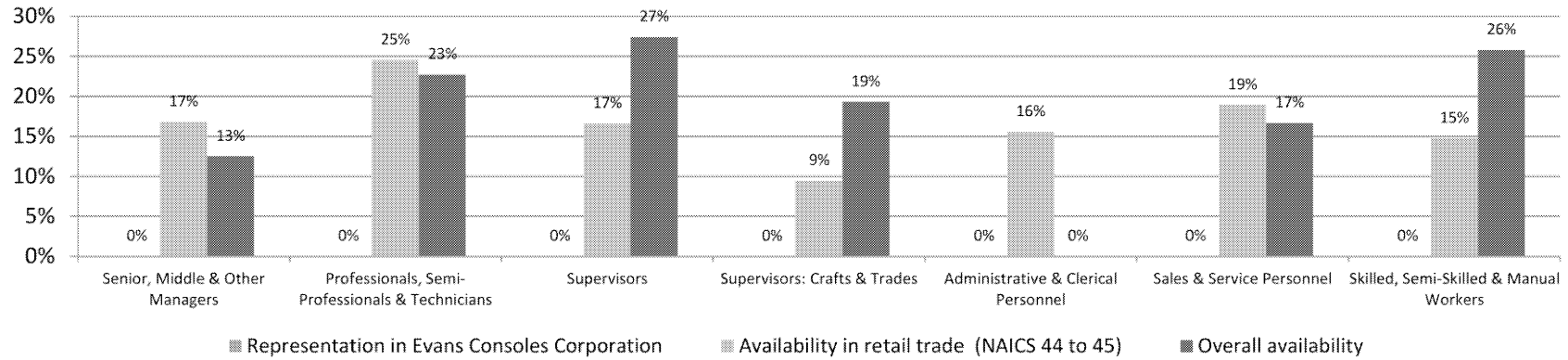
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	17%	5	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	25%	11	23%	10
Supervisors	7	0	0%	17%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	16%	1	0%	0
Sales & Service Personnel	6	0	0%	19%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	15%	19	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>17%</b>	<b>39</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	31%	70	24%	55
Aboriginal Peoples	230	-	0%	3%	7	4%	8
Members of Visible Minorities	230	-	0%	17%	39	22%	52

NAICS 44-45 - Retail trade  
 in Availability retail trade (NAICS 44 to 45)  
 Representation in Evans Consoles Corporation  
 Availability in retail trade (NAICS 44 to 45)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 44-45 - Retail trade**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>2,244,475</b>	<b>100.0</b>	<b>1,017,790</b>	<b>45.3</b>	<b>1,226,690</b>	<b>54.7</b>	<b>76,230</b>	<b>3.4</b>	<b>410,510</b>	<b>18.3</b>
Senior Managers	12,645	100.0	9,780	77.3	2,860	22.6	225	1.8	1,510	11.9
Middle and Other Managers	334,430	100.0	177,840	53.2	156,590	46.8	8,405	2.5	56,860	17.0
Professionals	64,320	100.0	28,790	44.8	35,525	55.2	800	1.2	18,790	29.2
Semi-Professionals and Technicians	81,410	100.0	26,285	32.3	55,125	67.7	2,370	2.9	16,945	20.8
Supervisors	62,025	100.0	22,850	36.8	39,180	63.2	2,340	3.8	10,295	16.6
Supervisors: Crafts and Trades	4,815	100.0	3,985	82.8	830	17.2	75	1.6	455	9.4
Administrative and Senior Clerical ...	43,675	100.0	5,915	13.5	37,760	86.5	945	2.2	5,745	13.2
Skilled Sales and Service Personnel	78,890	100.0	39,910	50.6	38,985	49.4	2,590	3.3	15,235	19.3
Skilled Crafts and Trades Workers	64,065	100.0	62,335	97.3	1,735	2.7	1,750	2.7	7,590	11.8
Clerical Personnel	125,980	100.0	58,375	46.3	67,605	53.7	3,870	3.1	20,615	16.4
Intermediate Sales and Service ....	714,215	100.0	278,635	39.0	435,580	61.0	20,790	2.9	138,810	19.4
Semi-Skilled Manual Workers	104,400	100.0	87,995	84.3	16,395	15.7	4,015	3.8	16,015	15.3
Other Sales and Service Personnel	541,815	100.0	207,900	38.4	333,915	61.6	27,505	5.1	98,725	18.2
Other Manual Workers	11,805	100.0	7,205	61.0	4,600	39.0	540	4.6	2,935	24.9

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 48-49 - Transportation and warehousing**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	18%	1	27%	1
02 Middle & Other Managers	29	6	21%	28%	8	39%	11
03 Professionals	15	2	13%	39%	6	37%	6
04 Semi-Professionals & Technicians	29	6	21%	12%	4	34%	10
05 Supervisors	7	2	29%	48%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	10%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	81%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	32%	1	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	10%	4
10 Clerical Personnel	1	1	100%	48%	0	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	63%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	11%	5	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	32%	0	0%	0
14 Other Manual Workers	44	3	7%	24%	11	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>19%</b>	<b>45</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	2%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	3%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	3%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	6%	0	0%	0
14 Other Manual Workers	44	0	0%	9%	4	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>9</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	11%	0	10%	0
02 Middle & Other Managers	29	0	0%	14%	4	15%	4
03 Professionals	15	0	0%	26%	4	24%	4
04 Semi-Professionals & Technicians	29	0	0%	12%	3	22%	6
05 Supervisors	7	0	0%	16%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	11%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	15%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	12%	0	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	13%	5	15%	6
10 Clerical Personnel	1	0	0%	21%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	24%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	21%	9	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	27%	0	0%	0
14 Other Manual Workers	44	0	0%	15%	6	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>16%</b>	<b>36</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	27%	9	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	22%	10	35%	15
Supervisors	7	2	29%	48%	3	55%	4

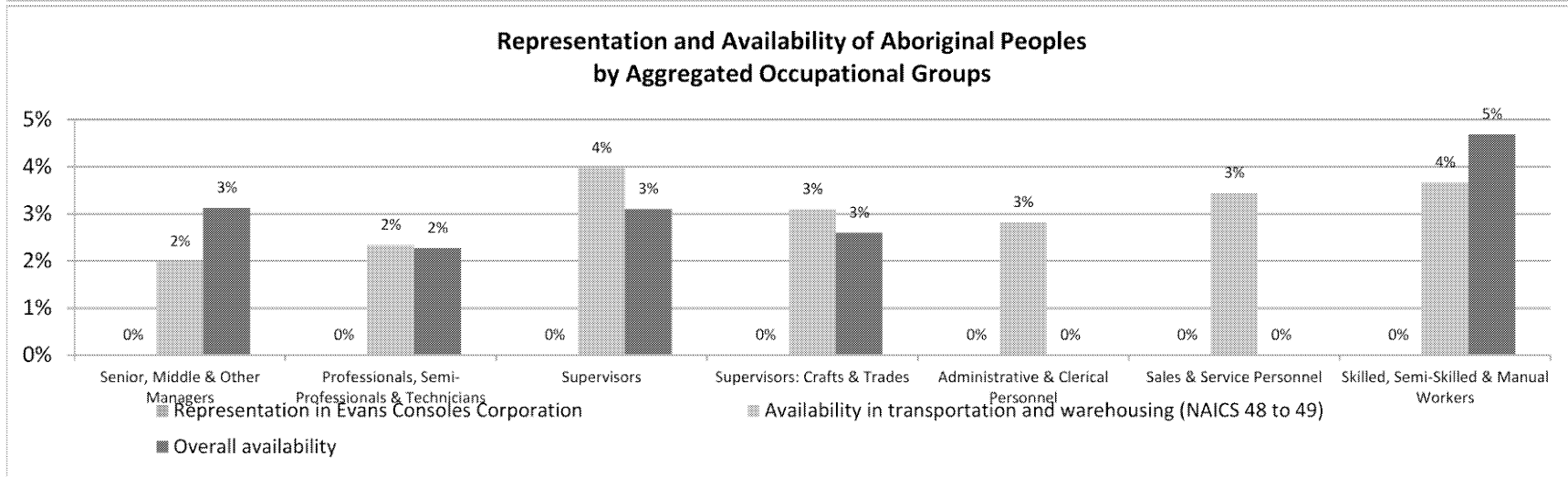
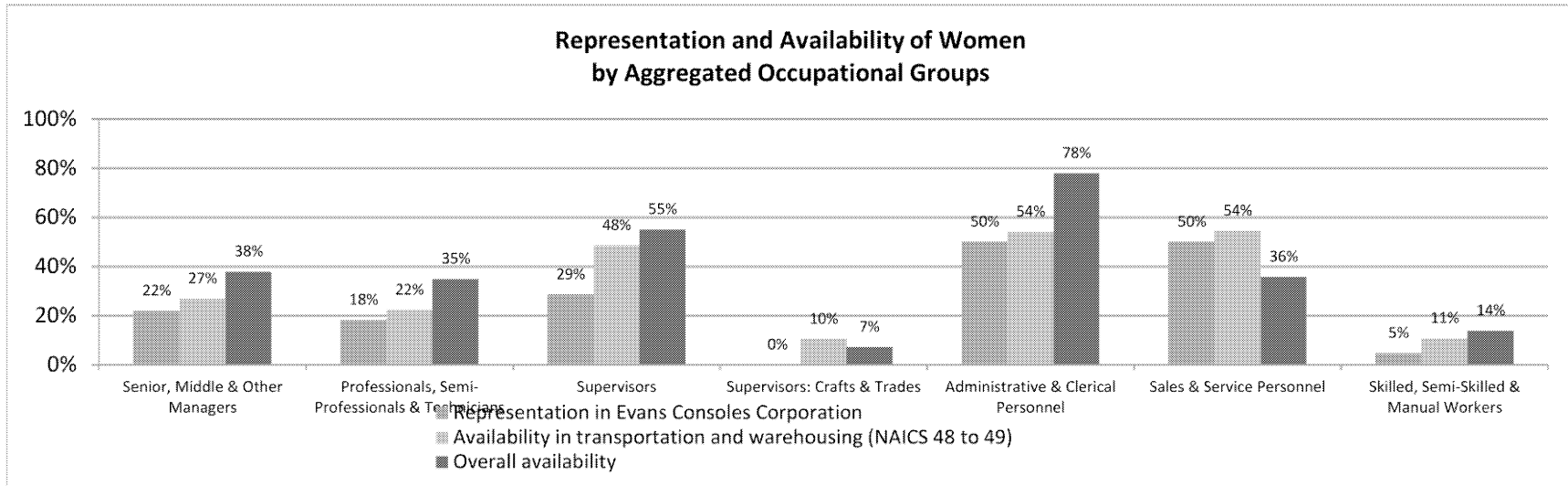
Supervisors: Crafts & Trades	9	0	0%	10%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	54%	2	78%	3
Sales & Service Personnel	6	3	50%	54%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	11%	14	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>18%</b>	<b>42</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	4%	5	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>4%</b>	<b>8</b>

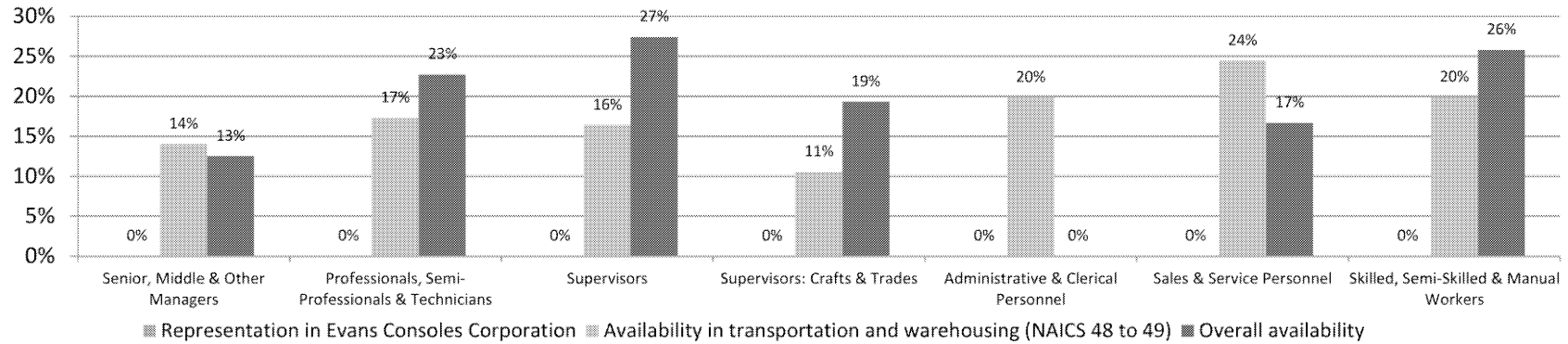
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	14%	4	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	17%	8	23%	10
Supervisors	7	0	0%	16%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	11%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	20%	1	0%	0
Sales & Service Personnel	6	0	0%	24%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	20%	25	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>18%</b>	<b>42</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	18%	42	24%	55
Aboriginal Peoples	230	-	0%	3%	7	4%	8
Members of Visible Minorities	230	-	0%	18%	42	22%	52

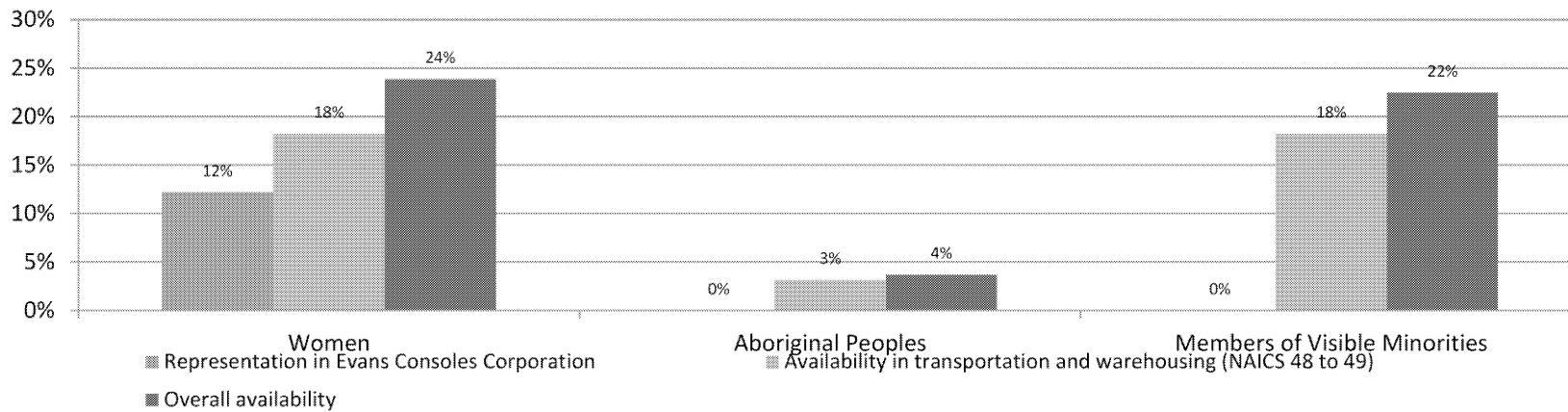
NAICS 48-49 - Transportation and warehousing  
 in Availability transportation and warehousing (NAICS 48 to 49)  
 Representation in Evans Console \\  
 Availability in transportation and warehousing (NAICS 48 to 49)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 48-49 - Transportation and warehousing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>884,065</b>	<b>100.0</b>	<b>657,000</b>	<b>74.3</b>	<b>227,070</b>	<b>25.7</b>	<b>28,945</b>	<b>3.3</b>	<b>172,095</b>	<b>19.5</b>
Senior Managers	6,805	100.0	5,575	81.9	1,230	18.1	100	1.5	740	10.9
Middle and Other Managers	47,095	100.0	33,860	71.9	13,235	28.1	970	2.1	6,815	14.5
Professionals	25,135	100.0	15,425	61.4	9,715	38.7	380	1.5	6,570	26.1
Semi-Professionals and Technicians	41,650	100.0	36,490	87.6	5,165	12.4	1,180	2.8	4,975	11.9
Supervisors	20,395	100.0	10,505	51.5	9,890	48.5	810	4.0	3,340	16.4
Supervisors: Crafts and Trades	14,865	100.0	13,310	89.5	1,550	10.4	460	3.1	1,565	10.5
Administrative and Senior Clerical ...	30,430	100.0	5,800	19.1	24,625	80.9	840	2.8	4,550	15.0
Skilled Sales and Service Personnel	2,325	100.0	1,570	67.5	750	32.3	60	2.6	285	12.3
Skilled Crafts and Trades Workers	58,230	100.0	56,400	96.9	1,830	3.1	1,945	3.3	7,405	12.7
Clerical Personnel	144,380	100.0	74,455	51.6	69,930	48.4	4,085	2.8	30,130	20.9
Intermediate Sales and Service ....	53,570	100.0	19,815	37.0	33,760	63.0	1,485	2.8	12,990	24.2
Semi-Skilled Manual Workers	408,160	100.0	361,740	88.6	46,420	11.4	14,525	3.6	86,035	21.1
Other Sales and Service Personnel	18,185	100.0	12,335	67.8	5,855	32.2	1,005	5.5	4,830	26.6
Other Manual Workers	12,835	100.0	9,720	75.7	3,120	24.3	1,100	8.6	1,875	14.6

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 51 - Information and cultural industries**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	26%	1	27%	1
02 Middle & Other Managers	29	6	21%	42%	12	39%	11
03 Professionals	15	2	13%	41%	6	37%	6
04 Semi-Professionals & Technicians	29	6	21%	31%	9	34%	10
05 Supervisors	7	2	29%	60%	4	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	34%	3	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	80%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	42%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	9%	4	10%	4
10 Clerical Personnel	1	1	100%	71%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	56%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	28%	12	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	53%	0	0%	0
14 Other Manual Workers	44	3	7%	42%	19	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>33%</b>	<b>76</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	2%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	0	2%	1
03 Professionals	15	0	0%	2%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	2%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	2%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	2%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	1%	0	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	44	0	0%	4%	2	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>2%</b>	<b>5</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	12%	0	10%	0
02 Middle & Other Managers	29	0	0%	18%	5	15%	4
03 Professionals	15	0	0%	23%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	18%	5	22%	6
05 Supervisors	7	0	0%	19%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	19%	2	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	18%	1	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	28%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	16%	7	15%	6
10 Clerical Personnel	1	0	0%	20%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	27%	1	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	24%	10	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	24%	0	0%	0
14 Other Manual Workers	44	0	0%	28%	12	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>21%</b>	<b>49</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	40%	13	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	37%	16	35%	15
Supervisors	7	2	29%	60%	4	55%	4



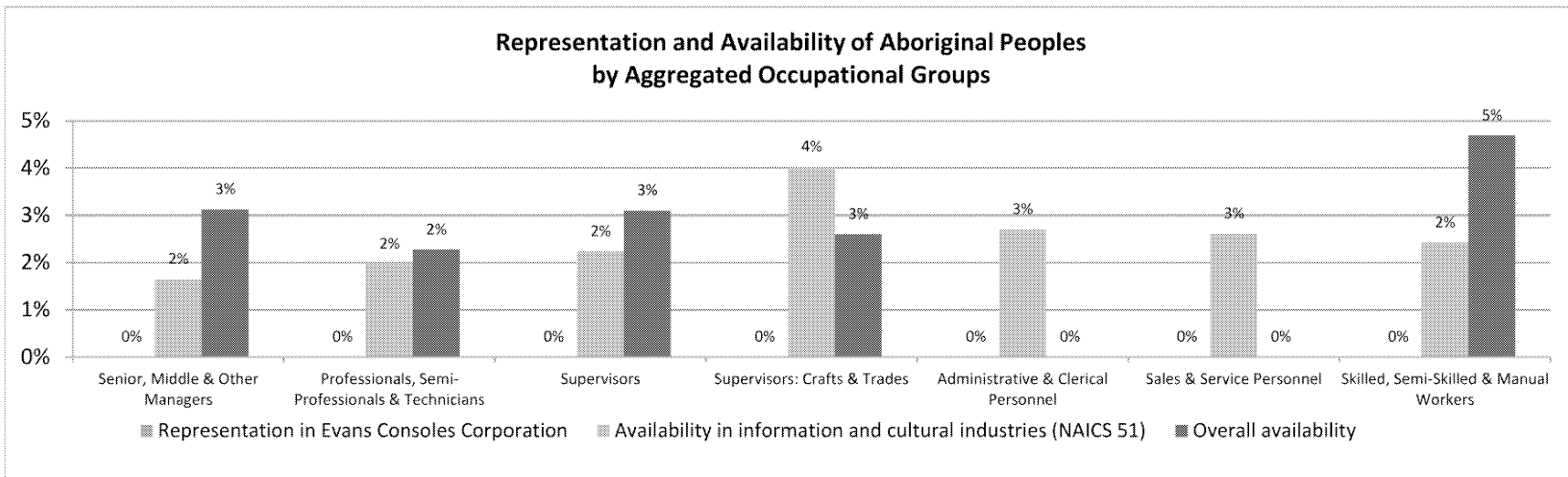
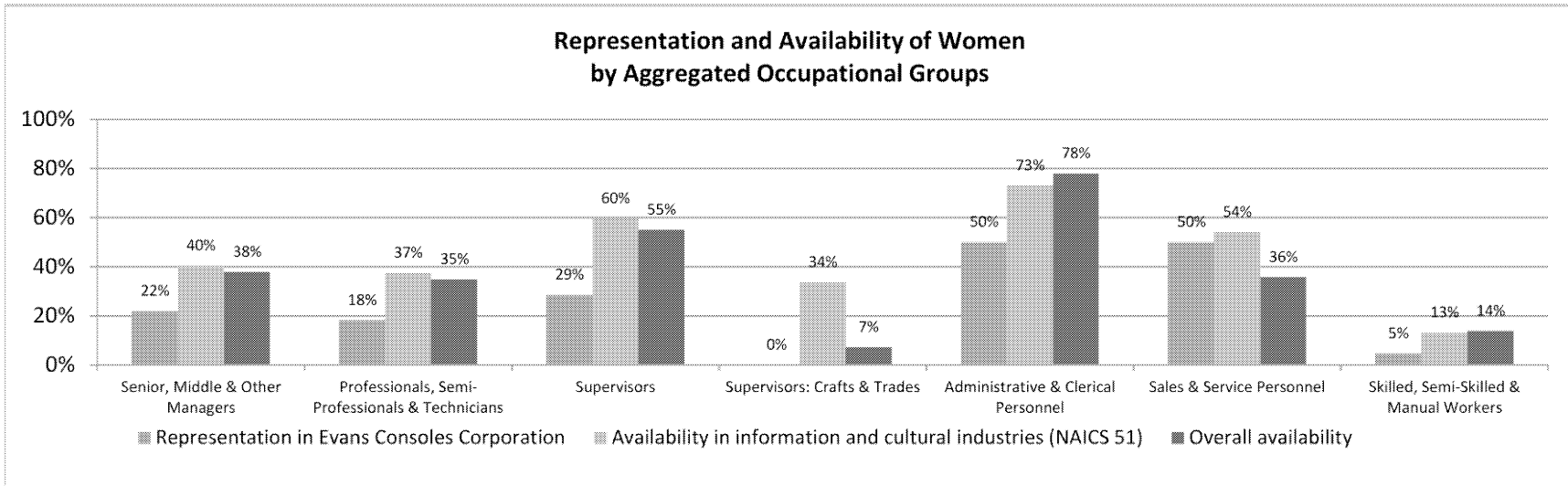
Supervisors: Crafts & Trades	9	0	0%	34%	3	7%	1
Administrative & Clerical Personnel	4	2	50%	73%	3	78%	3
Sales & Service Personnel	6	3	50%	54%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	13%	17	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>26%</b>	<b>60</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	2%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	2%	3	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>2%</b>	<b>5</b>	<b>4%</b>	<b>8</b>

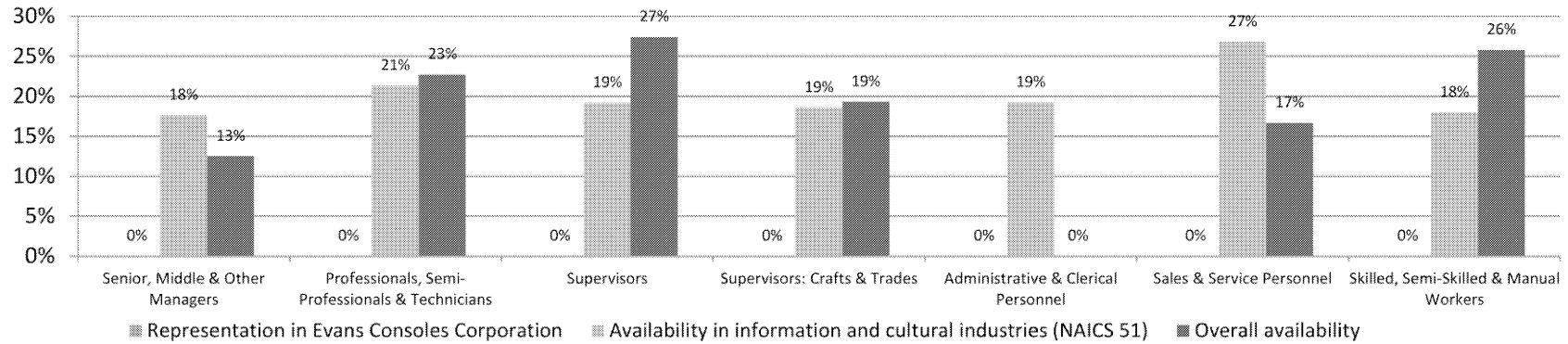
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	18%	6	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	21%	9	23%	10
Supervisors	7	0	0%	19%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	19%	2	19%	2
Administrative & Clerical Personnel	4	0	0%	19%	1	0%	0
Sales & Service Personnel	6	0	0%	27%	2	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	18%	23	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>19%</b>	<b>43</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	26%	60	24%	55
Aboriginal Peoples	230	-	0%	2%	5	4%	8
Members of Visible Minorities	230	-	0%	19%	43	22%	52

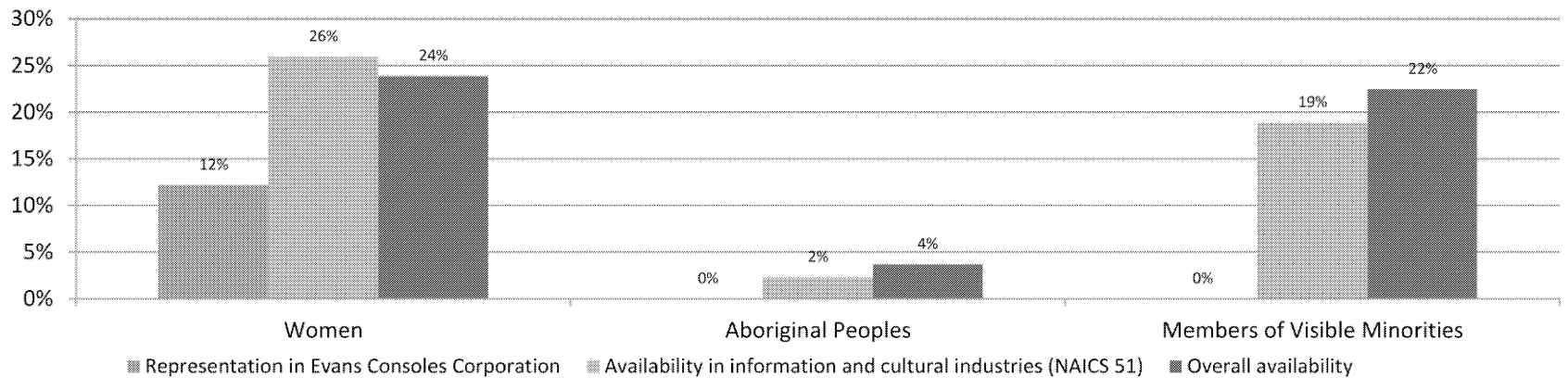
NAICS 51 - Information and cultural industries  
 in Availability information and cultural industries (NAICS 51)  
 Representation in Evans Consoles Corporation  
 Availability in information and cultural industries (NAICS 51)



### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 51 - Information and cultural industries

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>450,110</b>	<b>100.0</b>	<b>250,145</b>	<b>55.6</b>	<b>199,970</b>	<b>44.4</b>	<b>9,910</b>	<b>2.2</b>	<b>94,820</b>	<b>21.1</b>
Senior Managers	7,410	100.0	5,490	74.1	1,925	26.0	150	2.0	885	11.9
Middle and Other Managers	52,680	100.0	30,310	57.5	22,375	42.5	840	1.6	9,710	18.4
Professionals	125,240	100.0	73,680	58.8	51,565	41.2	2,000	1.6	28,820	23.0
Semi-Professionals and Technicians	74,625	100.0	51,250	68.7	23,375	31.3	1,935	2.6	13,775	18.5
Supervisors	4,695	100.0	1,905	40.6	2,795	59.5	105	2.2	900	19.2
Supervisors: Crafts and Trades	2,855	100.0	1,895	66.4	960	33.6	115	4.0	530	18.6
Administrative and Senior Clerical ...	17,935	100.0	3,630	20.2	14,305	79.8	425	2.4	3,140	17.5
Skilled Sales and Service Personnel	8,155	100.0	4,765	58.4	3,390	41.6	165	2.0	2,245	27.5
Skilled Crafts and Trades Workers	30,280	100.0	27,620	91.2	2,665	8.8	775	2.6	4,955	16.4
Clerical Personnel	53,715	100.0	15,695	29.2	38,015	70.8	1,510	2.8	10,625	19.8
Intermediate Sales and Service ....	49,530	100.0	21,555	43.5	27,975	56.5	1,165	2.4	13,590	27.4
Semi-Skilled Manual Workers	5,155	100.0	3,740	72.6	1,420	27.5	55	1.1	1,215	23.6
Other Sales and Service Personnel	15,870	100.0	7,475	47.1	8,395	52.9	590	3.7	3,880	24.4
Other Manual Workers	1,960	100.0	1,135	57.9	825	42.1	75	3.8	550	28.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 52 - Finance and insurance**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	31%	1	27%	1
02 Middle & Other Managers	29	6	21%	54%	16	39%	11
03 Professionals	15	2	13%	45%	7	37%	6
04 Semi-Professionals & Technicians	29	6	21%	37%	11	34%	10
05 Supervisors	7	2	29%	75%	5	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	31%	3	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	78%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	61%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	12%	5	10%	4
10 Clerical Personnel	1	1	100%	80%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	80%	2	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	18%	8	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	64%	0	0%	0
14 Other Manual Workers	44	3	7%	39%	17	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>34%</b>	<b>79</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	1%	0	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	1%	0	3%	1
05 Supervisors	7	0	0%	2%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	0%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	2%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	5%	2
10 Clerical Personnel	1	0	0%	2%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	2%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	3%	1	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	3%	0	0%	0
14 Other Manual Workers	44	0	0%	13%	6	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>10</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	13%	0	10%	0
02 Middle & Other Managers	29	0	0%	23%	7	15%	4
03 Professionals	15	0	0%	30%	4	24%	4
04 Semi-Professionals & Technicians	29	0	0%	30%	9	22%	6
05 Supervisors	7	0	0%	22%	2	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	12%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	21%	1	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	22%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	15%	6	15%	6
10 Clerical Personnel	1	0	0%	29%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	26%	1	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	27%	12	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	23%	0	0%	0
14 Other Manual Workers	44	0	0%	16%	7	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>22%</b>	<b>50</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	52%	17	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	45%	20	35%	15
Supervisors	7	2	29%	75%	5	55%	4

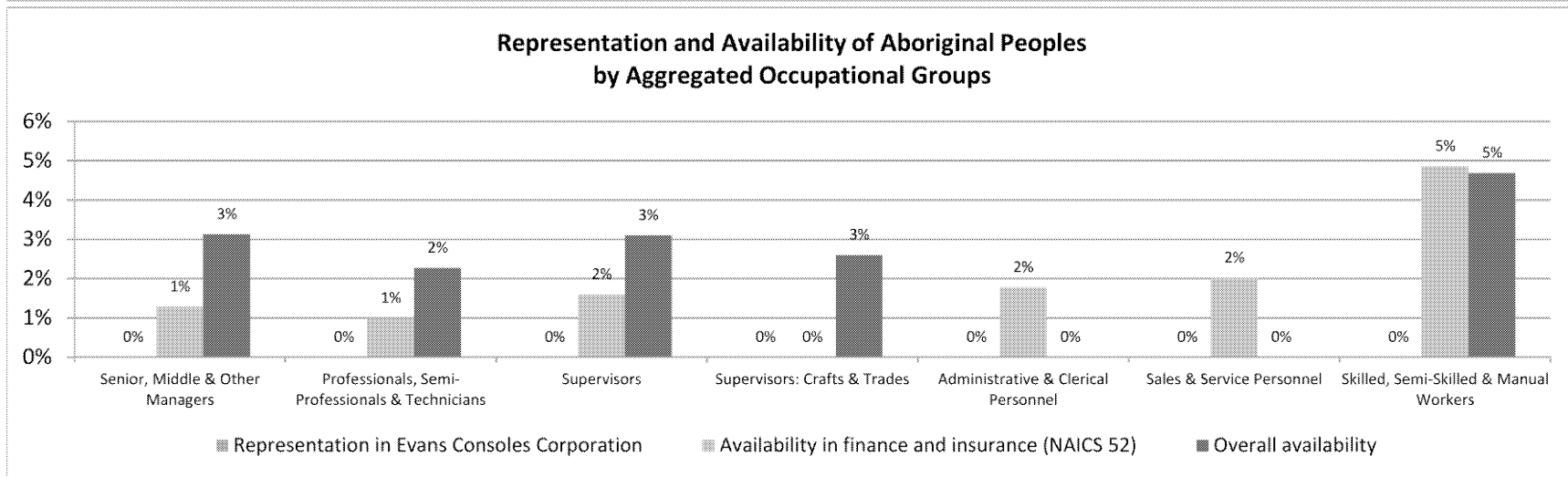
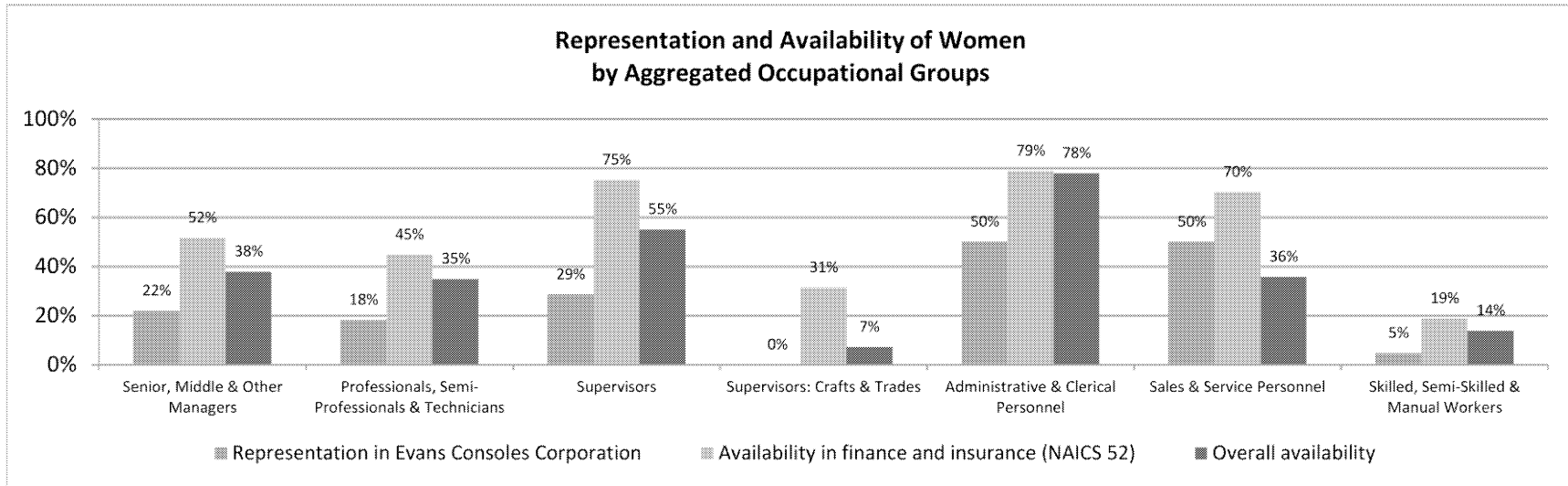
Supervisors: Crafts & Trades	9	0	0%	31%	3	7%	1
Administrative & Clerical Personnel	4	2	50%	79%	3	78%	3
Sales & Service Personnel	6	3	50%	70%	4	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	19%	24	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>33%</b>	<b>76</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	1%	0	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	1%	0	2%	1
Supervisors	7	0	0%	2%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	0%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	2%	0	0%	0
Sales & Service Personnel	6	0	0%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	5%	6	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	22%	7	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	30%	13	23%	10
Supervisors	7	0	0%	22%	2	27%	2
Supervisors: Crafts & Trades	9	0	0%	12%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	25%	1	0%	0
Sales & Service Personnel	6	0	0%	24%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	20%	26	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>22%</b>	<b>51</b>	<b>22%</b>	<b>52</b>

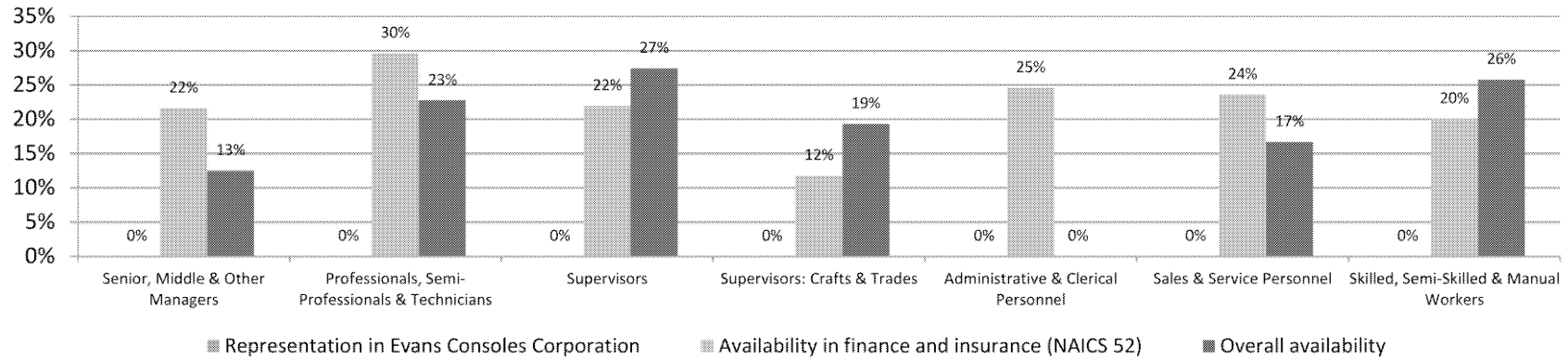
Women	230	28	12%	33%	76	24%	55
Aboriginal Peoples	230	-	0%	3%	7	4%	8
Members of Visible Minorities	230	-	0%	22%	51	22%	52

NAICS 52 - Finance and insurance  
 in Availability finance and insurance (NAICS 52)  
 Representation in Evans Consoles Corporation  
 Availability in finance and insurance (NAICS 52)

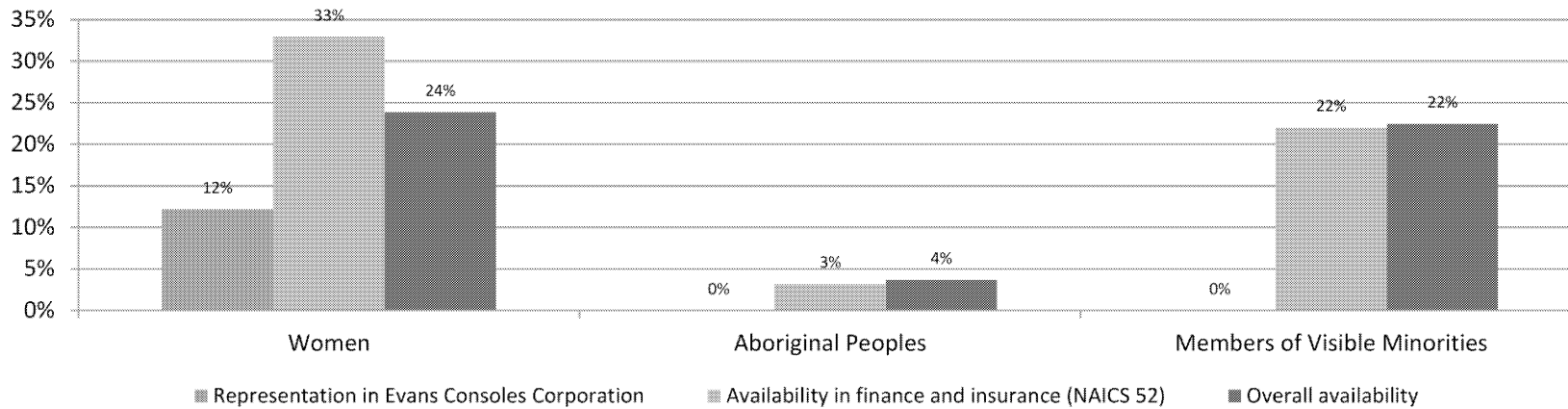




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 52 - Finance and insurance

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>811,985</b>	<b>100.0</b>	<b>312,055</b>	<b>38.4</b>	<b>499,925</b>	<b>61.6</b>	<b>12,615</b>	<b>1.6</b>	<b>203,760</b>	<b>25.1</b>
Senior Managers	15,840	100.0	11,010	69.5	4,835	30.5	175	1.1	2,085	13.2
Middle and Other Managers	129,380	100.0	59,270	45.8	70,115	54.2	1,685	1.3	29,295	22.6
Professionals	209,825	100.0	114,815	54.7	95,010	45.3	2,060	1.0	62,130	29.6
Semi-Professionals and Technicians	15,955	100.0	10,050	63.0	5,905	37.0	185	1.2	4,735	29.7
Supervisors	12,225	100.0	3,045	24.9	9,185	75.1	195	1.6	2,680	21.9
Supervisors: Crafts and Trades	255	100.0	170	66.7	80	31.4	-	-	30	11.8
Administrative and Senior Clerical ...	95,925	100.0	21,125	22.0	74,800	78.0	1,580	1.6	20,215	21.1
Skilled Sales and Service Personnel	123,525	100.0	48,130	39.0	75,395	61.0	1,960	1.6	26,825	21.7
Skilled Crafts and Trades Workers	1,315	100.0	1,165	88.6	155	11.8	45	3.4	195	14.8
Clerical Personnel	84,795	100.0	17,055	20.1	67,735	79.9	1,630	1.9	24,225	28.6
Intermediate Sales and Service ....	115,565	100.0	22,820	19.7	92,745	80.3	2,795	2.4	29,625	25.6
Semi-Skilled Manual Workers	1,355	100.0	1,110	81.9	240	17.7	40	3.0	360	26.6
Other Sales and Service Personnel	5,495	100.0	1,975	35.9	3,525	64.1	175	3.2	1,265	23.0
Other Manual Workers	520	100.0	315	60.6	205	39.4	70	13.5	85	16.3

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 53 - Real estate and rental and leasing**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	23%	1	27%	1
02 Middle & Other Managers	29	6	21%	38%	11	39%	11
03 Professionals	15	2	13%	50%	8	37%	6
04 Semi-Professionals & Technicians	29	6	21%	39%	11	34%	10
05 Supervisors	7	2	29%	49%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	6%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	62%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	44%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	10%	4
10 Clerical Personnel	1	1	100%	79%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	44%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	8%	3	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	32%	0	0%	0
14 Other Manual Workers	44	3	7%	17%	7	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>23%</b>	<b>52</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	5%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	1%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	5%	2	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	3%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	44	0	0%	7%	3	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>9</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	12%	0	10%	0
02 Middle & Other Managers	29	0	0%	20%	6	15%	4
03 Professionals	15	0	0%	32%	5	24%	4
04 Semi-Professionals & Technicians	29	0	0%	16%	5	22%	6
05 Supervisors	7	0	0%	15%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	16%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	20%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	11%	4	15%	6
10 Clerical Personnel	1	0	0%	22%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	18%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	15%	7	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	20%	0	0%	0
14 Other Manual Workers	44	0	0%	13%	6	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>16%</b>	<b>36</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	37%	12	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	46%	20	35%	15
Supervisors	7	2	29%	49%	3	55%	4

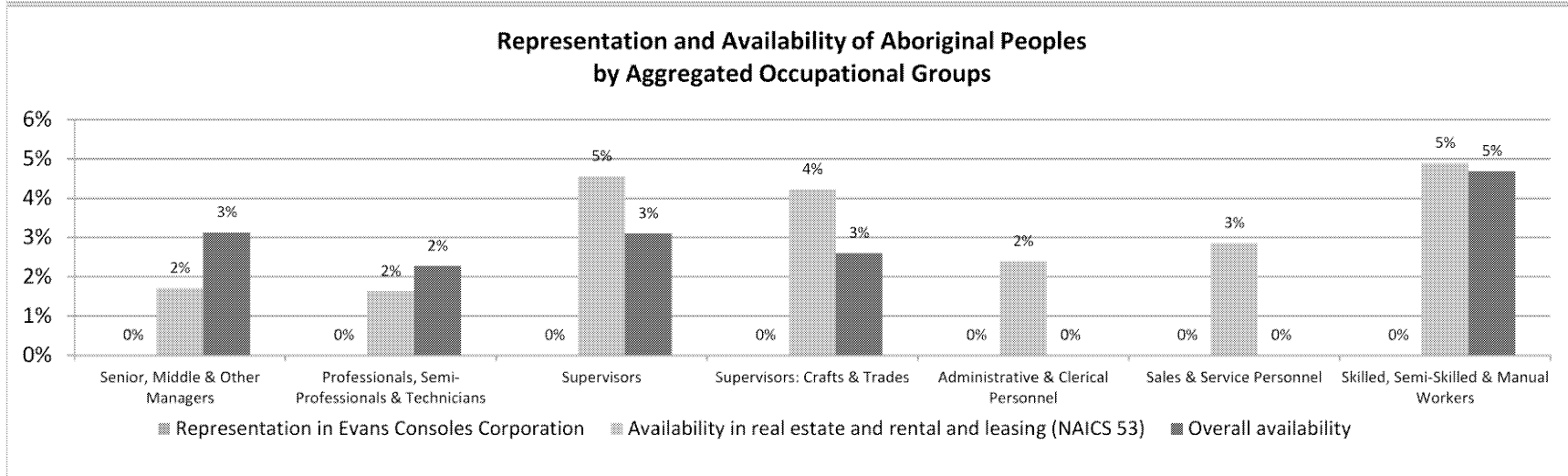
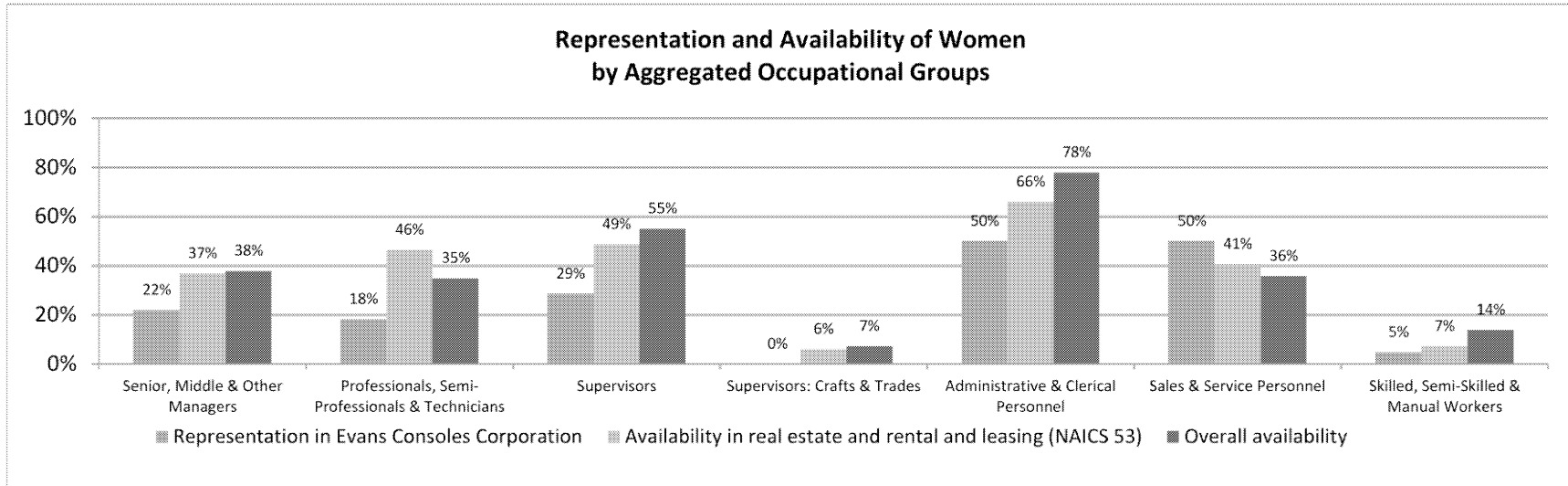
Supervisors: Crafts & Trades	9	0	0%	6%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	66%	3	78%	3
Sales & Service Personnel	6	3	50%	41%	2	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	7%	9	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>22%</b>	<b>50</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	5%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	2%	0	0%	0
Sales & Service Personnel	6	0	0%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	5%	6	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>8</b>	<b>4%</b>	<b>8</b>

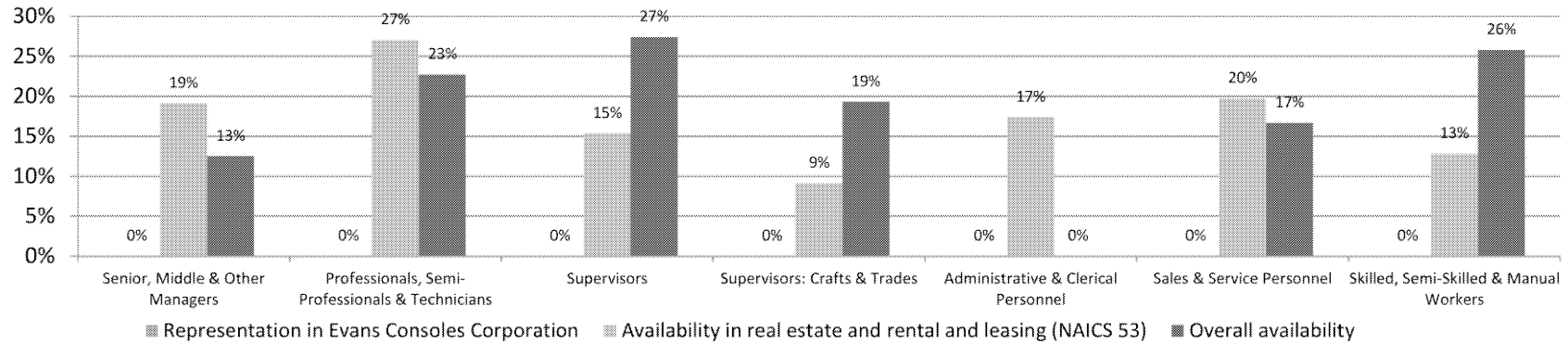
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	19%	6	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	27%	12	23%	10
Supervisors	7	0	0%	15%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	17%	1	0%	0
Sales & Service Personnel	6	0	0%	20%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	13%	16	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>17%</b>	<b>38</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	22%	50	24%	55
Aboriginal Peoples	230	-	0%	4%	8	4%	8
Members of Visible Minorities	230	-	0%	17%	38	22%	52

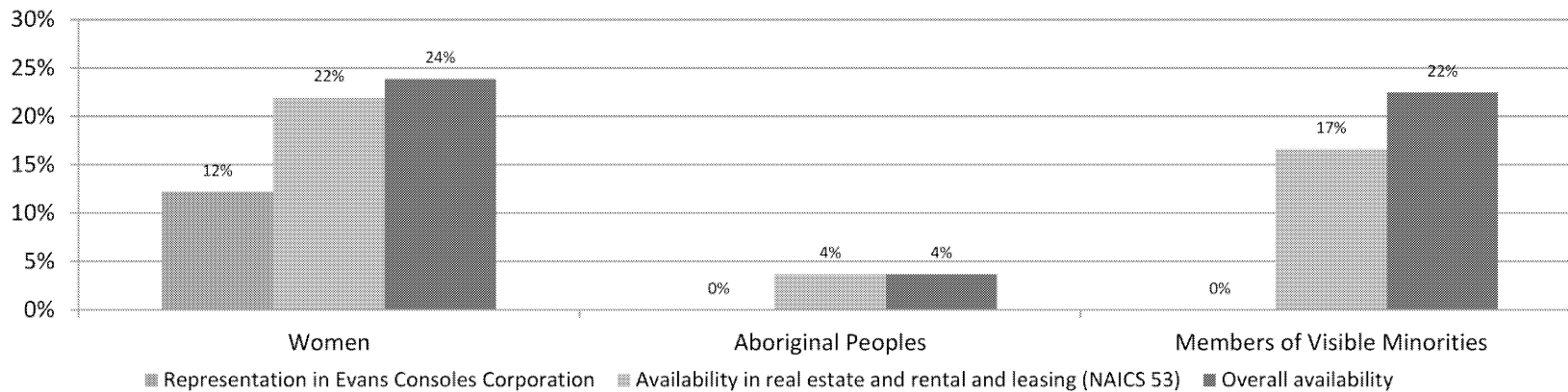
NAICS 53 - Real estate and rental and leasing  
 in Availability real estate and rental and leasing (NAICS 53)  
 Representation in Evans Consoles Corporation  
 Availability in real estate and rental and leasing (NAICS 53)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 53 - Real estate and rental and leasing

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>349,595</b>	<b>100.0</b>	<b>193,285</b>	<b>55.3</b>	<b>156,315</b>	<b>44.7</b>	<b>9,160</b>	<b>2.6</b>	<b>65,580</b>	<b>18.8</b>
Senior Managers	6,515	100.0	4,985	76.5	1,530	23.5	75	1.2	775	11.9
Middle and Other Managers	58,260	100.0	35,915	61.6	22,345	38.4	1,030	1.8	11,590	19.9
Professionals	15,495	100.0	7,710	49.8	7,785	50.2	170	1.1	4,995	32.2
Semi-Professionals and Technicians	7,520	100.0	4,620	61.4	2,905	38.6	205	2.7	1,230	16.4
Supervisors	3,845	100.0	1,975	51.4	1,870	48.6	175	4.6	590	15.3
Supervisors: Crafts and Trades	2,250	100.0	2,120	94.2	135	6.0	95	4.2	205	9.1
Administrative and Senior Clerical ...	77,110	100.0	29,200	37.9	47,910	62.1	1,715	2.2	12,320	16.0
Skilled Sales and Service Personnel	66,080	100.0	36,925	55.9	29,160	44.1	945	1.4	13,360	20.2
Skilled Crafts and Trades Workers	12,150	100.0	11,735	96.6	415	3.4	615	5.1	1,325	10.9
Clerical Personnel	22,045	100.0	4,590	20.8	17,455	79.2	655	3.0	4,910	22.3
Intermediate Sales and Service ....	25,370	100.0	14,245	56.1	11,130	43.9	825	3.3	4,670	18.4
Semi-Skilled Manual Workers	11,080	100.0	10,235	92.4	840	7.6	420	3.8	1,655	14.9
Other Sales and Service Personnel	37,515	100.0	25,410	67.7	12,110	32.3	1,910	5.1	7,405	19.7
Other Manual Workers	4,355	100.0	3,630	83.4	725	16.6	315	7.2	555	12.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 54 - Professional, scientific and technical services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	22%	1	27%	1
02 Middle & Other Managers	29	6	21%	37%	11	39%	11
03 Professionals	15	2	13%	34%	5	37%	6
04 Semi-Professionals & Technicians	29	6	21%	42%	12	34%	10
05 Supervisors	7	2	29%	60%	4	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	9%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	87%	3	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	40%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	8%	3	10%	4
10 Clerical Personnel	1	1	100%	76%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	52%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	30%	13	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	58%	0	0%	0
14 Other Manual Workers	44	3	7%	21%	9	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>28%</b>	<b>65</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	1%	0	2%	1
03 Professionals	15	0	0%	1%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	2%	1	3%	1
05 Supervisors	7	0	0%	2%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	1%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	4%	2	5%	2
10 Clerical Personnel	1	0	0%	2%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	2%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	44	0	0%	4%	2	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	12%	0	10%	0
02 Middle & Other Managers	29	0	0%	19%	5	15%	4
03 Professionals	15	0	0%	24%	4	24%	4
04 Semi-Professionals & Technicians	29	0	0%	20%	6	22%	6
05 Supervisors	7	0	0%	20%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	16%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	19%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	14%	6	15%	6
10 Clerical Personnel	1	0	0%	22%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	20%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	22%	9	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	21%	0	0%	0
14 Other Manual Workers	44	0	0%	14%	6	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>18%</b>	<b>40</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	33%	11	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	36%	16	35%	15
Supervisors	7	2	29%	60%	4	55%	4

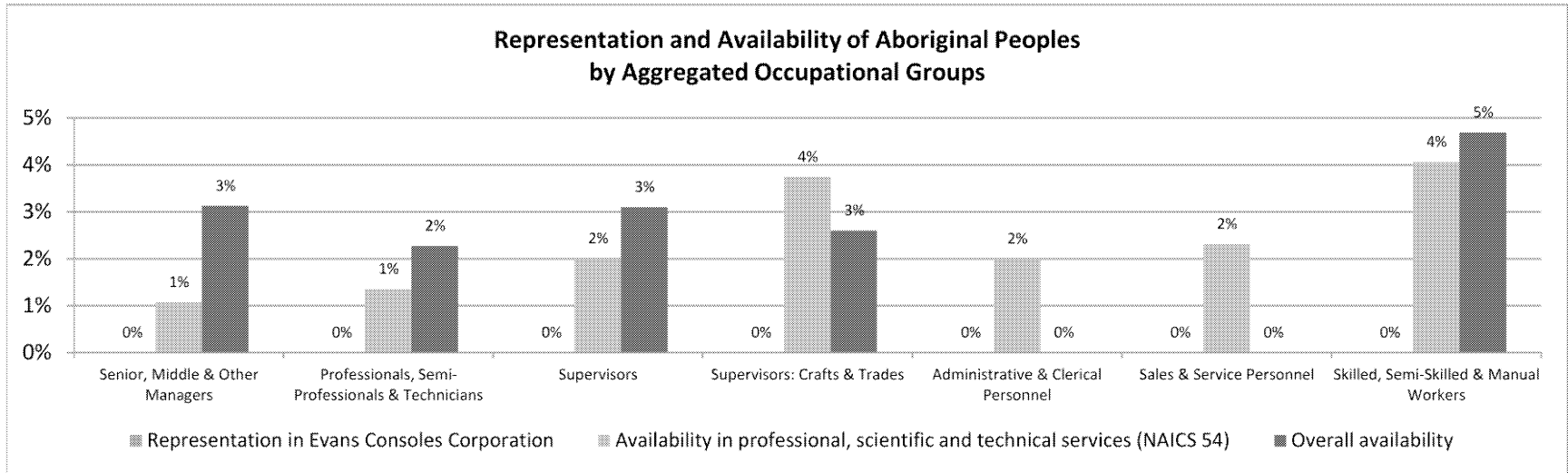
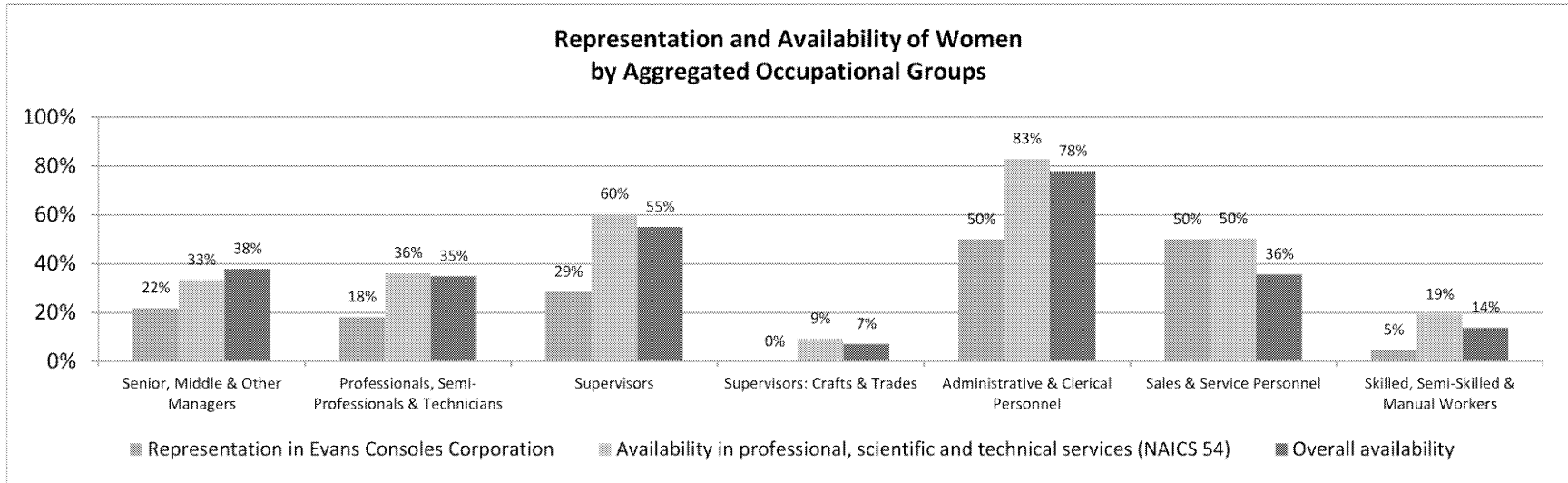
Supervisors: Crafts & Trades	9	0	0%	9%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	83%	3	78%	3
Sales & Service Personnel	6	3	50%	50%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	19%	25	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>27%</b>	<b>63</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	1%	0	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	1%	1	2%	1
Supervisors	7	0	0%	2%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	2%	0	0%	0
Sales & Service Personnel	6	0	0%	2%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	4%	5	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>4%</b>	<b>8</b>

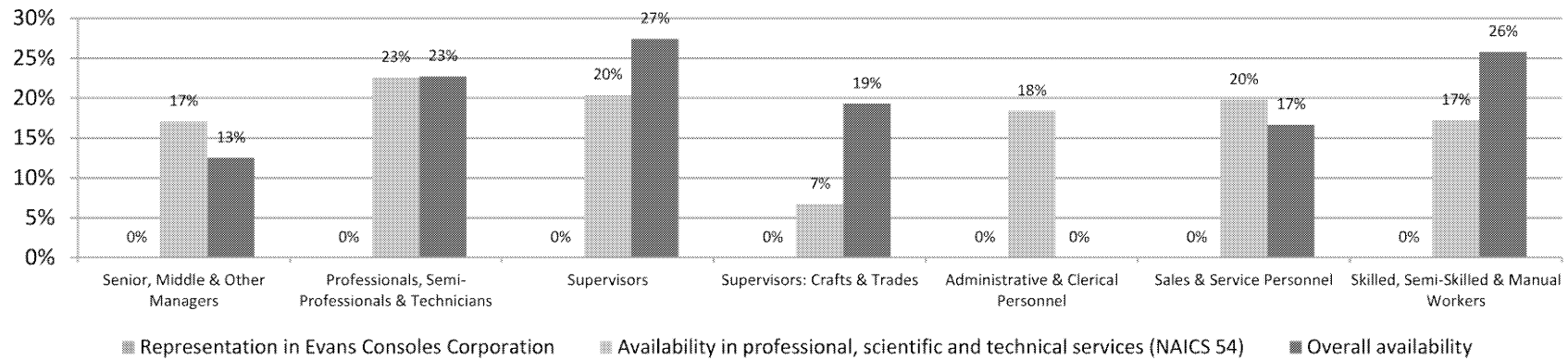
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	17%	5	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	23%	10	23%	10
Supervisors	7	0	0%	20%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	18%	1	0%	0
Sales & Service Personnel	6	0	0%	20%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	17%	22	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>18%</b>	<b>41</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	27%	63	24%	55
Aboriginal Peoples	230	-	0%	3%	7	4%	8
Members of Visible Minorities	230	-	0%	18%	41	22%	52

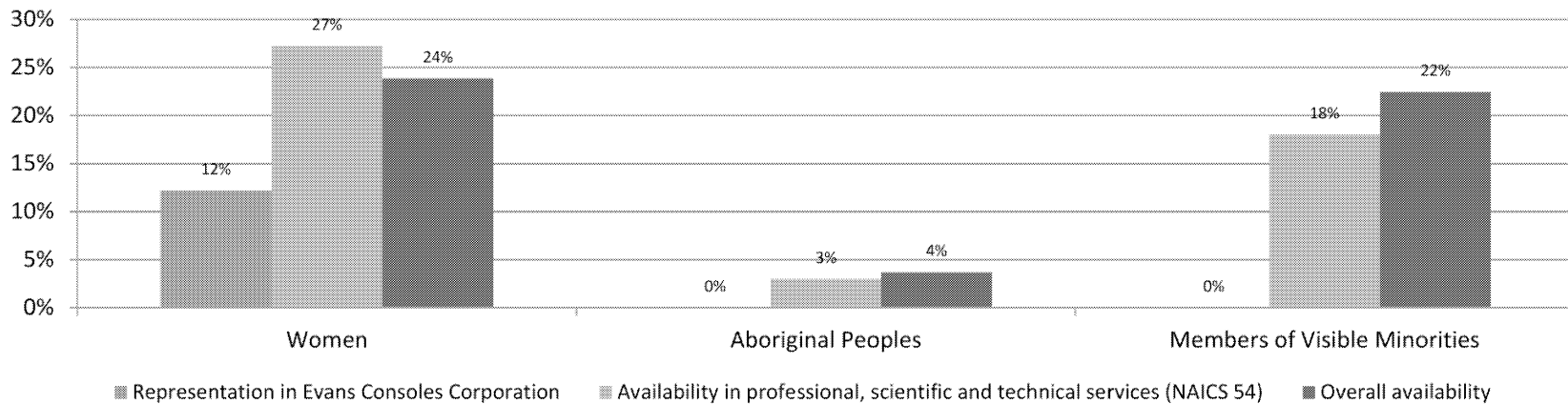
in Availability professional, scientific and technical services (NAICS 54)  
 Representation in Evans Consoles Corporation  
 Availability in professional, scientific and technical services (NAICS 54)



### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 54 - Professional, scientific and technical services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,339,010</b>	<b>100.0</b>	<b>736,695</b>	<b>55.0</b>	<b>602,315</b>	<b>45.0</b>	<b>21,100</b>	<b>1.6</b>	<b>280,615</b>	<b>21.0</b>
Senior Managers	29,855	100.0	23,345	78.2	6,510	21.8	205	0.7	3,560	11.9
Middle and Other Managers	88,345	100.0	55,370	62.7	32,970	37.3	1,060	1.2	16,600	18.8
Professionals	617,380	100.0	409,030	66.3	208,350	33.7	6,795	1.1	146,975	23.8
Semi-Professionals and Technicians	246,505	100.0	142,435	57.8	104,070	42.2	4,920	2.0	48,110	19.5
Supervisors	5,000	100.0	1,980	39.6	3,020	60.4	100	2.0	1,020	20.4
Supervisors: Crafts and Trades	5,745	100.0	5,205	90.6	535	9.3	215	3.7	385	6.7
Administrative and Senior Clerical ...	164,220	100.0	21,735	13.2	142,485	86.8	3,260	2.0	26,470	16.1
Skilled Sales and Service Personnel	13,150	100.0	7,825	59.5	5,325	40.5	160	1.2	2,540	19.3
Skilled Crafts and Trades Workers	13,480	100.0	12,410	92.1	1,065	7.9	605	4.5	1,950	14.5
Clerical Personnel	91,810	100.0	21,890	23.8	69,920	76.2	1,850	2.0	20,570	22.4
Intermediate Sales and Service ....	31,265	100.0	15,075	48.2	16,190	51.8	670	2.1	6,155	19.7
Semi-Skilled Manual Workers	13,795	100.0	9,725	70.5	4,070	29.5	510	3.7	2,975	21.6
Other Sales and Service Personnel	10,740	100.0	4,545	42.3	6,195	57.7	445	4.1	2,215	20.6
Other Manual Workers	7,720	100.0	6,125	79.3	1,600	20.7	305	4.0	1,095	14.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 55 - Management of companies and enterprises**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	17%	1	27%	1
02 Middle & Other Managers	29	6	21%	36%	10	39%	11
03 Professionals	15	2	13%	47%	7	37%	6
04 Semi-Professionals & Technicians	29	6	21%	38%	11	34%	10
05 Supervisors	7	2	29%	45%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	15%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	79%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	39%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	0%	0	10%	4
10 Clerical Personnel	1	1	100%	78%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	48%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	13%	6	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	43%	0	0%	0
14 Other Manual Workers	44	3	7%	31%	14	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>26%</b>	<b>59</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	2%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	6%	2	3%	1
05 Supervisors	7	0	0%	0%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	0%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	2%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	3%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	4%	2	5%	2
10 Clerical Personnel	1	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	2%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	7%	0	0%	0
14 Other Manual Workers	44	0	0%	4%	2	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	11%	0	10%	0
02 Middle & Other Managers	29	0	0%	15%	4	15%	4
03 Professionals	15	0	0%	20%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	25%	7	22%	6
05 Supervisors	7	0	0%	29%	2	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	24%	2	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	16%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	17%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	15%	6	15%	6
10 Clerical Personnel	1	0	0%	20%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	20%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	20%	9	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	21%	0	0%	0
14 Other Manual Workers	44	0	0%	13%	6	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>18%</b>	<b>42</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	30%	10	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	46%	20	35%	15
Supervisors	7	2	29%	45%	3	55%	4



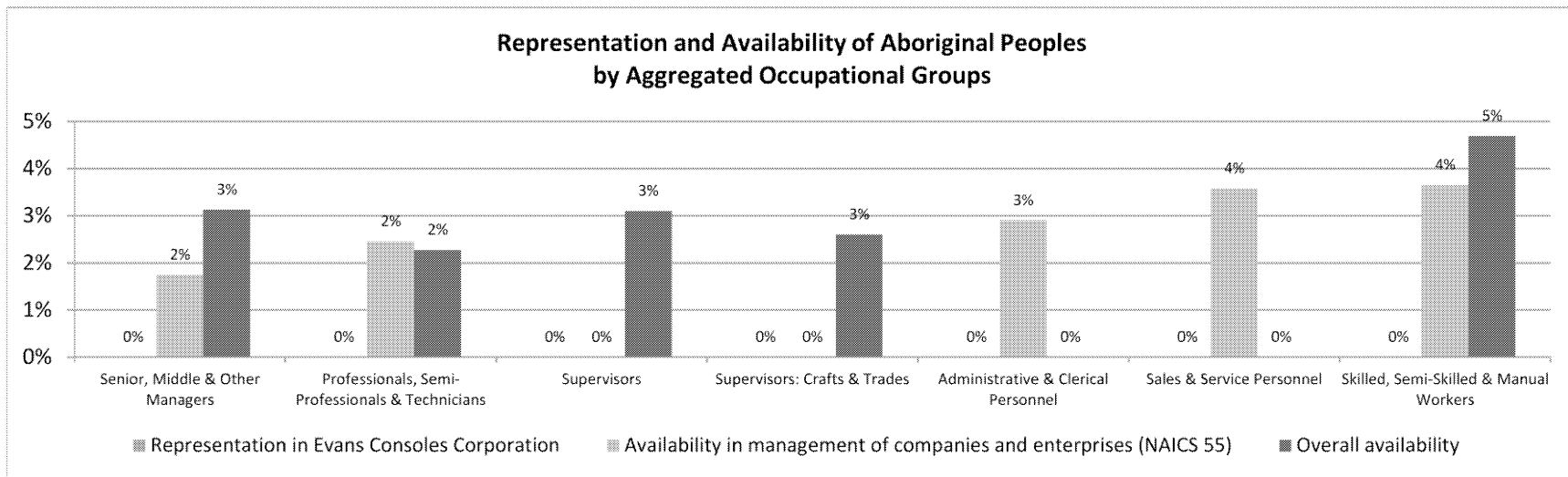
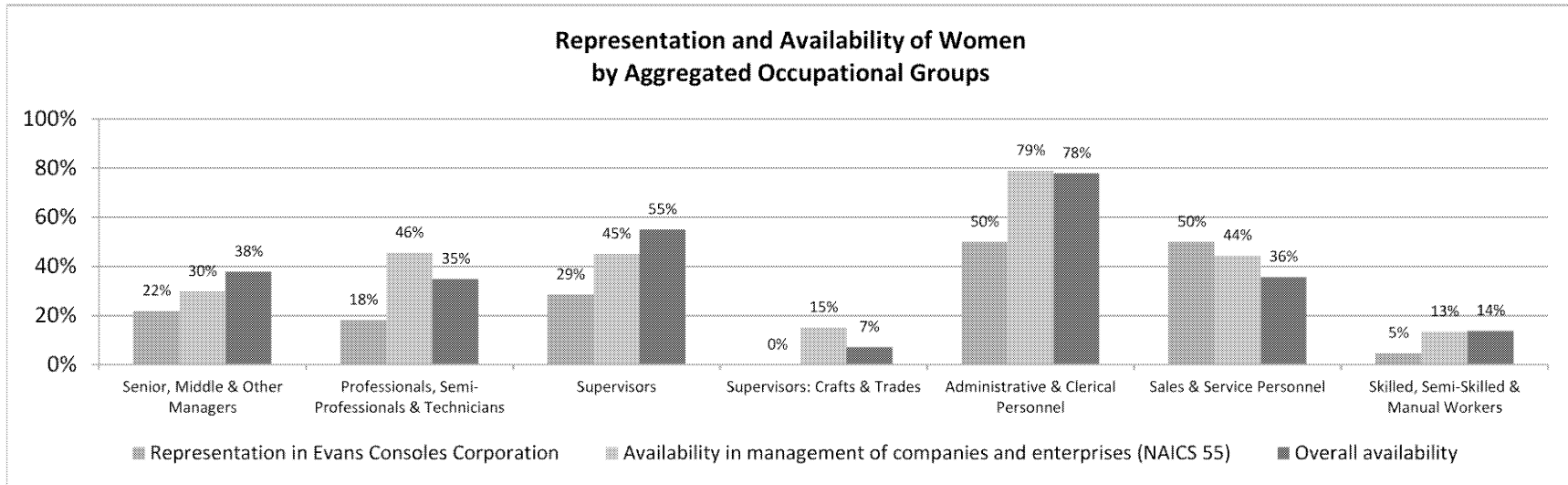
Supervisors: Crafts & Trades	9	0	0%	15%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	79%	3	78%	3
Sales & Service Personnel	6	3	50%	44%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	13%	17	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>25%</b>	<b>57</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	0%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	0%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	4%	5	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>7</b>	<b>4%</b>	<b>8</b>

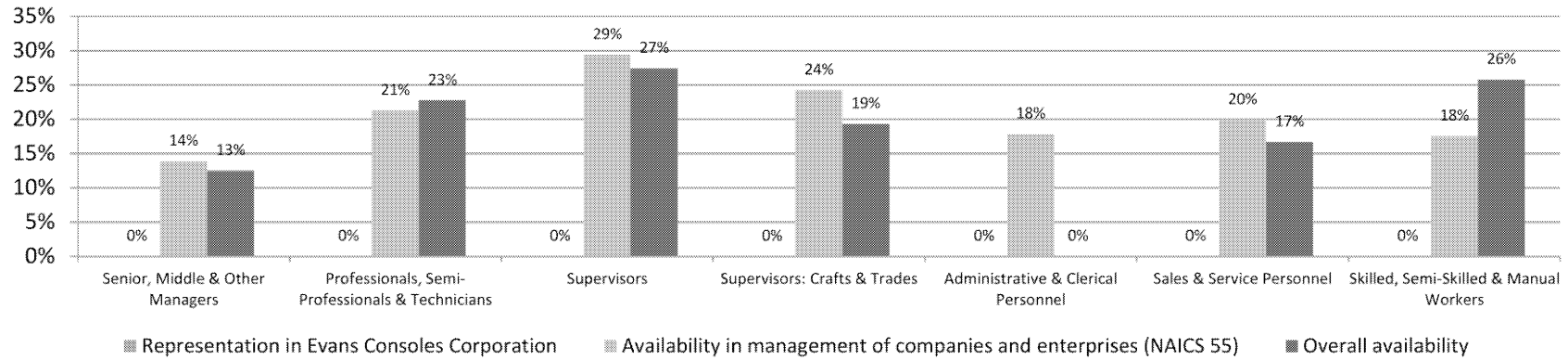
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	14%	4	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	21%	9	23%	10
Supervisors	7	0	0%	29%	2	27%	2
Supervisors: Crafts & Trades	9	0	0%	24%	2	19%	2
Administrative & Clerical Personnel	4	0	0%	18%	1	0%	0
Sales & Service Personnel	6	0	0%	20%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	18%	22	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>18%</b>	<b>42</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	25%	57	24%	55
Aboriginal Peoples	230	-	0%	3%	7	4%	8
Members of Visible Minorities	230	-	0%	18%	42	22%	52

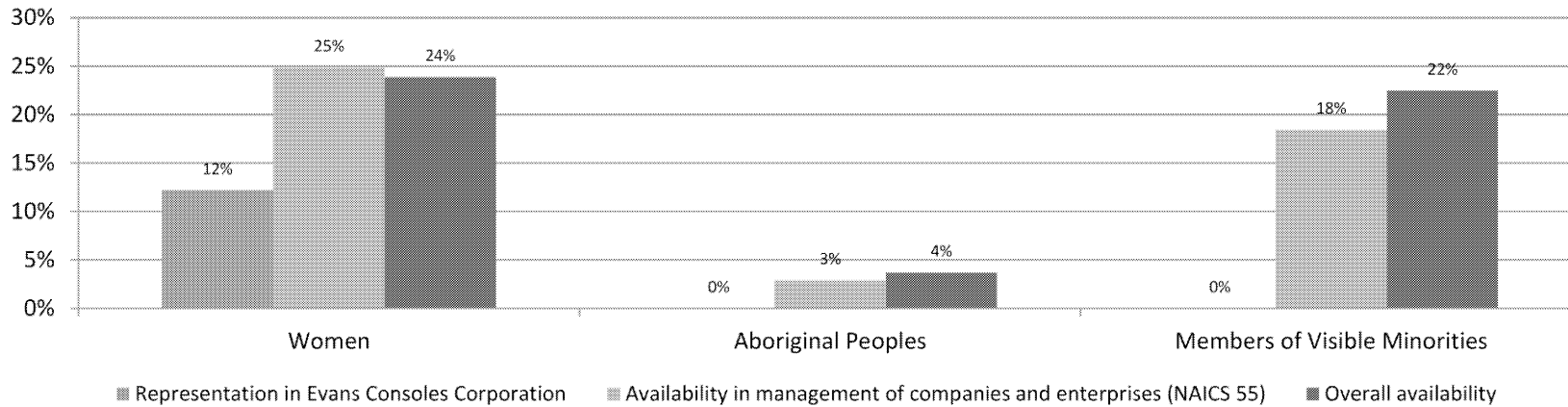
NAICS 55 - Management of companies and enterprises  
 in Availability management of companies and enterprises (NAICS 55)  
 Representation in Evans Consoles Corporation  
 Availability in management of companies and enterprises (NAICS 55)



### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 55 - Management of companies and enterprises

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>19,075</b>	<b>100.0</b>	<b>10,125</b>	<b>53.1</b>	<b>8,950</b>	<b>46.9</b>	<b>505</b>	<b>2.6</b>	<b>3,425</b>	<b>18.0</b>
Senior Managers	1,610	100.0	1,335	82.9	275	17.1	20	1.2	175	10.9
Middle and Other Managers	3,260	100.0	2,080	63.8	1,180	36.2	65	2.0	500	15.3
Professionals	3,405	100.0	1,795	52.7	1,615	47.4	55	1.6	690	20.3
Semi-Professionals and Technicians	875	100.0	540	61.7	335	38.3	50	5.7	220	25.1
Supervisors	255	100.0	140	54.9	115	45.1	-	-	75	29.4
Supervisors: Crafts and Trades	165	100.0	140	84.8	25	15.2	-	-	40	24.2
Administrative and Senior Clerical ...	3,235	100.0	665	20.6	2,565	79.3	75	2.3	525	16.2
Skilled Sales and Service Personnel	490	100.0	300	61.2	190	38.8	15	3.1	85	17.3
Skilled Crafts and Trades Workers	530	100.0	515	97.2	-	-	20	3.8	80	15.1
Clerical Personnel	2,115	100.0	460	21.7	1,660	78.5	80	3.8	430	20.3
Intermediate Sales and Service ....	905	100.0	470	51.9	435	48.1	15	1.7	185	20.4
Semi-Skilled Manual Workers	1,245	100.0	1,075	86.3	165	13.3	45	3.6	250	20.1
Other Sales and Service Personnel	565	100.0	315	55.8	245	43.4	40	7.1	120	21.2
Other Manual Workers	420	100.0	295	70.2	130	31.0	15	3.6	55	13.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 56 - Administrative and support, waste management and remediation services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	28%	1	27%	1
02 Middle & Other Managers	29	6	21%	40%	12	39%	11
03 Professionals	15	2	13%	55%	8	37%	6
04 Semi-Professionals & Technicians	29	6	21%	30%	9	34%	10
05 Supervisors	7	2	29%	42%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	12%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	82%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	44%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	7%	3	10%	4
10 Clerical Personnel	1	1	100%	70%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	44%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	12%	5	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	55%	0	0%	0
14 Other Manual Workers	44	3	7%	20%	9	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>25%</b>	<b>56</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	1%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	3%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	4%	1	3%	1
05 Supervisors	7	0	0%	2%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	2%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	5%	2	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	3%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	44	0	0%	5%	2	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>9</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	11%	0	10%	0
02 Middle & Other Managers	29	0	0%	18%	5	15%	4
03 Professionals	15	0	0%	23%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	18%	5	22%	6
05 Supervisors	7	0	0%	25%	2	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	16%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	27%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	11%	4	15%	6
10 Clerical Personnel	1	0	0%	28%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	27%	1	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	20%	9	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	26%	0	0%	0
14 Other Manual Workers	44	0	0%	18%	8	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>17%</b>	<b>40</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	38%	12	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	44%	19	35%	15
Supervisors	7	2	29%	42%	3	55%	4

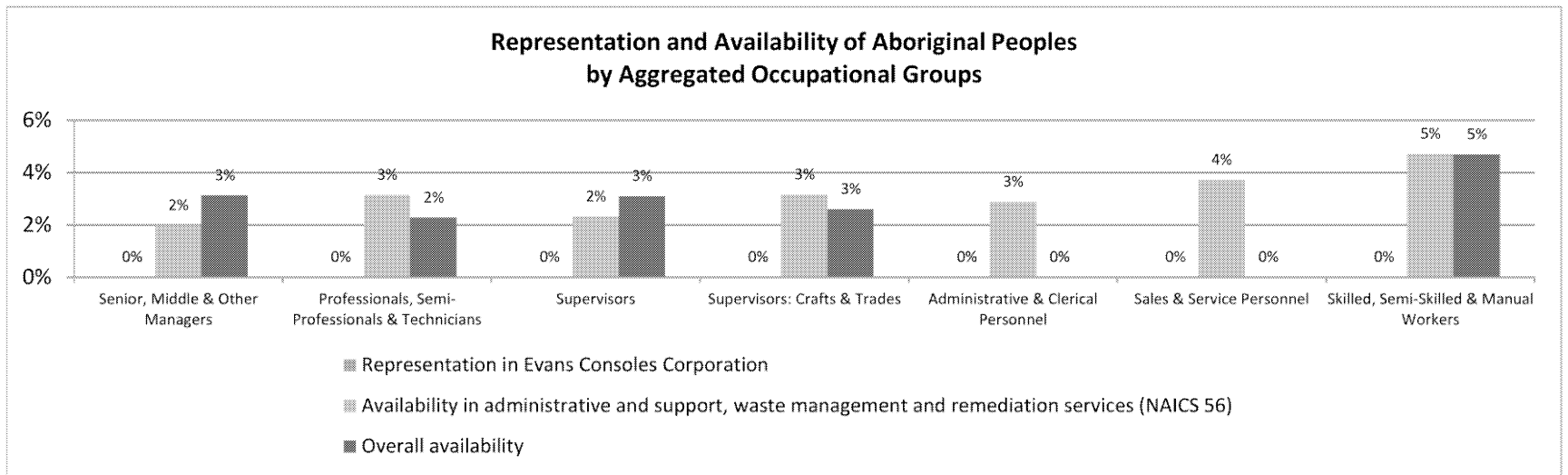
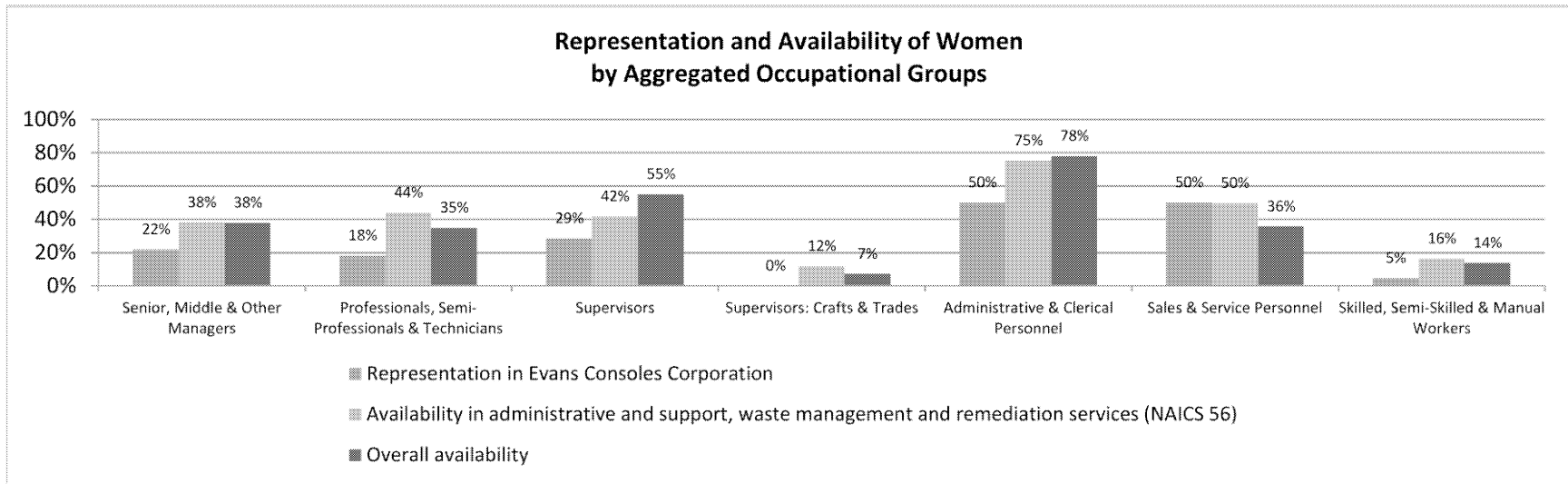
Supervisors: Crafts & Trades	9	0	0%	12%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	75%	3	78%	3
Sales & Service Personnel	6	3	50%	50%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	16%	21	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>27%</b>	<b>62</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	3%	1	2%	1
Supervisors	7	0	0%	2%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	4%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	5%	6	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>9</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	17%	5	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	21%	9	23%	10
Supervisors	7	0	0%	25%	2	27%	2
Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	22%	1	0%	0
Sales & Service Personnel	6	0	0%	27%	2	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	18%	23	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>18%</b>	<b>42</b>	<b>22%</b>	<b>52</b>

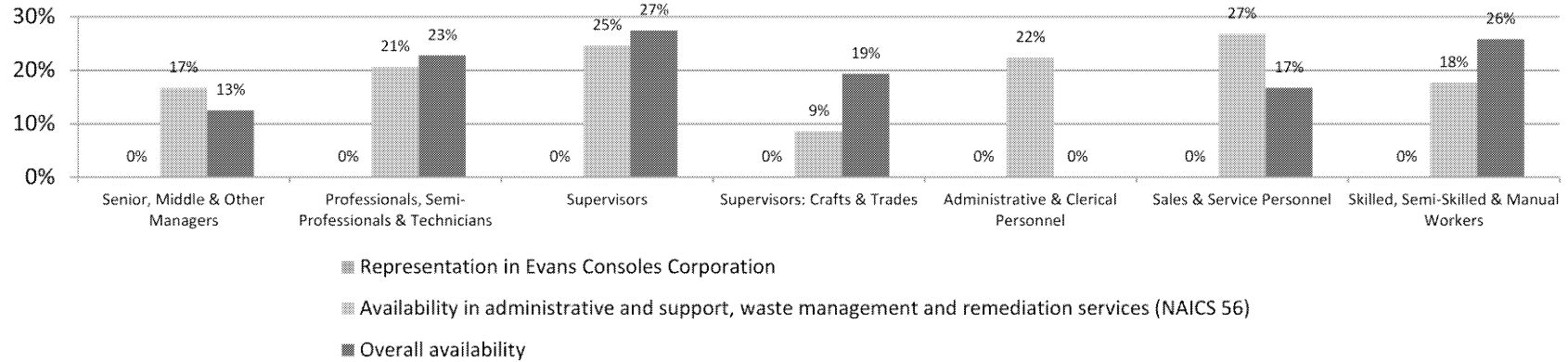
Women	230	28	12%	27%	62	24%	55
Aboriginal Peoples	230	-	0%	4%	9	4%	8
Members of Visible Minorities	230	-	0%	18%	42	22%	52

NAICS 56 - Administrative and support, waste management and remediation services  
 in Availability administrative and support, waste management and remediation services (NAICS 56)  
 Representation in Evans Consoles Corporation  
 Availability in administrative and support, waste management and remediation services (NAICS 56)

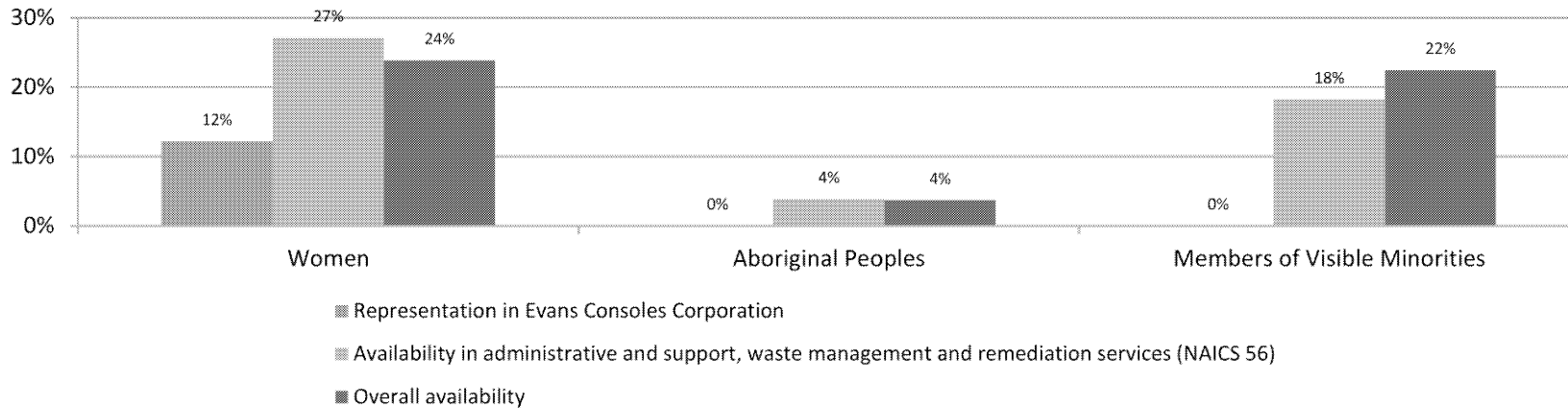




### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 56 - Administrative and support, waste management and remediation services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>812,150</b>	<b>100.0</b>	<b>456,980</b>	<b>56.3</b>	<b>355,175</b>	<b>43.7</b>	<b>29,325</b>	<b>3.6</b>	<b>183,685</b>	<b>22.6</b>
Senior Managers	9,245	100.0	6,645	71.9	2,595	28.1	95	1.0	1,055	11.4
Middle and Other Managers	42,800	100.0	25,575	59.8	17,230	40.3	935	2.2	7,630	17.8
Professionals	40,270	100.0	17,930	44.5	22,340	55.5	1,045	2.6	9,180	22.8
Semi-Professionals and Technicians	32,830	100.0	23,010	70.1	9,820	29.9	1,250	3.8	5,870	17.9
Supervisors	18,335	100.0	10,690	58.3	7,645	41.7	425	2.3	4,510	24.6
Supervisors: Crafts and Trades	16,325	100.0	14,395	88.2	1,925	11.8	515	3.2	1,395	8.5
Administrative and Senior Clerical ...	48,900	100.0	8,870	18.1	40,030	81.9	1,280	2.6	7,850	16.1
Skilled Sales and Service Personnel	4,320	100.0	2,415	55.9	1,905	44.1	90	2.1	1,145	26.5
Skilled Crafts and Trades Workers	18,590	100.0	17,205	92.5	1,385	7.5	860	4.6	2,065	11.1
Clerical Personnel	57,075	100.0	17,325	30.4	39,750	69.6	1,770	3.1	15,815	27.7
Intermediate Sales and Service ....	176,475	100.0	99,025	56.1	77,445	43.9	5,705	3.2	47,815	27.1
Semi-Skilled Manual Workers	51,045	100.0	44,665	87.5	6,380	12.5	2,100	4.1	9,990	19.6
Other Sales and Service Personnel	193,085	100.0	86,720	44.9	106,365	55.1	8,090	4.2	51,005	26.4
Other Manual Workers	102,865	100.0	82,500	80.2	20,360	19.8	5,165	5.0	18,375	17.9

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 61 - Educational services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	45%	1	27%	1
02 Middle & Other Managers	29	6	21%	55%	16	39%	11
03 Professionals	15	2	13%	66%	10	37%	6
04 Semi-Professionals & Technicians	29	6	21%	64%	18	34%	10
05 Supervisors	7	2	29%	51%	4	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	23%	2	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	90%	3	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	63%	3	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	4%	1	10%	4
10 Clerical Personnel	1	1	100%	82%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	87%	2	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	40%	17	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	38%	0	0%	0
14 Other Manual Workers	44	3	7%	18%	8	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>37%</b>	<b>86</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	3%	0	3%	0
02 Middle & Other Managers	29	0	0%	3%	1	2%	1
03 Professionals	15	0	0%	2%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	2%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	5%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	4%	2	5%	2
10 Clerical Personnel	1	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	6%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	8%	3	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	6%	0	0%	0
14 Other Manual Workers	44	0	0%	8%	3	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>5%</b>	<b>11</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	10%	0	10%	0
02 Middle & Other Managers	29	0	0%	11%	3	15%	4
03 Professionals	15	0	0%	14%	2	24%	4
04 Semi-Professionals & Technicians	29	0	0%	18%	5	22%	6
05 Supervisors	7	0	0%	12%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	12%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	19%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	6%	3	15%	6
10 Clerical Personnel	1	0	0%	17%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	8%	3	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	15%	0	0%	0
14 Other Manual Workers	44	0	0%	10%	4	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>10%</b>	<b>24</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	55%	17	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	66%	29	35%	15
Supervisors	7	2	29%	51%	4	55%	4

Supervisors: Crafts & Trades	9	0	0%	23%	2	7%	1
Administrative & Clerical Personnel	4	2	50%	88%	4	78%	3
Sales & Service Personnel	6	3	50%	71%	4	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	21%	27	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>38%</b>	<b>87</b>	<b>24%</b>	<b>55</b>

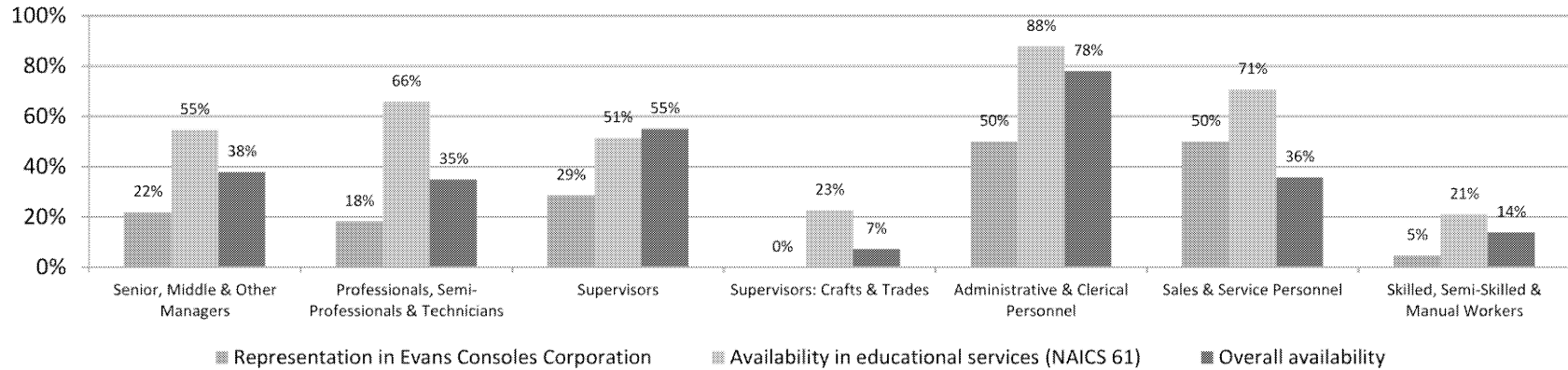
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	3%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	2%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	2%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	6%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	6%	8	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>5%</b>	<b>10</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	11%	3	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	15%	6	23%	10
Supervisors	7	0	0%	12%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	14%	1	0%	0
Sales & Service Personnel	6	0	0%	13%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	7%	9	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>10%</b>	<b>22</b>	<b>22%</b>	<b>52</b>

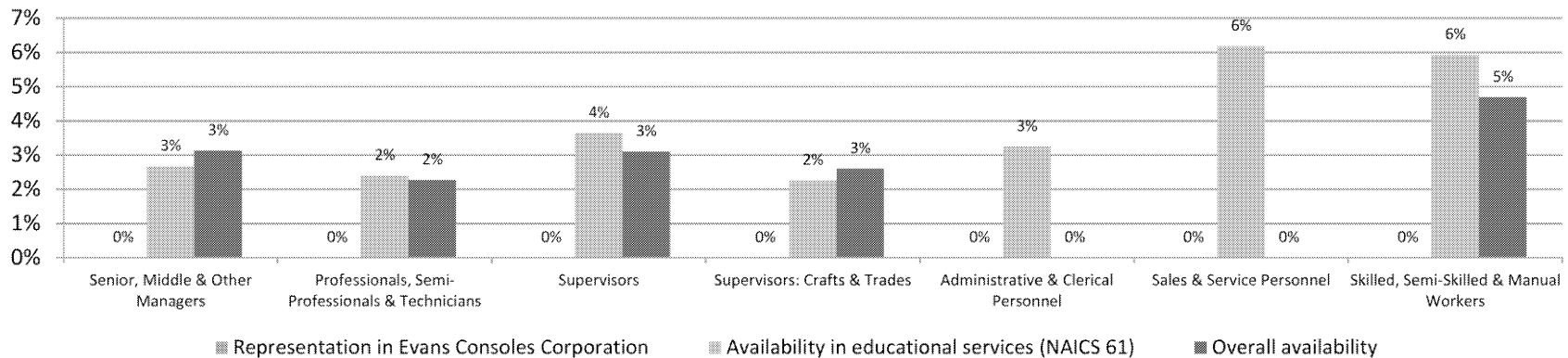
Women	230	28	12%	38%	87	24%	55
Aboriginal Peoples	230	-	0%	5%	10	4%	8
Members of Visible Minorities	230	-	0%	10%	22	22%	52

NAICS 61 - Educational services  
 in Availability educational services (NAICS 61)  
 Representation in Evans Consoles Corporation  
 Availability in educational services (NAICS 61)

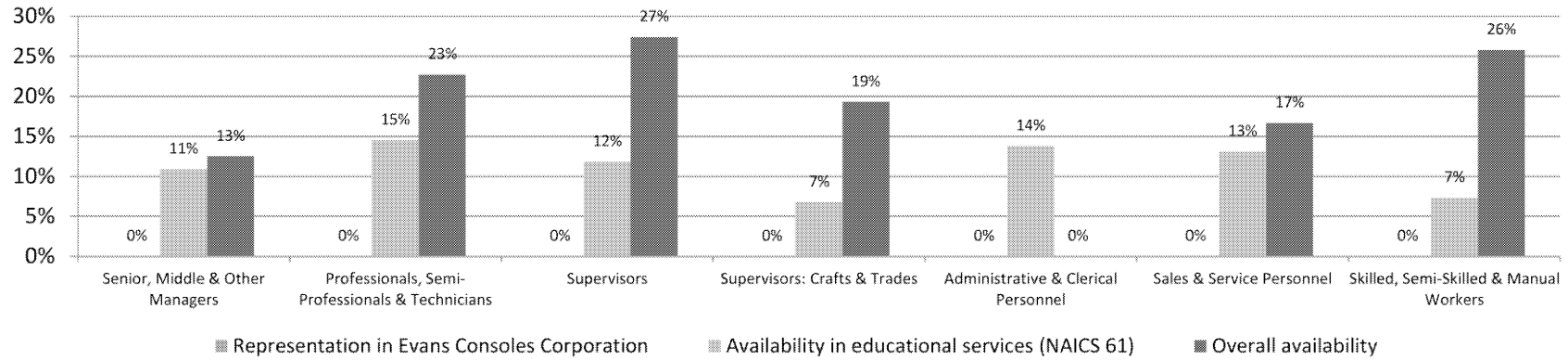
### Representation and Availability of Women by Aggregated Occupational Groups



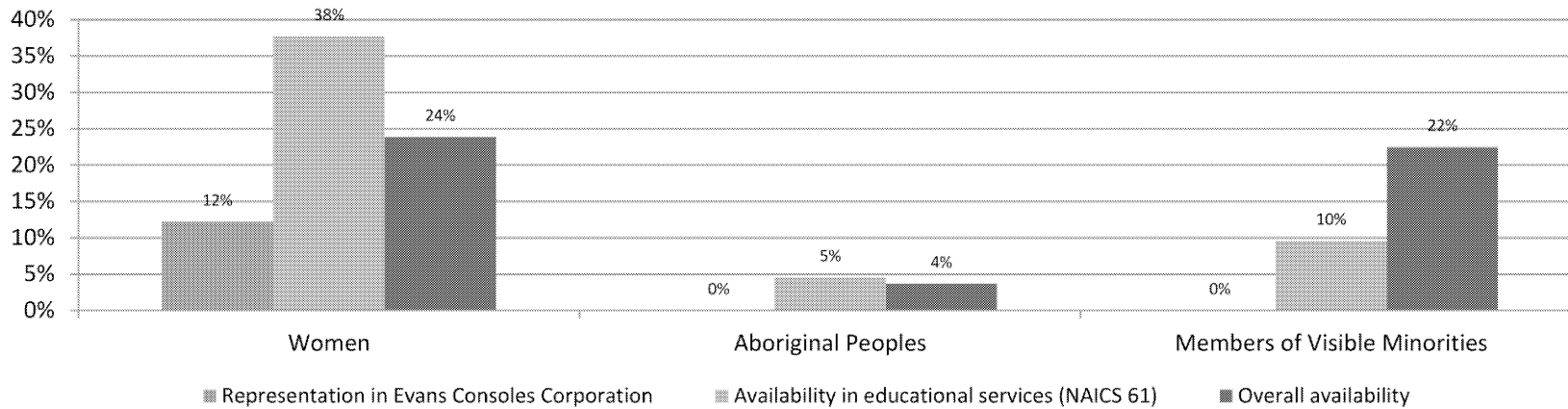
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 61 - Educational services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,432,160</b>	<b>100.0</b>	<b>472,010</b>	<b>33.0</b>	<b>960,145</b>	<b>67.0</b>	<b>44,285</b>	<b>3.1</b>	<b>199,060</b>	<b>13.9</b>
Senior Managers	6,065	100.0	3,310	54.6	2,750	45.3	155	2.6	605	10.0
Middle and Other Managers	72,430	100.0	32,355	44.7	40,080	55.3	1,945	2.7	7,945	11.0
Professionals	855,940	100.0	289,525	33.8	566,415	66.2	20,135	2.4	119,560	14.0
Semi-Professionals and Technicians	130,705	100.0	47,510	36.3	83,190	63.6	3,525	2.7	23,640	18.1
Supervisors	3,980	100.0	1,940	48.7	2,045	51.4	145	3.6	470	11.8
Supervisors: Crafts and Trades	1,550	100.0	1,200	77.4	350	22.6	35	2.3	105	6.8
Administrative and Senior Clerical ...	91,350	100.0	8,765	9.6	82,590	90.4	2,825	3.1	11,235	12.3
Skilled Sales and Service Personnel	3,580	100.0	1,330	37.2	2,245	62.7	195	5.4	690	19.3
Skilled Crafts and Trades Workers	11,955	100.0	11,510	96.3	445	3.7	470	3.9	765	6.4
Clerical Personnel	41,910	100.0	7,480	17.8	34,430	82.2	1,500	3.6	7,140	17.0
Intermediate Sales and Service ....	132,485	100.0	17,015	12.8	115,465	87.2	8,570	6.5	15,630	11.8
Semi-Skilled Manual Workers	11,545	100.0	6,970	60.4	4,570	39.6	870	7.5	890	7.7
Other Sales and Service Personnel	66,010	100.0	40,920	62.0	25,080	38.0	3,710	5.6	10,130	15.3
Other Manual Workers	2,655	100.0	2,175	81.9	480	18.1	210	7.9	255	9.6

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 62 - Health care and social assistance**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	65%	2	27%	1
02 Middle & Other Managers	29	6	21%	73%	21	39%	11
03 Professionals	15	2	13%	79%	12	37%	6
04 Semi-Professionals & Technicians	29	6	21%	84%	24	34%	10
05 Supervisors	7	2	29%	76%	5	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	30%	3	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	93%	3	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	73%	3	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	6%	2	10%	4
10 Clerical Personnel	1	1	100%	91%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	88%	2	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	33%	14	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	69%	0	0%	0
14 Other Manual Workers	44	3	7%	30%	13	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>46%</b>	<b>106</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	4%	0	3%	0
02 Middle & Other Managers	29	0	0%	3%	1	2%	1
03 Professionals	15	0	0%	2%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	5%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	5%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	4%	2	5%	2
10 Clerical Personnel	1	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	5%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	13%	6	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	44	0	0%	8%	3	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>6%</b>	<b>14</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	7%	0	10%	0
02 Middle & Other Managers	29	0	0%	12%	3	15%	4
03 Professionals	15	0	0%	19%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	17%	5	22%	6
05 Supervisors	7	0	0%	17%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	13%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	14%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	9%	4	15%	6
10 Clerical Personnel	1	0	0%	18%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	24%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	14%	6	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	16%	0	0%	0
14 Other Manual Workers	44	0	0%	9%	4	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>13%</b>	<b>29</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	72%	23	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	81%	36	35%	15
Supervisors	7	2	29%	76%	5	55%	4

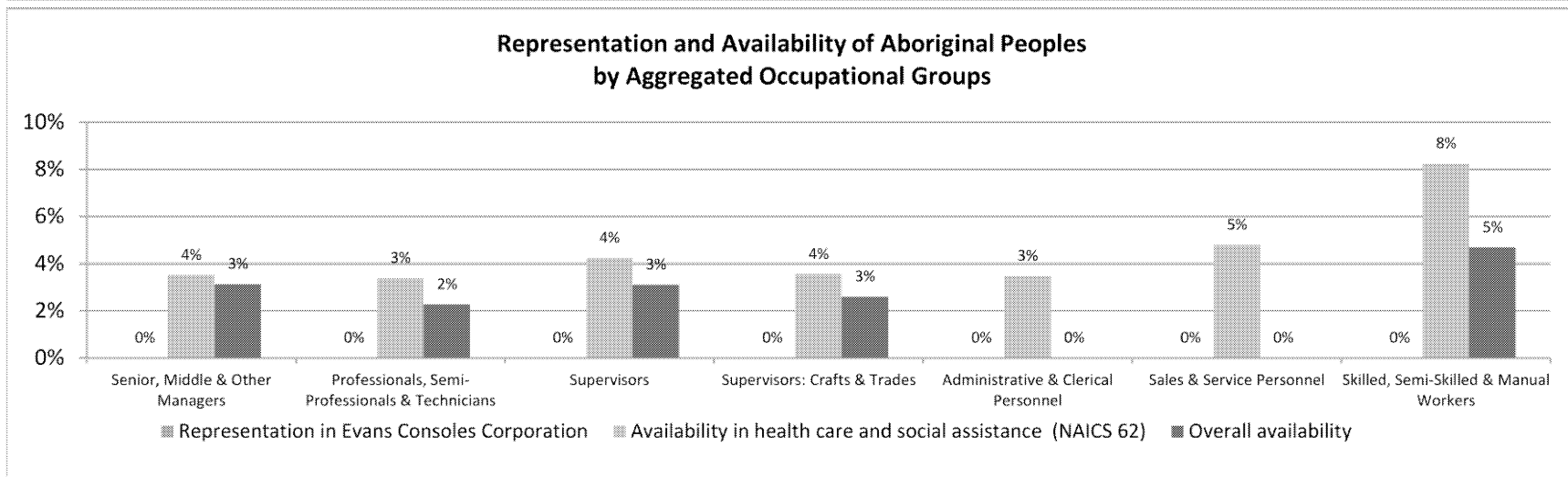
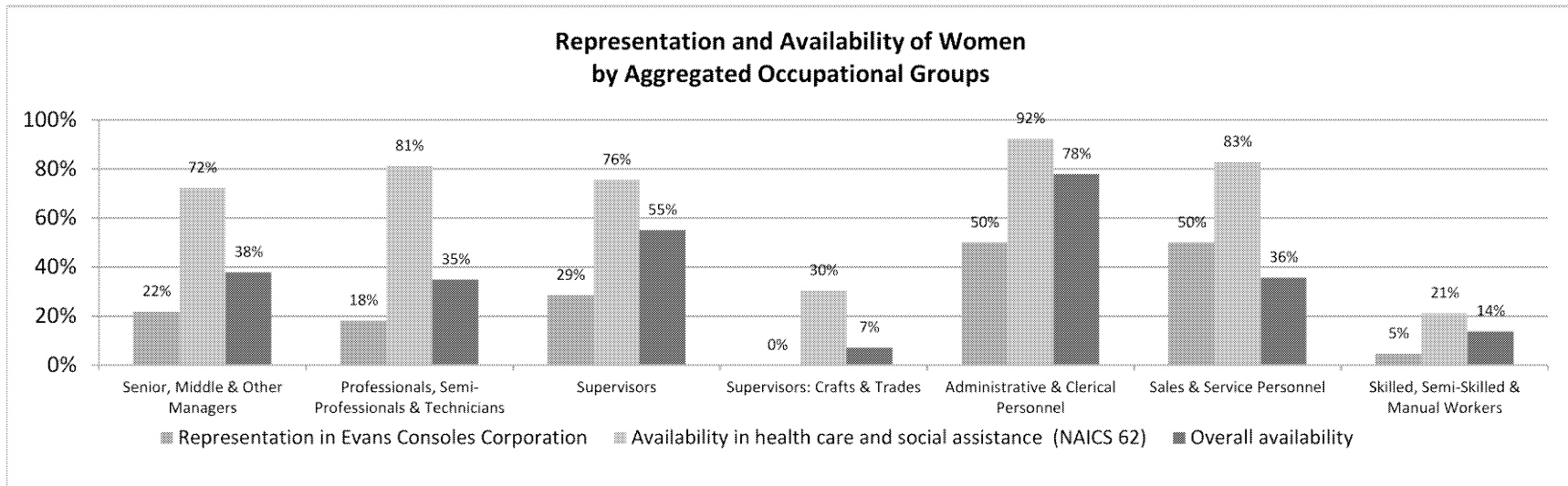
Supervisors: Crafts & Trades	9	0	0%	30%	3	7%	1
Administrative & Clerical Personnel	4	2	50%	92%	4	78%	3
Sales & Service Personnel	6	3	50%	83%	5	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	21%	27	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>45%</b>	<b>103</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	4%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	3%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	8%	11	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>6%</b>	<b>14</b>	<b>4%</b>	<b>8</b>

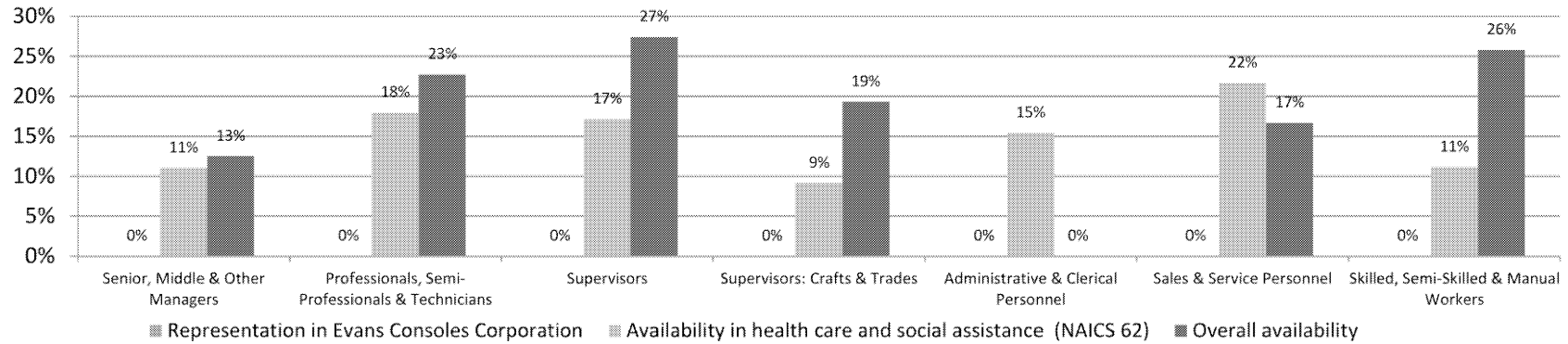
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	11%	4	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	18%	8	23%	10
Supervisors	7	0	0%	17%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	9%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	15%	1	0%	0
Sales & Service Personnel	6	0	0%	22%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	11%	14	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>13%</b>	<b>30</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	45%	103	24%	55
Aboriginal Peoples	230	-	0%	6%	14	4%	8
Members of Visible Minorities	230	-	0%	13%	30	22%	52

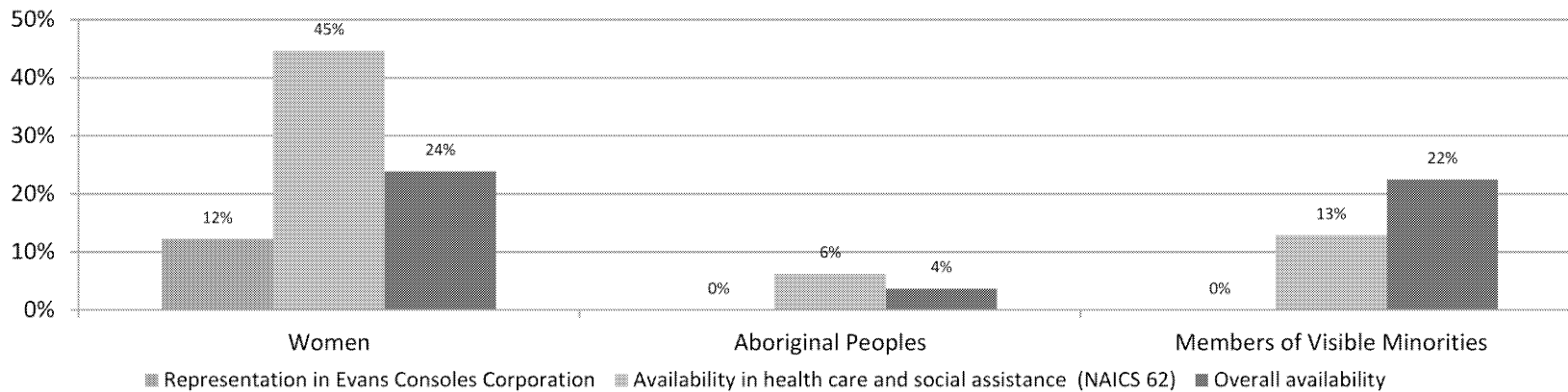
NAICS 62 - Health care and social assistance  
 in Availability health care and social assistance (NAICS 62)  
 Representation in Evans Consoles Corporation  
 Availability in health care and social assistance (NAICS 62)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 62 - Health care and social assistance

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>2,089,385</b>	<b>100.0</b>	<b>372,020</b>	<b>17.8</b>	<b>1,717,365</b>	<b>82.2</b>	<b>79,550</b>	<b>3.8</b>	<b>380,970</b>	<b>18.2</b>
Senior Managers	11,055	100.0	3,820	34.6	7,240	65.5	420	3.8	765	6.9
Middle and Other Managers	66,045	100.0	17,645	26.7	48,405	73.3	2,290	3.5	7,730	11.7
Professionals	637,485	100.0	136,735	21.4	500,750	78.6	15,010	2.4	118,895	18.7
Semi-Professionals and Technicians	537,500	100.0	84,340	15.7	453,160	84.3	24,780	4.6	91,915	17.1
Supervisors	8,025	100.0	1,965	24.5	6,060	75.5	340	4.2	1,375	17.1
Supervisors: Crafts and Trades	985	100.0	685	69.5	300	30.5	35	3.6	90	9.1
Administrative and Senior Clerical ...	138,905	100.0	9,095	6.5	129,810	93.5	3,875	2.8	17,450	12.6
Skilled Sales and Service Personnel	26,935	100.0	7,390	27.4	19,540	72.5	1,460	5.4	3,655	13.6
Skilled Crafts and Trades Workers	7,240	100.0	6,840	94.5	400	5.5	290	4.0	660	9.1
Clerical Personnel	136,785	100.0	12,015	8.8	124,765	91.2	5,700	4.2	24,995	18.3
Intermediate Sales and Service ....	393,620	100.0	48,925	12.4	344,700	87.6	18,290	4.6	93,325	23.7
Semi-Skilled Manual Workers	7,310	100.0	4,915	67.2	2,400	32.8	925	12.7	1,015	13.9
Other Sales and Service Personnel	114,210	100.0	35,345	30.9	78,865	69.1	5,875	5.1	18,805	16.5
Other Manual Workers	3,285	100.0	2,310	70.3	975	29.7	255	7.8	310	9.4

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 71 - Arts, entertainment and recreation**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	36%	1	27%	1
02 Middle & Other Managers	29	6	21%	48%	14	39%	11
03 Professionals	15	2	13%	50%	7	37%	6
04 Semi-Professionals & Technicians	29	6	21%	49%	14	34%	10
05 Supervisors	7	2	29%	51%	4	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	23%	2	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	76%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	44%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	5%	2	10%	4
10 Clerical Personnel	1	1	100%	76%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	56%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	29%	13	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	45%	0	0%	0
14 Other Manual Workers	44	3	7%	14%	6	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>30%</b>	<b>69</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	4%	0	3%	0
02 Middle & Other Managers	29	0	0%	3%	1	2%	1
03 Professionals	15	0	0%	3%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	6%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	6%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	4%	2	5%	2
10 Clerical Personnel	1	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	6%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	5%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	6%	0	0%	0
14 Other Manual Workers	44	0	0%	4%	2	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>9</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	9%	0	10%	0
02 Middle & Other Managers	29	0	0%	10%	3	15%	4
03 Professionals	15	0	0%	12%	2	24%	4
04 Semi-Professionals & Technicians	29	0	0%	12%	3	22%	6
05 Supervisors	7	0	0%	14%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	9%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	19%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	5%	2	15%	6
10 Clerical Personnel	1	0	0%	14%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	17%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	11%	5	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	16%	0	0%	0
14 Other Manual Workers	44	0	0%	5%	2	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>9%</b>	<b>20</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	47%	15	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	49%	22	35%	15
Supervisors	7	2	29%	51%	4	55%	4



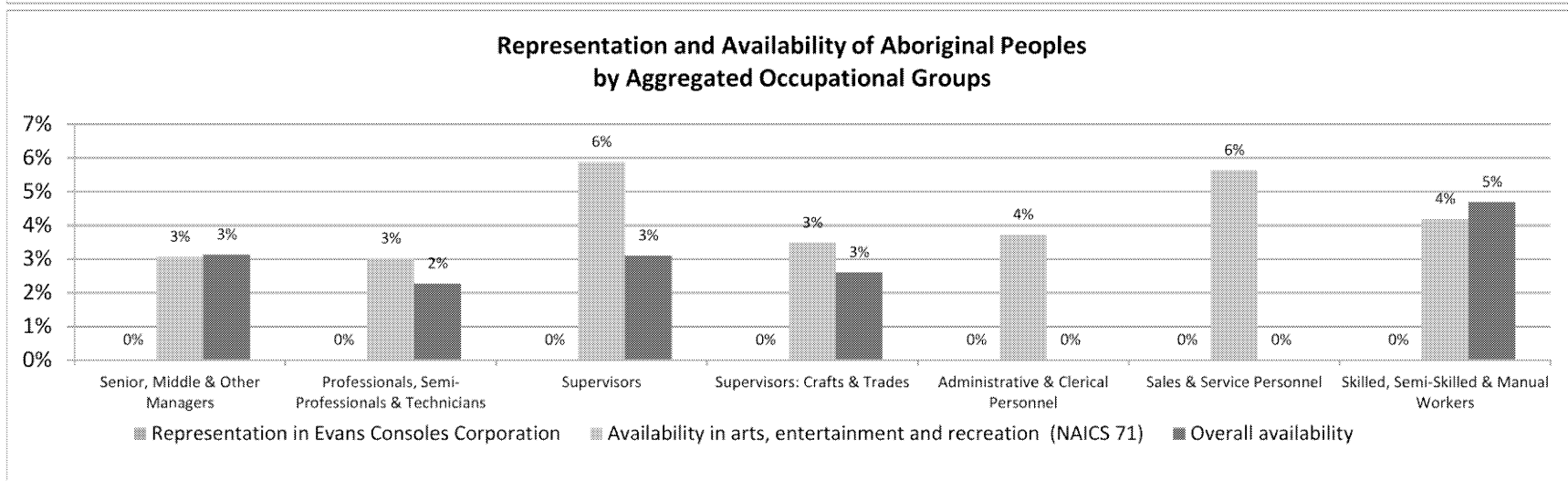
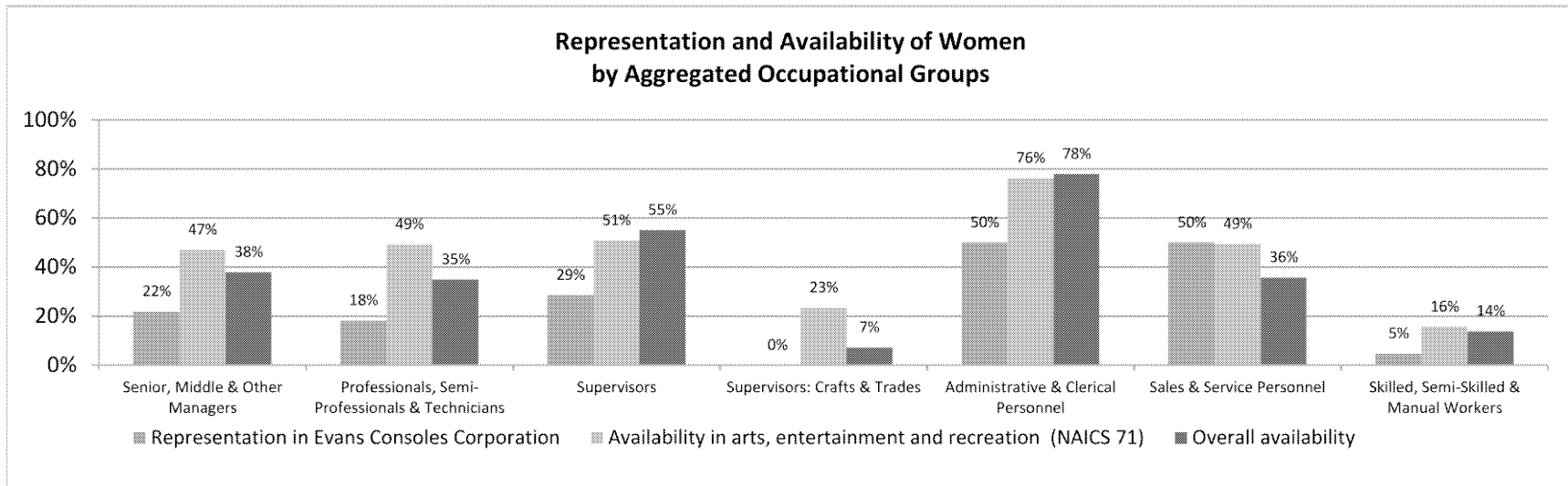
Supervisors: Crafts & Trades	9	0	0%	23%	2	7%	1
Administrative & Clerical Personnel	4	2	50%	76%	3	78%	3
Sales & Service Personnel	6	3	50%	49%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	16%	20	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>30%</b>	<b>68</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	3%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	3%	1	2%	1
Supervisors	7	0	0%	6%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	3%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	4%	0	0%	0
Sales & Service Personnel	6	0	0%	6%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	4%	5	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>9</b>	<b>4%</b>	<b>8</b>

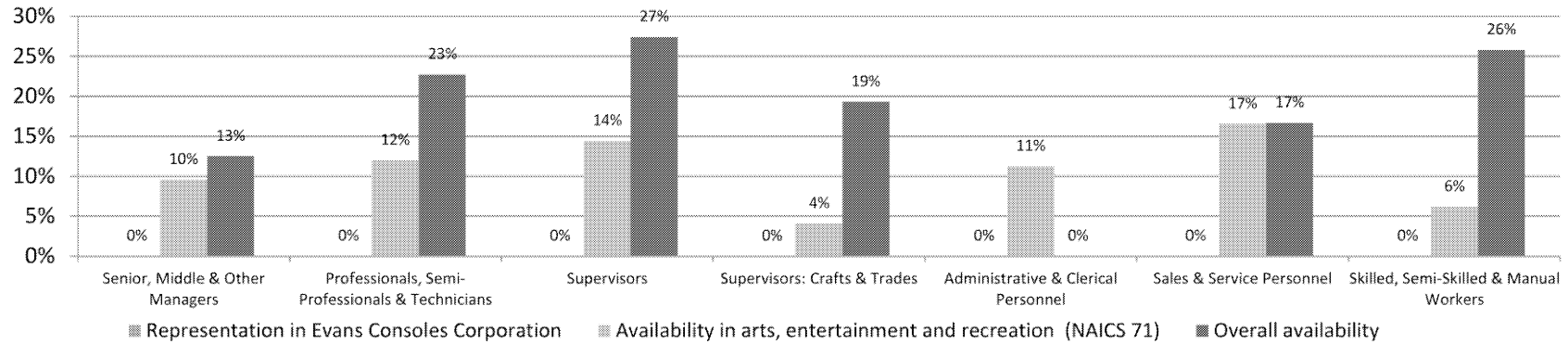
Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	10%	3	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	12%	5	23%	10
Supervisors	7	0	0%	14%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	4%	0	19%	2
Administrative & Clerical Personnel	4	0	0%	11%	0	0%	0
Sales & Service Personnel	6	0	0%	17%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	6%	8	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>8%</b>	<b>19</b>	<b>22%</b>	<b>52</b>

Women	230	28	12%	30%	68	24%	55
Aboriginal Peoples	230	-	0%	4%	9	4%	8
Members of Visible Minorities	230	-	0%	8%	19	22%	52

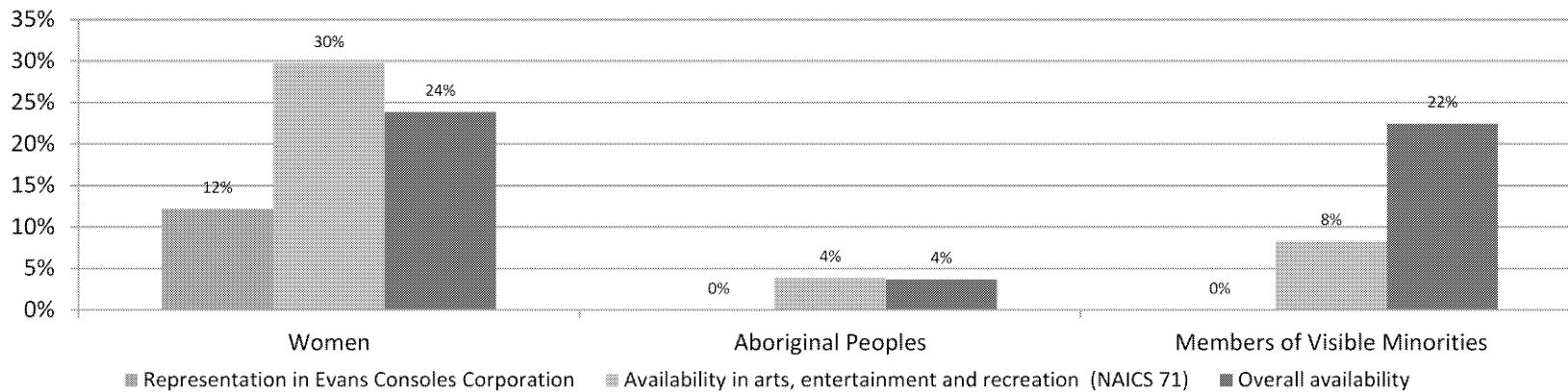
NAICS 71 - Arts, entertainment and recreation  
 in Availability arts, entertainment and recreation (NAICS 71)  
 Representation in Evans Consoles Corporation  
 Availability in arts, entertainment and recreation (NAICS 71)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 71 - Arts, entertainment and recreation

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>436,280</b>	<b>100.0</b>	<b>226,430</b>	<b>51.9</b>	<b>209,855</b>	<b>48.1</b>	<b>17,680</b>	<b>4.1</b>	<b>55,200</b>	<b>12.7</b>
Senior Managers	4,245	100.0	2,705	63.7	1,545	36.4	165	3.9	365	8.6
Middle and Other Managers	31,030	100.0	16,005	51.6	15,025	48.4	915	2.9	3,010	9.7
Professionals	72,585	100.0	36,590	50.4	36,000	49.6	1,830	2.5	8,630	11.9
Semi-Professionals and Technicians	109,845	100.0	56,015	51.0	53,825	49.0	3,655	3.3	13,230	12.0
Supervisors	12,175	100.0	5,990	49.2	6,185	50.8	715	5.9	1,755	14.4
Supervisors: Crafts and Trades	5,175	100.0	3,965	76.6	1,210	23.4	180	3.5	210	4.1
Administrative and Senior Clerical ...	16,315	100.0	3,895	23.9	12,425	76.2	490	3.0	1,460	8.9
Skilled Sales and Service Personnel	10,645	100.0	5,990	56.3	4,650	43.7	590	5.5	2,020	19.0
Skilled Crafts and Trades Workers	4,525	100.0	4,295	94.9	235	5.2	175	3.9	215	4.8
Clerical Personnel	14,905	100.0	3,540	23.8	11,365	76.2	670	4.5	2,045	13.7
Intermediate Sales and Service ....	56,205	100.0	24,850	44.2	31,350	55.8	3,120	5.6	9,285	16.5
Semi-Skilled Manual Workers	6,920	100.0	4,925	71.2	1,995	28.8	335	4.8	730	10.5
Other Sales and Service Personnel	68,460	100.0	37,615	54.9	30,845	45.1	3,905	5.7	11,055	16.1
Other Manual Workers	23,250	100.0	20,060	86.3	3,195	13.7	940	4.0	1,195	5.1

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 72 - Accommodation and food services**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	35%	1	27%	1
02 Middle & Other Managers	29	6	21%	49%	14	39%	11
03 Professionals	15	2	13%	55%	8	37%	6
04 Semi-Professionals & Technicians	29	6	21%	54%	16	34%	10
05 Supervisors	7	2	29%	66%	5	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	27%	2	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	81%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	35%	1	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	8%	3	10%	4
10 Clerical Personnel	1	1	100%	74%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	75%	2	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	11%	5	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	64%	0	0%	0
14 Other Manual Workers	44	3	7%	19%	8	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>30%</b>	<b>69</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	3%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	2%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	3%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	5%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	6%	2	5%	2
10 Clerical Personnel	1	0	0%	3%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	4%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	3%	1	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	5%	0	0%	0
14 Other Manual Workers	44	0	0%	7%	3	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>10</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	18%	1	10%	0
02 Middle & Other Managers	29	0	0%	26%	8	15%	4
03 Professionals	15	0	0%	31%	5	24%	4
04 Semi-Professionals & Technicians	29	0	0%	15%	4	22%	6
05 Supervisors	7	0	0%	25%	2	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	17%	2	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	18%	1	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	30%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	15%	6	15%	6
10 Clerical Personnel	1	0	0%	24%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	18%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	25%	11	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	28%	0	0%	0
14 Other Manual Workers	44	0	0%	8%	3	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>19%</b>	<b>43</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	49%	16	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	54%	24	35%	15
Supervisors	7	2	29%	66%	5	55%	4

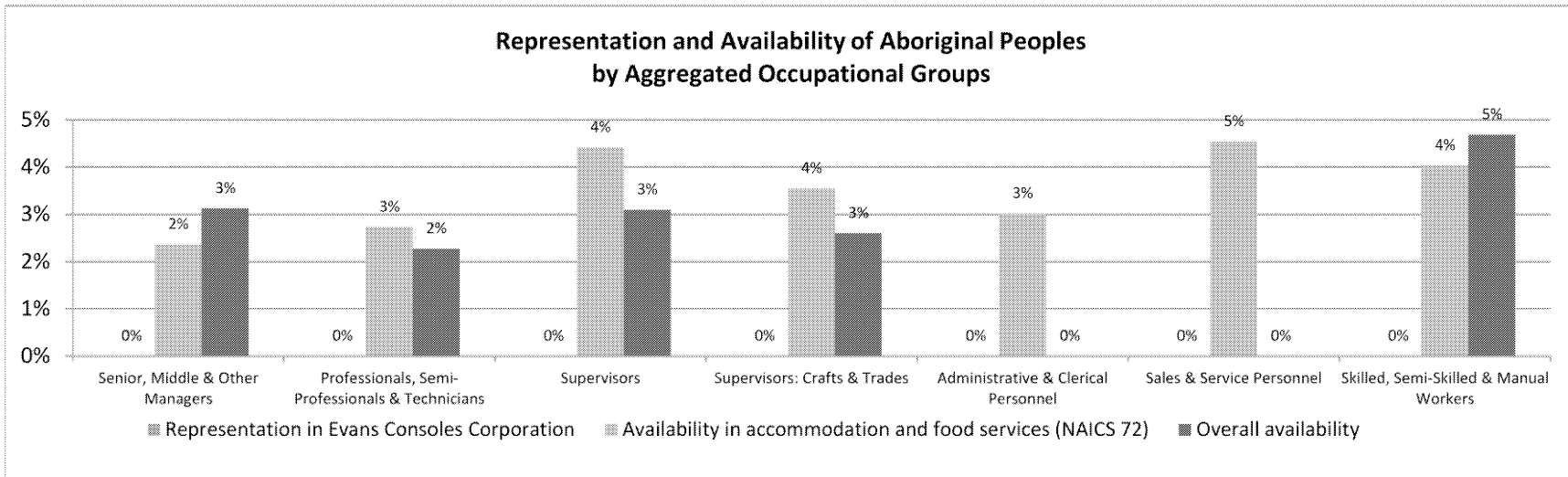
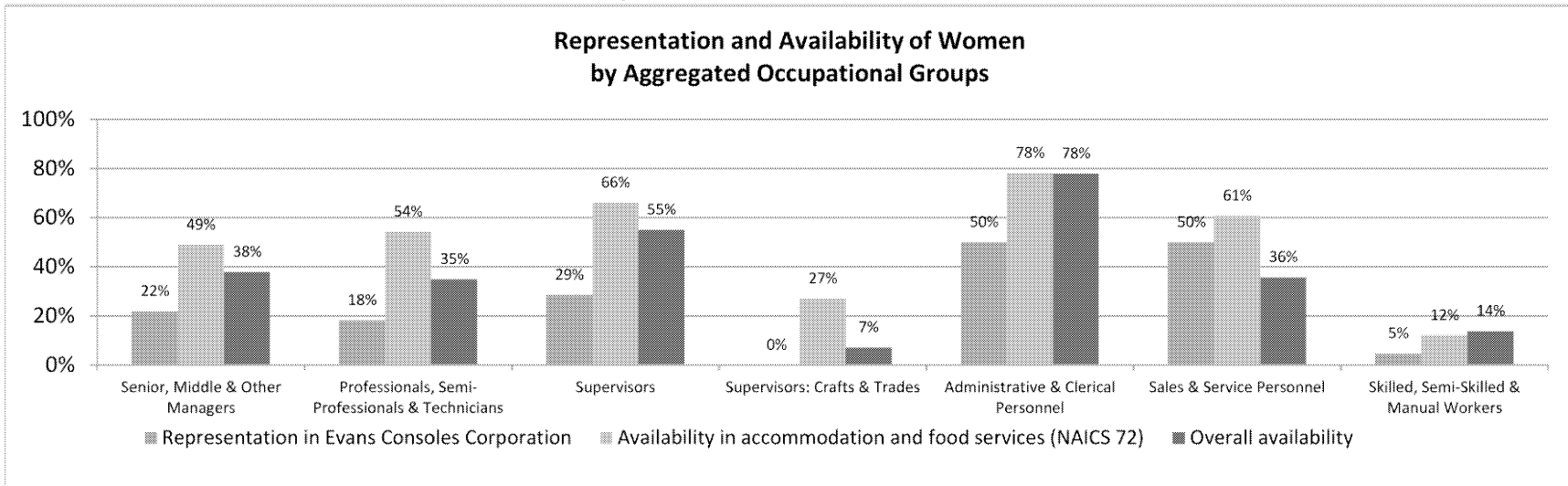
Supervisors: Crafts & Trades	9	0	0%	27%	2	7%	1
Administrative & Clerical Personnel	4	2	50%	78%	3	78%	3
Sales & Service Personnel	6	3	50%	61%	4	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	12%	16	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>30%</b>	<b>69</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	3%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	5%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	4%	5	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>8</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	26%	8	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	20%	9	23%	10
Supervisors	7	0	0%	25%	2	27%	2
Supervisors: Crafts & Trades	9	0	0%	17%	2	19%	2
Administrative & Clerical Personnel	4	0	0%	20%	1	0%	0
Sales & Service Personnel	6	0	0%	26%	2	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	21%	27	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>22%</b>	<b>50</b>	<b>22%</b>	<b>52</b>

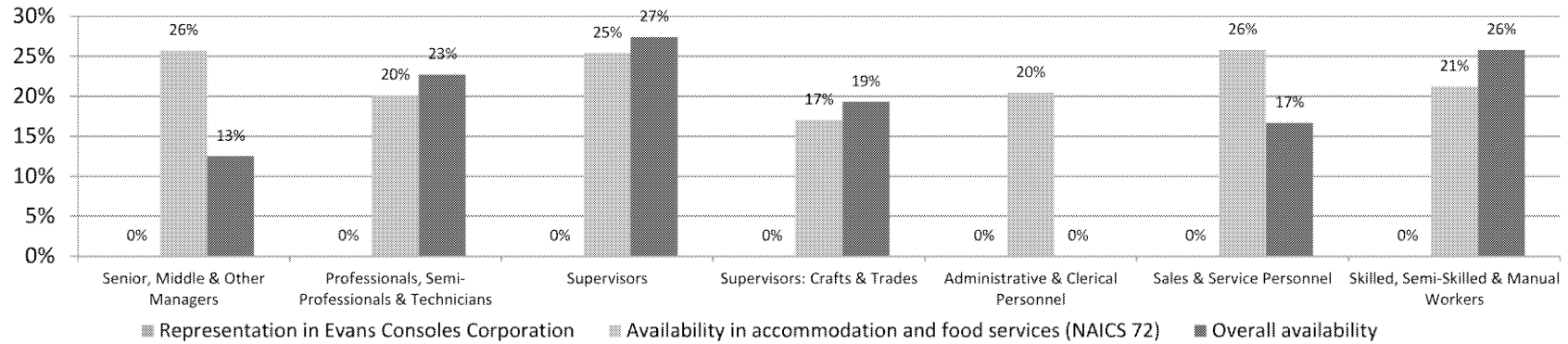
Women	230	28	12%	30%	69	24%	55
Aboriginal Peoples	230	-	0%	4%	8	4%	8
Members of Visible Minorities	230	-	0%	22%	50	22%	52

NAICS 72 - Accommodation and food services  
 in Availability accommodation and food services (NAICS 72)  
 Representation in Evans Consoles Corporation  
 Availability in accommodation and food services (NAICS 72)

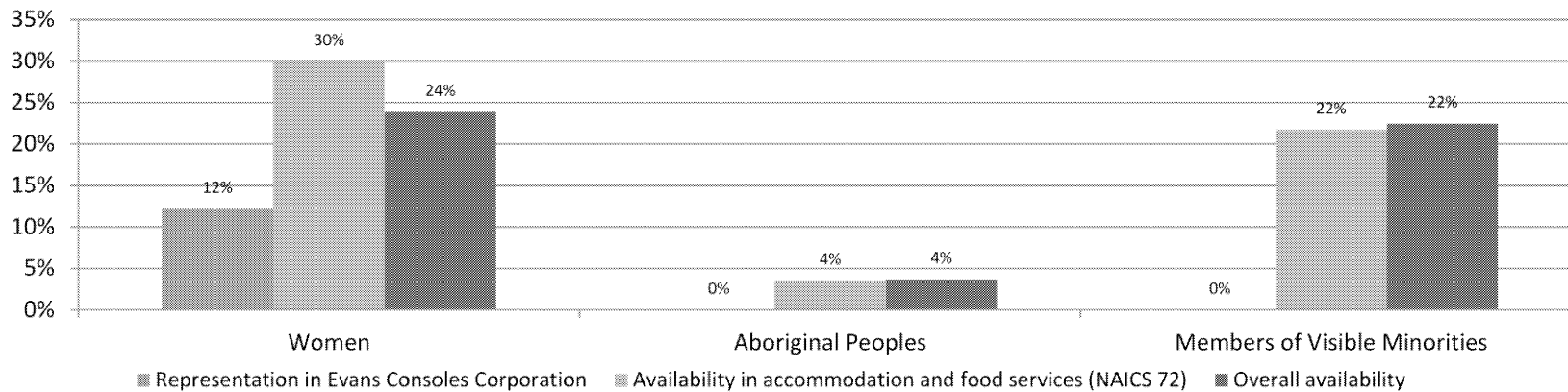




**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 72 - Accommodation and food services

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,289,260</b>	<b>100.0</b>	<b>531,350</b>	<b>41.2</b>	<b>757,910</b>	<b>58.8</b>	<b>54,275</b>	<b>4.2</b>	<b>328,235</b>	<b>25.5</b>
Senior Managers	5,110	100.0	3,340	65.4	1,775	34.7	170	3.3	935	18.3
Middle and Other Managers	144,110	100.0	72,855	50.6	71,260	49.4	3,360	2.3	37,415	26.0
Professionals	8,925	100.0	4,000	44.8	4,925	55.2	155	1.7	2,740	30.7
Semi-Professionals and Technicians	16,880	100.0	7,805	46.2	9,075	53.8	550	3.3	2,455	14.5
Supervisors	41,985	100.0	14,260	34.0	27,725	66.0	1,855	4.4	10,665	25.4
Supervisors: Crafts and Trades	705	100.0	515	73.0	190	27.0	25	3.5	120	17.0
Administrative and Senior Clerical ...	13,000	100.0	2,435	18.7	10,565	81.3	365	2.8	2,335	18.0
Skilled Sales and Service Personnel	244,175	100.0	158,810	65.0	85,365	35.0	11,210	4.6	74,240	30.4
Skilled Crafts and Trades Workers	2,765	100.0	2,535	91.7	230	8.3	155	5.6	420	15.2
Clerical Personnel	10,370	100.0	2,670	25.7	7,700	74.3	340	3.3	2,440	23.5
Intermediate Sales and Service ....	309,025	100.0	76,135	24.6	232,885	75.4	13,165	4.3	56,670	18.3
Semi-Skilled Manual Workers	16,640	100.0	14,760	88.7	1,880	11.3	530	3.2	4,205	25.3
Other Sales and Service Personnel	471,805	100.0	168,160	35.6	303,640	64.4	22,140	4.7	133,300	28.3
Other Manual Workers	3,755	100.0	3,065	81.6	695	18.5	250	6.7	290	7.7

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 81 - Other services (except public administration)**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	46%	1	27%	1
02 Middle & Other Managers	29	6	21%	48%	14	39%	11
03 Professionals	15	2	13%	51%	8	37%	6
04 Semi-Professionals & Technicians	29	6	21%	57%	16	34%	10
05 Supervisors	7	2	29%	47%	3	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	8%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	89%	3	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	79%	3	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	2%	1	10%	4
10 Clerical Personnel	1	1	100%	83%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	86%	2	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	15%	7	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	49%	0	0%	0
14 Other Manual Workers	44	3	7%	17%	7	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>29%</b>	<b>67</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	3%	0	3%	0
02 Middle & Other Managers	29	0	0%	2%	1	2%	1
03 Professionals	15	0	0%	3%	0	1%	0
04 Semi-Professionals & Technicians	29	0	0%	4%	1	3%	1
05 Supervisors	7	0	0%	4%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	3%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	3%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	3%	1	5%	2
10 Clerical Personnel	1	0	0%	4%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	3%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	4%	2	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	4%	0	0%	0
14 Other Manual Workers	44	0	0%	6%	3	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>4%</b>	<b>9</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	8%	0	10%	0
02 Middle & Other Managers	29	0	0%	14%	4	15%	4
03 Professionals	15	0	0%	18%	3	24%	4
04 Semi-Professionals & Technicians	29	0	0%	19%	5	22%	6
05 Supervisors	7	0	0%	23%	2	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	12%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	17%	1	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	13%	5	15%	6
10 Clerical Personnel	1	0	0%	16%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	34%	1	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	15%	7	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	25%	0	0%	0
14 Other Manual Workers	44	0	0%	11%	5	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>14%</b>	<b>33</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	47%	15	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	53%	23	35%	15
Supervisors	7	2	29%	47%	3	55%	4

Supervisors: Crafts & Trades	9	0	0%	8%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	86%	3	78%	3
Sales & Service Personnel	6	3	50%	77%	5	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	5%	6	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>25%</b>	<b>57</b>	<b>24%</b>	<b>55</b>

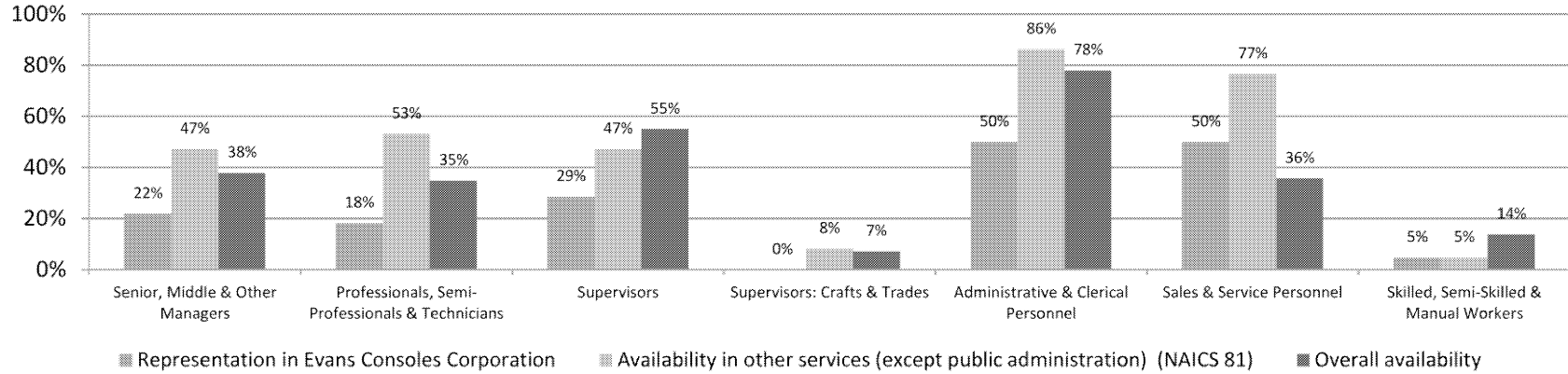
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	2%	1	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	3%	1	2%	1
Supervisors	7	0	0%	4%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	4%	0	3%	0
Administrative & Clerical Personnel	4	0	0%	3%	0	0%	0
Sales & Service Personnel	6	0	0%	3%	0	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	4%	5	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>3%</b>	<b>8</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	13%	4	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	18%	8	23%	10
Supervisors	7	0	0%	23%	2	27%	2
Supervisors: Crafts & Trades	9	0	0%	7%	1	19%	2
Administrative & Clerical Personnel	4	0	0%	14%	1	0%	0
Sales & Service Personnel	6	0	0%	26%	2	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	13%	17	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>15%</b>	<b>33</b>	<b>22%</b>	<b>52</b>

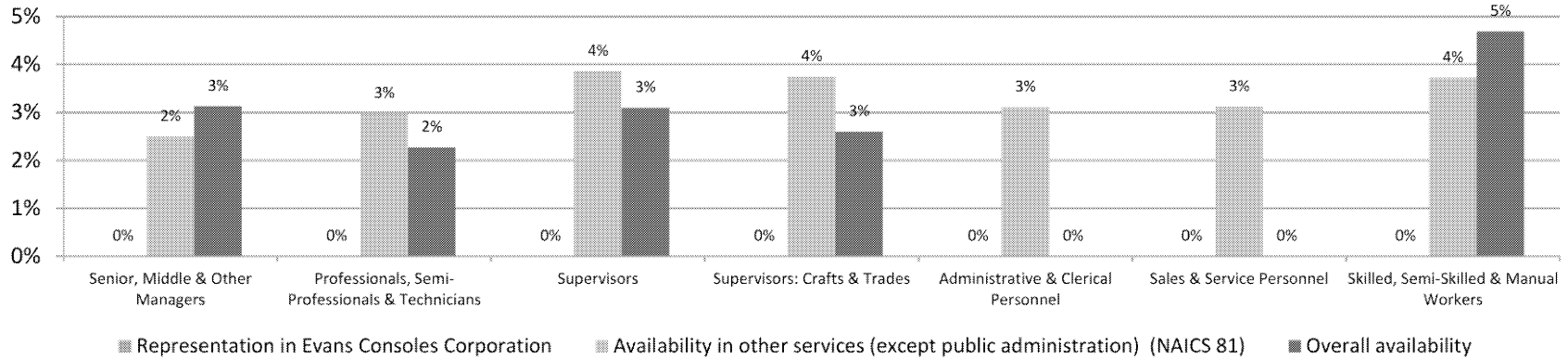
Women	230	28	12%	25%	57	24%	55
Aboriginal Peoples	230	-	0%	3%	8	4%	8
Members of Visible Minorities	230	-	0%	15%	33	22%	52

NAICS 81 - Other services (except public administration)  
 in Availability other services (except public administration) (NAICS 81)  
 Representation in Evans Consoles Corporation  
 Availability in other services (except public administration) (NAICS 81)

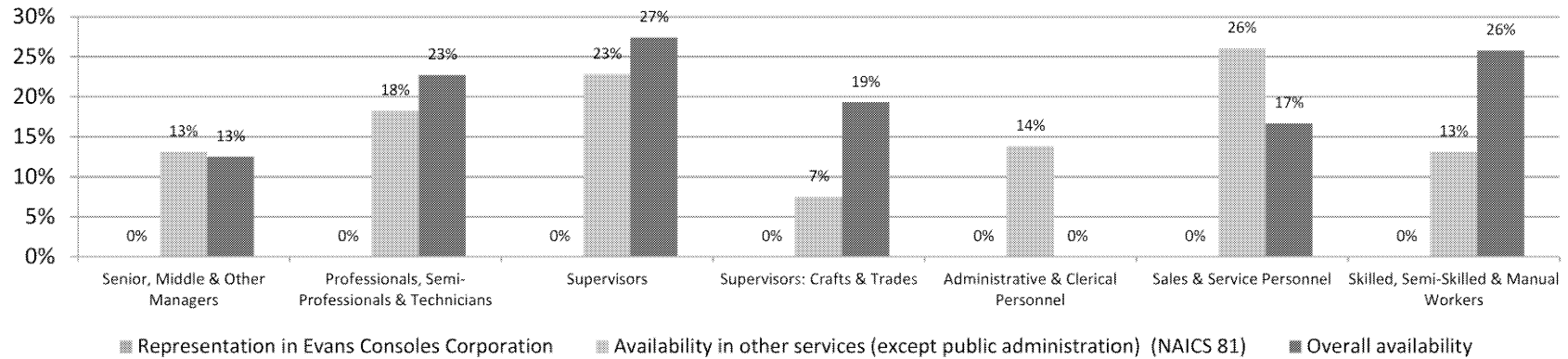
### Representation and Availability of Women by Aggregated Occupational Groups



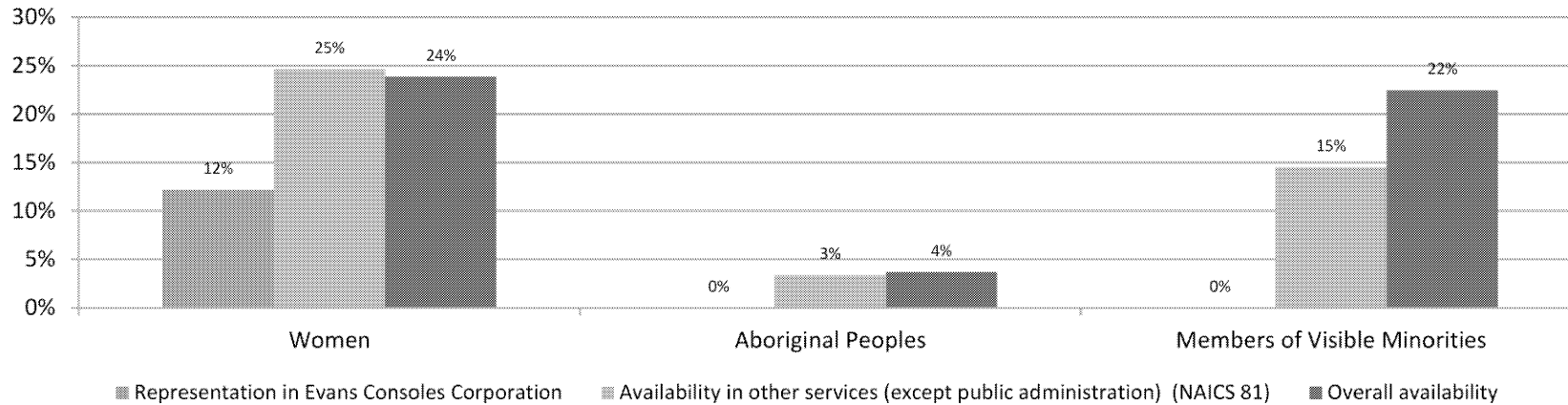
### Representation and Availability of Aboriginal Peoples by Aggregated Occupational Groups



### Representation and Availability of Members of Visible Minorities by Aggregated Occupational Groups



### Representation and Availability by Designated Groups



**Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC)  
for Women, Aboriginal Peoples and Visible Minorities**

**NAICS 81 - Other services (except public administration)**

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>882,270</b>	<b>100.0</b>	<b>402,345</b>	<b>45.6</b>	<b>479,925</b>	<b>54.4</b>	<b>28,045</b>	<b>3.2</b>	<b>166,960</b>	<b>18.9</b>
Senior Managers	15,250	100.0	8,265	54.2	6,985	45.8	450	3.0	1,175	7.7
Middle and Other Managers	62,565	100.0	32,820	52.5	29,750	47.6	1,490	2.4	9,020	14.4
Professionals	93,850	100.0	46,430	49.5	47,425	50.5	2,360	2.5	16,800	17.9
Semi-Professionals and Technicians	69,895	100.0	30,305	43.4	39,590	56.6	2,515	3.6	13,060	18.7
Supervisors	4,275	100.0	2,260	52.9	2,015	47.1	165	3.9	975	22.8
Supervisors: Crafts and Trades	7,740	100.0	7,105	91.8	635	8.2	290	3.7	580	7.5
Administrative and Senior Clerical ...	66,005	100.0	7,460	11.3	58,545	88.7	1,865	2.8	8,160	12.4
Skilled Sales and Service Personnel	117,610	100.0	24,160	20.5	93,450	79.5	3,420	2.9	19,585	16.7
Skilled Crafts and Trades Workers	156,160	100.0	152,780	97.8	3,380	2.2	5,370	3.4	20,180	12.9
Clerical Personnel	44,400	100.0	7,740	17.4	36,665	82.6	1,570	3.5	7,100	16.0
Intermediate Sales and Service ....	144,975	100.0	19,870	13.7	125,105	86.3	4,185	2.9	49,490	34.1
Semi-Skilled Manual Workers	27,120	100.0	22,975	84.7	4,140	15.3	1,205	4.4	4,050	14.9
Other Sales and Service Personnel	62,775	100.0	32,130	51.2	30,640	48.8	2,545	4.1	15,705	25.0
Other Manual Workers	9,650	100.0	8,040	83.3	1,610	16.7	610	6.3	1,080	11.2

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada



**Evans Consoles Corporation**  
**Employment Equity Results by Designated Group and Industry**

**NAICS 91 - Public administration**

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	1	33%	42%	1	27%	1
02 Middle & Other Managers	29	6	21%	39%	11	39%	11
03 Professionals	15	2	13%	55%	8	37%	6
04 Semi-Professionals & Technicians	29	6	21%	30%	9	34%	10
05 Supervisors	7	2	29%	56%	4	55%	4
06 Supervisors: Crafts & Trades	9	0	0%	9%	1	7%	1
07 Administrative & Senior Clerical Personnel	3	1	33%	76%	2	81%	2
08 Skilled Sales & Service Personnel	4	1	25%	50%	2	21%	1
09 Skilled Crafts & Trades Workers	40	0	0%	4%	2	10%	4
10 Clerical Personnel	1	1	100%	75%	1	70%	1
11 Intermediate Sales & Service Personnel	2	2	100%	52%	1	66%	1
12 Semi-Skilled Manual Workers	44	3	7%	12%	5	15%	6
13 Other Sales & Service Personnel	0	0	#DIV/0!	39%	0	0%	0
14 Other Manual Workers	44	3	7%	18%	8	16%	7
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>24%</b>	<b>55</b>	<b>24%</b>	<b>55</b>

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	12%	0	3%	0
02 Middle & Other Managers	29	0	0%	5%	1	2%	1
03 Professionals	15	0	0%	4%	1	1%	0
04 Semi-Professionals & Technicians	29	0	0%	6%	2	3%	1
05 Supervisors	7	0	0%	5%	0	3%	0
06 Supervisors: Crafts & Trades	9	0	0%	7%	1	3%	0

07 Administrative & Senior Clerical Personnel	3	0	0%	6%	0	3%	0
08 Skilled Sales & Service Personnel	4	0	0%	12%	0	2%	0
09 Skilled Crafts & Trades Workers	40	0	0%	15%	6	5%	2
10 Clerical Personnel	1	0	0%	7%	0	3%	0
11 Intermediate Sales & Service Personnel	2	0	0%	9%	0	3%	0
12 Semi-Skilled Manual Workers	44	0	0%	13%	6	4%	2
13 Other Sales & Service Personnel	0	0	#DIV/0!	18%	0	0%	0
14 Other Manual Workers	44	0	0%	14%	6	4%	2
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>10%</b>	<b>24</b>	<b>3%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
01 Senior Managers	3	0	0%	6%	0	10%	0
02 Middle & Other Managers	29	0	0%	9%	3	15%	4
03 Professionals	15	0	0%	16%	2	24%	4
04 Semi-Professionals & Technicians	29	0	0%	9%	3	22%	6
05 Supervisors	7	0	0%	9%	1	27%	2
06 Supervisors: Crafts & Trades	9	0	0%	5%	0	19%	2
07 Administrative & Senior Clerical Personnel	3	0	0%	12%	0	17%	0
08 Skilled Sales & Service Personnel	4	0	0%	10%	0	11%	0
09 Skilled Crafts & Trades Workers	40	0	0%	5%	2	15%	6
10 Clerical Personnel	1	0	0%	12%	0	24%	0
11 Intermediate Sales & Service Personnel	2	0	0%	12%	0	30%	1
12 Semi-Skilled Manual Workers	44	0	0%	8%	4	33%	15
13 Other Sales & Service Personnel	0	0	#DIV/0!	10%	0	0%	0
14 Other Manual Workers	44	0	0%	5%	2	27%	12
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>8%</b>	<b>18</b>	<b>22.61%</b>	<b>52</b>

Employment Equity Occupational Group	All Employees #	Women					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	7	22%	40%	13	38%	12
Professionals, Semi-Professionals & Technicians	44	8	18%	42%	19	35%	15
Supervisors	7	2	29%	56%	4	55%	4

Supervisors: Crafts & Trades	9	0	0%	9%	1	7%	1
Administrative & Clerical Personnel	4	2	50%	75%	3	78%	3
Sales & Service Personnel	6	3	50%	49%	3	36%	2
Skilled, Semi-Skilled & Manual Workers	128	6	5%	12%	16	14%	18
<b>Total</b>	<b>230</b>	<b>28</b>	<b>12%</b>	<b>25%</b>	<b>58</b>	<b>24%</b>	<b>55</b>

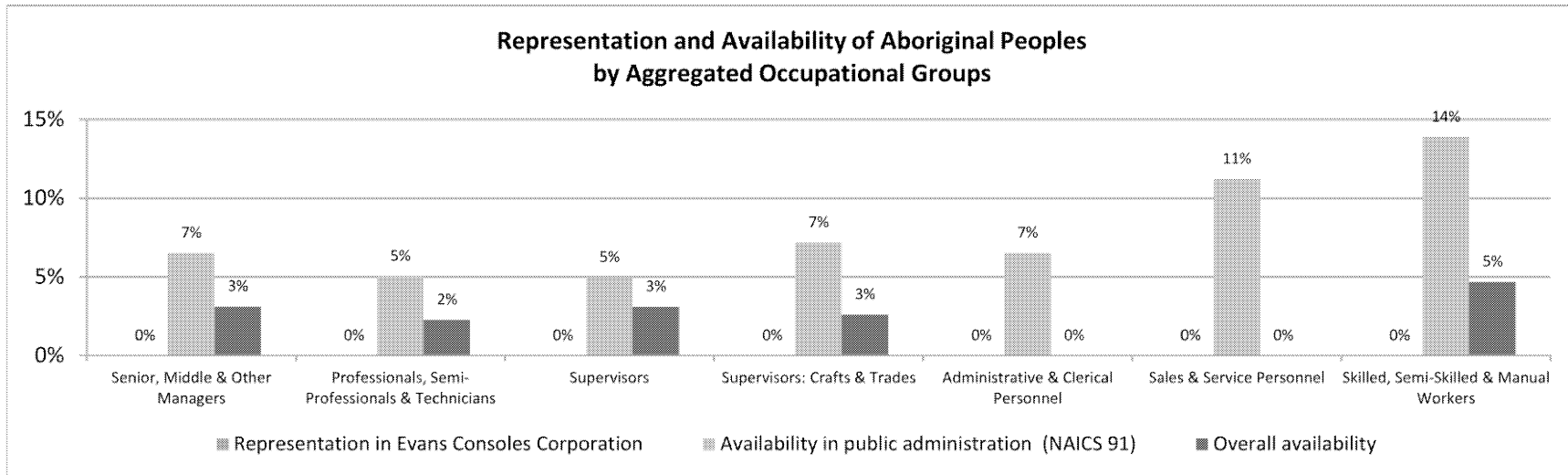
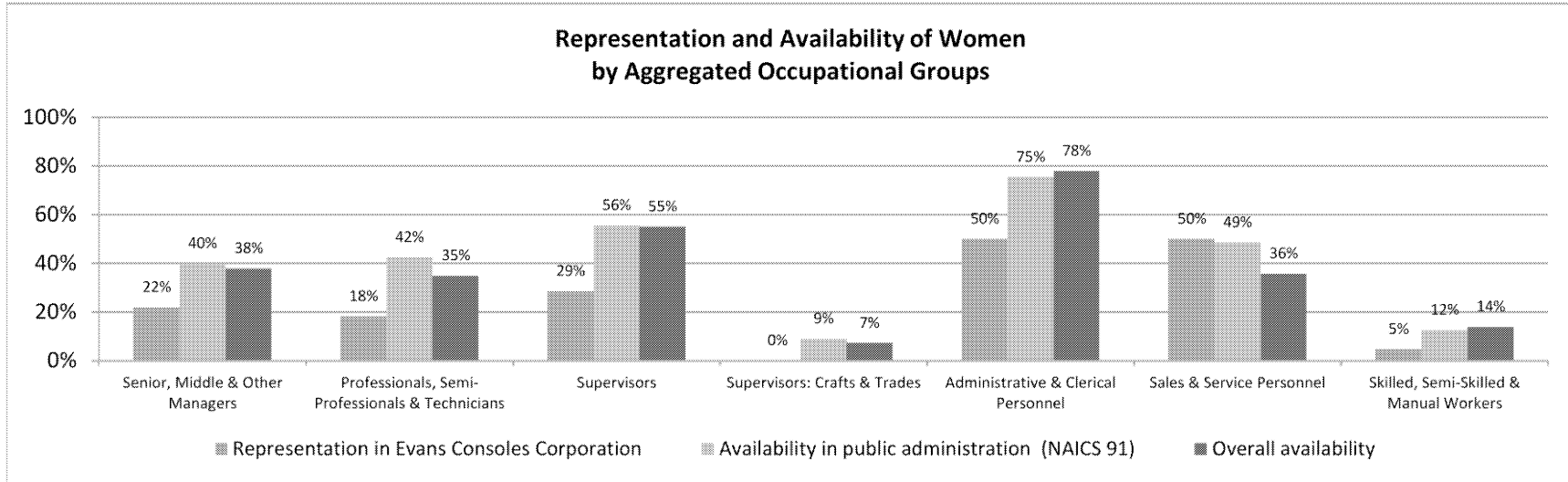
Employment Equity Occupational Group	All Employees #	Aboriginal Peoples					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	7%	2	3%	1
Professionals, Semi-Professionals & Technicians	44	0	0%	5%	2	2%	1
Supervisors	7	0	0%	5%	0	3%	0
Supervisors: Crafts & Trades	9	0	0%	7%	1	3%	0
Administrative & Clerical Personnel	4	0	0%	7%	0	0%	0
Sales & Service Personnel	6	0	0%	11%	1	0%	0
Skilled, Semi-Skilled & Manual Workers	128	0	0%	14%	18	5%	6
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>10%</b>	<b>24</b>	<b>4%</b>	<b>8</b>

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities					
		Representation		Sector Availability		Submitted Availability	
		#	%	%	#	%	#
Senior, Middle & Other Managers	32	0	0%	8%	3	13%	4
Professionals, Semi-Professionals & Technicians	44	0	0%	13%	6	23%	10
Supervisors	7	0	0%	9%	1	27%	2
Supervisors: Crafts & Trades	9	0	0%	5%	0	19%	2
Administrative & Clerical Personnel	4	0	0%	12%	0	0%	0
Sales & Service Personnel	6	0	0%	11%	1	17%	1
Skilled, Semi-Skilled & Manual Workers	128	0	0%	6%	8	26%	33
<b>Total</b>	<b>230</b>	<b>0</b>	<b>0%</b>	<b>8%</b>	<b>19</b>	<b>22%</b>	<b>52</b>

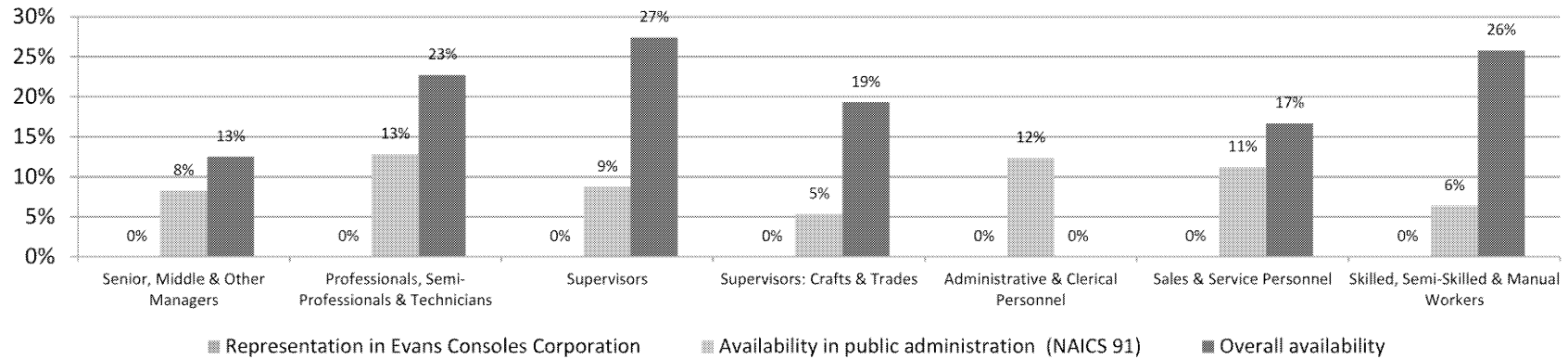
Women	230	28	12%	25%	58	24%	55
Aboriginal Peoples	230	-	0%	10%	24	4%	8
Members of Visible Minorities	230	-	0%	8%	19	22%	52

NAICS 91 - Public administration

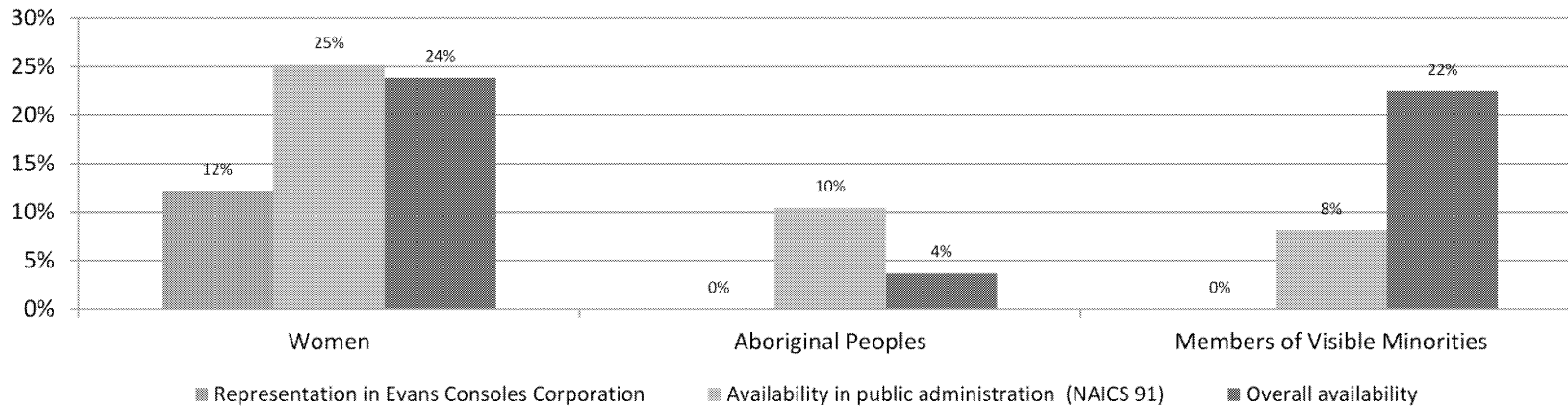
in Availability public administration (NAICS 91)  
 Representation in Evans Consoles Corporation  
 Availability in public administration (NAICS 91)



**Representation and Availability of Members of Visible Minorities  
by Aggregated Occupational Groups**



**Representation and Availability by Designated Groups**



## Workforce Population Showing Representation by Employment Equity Occupational Groups (2011 NOC) for Women, Aboriginal Peoples and Visible Minorities

### NAICS 91 - Public administration

Employment Equity Occupational Groups (NOC)	Workforce Population Aged 15 Years and Over									
	Total		Males		Females		Aboriginal Peoples		Visible Minorities	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Total</b>	<b>1,363,830</b>	<b>100.0</b>	<b>704,195</b>	<b>51.6</b>	<b>659,635</b>	<b>48.4</b>	<b>93,900</b>	<b>6.9</b>	<b>155,685</b>	<b>11.4</b>
Senior Managers	26,840	100.0	15,605	58.1	11,235	41.9	3,310	12.3	1,700	6.3
Middle and Other Managers	109,510	100.0	66,385	60.6	43,130	39.4	5,580	5.1	9,540	8.7
Professionals	303,880	100.0	135,330	44.5	168,550	55.5	13,470	4.4	49,525	16.3
Semi-Professionals and Technicians	313,030	100.0	219,760	70.2	93,265	29.8	17,670	5.6	29,495	9.4
Supervisors	17,695	100.0	7,870	44.5	9,825	55.5	880	5.0	1,545	8.7
Supervisors: Crafts and Trades	10,500	100.0	9,560	91.0	935	8.9	755	7.2	560	5.3
Administrative and Senior Clerical ...	185,060	100.0	44,460	24.0	140,595	76.0	11,810	6.4	22,840	12.3
Skilled Sales and Service Personnel	5,555	100.0	2,760	49.7	2,790	50.2	675	12.2	555	10.0
Skilled Crafts and Trades Workers	28,225	100.0	27,100	96.0	1,130	4.0	4,095	14.5	1,465	5.2
Clerical Personnel	162,155	100.0	40,740	25.1	121,415	74.9	10,815	6.7	20,005	12.3
Intermediate Sales and Service ....	79,380	100.0	38,100	48.0	41,280	52.0	6,785	8.5	9,360	11.8
Semi-Skilled Manual Workers	43,530	100.0	38,485	88.4	5,045	11.6	5,630	12.9	3,590	8.2
Other Sales and Service Personnel	29,535	100.0	18,010	61.0	11,525	39.0	5,385	18.2	2,880	9.8
Other Manual Workers	48,940	100.0	40,035	81.8	8,905	18.2	7,035	14.4	2,630	5.4

Totals may not equal the sum of components due to rounding and suppression.

See technical notes section in the 2011 Employment Equity Data Report for designated group definitions and Aboriginal peoples undercount.

"-" Amount too small to be expressed.

Workforce population figures include those aged 15 years and over who worked in 2010 or 2011.

Date: August 2015

Sources: Adapted from Statistics Canada, custom tabulation, unpublished data, 2011 National Household Survey

Prepared by: Workplace Directorate, labour Program, Employment and Social Development Canada

<b>Summary of Goals</b>
<b>Evans Consoles</b>
<b>January 5, 2017</b>

**\*\*Please note that if gaps are not being met, you must provide a valid explanation for each gap in the Comments column.\*\***

**Women**

<b>Workforce Analysis Results</b>			<b>Goals</b>		<b>Comments</b>
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Present Gap</b>	<b>Short-term (1 to 3 years)</b>	<b>Long-term (3 years or more)</b>	
<b>#</b>	<b>Description</b>	<b>#</b>	<b># or %</b>	<b># or %</b>	
02	Middle & Other Managers	-5	0	5	O&G Downturn/no immediate need
03	Professionals	-4	1	3	O&G Downturn/no immediate need
04	Semi-Professionals & Technicians	-4	1	3	O&G Downturn/no immediate need
05	Supervisors	-2	0	2	O&G Downturn/no immediate need O&G Downturn
06	Supervisors: Crafts & Trades	-1	0	1	O&G Downturn/no immediate need O&G Downturn
07	Admin & Sr. Clerical Personnel	-1	0	1	O&G Downturn/no immediate need O&G Downturn
09	Skilled Crafts & Trade Workers	-4	0	4	O&G Downturn/no immediate need
12	Semi-Skilled Manual Workers	-3	1	2	O&G Downturn/no immediate need
14	Other Manual Workers	-4	1	3	O&G Downturn/no immediate need

**Aboriginal Peoples**

<b>Workforce Analysis Results</b>			<b>Goals</b>		<b>Comments</b>
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Present Gap</b>	<b>Short-term (1 to 3 years)</b>	<b>Long-term (3 years or more)</b>	
<b>#</b>	<b>Description</b>	<b>#</b>	<b># or %</b>	<b># or %</b>	
02	Middle & Other Managers	-1	0	1	O&G Downturn/no

					immediate need
04	Semi-Professionals & Technicians	-1	1	0	
09	Skilled Crafts & Trade Workers	-2	0	2	O&G Downturn/no immediate need
12	Semi-skilled Manual Workers	-2	1	1	O&G Downturn/no immediate need
14	Other Manual Workers	-2	1	1	O&G Downturn/no immediate need

### Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
01/02	Managers	-1	0	1	O&G Downturn/no immediate need
03	Professionals	-1	1	0	
04	Semi-Professionals & Technicians	-1	1	0	
05	Supervisors	-1	0	1	O&G Downturn/no immediate need
06	Supervisors: Crafts & Trades	-1	0	1	O&G Downturn/no immediate need
09	Skilled Crafts & Trade Workers	-1	0	1	O&G Downturn/no immediate need
12	Semi-skilled Manual workers	-1	1	0	
14	Other Manual Workers	-1	1	0	

### Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
02	Middle & Other Managers	-4	0	4	O&G Downturn/no immediate need
03	Professionals	-4	1	3	O&G Downturn/no



					immediate need
04	Semi-Professionals & Technicians	-6	1	5	O&G Downturn/no immediate need
05	Supervisors	-2	0	2	O&G Downturn/no immediate need
06	Supervisors: Crafts & Trades	-2	0	2	O&G Downturn/no immediate need
09	Skilled Crafts & Trade Workers	6	0	6	O&G Downturn/no immediate need
11	Intermediate Sales & Service Personnel	-1	0	1	O&G Downturn/no immediate need
12	Semi-skilled Manual Workers	-15	1	14	O&G Downturn/no immediate need
14	Other Manual Workers	-12	1	11	O&G Downturn/no immediate need

**From:** Gail Linton <GLinton@evansonline.com>  
**Sent:** February 7, 2017 11:42 AM  
**To:** Thibeault, Daniel D [NC] <daniel.thibeault@labour-travail.gc.ca>  
**Subject:** RE: requested information

Good Morning Daniel,

I can confirm to you that I have surveyed all 230 employees employed in our Canadian operation and I can confirm that 100% of the forms have been returned, recorded per each of the four categories in our database and filed per employee in each Employee HR file. The form sent to our employees is as attached.

Gail

Gail Linton | VP Human Resources/Client Services  
Evans Consoles Corporation  
Office 403.717.3342 Cell 403.681.3342 Fax 403.543.2957  
Website [www.evansonline.com](http://www.evansonline.com) Email [ginton@evansonline.com](mailto:ginton@evansonline.com)



**From:** [daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) [<mailto:daniel.thibeault@labour-travail.gc.ca>]  
**Sent:** Tuesday, February 07, 2017 9:31 AM  
**To:** Gail Linton  
**Subject:** RE: requested information

Good morning Ms. Linton,

You're stating that you surveyed 133 employees but your workforce analysis has a total of 230 employees. Did you had the data of these 97 employees prior to submit our template.

Regards,

Daniel Thibeault

Agent de programmes, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) / Tél. : 819-654-4330

Program Officer, Labour Program  
Employment and Social Development Canada / Government of Canada  
[daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) / Tel: 819-654-4330

**From:** Gail Linton [<mailto:GLinton@evansonline.com>]  
**Sent:** January-26-17 1:21 PM  
**To:** Thibeault, Daniel D [NC]  
**Subject:** RE: requested information

Ok Daniel.....my understanding was that your form was recommended as a template and so I am taking the time to ask every employee in this building to complete. Prior we sent our own (Personal Information form) attached . Every employee receives this form and every employee returns it completed with or without the voluntary information and the forms are retained in HR Employee files. When I received your template I took the opportunity to integrate it into our hiring process and have asked all employees to complete with my assistant updating our records. Moving forward we will have both and/or will revise the best of both while ensure the 4 elements of equal opportunity are indeed captured.....

If only asking about the uploaded number than I can tell you that 133 of the attached form was issued and 133 were responded to. Each completed form are retained in individual files.

Is this all that is required??? I simply do not have the resources to pull each signed form but happy to have my records audited if need be.

G Linton

Gail Linton | *VP Human Resources/Client Services*  
**Evans Consoles Corporation**  
Office 403.717.3342 Cell 403.681.3342 Fax 403.543.2957  
Website [www.evansonline.com](http://www.evansonline.com) Email [glinton@evansonline.com](mailto:glinton@evansonline.com)



**From:** [daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) [<mailto:daniel.thibeault@labour-travail.gc.ca>]  
**Sent:** Thursday, January 26, 2017 9:33 AM  
**To:** Gail Linton  
**Subject:** RE: requested information

Good morning Gail,

I think there is a misunderstanding because you didn't have to send the questionnaires to your employees since you had all the responses in you employee.txt file that we uploaded together or your excel spreadsheet so you just need to compile who returned it and who responded to it on your 133 employees uploaded.

Regards,

**From:** Gail Linton [<mailto:GLinton@evansonline.com>]  
**Sent:** January-26-17 11:10 AM  
**To:** Thibeault, Daniel D [NC]  
**Subject:** RE: requested information

Danie [REDACTED] in today to do a few critical task. I have used the template, modified for Evans and have my assistant collecting and recording the data in our database.....We have sent to all staff , both hourly and salaried including all managers and sales people, the forms are still coming in. I cannot accurately give you the information until all is collected. I see no value in the exercise if not done completely as intended? Are you asking that I provide to you incomplete, if so then I will have what we have sent today .

Gail Linton | VP Human Resources/Client Services

Evans Consoles Corporation

Office 403.717.3342 Cell 403.681.3342 Fax 403.543.2957

Website [www.evansonline.com](http://www.evansonline.com) Email [glinton@evansonline.com](mailto:glinton@evansonline.com)



**From:** [daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) [<mailto:daniel.thibeault@labour-travail.gc.ca>]

**Sent:** Thursday, January 26, 2017 8:53 AM

**To:** Gail Linton

**Subject:** requested information

Good morning Gail,

I know your busy and I don't want to be a pain but I need the requested information today to close your file. Management is putting pressure on me.

Please send it to me as soon as possible.

Regards,

Daniel Thibeault

Agent de programmes, Programme du travail  
Emploi et Développement social Canada / Gouvernement du Canada  
[daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) / Tél. : 819-654-4330

Program Officer, Labour Program  
Employment and Social Development Canada / Government of Canada  
[daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca) / Tel: 819-654-4330

This message may contain confidential information, if you are not the intended recipient please return or delete this message. Thank you.

This message may contain confidential information, if you are not the intended recipient please return or delete this message. Thank you.

This message may contain confidential information, if you are not the intended recipient please return or delete this message. Thank you.

From: rgame@evansonline.com  
Cc: glinton@evansonline.com  
Object: TR: Agreement Number 090117 of the Government of Canada - Notice of compliance with the Federal Contractors Program  
Attachments: FP-Letter-WEDChartsEvansConsoles-20170207.pdf

Dear Mr. Game,

This email is to confirm that the compliance assessment initiated on October 19<sup>th</sup>, 2016 has been completed. As a result of the assessment, Evans Consoles Corporation has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of the Employment Equity Act (EEA).

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.

Attached for your reference is a summary of Evans Consoles Corporation employment equity results compared against Employment Equity Occupational Group (EEOG) levels in your industry as well as overall Canadian labour market availability.

### 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 Evans Consoles Corporation is notified of a follow-up assessment, the following information will be required:

1. A completed Achievement Table;
2. A current workforce analysis; and
3. Revised 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 first assessment. If over the three year period reasonable progress has not been made, Evans Consoles 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 as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Daniel Thibeault at [daniel.thibeault@labour-travail.gc.ca](mailto:daniel.thibeault@labour-travail.gc.ca).

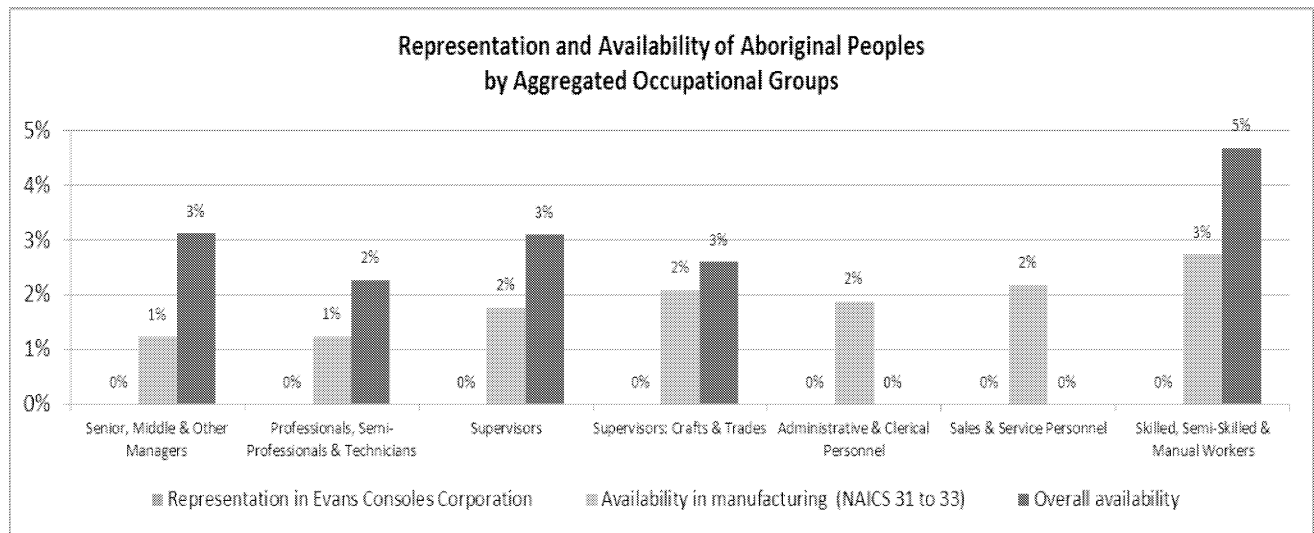
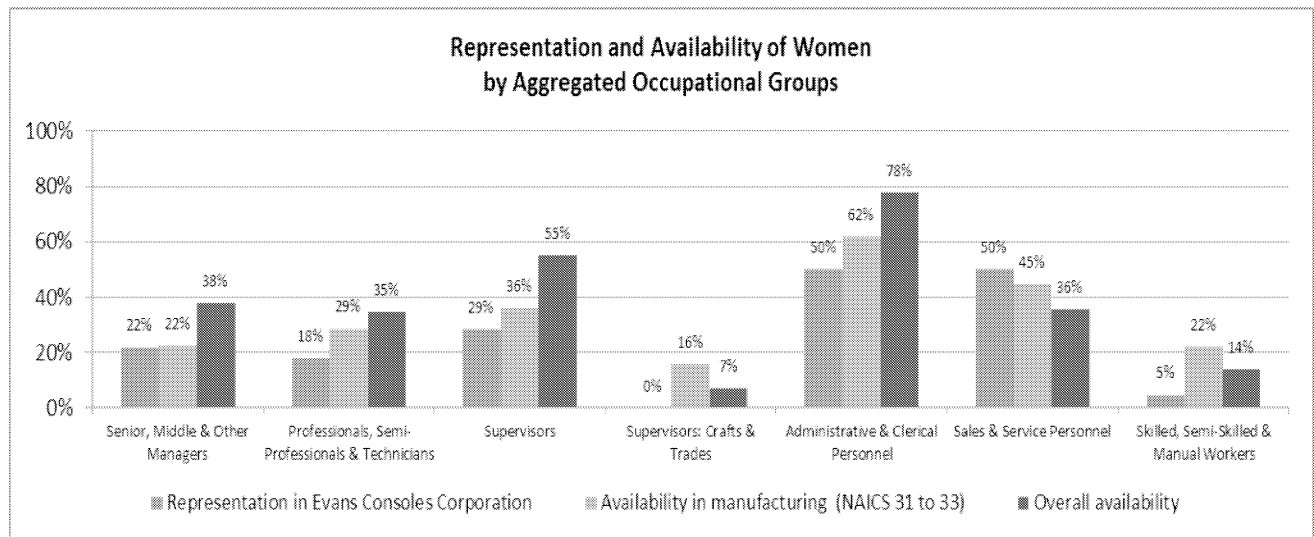
Your cooperation during the course of this compliance assessment was appreciated and we wish Evans Consoles Corporation continued success in achieving a diverse and inclusive workplace.

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](mailto:ee-eme@hrsdcc.gc.ca)  
Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)

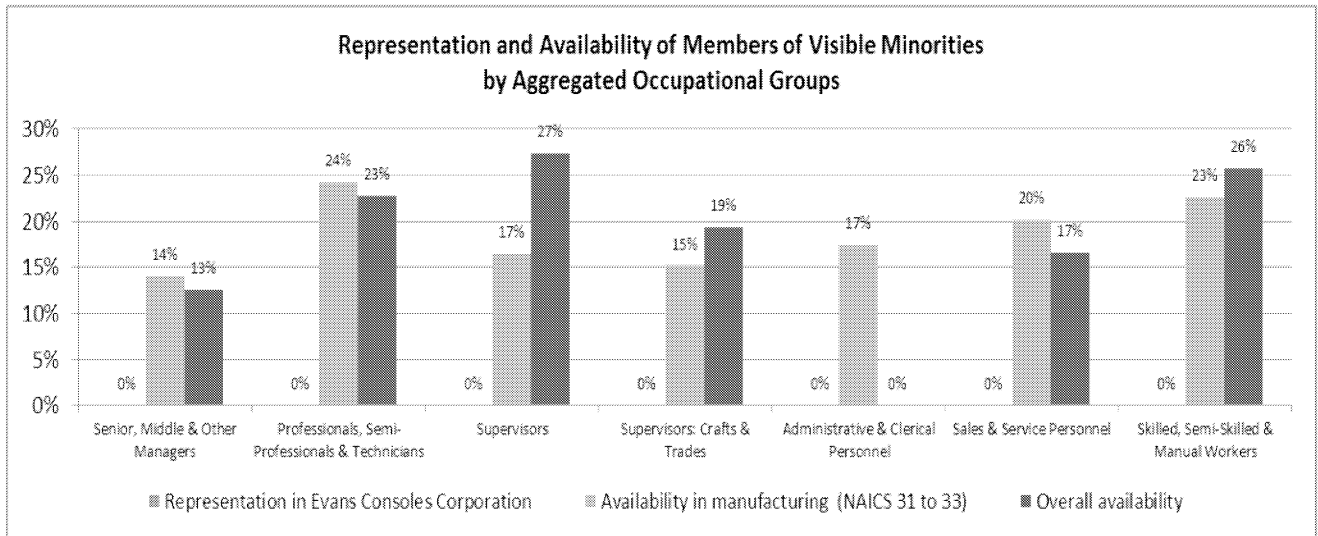
## Summary of Evans Consoles Corporation's Employment Equity Results

In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in Evans Consoles Corporation based on your organization's submission are compared to the manufacturing industry and the overall Canadian labour market availability.

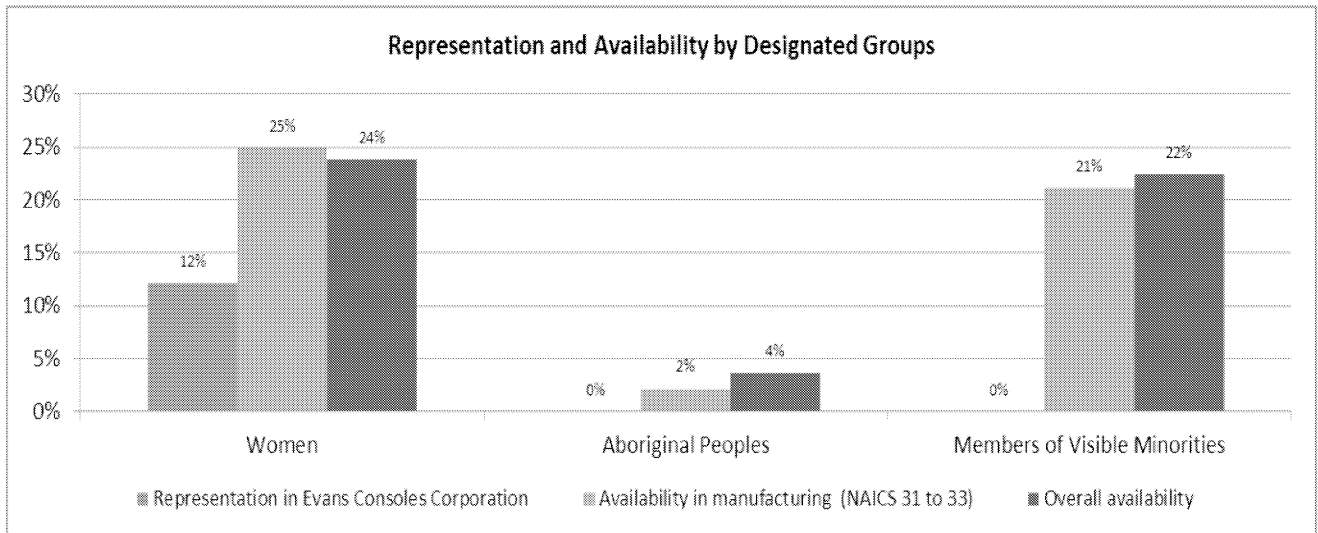
**Note:** The Canadian labour market availability at the industry level for persons with disabilities is not currently available.



Note: For Aboriginals Peoples Administrative & Clerical Personnel and Sales & Service Personnel the availability percentage in manufacturing is calculated based on the Employment Equity Occupational Group (2%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).



Note: For Members of Visible Minorities Administrative & Clerical Personnel the availability percentage in manufacturing is calculated based on the Employment Equity Occupational Group (17%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).



The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers