s.24(1)

Labour Program Federal Contractors Program

OFFICI	AL USE ONLY
Agree	ment N°:

Agreement to Implement Employment Equity

✓ New Agreement	(All sections n	nust be complet	ted)			
Revised Agreement						
	OBCA	ANIZATION				
Legal Name of Organization	UNGA	ANIZATION	Parent company	is located outside	Canada	«·····
Fellfab Limited			T dreit company	ris iccated odiside	Janada	
				Yes	√ No	
Operating Name (if different from Legal Name of	of Oranoization)		D			***************************************
Operating Maine (ii dilierent nom Legal Maine t	DI Organization)		Business Numl	per		
			Total number of	employees in Cana	 ada	
				-Time and/or Part-1		162
Organization's North American Industry Classif To find your organization's four-digit NAICS coo		Number	Federally	Dogulated		
http://www.statcan.gc.ca/subjects-sujets/standa		st-liste-eng.htm				
3149			✓ ProvincialI	iy Regulated		
	HEA	D OFFICE		***************************************		
Address (building number, street, suite, etc.)		City	***************************************	Province	Postal Cod	ie
2343 Barton Street East		Hamilton		ONT	L8E5V8	***************************************
		Telephone Number				
		905-560-9230)			
	EMPLOYMENT	EQUITY CONTA	ACT			
Name (print)		Title				
Christine Hoey Telephone Number	E-mail Address	Human Resour	***************************************	r Preferred Languag	a of Correen	andanca
	christine.hoev@fe	114.5				
903-360-9230 Exc.214	christine.noeyere	IIIaD.COM			Fre	nen
	CERT	IFICATION				
The above-named organization:						
 having a combined workforce of 100 or 	r more permanent full-time	e and permanent p	art-time employ	rees in Canada, <i>i</i>	AND	
intending to bid on, or being in receipt			contract, standin	ng offer or contrac	t issued un	der a
Supply Arrangement, valued at \$1,000			unialist an institution			
hereby certifies its commitment to impleme instrument, in keeping with the Federal Co	ent or maintain employmer ontractors Program require	nt equity on an on-g ements. For more i	going basis, bey nformation on h	yond the period o low to implement	f the procur employmer	ement nt equity
please refer to: http://www.esdc.gc.ca/eng						
Important note: If an audit of the Agreement	ent to Implement Employn	nent Equity uncove	rs misrepresent	tation on the part	of the orga	nization,
the procurement instrument(s) with the Go	vernment of Canada may	be terminated.				
	SIGI	NATORY				
NOTE: The signatory must be the Chief E		uthorized person in	an executive po	osition with legal	authority to	sign a
contract on behalf of the organiza	tion.	F		•		
Name (print) Randy Schoenfeldt		Title President				
Telephone Number	E-mail Address	1220200110		Preferred Langua	ge of Corres	pondence
905-560-9230	randy.schoenfeld	t@fellfab.com	í			French
Signature //	772	Date (YYYY-MM-DD				
	110		•1			
MINGERYE		2017-06-20			****	
Privacy Notice: *						
The information you provide on this form is colle Contractors Program (FCP).	ected under the authority of se	ection 42 of the Emplo	oyment Equity Ac	t to determine your	eligibility for	the Federal
Completion of this form is mandatory. Refusal to	o provide personal information	n will result in the orga	anization's name	being placed on the	FCP Limite	d Eligibility
to Bid List, loss of the right to bid on federal gov	· ·		and the second second second second			
The information you provide may be used and/o disclosures of your personal information will nev				. However, these a	dditional use:	s and/or
Your personal information is administered in ac-	cordance with the Privacy Act	and other applicable	laws. You have I	he right to the prote	ction of, and	access to,
your personal information, which is described in government publication entitled <i>Info Source</i> , wh	ich is available at the followin	g website address: <u>h</u> l	actions for obtaini htp://www.infosou	ng this information rce.gc.ca. Info Soul	are outlined i ce may also	n ine be
accessed online at any Service Canada Centre.		NSTRUCTIONS				
IMPORTANT	RETURNT	TOTRUCTIONS				
IMPORTANT		en in grage a un assissori	nasona na nationomi	ni un in au		
 The signed Agreement to Implemen e-mail at: ee-eme@hrsdc-rhdcc.gc. 		m must be sent to	o the Labour P	rogram by		



Workforce Analysis - Detailed Report

Date: 2018-05-11

Women

	Women							
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Avai %		Gap #	Recruitment Area
						#		
01 : Senior Managers	National	4	0	0.0 %	27.4 %	1	-1	National
02 : Middle and Other Managers	National	10	6	60.0 %	38.9 %	4	2	National
03 : Professionals		6	0	0.0 %	28.0 %	2	-2	
2141 : Industrial and manufacturing engineers	National	3	0	0.0 %	17.0 %	1	-1	National
2148 : Other professional engineers, n.e.c.	National	1	0	0.0 %	15.8 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	50.7 %	1	-1	National
05 : Supervisors		6	2	33.3 %	56.5 %	3	-1	
Employment Equity Occupational Group	Hamilton	6	2	33.3 %	56.5 %	3	-1	Hamilton
06 : Supervisors: Crafts and Trades		21	15	71.4 %	44.1 %	9	6	
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	21	15	71.4 %	44.1 %	9	6	Ontario
07 : Administrative and Senior Clerical Personnel		3	3	100.0 %	83.5 %	3	0	
Employment Equity Occupational Group	Hamilton	3	3	100.0 %	83.5 %	3	0	Hamilton
10 : Clerical Personnel		6	5	83.3 %	68.5 %	4	1	
Employment Equity Occupational Group	Hamilton	6	5	83.3 %	68.5 %	4	1	Hamilton
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	67.1 %	1	-1	
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	67.1 %	1	-1	Hamilton
12 : Semi-Skilled Manual Workers		75	74	98.7 %	18.6 %	14	60	
Employment Equity Occupational Group	Hamilton	75	74	98.7 %	18.6 %	14	60	Hamilton
14 : Other Manual Workers		4	1	25.0 %	19.0 %	1	0	
Employment Equity Occupational Group	Hamilton	4	1	25.0 %	19.0 %	1	0	Hamilton
Total		136	106	78.0 %	30.4 %	42	64	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-11

Aboriginal Peoples

				Aboriç	jinal Peoples	i			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	on Availability G	Gap	Recruitment Area		
		#	#	%	%	#	#		
01 : Senior Managers	National	4	0	0.0 %	2.9 %	0	0	National	
02 : Middle and Other Managers	National	10	0	0.0 %	2.2 %	0	0	National	
03 : Professionals		6	0	0.0 %	1.3 %	0	0		
2141 : Industrial and manufacturing engineers	National	3	0	0.0 %	0.8 %	0	0	National	
2148 : Other professional engineers, n.e.c.	National	1	0	0.0 %	1.0 %	0	0	National	
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	2.0 %	0	0	National	
05 : Supervisors		6	0	0.0 %	1.8 %	0	0		
Employment Equity Occupational Group	Hamilton	6	0	0.0 %	1.8 %	0	0	Hamilton	
06 : Supervisors: Crafts and Trades		21	1	4.8 %	0.0 %	0	1		
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	21	1	4.8 %	0.0 %	0	1	Ontario	
77 : Administrative and Senior Clerical Personnel		3	0	0.0 %	1.5 %	0	0		
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	1.5 %	0	0	Hamilton	
10 : Clerical Personnel		6	0	0.0 %	1.6 %	0	0		
Employment Equity Occupational Group	Hamilton	6	0	0.0 %	1.6 %	0	0	Hamilton	
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	1.6 %	0	0		
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.6 %	0	0	Hamilton	
12 : Semi-Skilled Manual Workers		75	3	4.0 %	1.9 %	1	2		
Employment Equity Occupational Group	Hamilton	75	3	4.0 %	1.9 %	1	2	Hamilton	
14 : Other Manual Workers		4	0	0.0 %	1.9 %	0	0		
Employment Equity Occupational Group	Hamilton	4	0	0.0 %	1.9 %	0	0	Hamilton	
Total		136	4	2.9 %	1.6 %	1	3		

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-11

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees	Members of Visible Minorities Representation Availability Gap				Gap	Recruitment Area
Employment Equity Occupational Group	internal Location	#	#	%	%	#	#	Necrulullelli Area
01 : Senior Managers	National	4	1	25.0 %	10.1 %	0	1	National
02 : Middle and Other Managers	National	10	2	20.0 %	15.0 %	2	0	National
03 : Professionals		6	1	16.7 %	27.6 %	2	-1	
2141 : Industrial and manufacturing engineers	National	3	0	0.0 %	31.5 %	1	-1	National
2148 : Other professional engineers, n.e.c.	National	1	1	100.0 %	27.3 %	0	1	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	21.9 %	0	0	National
05 : Supervisors		6	1	16.7 %	13.0 %	1	0	
Employment Equity Occupational Group	Hamilton	6	1	16.7 %	13.0 %	1	0	Hamilton
06 : Supervisors: Crafts and Trades		21	9	42.9 %	38.5 %	8	1	
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	21	9	42.9 %	38.5 %	8	1	Ontario
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	8.2 %	0	1	
Employment Equity Occupational Group	Hamilton	3	1	33.3 %	8.2 %	0	1	Hamilton
10 : Clerical Personnel		6	1	16.7 %	10.1 %	1	0	
Employment Equity Occupational Group	Hamilton	6	1	16.7 %	10.1 %	1	0	Hamilton
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	15.8 %	0	0	
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	15.8 %	0	0	Hamilton
12 : Semi-Skilled Manual Workers		75	48	64.0 %	16.4 %	12	36	
Employment Equity Occupational Group	Hamilton	75	48	64.0 %	16.4 %	12	36	Hamilton
14 : Other Manual Workers		4	2	50.0 %	14.6 %	1	1	
Employment Equity Occupational Group	Hamilton	4	2	50.0 %	14.6 %	1	1	Hamilton
Total		136	66	48.5 %	19.4 %	27	39	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-11

Persons with Disabilities

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	14	0	0.0 %	4.3 %	1	-1	National
03 : Professionals	National	6	1	16.7 %	3.8 %	0	1	National
05 : Supervisors	National	6	0	0.0 %	13.9 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	21	0	0.0 %	7.8 %	2	-2	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	3.4 %	0	0	National
10 : Clerical Personnel	National	6	0	0.0 %	7.0 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	1	0	0.0 %	5.6 %	0	0	National
12 : Semi-Skilled Manual Workers	National	75	1	1.3 %	4.8 %	4	-3	National
14 : Other Manual Workers	National	4	0	0.0 %	5.3 %	0	0	National
Total		136	2	1 5 0/	£ 7 0/			
Total		136	2	1.5 %	5.7 %	8	-0	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-05-11

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-05-11

WFA Defaults - Persons with Disabilities

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



Workforce Analysis - Summary Report

Date: 2018-05-11

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	4	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	10	6	60.0 %	38.9 %	4	2
03 : Professionals	6	0	0.0 %	28.0 %	2	-2
05 : Supervisors	6	2	33.3 %	56.5 %	3	-1
06 : Supervisors: Crafts and Trades	21	15	71.4 %	44.1 %	9	6
07 : Administrative and Senior Clerical Personnel	3	3	100.0 %	83.5 %	3	0
10 : Clerical Personnel	6	5	83.3 %	68.5 %	4	1
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	67.1 %	1	-1
12 : Semi-Skilled Manual Workers	75	74	98.7 %	18.6 %	14	60
14 : Other Manual Workers	4	1	25.0 %	19.0 %	1	0
Total	136	106	78.0 %	30.4 %	42	64



Workforce Analysis - Summary Report

Date: 2018-05-11

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	4	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	10	0	0.0 %	2.2 %	0	0	
03 : Professionals	6	0	0.0 %	1.3 %	0	0	
05 : Supervisors	6	0	0.0 %	1.8 %	0	0	
06 : Supervisors: Crafts and Trades	21	1	4.8 %	0.0 %	0	1	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	1.5 %	0	0	
10 : Clerical Personnel	6	0	0.0 %	1.6 %	0	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	1.6 %	0	0	
12 : Semi-Skilled Manual Workers	75	3	4.0 %	1.9 %	1	2	
14 : Other Manual Workers	4	0	0.0 %	1.9 %	0	0	
Total	136	4	2.9 %	1.6 %	1	3	
Τοιαι	130	4	2.3 70	1.0 70		3	



Workforce Analysis - Summary Report

Date: 2018-05-11

Members of Visible Minorities

			Members o	of Visible Min	orities		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	4	1	25.0 %	10.1 %	0	1	
02 : Middle and Other Managers	10	2	20.0 %	15.0 %	2	0	
03 : Professionals	6	1	16.7 %	27.6 %	2	-1	
05 : Supervisors	6	1	16.7 %	13.0 %	1	0	
06 : Supervisors: Crafts and Trades	21	9	42.9 %	38.5 %	8	1	
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	8.2 %	0	1	
10 : Clerical Personnel	6	1	16.7 %	10.1 %	1	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	15.8 %	0	0	
12 : Semi-Skilled Manual Workers	75	48	64.0 %	16.4 %	12	36	
14 : Other Manual Workers	4	2	50.0 %	14.6 %	1	1	
Total	136	66	48.5 %	19.4 %	27	39	



Workforce Analysis - Summary Report

Date: 2018-05-11

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	14	0	0.0 %	4.3 %	1	-1	
03 : Professionals	6	1	16.7 %	3.8 %	0	1	
05 : Supervisors	6	0	0.0 %	13.9 %	1	-1	
06 : Supervisors: Crafts and Trades	21	0	0.0 %	7.8 %	2	-2	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0	
10 : Clerical Personnel	6	0	0.0 %	7.0 %	0	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	5.6 %	0	0	
12 : Semi-Skilled Manual Workers	75	1	1.3 %	4.8 %	4	-3	
14 : Other Manual Workers	4	0	0.0 %	5.3 %	0	0	
Total	136	2	1.5 %	5.7 %	8	-6	



Workforce Analysis - Summary Report

Date: 2018-05-11

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-05-11

WFA Defaults - Persons with Disabilities

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



Federal Contractors Program Achievement Report Part 1: Workforce Analysis FELLFAB Limited 2018-05-11

Data from Firs	st/Previous Wor	kforce Analysis	Data from Su	bsequent/Curr	ent Workforce
\		\	\	Analysis ↓	<u></u>

Data from Fir	st/Previous Workf	orce Analysis
YYYY	MM	DD
2018	05	11

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD

]	Гable 1: Women	l		
		First/Previous Workforce Analysis				
Emplo	nument Equity Occupational Chaup (EEOC)	All Employees	Wor	nen		
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	4	0	27.4		
02	Middle & Other Managers	10	6	38.9		
03	Professionals	6	0	28.0		
04	Semi-Professionals & Technicians	0	0	0.0		
05	Supervisors	6	2	56.5		
06	Supervisors: Crafts & Trades	21	15	44.1		
07	Administrative & Senior Clerical Personnel	3	3	83.5		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	0	0	0.0		
10	Clerical Personnel	6	5	68.5		
11	Intermediate Sales & Service Personnel	1	0	67.1		
12	Semi-Skilled Manual Workers	75	74	18.6		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	4	1	19.0		
Total		136	106	0.0		

Table 5: Women		
-	/Current Workfore	-
All Employees	Won	ıen
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	o	0.0
0	ol	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:		

* S	ce:						

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

FELLFAB Limited

2018-05-11

Data from Firs	t/Previous Worl	kforce Analysis
	\downarrow	

Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2018	05	11

Data from	Subsequent/Curr Analysis	ent Workforce
J.	.1.	.1.

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

		Table	2: Aboriginal P	eoples	
		First/Pr	evious Workforce	Analysis	
Emple	symant Equity Occupational Crown (EEOC)	All Employees	Aboriginal Peoples		
Empic	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	4	0	2.9	
02	Middle & Other Managers	10	0	2.2	
03	Professionals	6	0	1.3	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	6	0	1.8	
06	Supervisors: Crafts & Trades	21	1	0.0	
07	Administrative & Senior Clerical Personnel	3	0	1.5	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	6	0	1.6	
11	Intermediate Sales & Service Personnel	1	0	1.6	
12	Semi-Skilled Manual Workers	75	3	1.9	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	4	0	1.9	
Total	•	136	4	0.0	

Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	o	0.0	
0	0	0.0	

* Sou	rce:		
0			

r Source:	
0	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

FELLFAB Limited

2018-05-11

Data from First	t/Previous Worl	kforce Analysis
1	1	

2018	05	11
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

	Analysis	,
Data from Su	ibsequent/Cur	rent Workforce

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

		Table 3: Me	mbers of Visible	e Minorities	
		First/Previous Workforce Analysis			
Emplo	yment Equity Occupational Croup (EEOC)	All Employees	Members of Vis	Members of Visible Minorities	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	4	1	10.1	
02	Middle & Other Managers	10	2	15.0	
03	Professionals	6	1	27.6	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	6	1	13.0	
06	Supervisors: Crafts & Trades	21	9	38.5	
07	Administrative & Senior Clerical Personnel	3	1	8.2	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0.0	
10	Clerical Personnel	6	1	10.1	
11	Intermediate Sales & Service Personnel	1	0	15.8	
12	Semi-Skilled Manual Workers	75	48	16.4	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	4	2	14.6	
Total		136	66	0.0	

Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis		
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source	
0	

	* Source:	
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Federal Contractors Program Achievement Report Part 1: Workforce Analysis FELLFAB Limited

2018-05-11

Data from Firs	st/Previous Wo	rkforce Analysis	Data f
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	05	11

Data from Su	ibsequent/Curre Analysis	ent Workforce
		Ψ

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

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce	Analysis
Emplo	remont Equity Occupational Crown (EEOC)	All Employees	Persons with	n Disabilities
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	14	0	4.3
03	Professionals	6	1	3.8
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	6	0	13.9
06	Supervisors: Crafts & Trades	21	0	7.8
07	Administrative & Senior Clerical Personnel	3	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	6	0	7.0
11	Intermediate Sales & Service Personnel	1	0	5.6
12	Semi-Skilled Manual Workers	75	1	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	4	0	5.3
Total		136	2	0.0

Table 8:	Persons with Dis	sabilities									
Subsequent	/Current Workford	e Analysis									
All Employees	Persons with Disabilities										
	Representation	Availability*									
#	#	0/0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									
0	o	0.0									
0	0	0.0									
0	0	0.0									
0	0	0.0									

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* Source:		

Start	Date of Flow	/ Data
YYYY	MM	DD

End I	Date of Flow Data	
YYYY	MM DD	

Data from Form 4 - Employees Hired

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Data	f Ta.	5 T	
Data	irom Pol	rm 5 - Em	movees
			1
	D	moted	
		moten	

Terminated $\overline{\downarrow}$ Table 5: Women

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

Full-time /	National Part-time / Nationa		National (
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

	Table 9: Women			
Full-time	ull-time / National Part-time / National			
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Data from Form 6 - Employees

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

FELLFAB Limited

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

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

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

	Table 2: Aboriginal Peoples			
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	0	0	0	0

Table 6: Aboriginal Peoples				
Full-time / National		Part-time / National		
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Tabl	e 10: Abo	riginal Pec	ples		
Full-time	/ National	Part-time	Part-time / National		
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated		
#	#	#	#		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

FELLFAB Limited

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

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

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

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Data from Form 6 - Employees Terminated

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

14 Other Manual Workers

Full-time / National		Part-time / National		
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Table 11: Persons with Disabilities												
Full-time	/ National	Part-time / Nationa										
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated									
#	#	#	#									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									
0	0	0	0									

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

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

Data from Form 4 - Employees Hired

		I																													

Data from Form 6 - Employees Terminated

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

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

			<u></u>
Table 12:	Members	of Visible [Minorities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

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									Data i	for First/I	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	. / ``	K ÷ C	(K - M + O) ÷ (C + F)
	\	↓	↓	↓	. ↓	. ↓	<u> </u>	↓	<u> </u>	<u> </u>	↓	↓ ↓	. ↓		1	1	1	<u> </u>	<u> </u>
										Table 1:									
									First/	Previous St	iort-term G	oals							
				All Em	ployees										omen				,
	Number	Grow	th (New Posit	ions)	Turnover (R		Terminated		Number	Turnover (R	eplacement of	*******		Goals					
Employment Equity	Anticipated Terminated Employees) Required Present									Present		Projected	Present	Projected					
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-05-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-05-11	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	4	-100.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	10	-100.0%	0.0%	0	0.0%	1.0%	0	0	6	1.0%	0	-2	0	0.0%	38.9%	. 2	2	60.0%	60.0%
03 Professionals	6	-100.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	2	0	28.0%	28.0%	-2	-2	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	6	-100.0%	1.0%	0	0.0%	1.0%	0	0	2	1.0%	0	1	0	56.5%	56.5%	-1	-1	33.3%	33.3%
06 Supervisors: Crafts & Trades	21	-100.0%	2.0%	1	0.0%	1.0%	1	2	15	1.0%	0	-5	0	0.0%	44.1%	6	5	71.4%	68.2%
07 Administrative & Sr Clerical	3	-100.0%	0.0%	0	0.0%	1.0%	0	0	3	1.0%	0	0	0	0.0%	83.5%	0	0	100.0%	100.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	6	-100.0%	0.0%	0	0.0%	0.0%	0	0	5	0.0%	0	-1	0	0.0%	68.5%	1	1	83.3%	83.3%
11 Intermediate Sales & Service	1	-100.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	67.1%	67.1%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	75	-100.0%	5.0%	11	0.0%	20.0%	45	56	74	20.0%	44	-14	8	15.0%	18.6%	60	22		44.2%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0 0	0	0.0%	0] 0	0	0.0%	0.0%	o 0	0 0	#DIV/0!	#DIV/0!

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

0

0.0%

0.0%

1.0%

-100.0%

-100.0%

136

1.0%

14 Other Manual Workers

Total

106

1.0%

1.0%

-106

19.0%

0.0%

106

106

						Table 2: Women
F	Instrument Families		Won	ien		
	loyment Equity upational Group (EEOG)	Short-te	rm Goals	Long-te	rm Goals	Comments
000	ipational Group (EEGG)	#	%	#	%	
01	Senior Managers		1 27.4	1	27.4	
02	Middle & Other Managers	(0.0	0	0.0	No gap exisists
03	Professionals		1 28.0	1	28.0	
04	Semi-Professionals & Tech	(0.0	0	0.0	No employees in this category
05	Supervisors		1 50.0	1	50.0	
06	Supervisors: Crafts & Trades	(0.0	0	0.0	No gap exisists
07	Administrative & Sr Clerical	(0.0	0	0.0	No gap exisists
08	Skilled Sales & Service	(0.0	0	0.0	No employees in this category
09	Skilled Crafts & Trades	(0.0	0	0.0	No employees in this category
10	Clerical Personnel	(0.0	0	0.0	No gap exisists
11	Intermediate Sales & Service		1 50.0	1	50.0	
12	Semi-Skilled Manual	1	8 15.0	8	15.0	No gap exisists
13	Other Sales & Service	(0.0	0	0.0	No employees in this category

25.0%

77.9%

25.0%

77.9%

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

	Federal Contractors Program Achievement Report
	Part 3: Goals
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14 Other Manual Workers	1 1.0 1 1.0 No gap exisists
Γotal	0 0.0 0 0.0

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									Data	for First/I	Previous (Foals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	1	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	1
											iginal Peo	•							
				40.0					First/	Previous St	nort-term G	oals		44 44	1.6				
				AHEn	nployees			1		1				A Dorigii r Goals	nal Peoples			ı	1
	Number	Grov	vth (New Posit	tions)	Turnover (Re	eplacement o Employees)	l Terminated		Number		eplacement of	Hires		n - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual	,	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-000-00	Actual	1103	Over 3	Actual		Over 3	Years	1111-1111-00		Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-05-11	Annually	Annually	Years	Annually	Annually	Years		2018-05-11	Annually	Years	1 Cars	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	4	-100.0%	0.0%	C	0.0%	1.0%	0	0	0	1.0%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	10		0.0%	C	0.0%	1.0%	0	0	0	1.0%	0	0	0	0.0%	2.2%	0	0	0.0%	0.0%
03 Professionals	6	-100.0%	1.0%	C	0.0%	1.0%	0	0	0	1.0%	0	0	0	0.0%	1.3%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	0	0.0%	0.0%	C	0.0%	0.0%	0	0	0	0.0%	0	0	C	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	6	-100.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	0.0%	1.8%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	21		2.0%		0.0%	1.0%	1	2	1	1.0%	0	-1	0	0.0%	0.0%		1	4.8%	4.5%
07 Administrative & Sr Clerical	3	-100.0%	0.0%		0.0%	1.0%	0	0	0	1.0%	0	0	0	0.0%	1.5%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	(0.0%	0.0%	1 0	0	0	0.0%	0	0		0.0%	0.0%	1 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades		0.0%	0.0%		0.0%	0.0%	1 0			0.0%	1 0			0.0%	0.0%	1 0		#DIV/0!	#DIV/0!
10 Clerical Personnel	6	-100.0%	0.0%		0.0%	0.0%	1 0			0.0%		0		0.0%	1.6%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	-100.0%	0.0%	1 (0.0%	1.0%	g 0	ט ט	1 0	1.0%	1 0	1 0	1 0	0.0%	1.6%	1 0	I 0	0.0%	0.0%

0.0%

0.0%

0.0%

0.0%

20.0%

0.0%

1.0%

11

12 Semi-Skilled Manual

13 Other Sales & Service

14 Other Manual Workers

Total

75

136

-100.0%

-100.0%

-100.0%

0.0%

5.0%

0.0%

1.0%

20.0%

0.0%

1.0%

0.0%

0.0%

0.0%

0.0%

1.9%

0.0%

1.9%

0.0%

						Table 4: Aboriginal Peoples
W	I Francis		Aboriginal	Peoples		
	oloyment Equity upational Group (EEOG)	Short-te	Short-term Goals Long-term Goals		rm Goals	Comments
Occ	upanonai Group (EEOG)	#	%	#	%	
01	Senior Managers	(0.0	0	0.0	No gap exisists
02	Middle & Other Managers	(0.0	0	0.0	No gap exisists
03	Professionals	C	0.0	0	0.0	No gap exisists
04	Semi-Professionals & Tech	(0.0	0	0.0	No employees in this category
05	Supervisors	(0.0	0	0.0	No gap exisists
06	Supervisors: Crafts & Trades	C	0.0	0	0.0	No gap exisists
07	Administrative & Sr Clerical	(0.0	0	0.0	No gap exisists
08	Skilled Sales & Service	(0.0	0	0.0	No employees in this category
09	Skilled Crafts & Trades	(0.0	0	0.0	No employees in this category
10	Clerical Personnel	(0.0	0	0.0	No gap exisists
11	Intermediate Sales & Service	(0.0	0	0.0	No gap exisists
12	Semi-Skilled Manual	(0.0	0	0.0	No gap exisists
13	Other Sales & Service	(0.0	0	0.0	No employees in this category

4.0%

0.0%

2.9%

#DIV/0!

1.2%

0.0%

2.9%

#DIV/0!

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

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

		Fed	eral Contractors Program Achievement Re	eport	207
			Part 3: Goals		00
			FELLFAB Limited		
			43231		
14 Other Manual Workers	0.0	0 0.0 No gap exisists			
Γotal	0.0	0.0			

43231

									Data	for First/I	Previous (Foals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	V	↓	1	1	↓	\	\	↓	↓	1	↓	1	\	↓	↓	1	Ţ	↓	↓
											with Disa								
									First/	Previous SI	iort-term G	ioals							
				All En	ployees			1		1					th Disabilitie	S	1		
	Number	Grov	vth (New Posit	tions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity			Actual Projected Actual Projected				Anticipated			Employees)	Required		n - To	Present		Projected	Present	Projected	
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	1	Actual	Proj		Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-05-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-05-11	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	14	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
03 Professionals	6	-100.0%	1.0%	0	0.0%	1.0%	0	0	1	1.0%	0	-1	0	0.0%	3.8%	1	1	16.7%	16.7%
04 Semi-Professionals & Tech	0	0.0%	0.0%	0	0.0%	0.0%	0	0	o c	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	6	-100.0%	1.0%	0	0.0%	1.0%	0	0	C	1.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	21		2.0%	1	0.0%	1.0%	1	2		1.0%	0	2	0	7.8%	7.8%	-2	-2	0.0%	0.0%
07 Administrative & Sr Clerical	3		0.0%	0	0.0%	1.0%	0	0	C	1.0%	0	0	0	0.0%	3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	ol c	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	ol c	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	6	-100.0%	0.0%	0	0.0%	0.0%	0	0	C	0.0%	0	0	0	0.0%	7.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	-100.0%	0.0%	0	0.0%	1.0%	0	0	C	1.0%	0	0	0	0.0%	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	75		5.0%	11	0.0%	20.0%	45	56	1	20.0%	1	4	3	4.8% 0.0%	4.8%	-3	-1	1.3%	3.5%
13 Other Sales & Service		0.0%	0.0%		0.0%	0.0%				0.0%					0.0%			#DIV/0!	#DIV/0!

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

0.0%

0.0%

1.0%

-100.0%

-100.0%

14 Other Manual Workers

Total

1.0%

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

1.0%

0.0%

5.3%

0.0%

Workforce Analysis) · 2) x 10	50.		
			Table 6: Persons with Disabilities
P 1	Persons with	Disabilities	
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
Occupational Group (EEOG)	# %	# %	
01/02 Managers	1 4.3	1 4.3	3
03 Professionals	0.0	0 0	No gap exisists
04 Semi-Professionals & Tech	0.0	0.0	No employees in this category
05 Supervisors	1 13.9	1 13.9	•
06 Supervisors: Crafts & Trades	1 7.8	3 1 7.8	8
07 Administrative & Sr Clerical	0 0.0	0.0	No gap exisists
08 Skilled Sales & Service	0 0.0	0.0	No employees in this category
09 Skilled Crafts & Trades	0.0	0.0	No employees in this category
10 Clerical Personnel	0 0.0	0.0	No gap exisists
11 Intermediate Sales & Service	0 0.0	0.0	No gap exisists
12 Semi-Skilled Manual	3 4.8	3 4.8	8
13 Other Sales & Service	0,0) 0 0.0	No employees in this category
14 Other Manual Workers	0 0.0	0.0	No gap exisists
Total	0 0.0	0.0	

0.0%

1.5%

0.0%

1.5%

	47
Federal Contractors Program Achievement Report	1201
Part 3: Goals	00
FELLFAB Limited	
43231	

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									Data 1	for First/I	Previous (Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u> </u>		\			.	↓	\	<u> </u>	1	\	1	\	\	.	\	\	1	1	V
									Table 7: M				š						
				AHE	anlawaa				First/	Previous St	nort-term G	ioals	M	ambana af 1	isible Minor	lat on			
				AHER	ployees			1		1				embers or v r Goals	isible Minor	nes			
	Number	Grov	rth (New Posit	tions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires							
Employment Equity																			
			D		 	D		Anticipated			l Employees)	Required		n - To	Present	Present Can	Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	ected		YYYY-MM-DD		1	Required Over 3		n - 10 - YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2018-05-11	Actual Annually	Proj Annually	Over 3 Years	Actual Annually	Proj Annually	Over 3 Years	Hires Over 3	2018-05-11		Over 3 Years	Required				Present Gap			Representation in 3
				Over 3			Over 3	Hires Over 3			Over 3	Required Over 3	YYYY	- YYYY		Present Gap			Representation in 3
		Annually	Annually	Over 3	Annually	Annually	Over 3	Hires Over 3		Annually	Over 3	Required Over 3	YYYY	2021	Availability	Present Gap #		Representation	Representation in 3 Years

1.0%

0.0%

1.0%

1.0%

1.0%

0.0%

0.0%

0.0%

1.0%

20.0%

0.0%

1.0%

0.0%

29

-66

27.6%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

27.6%

0.0%

13.0%

38.5%

8.2%

0.0%

0.0%

10.1%

15.8%

16.4%

0.0%

14.6%

0.0%

36

66

66

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0

11

1.0%

0.0%

1.0%

1.0%

1.0%

0.0%

0.0%

0.0%

1.0%

20.0%

0.0%

1.0%

-100.0%

-100.0%

-100.0%

-100.0%

-100.0%

-100.0%

-100.0%

-100.0%

-100.0%

0.0%

0.0%

0.0%

21

75

136

0.0%

1.0%

0.0%

1.0%

2.0%

0.0%

0.0%

0.0%

0.0%

0.0%

5.0%

0.0%

1.0%

03 Professionals

Supervisors

Semi-Professionals & Tech

Supervisors: Crafts & Trades

Administrative & Sr Clerical

Intermediate Sales & Service

Skilled Sales & Service

Skilled Crafts & Trades

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

04

05

07

13

Total

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

	• • •					Table 8: Members of Visible Minorities
100	1 / 12 / 1	Mer	nbers of Visi	ble Minorities		
	ployment Equity upational Group (EEOG)	Short-te	rm Goals	Long-term Go	oals	Comments
000	upational Group (EEOG)	#	%	# 9	%	
01	Senior Managers	(0.0	0	0.0	No gap exisists
02	Middle & Other Managers	(0.0	0	0.0	No gap exisists
03	Professionals	1	27.6	1	27.6	
04	Semi-Professionals & Tech	(0.0	0	0.0	No employees in this category
05	Supervisors	(0.0	0	0.0	No gap exisists
06	Supervisors: Crafts & Trades	(0.0	0	0.0	No gap exisists
07	Administrative & Sr Clerical	(0.0	0	0.0	No gap exisists
08	Skilled Sales & Service	(0.0	0	0.0	No employees in this category
09	Skilled Crafts & Trades	(0.0	0	0.0	No employees in this category
10	Clerical Personnel	(0.0	0	0.0	No gap exisists
11	Intermediate Sales & Service	(0.0	0	0.0	No gap exisists
12	Semi-Skilled Manual	(0.0	0	0.0	No gap exisists
13	Other Sales & Service	(0.0	ol	0.0	No employees in this category

16.7%

16.7%

42.9%

33.3%

#DIV/0!

#DIV/0!

16.7%

0.0%

64.0%

#DIV/0!

50.0%

48.5%

#DIV/0!

16.7%

16.7%

40.9%

33.3%

#DIV/0!

#DIV/0!

16.7%

0.0%

22.1%

50.0%

48.5%

#DIV/0!

#DIV/0!

^{0.0%} † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

			Federal Contractors Program Achievement Report	207
			Part 3: Goals	00
			FELLFAB Limited	
			43231	
14 Other Manual Workers	0 0.0	o oto the gar emplois		
Total	0 0.0	0.0 0		

Federal Contractors Program Achievement Report

Part 3: Goals

FELLFAB Limited

43231

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	\	Ţ	↓	1	\	1	\	1	1	↓	↓	↓	1	1	↓	\	1	↓	↓
										Table 9:									
									Subsequ	ent/Curren	t Short-terr	n Goals							
				All En	ployees									W	omen				
Employment Equity	Number	Grow	vth (New Posit	tions)		eplacement o Employees)	f Terminated	Anticipated	Number	Turnover (R Terminated	eplacement of	Hires		nr Goals m - To				_	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD		z.inp.o., cess	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
,		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3	•		·	·	Years
	#	%	%	#	%	9/6	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	' °	0	0.0%	0	0	()	0.0%		0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%] 0	'l °	0	0.0%	0	0	(2	0.0%		0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%] 0	0.0%] 0	. 0	0	0.0%	0	0	(<u>'</u>	0.0%		0	#DIV/0!	#DIV/0!
13 Other Sales & Service		0.0%] 0	0.0%] 0			0.0%	0	0]	1	0.0%		0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		1 0	0.0%		1 0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		1 0	0.0%		1 0	ט ט	1 0	0.0%	1 0	[0	(/	0.0%	oj 0	0	#DIV/0!	#DIV/0!

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

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

					Table 10: Women
Emr	loyment Equity	•••••	Women		
	ipational Group (EEOG)	Short-term Goal		rm Goals	Comments
		%		%	
	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
03	Professionals		0.0	0,0	
04	Semi-Professionals & Tech		0.0	0.0	
05	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0,0	
09	Skilled Crafts & Trades		0.0	0,0	
10	Clerical Personnel		0.0	0.0	
- 11	Intermediate Sales & Service		0.0	0,0	
12	Semi-Skilled Manual		0.0	0.0	
13	Other Sales & Service		0.0	0.0	
14	Other Manual Workers		0.0	0.0	

		Federal Con	tractors Program Achie	evement Report		2078
			Part 3: Goals			0
			FELLFAB Limited			
			43231			
Total	0.0					

Federal Contractors Program Achievement Report Part 3: Goals FELLFAB Limited

43231

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	↓	1	↓	↓	1	1	\	↓	↓	\	1	1	1	↓	1	1	↓	↓	<u>↓</u>
										11: Abor									
									Subsequ	ent/Current	Short-tern	1 Goals							
				All En	nployees										nal Peoples				ı
	Number	Grov	wth (New Posi	tions)	Turnover (Rep		f Terminated		Number	Turnover (R	eplacement of			ır Goals					
Employment Equity			·		·	Employees)		Anticipated			Employees)	Hires Required		m - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected T	Actual	Pro	jected 1	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		Annually	Annually	Over 3	Annually	Annually	Over 3	1 Cars		Annually	Over 3	Years	0	3					
	#	%	%	Years #	%	9/0	Years #	#	н	%	Years #	Н	H.	%	%	#	#	%	%
01 Senior Managers	0	-100.0%	, ,,,		0.0%	70	0	0	0	0.0%	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%			0.0%		0	0	0	0.0%	0	0	()	0.0%	6 0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%	,	(0.0%		0	0	0	0.0%	0	0			0.0%	6 0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	,	(0.0%		0	0	0	0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	,	(0.0%		0	0	0	0.0%	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		C	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		1 0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!

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

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

					Table 12: Aboriginal Peoples
Emp	loyment Equity		iginal Peoples		
	ipational Group (EEOG)	Short-term Goa		erm Goals	Comments
		9/		%	
	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
03	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0.0	0.0	
	Supervisors		0.0	0.0	
	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
	Clerical Personnel		0.0	0.0	
	Intermediate Sales & Service		0.0	0.0	
_ I	Semi-Skilled Manual		0.0	0.0	
	Other Sales & Service		0.0	0.0	
14	Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	FELLFAB Limited
	43231
Total	0.0

43231

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		<u> </u>	1		↓	↓	↓	↓	<u> </u>	↓		<u> </u>	↓	↓	↓	↓	↓	1	↓
								Table 13: Persons with Disabilities Subsequent/Current Short-term Goals											
				AHE	. mlassasa				Subseque	ent/Current	t Short-terr	n Goals		Damana	a. Disakitas				
	All Empl			, ,	•				1			Persons with Disabil			8	1	1	1	
	Number	Number Growth (New Positions) Turnover (Replacement of Te Employees)				f Terminated		Number	Turnover (Replacement of		Hires	3 Year Goals From - To							
Employment Equity							Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required	12222 12222		Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	YYYY-MM-DD	Actuai	rioj	'		Projected		Years	YYYY-MM-DD			Over 3 Years	1111	Availability		. гезене Сар	Gap	Representation	Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	rears	0	3					
	#	%	%	#	%	9/0	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	. 0	-100.0%	70	0	0.0%	7.0	0	0	0	0.0%	0	0	0	7.0	0.0%	0	0		#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	6 0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C)	0.0%	6 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	6 0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

Total

0.0%

0

0.0%

Workforce Finallysis) · 2) x			Table 14: Persons with Disabilities
r	Persons with	Disabilities	Table 11.1 crossis with bisadiffices
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
01/02 Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trade	es 0.0	0.0	
07 Administrative & Sr Clerica	ıl 0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	e 0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

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0.0%

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

Federal Contractors Program Achievement Report Part 3: Goals FELLFAB Limited 43231

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									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	СхЕхЗ	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	\	<u> </u>	<u> </u>	<u></u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	1
								-	Γable 15: N				es						
									Subsequ	ent/Curren	t Short-terr	n Goals							
				All En	aployees										isible Minor	ities			
	Number	Growth (New Positions)						Number	Turnover (Replacement of			3 Year Goals							
Employment Equity		· · · · · · · · · · · · · · · · · · ·					Anticipated	Terminated Employees)			Hires Required		From - To Present			Projected	Present Representation	Projected	
Occupational Group (EEOG)	YYYY-MM-DD	Actual Projected			Actual Projected			Hires Over 3 Years	YYYY-MM-DD		Over 3	YYYY-YYYY		Availability	Present Gap	Gap		Representation in 3 Years	
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	l tais	-	Annually	Over 3 Years	Years	0	3					1
	#	%	%	#	9/0	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		C	0.0%		0	0	(0.0%	0	0	0	1	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%			0.0%		0	0	(0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		C	0.0%		0	0	(0.0%	0	0	0	1	0.0%	6 0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	C	0.0%		1 0	0.0%		0	0		0.0%	0	0	0)	0.0%	6 0	0	#DIV/0!	#DIV/0!
05 Supervisors	C	-100.0%		C	0.0%		0	0	(0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	C	-100.0%		(0.0%		0	0	(0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	C	-100.0%		(0.0%		0	0	(0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	C	0.0%			0.0%		0	0	(0.0%	0	0	0		0.0%	6 0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	C	0.0%		(0.0%		0	0		0.0%	0	0	0)	0.0%	6 0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		[0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		(0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

0 -100.0%

Total

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

0.0%

			Table 16: Members of Visible Minorities
Employment Equity	Members of Visi		
Occupational Group (EEOG)	Short-term Goals Long-term Goals		Comments
	%	%	
01 Senior Managers	0.0	Comment of the Commen	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	D 22 C20

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0.0%

	Federal Contractors Program Achievement Report
	Part 3: Goals
	FELLFAB Limited
	43231
Total	0.0

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Α	В	С	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U	V	W	X	Y
Data :	sources:	•	Part 1: Workforce	Part 1: Workforce	E ÷ D x 100	Part 1: Workforce	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ÷ U x 100	UxF÷100	V - X
			Analysis	Analysis	T	Analysis	J	J	J	J	Analysis	 J	<u> </u>	∐ ↓	.l	Analysis	J		J	<u> </u>	Analysis	T	∐ ↓	.i
				1	Workf	orce An	alysis			•	·	·	·			Flow		nalysis		·				•
	ployment Equity upational Group	Year			N	orkforce						Hires				P	romotio				Te	rminati		
	OG)		All Employees	Represer	ntation	Wor Avails		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		omen Expected	Difference
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	ii	#
01	Senior Managers	2018	4 0	0	0.0	27.4 0.0	1 0	-1 0	0.0		0	0.0	0			0	0.0	0	0	0	0	0.0		
02	Middle & Other	2018	10	6	60.0	38.9		2	154.2															
	Managers	0 2018	0	0	0.0	0.0 28.0	2	-2	0.0	C	0	0.0	0	() (0	0.0	0	0	0	0	0.0	(0
03	Professionals	0	0	0	0.0	0.0	0		0.0	C	0	0.0	0	() (0	0.0	0	0	0	0	0.0	(0
04	Semi-Professionals & Technicians	2018	0	0	0.0	0.0		0	0.0	0	0 0	0.0	0	(0	0.0	0	0	0	0	0.0		
05	Supervisors	2018	6	2	33.3	56.5	3	-1	59.0					·									·	
	Supervisors: Crafts &	0 2018	21	0 15	71.4	0.0 44.1	9	6	0.0 162.0	C	0	0.0	0	() (0	0.0	0	0	0	0	0.0	(0
06	Trades	0	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	() (0	0.0	0	0	0	0	0.0	(0
				Part 2:																				
Data :	sources:		Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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				Entran	its					oals														
	ployment Equity upational Group	Year		ow Data Wom	ien			rm Goals	S		Long-ter Won							C	ommen	te				
	OG)		All Employees	Actu	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						ommen	Lo				
		#	#	#	%	#	9/6	%	%	#	%	%	%											
01	Senior Managers	0	0	0	0.0	1	0.0	27.4 0.0	0.0	1	0.0	27.4	0.0											
02	Middle & Other	0	0	0	0.0	02010020100201002011	0.0	-	0.0		0.0	0.0	0.0											
	Managers	3	0	0	0.0	0.335400.335400.335400.33540	0.0	0.0 28.0	0.0	1	0.0	0.0 28.0		<u> </u>										
	Professionals	3	0	0	0.0		0.0	0.0	0.0			0.0	0.0											
04	Semi-Professionals & Technicians	3	0	0	0.0	CONTROL OF THE PROPERTY OF THE	0.0	0.0	0.0		0.0	0.0												
05	Supervisors	0	0	0	0.0	1	0.0	50.0	0.0	1	0.0	50.0	0.0											
	Supervisors: Crafts &	3	0	0	0.0	0	0.0	0.0	0.0	***************************************	0.0	0.0	+											
	Trades	3	0	0	0.0	51000051000051000		0.0	0.0			0.0												

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Α	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y
Data	sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysi		Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100) V - X
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000000000000000000000000000000000000000	og)		All Employees	Represe	entation	Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act		Expected	Difference
		#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	¥	%	#	#
07	Administrative & Senior Clerical	2018	3	3 0		83.5 0.0	3	0	119.8 0.0		0	0.0		(0 0	0.0		0		0	0.0		
08	Skilled Sales &	2018	0	0		0.0	·	0	0.0	, v		0.0			1		0.0			Ů	Ů	0.0		, ,
08	Service Personnel	0	0	0				0	0.0	C	0	0.0	0	(0	0 0	0.0	0	0	0	0	0.0	(0
09	Skilled Crafts & Trades Workers	2018	0	0				0	0.0	0	0	0.0	0		0	0 0	0.0	0	0	0	0	0.0	(0
10	Clerical Personnel	2018	6	5	83.3	68.5	4	1	121.7															
	Intermediate Sales &	0 2018	0	0			0	-1	0.0	С	0	0.0	0	(0	0 0	0.0	0	0	0	0	0.0	(0
11	Service Personnel	0	0	0		0.0	0	0	0.0	C	0	0.0	0	(0	0 0	0.0	0	0	0	0	0.0	(0
12	Semi-Skilled Manual Workers	2018	75	74 0		18.6 0.0	14 0	60	530.5 0.0		0	0.0				0 0	0.0		0		0	0.0		
	WOIKCIS			U	0.0	1 0.0	0		0.0	1 0	<u> </u>	0.0			71	<u> </u>	0.0	1 0	0] 0	U	0.0		<u> </u>
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
		ı	,	↓	↓		↓	↓	↓	1	↓	↓	↓											
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	ployment Equity upational Group	Year		ow Data		1		rm Goals men	5		Long-ter Won							c.	ommen	to				
	OG)		All Employees	Aet		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					·	ommen	LS				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07	Administrative &	0	0	0			0.0	0.0	0.0	C	0.0	0.0		-										
	Senior Clerical Skilled Sales &	0	0	0		02010020100201002010	0.0	0.0	0.0		0.0	0.0		 										
08	Service Personnel	3	0	0			0.0	0.0	0.0		0.0	0.0		-										
09	Skilled Crafts & Trades Workers	0 3	0	0		000000000000000000000000000000000000000	0.0	0.0	0.0	C	0.0	0.0		1										
10	Clerical Personnel	0 3	0	0	0.0	0	0.0	0.0 0.0 0.0	0.0	C	0.0	0.0 0.0 0.0	0.0											
11	Intermediate Sales & Service Personnel	0 3	0	0	0.0	1	0.0	50.0 0.0	0.0		0.0	50.0 0.0	0.0											
12	Semi-Skilled Manual Workers	0 3	0	0	0.0	8	0.0	15.0	0.0	8	0.0	15.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
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EEOG)		All Employees	Represer		Availa	bility	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Actu	al	Expected	Difference	All Employees	Act	ual	Expected	Diffe
Other Sales & Service	# 2018	#	# 0	0.0	0.0	# 0	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	į į
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Other Manual	2018	4	1	25.0	19.0		0	131.6															
Workers	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0	0	0.0	0	_
Total Total	2018	136	106 0	77.9	0.0	0	106 0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0	0	0.0	0	
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Occupational Group	Year	All	Won	nen		Wo	men			Wor							(Sommen	its				
EEOG)	#	Employees	Actu	%	Goal #	Percent of Goal Met	Goal %	Percent of Goal Met	Goal #	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	0	0	0	0.0	0	0.0	0.0	7 e 0.0	0	0.0		0.0											
Personnel	3	0	0	0.0			0.0	0.0			0.0	0.0											
Other Manual	0	0	0	0.0	1	0.0	1.0	0.0	1	0.0	1.0	0.0											
Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											

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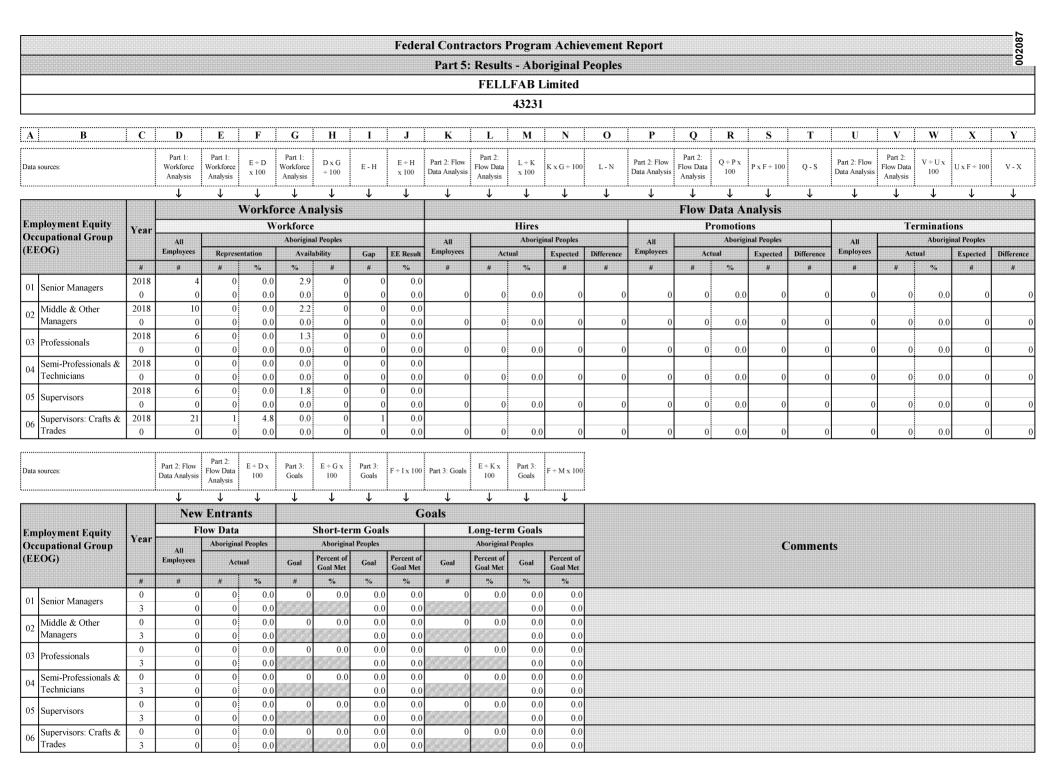
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07 Administrative & Senior Clerical	2018	3 0	0		1.5 0.0	•	0	0.0	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
08 Skilled Sales &	2018	0	0		0.0	0	0	1			0.0					0.0	Ů				0.0		
Service Personnel	2018	0	0		0.0		0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	
09 Skilled Crafts & Trades Workers	0	0	0	-	0.0		0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	
10 Clerical Personnel	2018	6	0		1.6		0	0.0															
Intermediate Sales &	2018	0	0	<u>. </u>	0.0 1.6		0	0.0	0	0	0.0	0	0	0 0	0	0.0	0	0	0	0	0.0	0	-
Service Personnel	0	0	0	•	0.0	0	0	0.0	0	0	0.0	0	0	C	0	0.0	0	0	0	0	0.0	0	
12 Semi-Skilled Manual Workers	2018	75	3	4	1.9 0.0		2	210.5		0	0.0	0	0		0	0.0	0		0	0	0.0		
, , siners	1 0		0	: 0.0	0.0			0.0		1 0	. 0.0			1	'I ':	0.0	Ų V		,		0.0		
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	#	#	#	%	#	%	%	%	#	%	%	%											
07 Administrative & Senior Clerical	0	0	0		0	0.0	0.0		0	0.0	0.0	0.0											
Skilled Sales &	0	0	0		0	0.0	0.0			0.0	0.0	0.0											
Service Personnel	3	0	0	0.0		-	0.0	0.0		-	0.0	0.0											
09 Skilled Crafts & Trades Workers	3	0	0		0	0.0	0.0		0	0.0	0.0	0.0											
	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
10 Clerical Personnel	1 3								Λ.	T													
10 Clerical Personnel 11 Intermediate Sales &	0	0	0		0	0.0	0.0		U	0.0	0.0	0.0											
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Total 2018 136 4 2.9 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	141		4		:		:	0																
Total Care	Workers		136		<u></u>			0		0	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	
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	upational Group OG)		All Employees			Persons with				All Employees			th Disabilitie	······	All Employees			ith Disabilitie	,	All			with Disabilit	
(1515	ou)	#	Employees #	Represer	ntation %	Avail:	ability #	Gap #	EE Result	£mpioyees #	Ac	tual %	Expected #	Difference #	£mpioyees #	Ac	tual %	Expected #	Difference #	Employees #	Act	ual %	Expected #	Difference #
01&	Managers	2018 0	14	0	0.0	4.3 0.0	:	-1 0	0.0	0	0		0	0		0		0	(0	0.		
03	Professionals	2018	6	1 0	16.7	3.8	0	1	438.6		0		0	0				0			0			
04	Semi-Professionals &	2018	0	0	0.0	0.0		0	0.0			0.0	0	0			0.0	0				0.		J
04	Technicians	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	C	0	0.0	0	C	0	0	0.	0	0
05	Supervisors	2018	6	0	0.0	13.9 0.0		-1 0	0.0	0	0	0.0	0	0		0	0.0	0) 0	0	0.	0	0
Uni	Supervisors: Crafts & Trades	2018	21	0	0.0	7.8 0.0	2	-2	0.0	0	0		0	0				0						0
		U			0.0	0.0		<u> </u>	0.0	<u> </u>	1	0.0		· ·	1	<u>′1 </u>	0.0			7	1 0	0.	<u> </u>	<u> </u>
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ÷ M x 100											
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Emr	oloyment Equity		F	low Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occi	upational Group OG)	Year	All Employees	Persons Disabi	lities	Goal	Persons with	h Disabilitie Goal	Percent of	Goal	Persons with	Disabilities Goal	Percent of					(Commen	nts				
		#	#	4	%	#	Goal Met	%	Goal Met	goai #	Goal Met	%	Goal Met											
01&	Managers	0	0	0	0.0	1	0.0	4.3		1	0.0		0.0											
02	i-ianageis	3	0	0	0.0		0.0	0.0			0.0	0.0	0.0											
03	Professionals	3	0	0	0.0	0	0.0	0.0		1	0.0	0.0	0.0											
0.4	Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Supervisors	0 3	0	0 0	0.0	1	0.0	13.9 0.0	0.0	1	0.0	0.0 13.9 0.0	0.0 0.0 0.0											
	Supervisors: Crafts & Trades	0 3	0	0	0.0	1	0.0	7.8 0.0		1	0.0	7.8 0.0	0.0											

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07 Administrative & Senior Clerical	2018	3	0	0.0	3.4 0.0		0	0.0	0		0.0	0				0.0	0	0	0	0	0.0	0	
os Skilled Sales &	2018	0	0	0.0	0.0	0	0	0.0	, v			v	, v	<u> </u>					v				
Service Personnel Skilled Crafts &	2018	0	0	0.0	0.0		0	0.0	C	0	0.0	0	С		0	0.0	0	0	0	0	0.0	0	0
09 Trades Workers	0	0	0	0.0	0.0		0	0.0	C	0	0.0	0	C) (0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2018 0	0	0	0.0	7.0 0.0		0	0.0	C	0	0.0	0	C		0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2018	1	0	0.0	5.6 0.0		0	0.0		0	0.0	0			0	0.0		0	0	0	0.0	0	
12 Semi-Skilled Manual	2018	75	1	0.0 1.3	4.8		-3	27.8	U	, 0	0.0	0	·	, (, 0	0.0	U	0	U	0	0.0	0	
Workers	0	0	0	0.0	0.0	0	0	0.0	С	0	0.0	0	C) (0	0.0	0	0	0	0	0.0	0	0
Data sources:		Part 2: Flow	Part 2: Flow Data	E÷Dx	Part 3:	E ÷ G x	Part 3:	F ÷ Lv 100	Part 3: Goals	E ÷ K x	Part 3:	F ÷ M x 100											
Duta sources.		Data Analysis	Analysis	100	Goals	100	Goals		Turt 5. Gouls	100	Goals	1 1 11 100											
	1	↓ Non	↓ Entran	↓ ••	<u>↓</u>				↓ oals														
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Employment Equity Occupational Group	Year	All	Persons Disabil			Persons with	Disabilities			Persons with	Disabilities						C	Commen	ts				
(EEOG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
T. a. a.	#	#	#	%	#	%	%	%	#	%	%	%											
07 Administrative & Senior Clerical	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
08 Skilled Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	DET UNDER TURBERT UNDER TURBERT U	0.0	0.0	0.0											
OO Skilled Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	C100000100000100001100001100	0.0	0.0												
Trades Workers	3	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
10 Clerical Personnel	3	0	0	0.0	V		0.0	0.0			0.0	0.0											
Intermediate Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0												
Semi-Skilled Manual	0	0	0	0.0	3	0.0	4.8	0.0	3	0.0	4.8	0.0											
Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											

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	loyment Equity ipational Group	Year	-			orkforce						Hires	ith Disabilitie			P	romotio	ns ith Disabilitie:			To	erminati	ions with Disabilitie	
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		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
	Other Sales & Service Personnel	2018 0	0	0	0.0	0.0 0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0		0	0.0) (, ,
14	Other Manual	2018	4	0	0.0			0	0.0	0		0.0				Ů	0.0	V				0.0		
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12 (Other Sales & Service	# 0	# 0	# 0	%	# 0	%	0.0	0.0	# 0	%	%	%											
13 I	Personnel	3	0	0				0.0	0.0			0.0	0.0											
141	Other Manual Workers	3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Total		0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Total		3	0	0	0.0			0.0	0.0			0.0	0.0											

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01	Senior Managers	2018	4	1	25.0	10.1	0	1	247.5			-					•					*		
		0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	C	0	0.0	0	0	0	0	0.0	0	0
02	Middle & Other Managers	2018	10	2	20.0	15.0 0.0		0	133.3	0	0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	
03	Professionals	2018	6	1	16.7	27.6	2	-1	60.4			0.0					0.0				Ů	0.0		
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04	Semi-Professionals & Technicians	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C		0	0.0	0	0	0	0	0.0	0	
05	Supervisors	2018	6	1	16.7	13.0	1	0	128.2															
	Supervisors: Crafts &	0 2018	21	0 9	0.0 42.9	0.0 38.5	8	0	0.0	0	0	0.0	0	C	C	0	0.0	0	0	0	0	0.0	0	0
06	Trades	0	0	0	0.0	0.0		0	0.0	0	0	0.0	0	C	0 0	0	0.0	0	0	0	0	0.0	0	0
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01	Senior Managers	0	0	0	0.0	0	0.0		0.0	0	0.0	0.0												
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04	Semi-Professionals & Technicians	3	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
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	Supervisors: Crafts &	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
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07 Administrative &	2018	3	1	33.3	8.2	0	1	406.5															
Senior Clerical	0	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2018	0	0		0.0	:	0	0.0		0	0.0		0		0	0.0	0	0		0	0.0	0	
Skilled Crofts &	2018	0	0		0.0	-	0	0.0	0	0	0.0	0	0	1 0	0	0.0	0	0	0	0	0.0	0	0
109 Trades Workers	0	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2018	6	1	16.7	10.1		0	165.0															
	0	0	0		0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Intermediate Sales & Service Personnel	2018	1 0	0		15.8		0	0.0	0	0	0.0		0		0	0.0	0	0	0	0	0.0	0	
Semi-Skilled Manual	2018	75			16.4	:	36		·	·	0.0				ľ	0.0	Ů		Ů		0.0	0	
Workers Wandar	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
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Service Personnel	3	0	0			0.0	0.0	0.0	_		0.0	+											
09 Skilled Crafts & Trades Workers	3	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
10 Clerical Personnel	0 3	0	0	0.0	0	0.0	8	0.0	0	0.0	0.0	0.0											
11 Intermediate Sales &	0	0	0		0	0.0	3	0.0	0	0.0	0.0	+											
Service Personnel	3	0	0				0.0	0.0			0.0	+											
12 Semi-Skilled Manual Workers	3	0	0		0	0.0	0.0	0.0	0	0.0	0.0	-											
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Occupational Group EEOG)		All Employees	Represe	ntation	,	Amorities ability	Gap	EE Result	All Employees	Ac	Visible tual	Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Ac	Visible tual	Minorities Expected	Differenc
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Other Manual	2018	4	2		14.6		1	342.5															
Workers	0 2018	136	0 66	0.0 48.5	0.0	-	66	0.0	C	0	0.0	0	С	0	0	0.0	0	0	0	0	0.0	0	
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Occupational Group (EEOG)		All Employees	Visible M		Goal	Visible N Percent of	Goal	Percent of	Goal	Visible M Percent of	Goal	Percent of					C	ommen	ts				
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Service	0	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0	0.0											
Personnel Other Manual	3	0	0	0.0		0,0	0.0	0.0		0.0	0.0	0.0											
Other Manual Workers	3	0	0	0.0	"	0.0	0.0	0.0		0.0	0.0	0.0											
<u> </u>	0	0	0		0	0.0	0.0	0.0	C	0.0	0.0	0.0											

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
FELLFAB Limited
43231

Efforts

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

Contrac	ctors Program.
Requi	red measures:
	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
	Adjusted survey results to reflect hires, promotions and terminations.
	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
	Ensured that any new gaps identified are addressed accordingly.
	Maintained appropriate records in all required areas.
Other	measures:
	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results.
	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment equity.

	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):



INSTRUCTIONS:

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

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

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

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

PRIVACY NOTICE:

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

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

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

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

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



This questionnaire is available in large print or audio format upon request.

A.	Name:	
	Employee Clock #:	
	Position:	
	Department:	
	Employment status:	Full-time employee
В.	Gender	
	Female Male	
	-	s in each of the next three sections, answer "Yes" if any of the se note that you may self-identify in more than one group.
C.	Aboriginal Peo	ples
	ding to the <i>Employmer</i> or Métis.	at Equity Act, an Aboriginal person is a person who is Indian,
Are yo	ou an Aboriginal pe	rson?
Yes 🗆	J No C	J



D. Visible Minorities

According to the *Employment Equity Act*, members of a visible minority are people in Canada (other than Aboriginal peoples) who are non-white in colour or non-Caucasian in race, regardless of their place of birth or citizenship.

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

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

Are you a member of a visible minority?				
Yes □	No □			



E. Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment (e.g., difficulty moving from one office to another, walking long distances or using stairs)
- Blindness or visual impairment
 (e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)
- Speech impairment
 (e.g., unable to speak or difficulty speaking and being understood)
- Deafness or hearing impairment (e.g., unable to hear or difficulty hearing)

Other disa (e.g., learn	abilities ning, developmental and othe	er types of disabilities)	
Are you a persor	n with a disability?		
Yes □	No 🗖		



F. Additional Data for Accommodation Purposes

Note	se specify how we can accommodate you to help you participate fully in the workplace. that if we implement these accommodation measures, they will not have a negative ct on your hiring, training, promotion and retention in our organization.
G.	Voluntary Employee Participation
1)	Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.
	Yes □ No □
2)	As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check "Yes" below.
	Yes □ No □



H. Employee Comments

If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured all comments will be kept confidential. Please contact the employment equity contact by phone 905-560-9230 ext. 213 or email grace.kerr@fellfab.com

I.	Employee	Signature

Signature:			
Date:			

Thank you for your participation!

Please return this form, in the envelope provided, to the address listed below or to Grace Kerr, HR Generalist:

FELLFAB Limited 2343 Barton Street East Hamilton, Ontario L8E 5V8 From: Shannon McGee <shannon.mcgee@fellfab.com>

Sent: May 17, 2018 5:30 PM

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

Subject: Government of Canada Agreement 060036 - Notification of First Compliance Assessment under

the Federal Contractors Program

Good afternoon Maurice.

Please see the updated numbers and additional attachments. Thanks again for all your help. The results of your workforce survey including:

- the number of employees that were surveyed: 139 (3 employees terminated) Report reflects 136.
- the combined number of self-identification questionnaires that were returned blank, partially and fully completed: 118
- the number of fully completed and returned self-identification questionnaires: 114

Regards, Shannon McGee, CHRL Human Resources Manager FELLFAB Limited 2343 Barton Street East Hamilton, Ontario, L8E 5V8 shannon.mcgee@fellfab.com www.fellfab.com

Telephone: (905) 560-9230 ext. 214

Fax: (905) 560-9846

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From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: Saturday, May 5, 2018 2:41 PM

To: Shannon McGee < shannon.mcgee@fellfab.com >

Subject: RE: Government of Canada Agreement 060036 - Notification of First Compliance Assessment

under the Federal Contractors Program

Importance: High

Good day Shannon,

Thank you for submitting the documentation. Please be advised that personal information on employees cannot be sent to us. The information with employee names, salary and response rate is not required. I have deleted the information you submitted given that it contains personal information (Hourly – Survey Status and Salary.xls – Survey Status.xls).

The Achievement Report you have submitted has to be corrected in regards to Goals. Goals should be set at least equal to the current availability estimates (column Q) based on the workforce analysis results.

Be advised that you are required to respond to the following question when you submit the information.:

The results of your workforce survey including:

- the number of employees that were surveyed: ?
- the combined number of self-identification questionnaires that were returned blank, partially and fully completed:?
- o the number of fully completed and returned self-identification questionnaires: ?

Please let me know when you are available for a quick call the discuss about the requirements of the FCP Program. I will be available on Monday to assist you.

Thank you,

Équipe de l'équité en emploi / Workplace Equity Team

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

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

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

From: Shannon McGee [mailto:shannon.mcgee@fellfab.com]

Sent: May-01-18 4:20 PM **To:** Yakibonge, Maurice [NC]

Subject: RE: Government of Canada Agreement 060036 – Notification of First Compliance Assessment

under the Federal Contractors Program

Good afternoon Maurice,

Thank you for assisting me with the Achievement Report, I filled out the sections we discussed. Attached you will find all the documents requested. Please let me know if anything is missing or you require additional information.

Regards, Shannon McGee, CHRL Human Resources Manager FELLFAB Limited 2343 Barton Street East Hamilton, Ontario, L8E 5V8 shannon.mcgee@fellfab.com www.fellfab.com

Telephone: (905) 560-9230 ext. 214

Fax: (905) 560-9846

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From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: Friday, April 6, 2018 10:30 AM **To:** randy.schoenfeldt@fellfab.com

Cc: Shannon McGee < shannon.mcgee@fellfab.com>; Christine Hoey < christine.hoey@fellfab.com> shannon.mcgee@fellfab.com>; Christine Hoey < christine.hoey@fellfab.com> shannon.mcgee@fellfab.com>; Christine Hoey < christine.hoey@fellfab.com> shannon.mcgee@fellfab.com> hoey@fellfab.com> hoey@fellfab.com <a hre

Cette information est également disponible en français sur demande.

Dear Randy Schoenfeldt:

This is to inform you that Fellfab Limited is now subject to a first compliance assessment for the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

As part of the first compliance assessment, you are required to submit the following information by email to ee-eme@hrsdc-rhdcc.qc.ca **no later than May 5, 2018**:

- 1. The self-identification questionnaire used to conduct your workforce survey.
- 2. The results of your workforce survey including:
 - o the number of employees that were surveyed;
 - the combined number of self-identification questionnaires that were returned blank, partially and fully completed; and
 - o the number of fully completed and returned self-identification questionnaires.
- 3. The workforce analysis results (Summary Report and Detailed Report).
- 4. A completed Achievement Report file in Excel format that includes the numerical short-term and long-term goals where under-representation exists.

The first compliance assessment will comprise the analysis and verification of the documents your organization submits to ensure they are complete and meet the FCP requirements. You will be informed of our findings once the assessment is completed.

Tools and Resources

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

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

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

We strongly recommend that you use the ressources and tools available under the WEIMS help page. These tools will assist you in collecting your data and simplifying the process of calculating and establishing short- and long-term goals for addressing gaps in representation within your organization (step 4 above).

Should you have any questions or require assistance, please do not hesitate to contact us.

Équipe de l'équité en emploi / Workplace Equity Team

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

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Federal Contractors Program Report of the First Compliance Assessment

Employer Name: FellFab Limited

Primary Location: Hamilton, Ontario (only one location in Canada)

Number of Employees: 136 – all located in Hamilton

Organization Overview:

FellFab Limited provides engineered textile solutions and manufactures specialized textile products for the aviation, aerospace, railway, military, industrial market and medical industries.

Key Dates – First Year Assessment

Initiated: 2018-04-05 2018-05-01 Received: WFA: 2018-05-11

COLLECTION OF WORKFORCE INFORMATION

% Number of Surveys Handed Out: 136 100 Number of Surveys Returned: 118 87 114 84

Number of Completed Surveys Returned:

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

Observations:

The self-identification questionnaire was reviewed and found to be in compliance by the Workplace Equity Division of the Labour Program.

WORKFORCE ANALYSIS & GOAL SETTING

- ☐ The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- ☐ The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- ☐ The organization has set a goal for every designated group in every occupational group where a gap was identified.
- ☐ The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

Observations:

All the goals were set at levels equal to labour market availability applicable to each respective EEOG where a gap was found. All goals were set in percentage and numerical format.

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals			
			Short-	Long-		
			term	term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)			(3	Representation	LIVIA
			(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
1	Senior Managers	-1	27.4	27.4	0.0	27.4
3	Professionals	-2	28.0	28.0	0.0	28.0
5	Supervisors	-1	50.0	50.0	33.3	56.5
11	Intermediate Sales and Service Personnel	-1	50.0	50.0	0.0	67.1

Observations:

The organization has set appropriate short-term and long-term goals in all four EEOGs where a gap was uncovered. With regards to EEOGs 05 and 11, the goals were set at 50% even though availability is higher. This is in keeping with the program decision to not encourage organizations to seek representation levels of beyond 50% for women in order to discourage occupational segregation and ensure that those occupational groups are welcoming of all genders. For the other two EEOGs (01 and 03), goals were set at labour market availability.

The data submitted by the organization reveals limited anticipated opportunities for hires in EEOGs where gaps were found. However, the goals set at availability will serve them well should an unexpected vacancy occur.

Aboriginal Peoples

There is no gap in the workforce in this group based on the labour market availability.

Members of Visible Minorities

Workforce Analysis Results		Goals		Representation	LMA
Employment Equity Occupational Group	Present	Short-	Long-	Representation	LIVIA
(EEOG)	Gap	term	term		

				(3		
			(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
3	Professionals	-1	27.6	27.6	16.7	27.6

Observations:

There was one gap identified for members of visible minorities in EEOG 03 and the organization has set both short-term and long-term goals that are equal to the labour market availability.

Person with Disabilities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term	Long- term	- Representation	LMA
				(3		
			(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
01/02	Managers	-1	4.3	4.3	0.0	4.3
5	Supervisors	-1	13.9	13.9	0.0	13.9
6	Supervisors: Crafts & Trades	-2	7.8	7.8	0.0	7.8
12	Semi-Skilled Manual Workers	-3	4.8	4.8	1.3	4.8

Observations:

For the four gaps identified for persons with disabilities, the organization has set appropriate goals that are equal to the respective labour market availability for each EEOG.

RECOMMENDATION

I recommend that the employer be found:

 \boxtimes in compliance \square in non-compliance

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

FellFab Limited has a number of gaps in several Employment Equity Occupational Groups for women, members of visible minorities and person with disabilities. FellFab Limited may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring

policies and practices. A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf.

Name of Analyst: Neena Sharan

Date: June 11, 2018.

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

Sent: June 13, 2018 1:16 PM

To: 'nick.ethimiadis@fellfab.com' <nick.ethimiadis@fellfab.com> **Cc:** 'shannon.mcgee@fellfab.com' <shannon.mcgee@fellfab.com>

Subject: Government of Canada Agreement Number: 060036 – Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mr. Nick Efthimiadis:

I am writing to inform you that the compliance assessment initiated on April 05, 2018 has been completed. As a result of the assessment, FellFab Limited has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

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

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

 FellFab Limited has a number of gaps in several Employment Equity Occupational Groups for women, members of visible minorities and person with disabilities. FellFab Limited may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: https://equity.esdc.qc.ca/docs/Step2-2EN.pdf.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on April 05, 2018. 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 Fellfab Limited is notified of a subsequent assessment, the following information will be required:

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

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

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

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

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

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

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

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

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

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

From: Grace Kerr < grace.kerr@fellfab.com>

Sent: November 27, 2017 12:50 PM **To:** EE-EME <ee-eme@hrsdc-rhdcc.gc.ca> **Subject:** Draft Self-Identification Survey

Hello,

I have created the Draft Self-Identification Survey for our workforce. I heavily used the sample, that was provided, and only made some tweaks so it suited our organization, FELLFAB®.

Can I please receive confirmation that this survey meets the program requirements? Once I am given the confirmation, I will then start to distribute the survey to the workforce.

Thank you.

Regards,

Grace Kerr HR Generalist FELLFAB Limited 2343 Barton Street East Hamilton, Ontario, L8E 5V8 grace.kerr@fellfab.com www.fellfab.com

Telephone: (905) 560-9230 ext. 213

Fax: (905) 560-9846

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From: Shannon McGee <shannon.mcgee@fellfab.com>

Sent: May 22, 2018 2:41 PM

To: Sharan, Neena [NC] <neena.sharan@labour-travail.gc.ca>

Subject: RE: Government of Canada Agreement 060036 – Notification of First Compliance Assessment

under the Federal Contractors Program

Good afternoon Neena,

The achievement reports reflect the May 11th data when I generated those reports. I used the May 17th date for the achievement report because that's when I completed the report. All reports have May 11th now.

Regards, Shannon McGee, CHRL Human Resources Manager FELLFAB Limited 2343 Barton Street East Hamilton, Ontario, L8E 5V8 shannon.mcgee@fellfab.com www.fellfab.com

Telephone: (905) 560-9230 ext. 214

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From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]

Sent: Tuesday, May 22, 2018 10:12 AM

To: Shannon McGee < <u>shannon.mcgee@fellfab.com</u>>

Subject: RE: Government of Canada Agreement 060036 – Notification of First Compliance Assessment

under the Federal Contractors Program

Good morning Shannon,

Thank you for submitting the Work Force Analysis(WFA)report, Achievement report and the WFA-Detailed report on May 17, 2018. After reviewing I noticed that you changed the number of employees on the WFA to reflect the correct data of the Company but just forgot to change the date in the WFA report from May 11, 2018, to May 17, 2018. Therefore please change the date of the WFA to reflect the correct date when the analysis was done in order to match with all the other reports.

If you have any questions concerning this change please do not hesitate to contact me.

Neena Sharan

Assessment Officer, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada neena.sharan@labour-travail.gc.ca / Tél.: 873-396-0405

Assessment Officer, Labour Program
Employment and Social Development Canada / Government of Canada neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405

From: Shannon McGee [mailto:shannon.mcgee@fellfab.com]

Sent: 17 mai 2018 17:30 **To:** Yakibonge, Maurice [NC]

Subject: Government of Canada Agreement 060036 - Notification of First Compliance Assessment under

the Federal Contractors Program

Good afternoon Maurice,

Please see the updated numbers and additional attachments. Thanks again for all your help. The results of your workforce survey including:

- the number of employees that were surveyed: 139 (3 employees terminated) Report reflects 136.
- the combined number of self-identification questionnaires that were returned blank, partially and fully completed: 118
- the number of fully completed and returned self-identification questionnaires: 114

Regards, Shannon McGee, CHRL Human Resources Manager FELLFAB Limited 2343 Barton Street East Hamilton, Ontario, L8E 5V8 shannon.mcgee@fellfab.com www.fellfab.com

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From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: Saturday, May 5, 2018 2:41 PM

To: Shannon McGee <shannon.mcgee@fellfab.com>

Subject: RE: Government of Canada Agreement 060036 - Notification of First Compliance Assessment

under the Federal Contractors Program

Importance: High

Good day Shannon,

Thank you for submitting the documentation. Please be advised that personal information on employees cannot be sent to us. The information with employee names, salary and response rate is not required. I have deleted the information you submitted given that it contains personal information (Hourly – Survey Status and Salary.xls – Survey Status.xls).

The Achievement Report you have submitted has to be corrected in regards to Goals. Goals should be set at least equal to the current availability estimates (column Q) based on the workforce analysis results.

Be advised that you are required to respond to the following question when you submit the information.:

The results of your workforce survey including:

- the number of employees that were surveyed: ?
- the combined number of self-identification questionnaires that were returned blank, partially and fully completed:?
- o the number of fully completed and returned self-identification questionnaires: ?

Please let me know when you are available for a quick call the discuss about the requirements of the FCP Program. I will be available on Monday to assist you.

Thank you,

Équipe de l'équité en emploi / Workplace Equity Team

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

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

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under the Federal Contractors Program

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From: mailto:maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: Friday, April 6, 2018 10:30 AM **To:** randy.schoenfeldt@fellfab.com

 $\label{lem:cc:composition} \textbf{Cc:} Shannon \ McGee < \underline{shannon.mcgee@fellfab.com} > ; \ Christine \ Hoey < \underline{christine.hoey@fellfab.com} > \\ \textbf{Subject:} \ Government \ of \ Canada \ Agreement \ 060036 - Notification \ of \ First \ Compliance \ Assessment \ under \ Assessment \ Compliance \ Assessment \ Compliance \ Assessment \ Compliance \$

the Federal Contractors Program

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- create backup files of your data; and
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If your organization does not have access to WEIMS, please complete and submit an $\underline{\text{Authorization Form}}$ $\underline{\text{to Access WEIMS}}$.

We strongly recommend that you use the ressources and tools available under the WEIMS <u>help page</u>. These tools will assist you in collecting your data and simplifying the process of calculating and establishing short- and long-term goals for addressing gaps in representation within your organization (step 4 above).

Should you have any questions or require assistance, please do not hesitate to contact us.

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