

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization G. N. Johnston Equipment Co. Ltd.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	[Redacted]
Organization's North American Industry Classification System (NAICS) Code N° 41723	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 794 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-nomenclature/naics-scian/2002/naics-scian021-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 5990 Avebury Road	City Mississauga	Province ON	Postal Code L5R 3R2
	Telephone Number (905) 712-6000	Fax Number (905) 712-6002	

EMPLOYMENT EQUITY CONTACT	
Name (print) Elizabeth McKenney	Title V.P. Human Resources
Telephone Number (905) 712-6026	E-mail Address beth.mckenney@johnstonequipment.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.hrsdc.gc.ca/eng/labour/equality/lcp/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Elizabeth McKenney	Title Vice President, Human Resources
Telephone Number (905) 712-6026	E-mail Address beth.mckenney@johnstonequipment.com
[Redacted Signature]	Date August 1, 2013

TURN INSTRUCTIONS
<ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: aa-eme@hrsdc-rhdsc.gc.ca

Workplace Equity Information Management System - G.N. Johnston Equipment Co. Ltd.

Workforce Analysis - Detailed Report

Date: 2017-02-22

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers		17	2	11.8 %	26.7 %	5	-3	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	22.2 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	3	0	0.0 %	24.4 %	1	-1	Montréal
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	33.2 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	12	2	16.7 %	27.2 %	3	-1	Toronto
02 : Middle and Other Managers		55	11	20.0 %	40.2 %	22	-11	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	37.4 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	38.1 %	1	-1	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	41.3 %	1	-1	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	39.6 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	7	0	0.0 %	40.1 %	3	-3	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	41.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	38.5 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	42.3 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	37.1 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	45.7 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	30	11	36.7 %	40.5 %	12	-1	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	39.8 %	1	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	40.0 %	1	-1	Winnipeg
03 : Professionals		55	19	34.5 %	54.8 %	30	-11	
1111 : Financial auditors and accountants	Toronto	3	3	100.0 %	51.1 %	2	1	Toronto
1112 : Financial and investment analysts	Toronto	4	1	25.0 %	47.2 %	2	-1	Toronto
1114 : Other financial officers	Toronto	1	0	0.0 %	39.9 %	0	0	Toronto
1121 : Human resources professionals	Calgary	1	1	100.0 %	75.5 %	1	0	Calgary

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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
1121 : Human resources professionals	Montréal	2	2	100.0 %	70.1 %	1	1	Montréal
1121 : Human resources professionals	Toronto	5	5	100.0 %	73.8 %	4	1	Toronto
1123 : Professional occupations in advertising, marketing and public relations	Toronto	1	1	100.0 %	65.9 %	1	0	Toronto
2171 : Information systems analysts and consultants	Toronto	3	2	66.7 %	28.6 %	1	1	Toronto
2172 : Database analysts and data administrators	Toronto	2	0	0.0 %	32.5 %	1	-1	Toronto
2174 : Computer programmers and interactive media developers	Toronto	1	1	100.0 %	20.6 %	0	1	Toronto
4021 : College and other vocational instructors	Calgary	2	0	0.0 %	53.9 %	1	-1	Calgary
4021 : College and other vocational instructors	Edmonton	1	0	0.0 %	48.8 %	0	0	Edmonton
4021 : College and other vocational instructors	Halifax	1	0	0.0 %	54.1 %	1	-1	Halifax
4021 : College and other vocational instructors	Moncton	1	0	0.0 %	61.0 %	1	-1	Moncton
4021 : College and other vocational instructors	Montréal	5	0	0.0 %	53.8 %	3	-3	Montréal
4021 : College and other vocational instructors	Ottawa - Gatineau	1	0	0.0 %	55.2 %	1	-1	Ottawa - Gatineau
4021 : College and other vocational instructors	Québec	1	0	0.0 %	51.2 %	1	-1	Québec
4021 : College and other vocational instructors	Toronto	12	1	8.3 %	58.0 %	7	-6	Toronto
4021 : College and other vocational instructors	Vancouver	5	1	20.0 %	61.1 %	3	-2	Vancouver
4021 : College and other vocational instructors	Winnipeg	2	0	0.0 %	59.4 %	1	-1	Winnipeg
4112 : Lawyers and Quebec notaries	Toronto	1	1	100.0 %	41.6 %	0	1	Toronto
04 : Semi-Professionals and Technicians		10	3	30.0 %	19.5 %	2	1	
2241 : Electrical and electronics engineering technologists and technicians	Toronto	4	1	25.0 %	12.8 %	1	0	Toronto
2241 : Electrical and electronics engineering technologists and technicians	Vancouver	1	0	0.0 %	12.6 %	0	0	Vancouver
2253 : Drafting technologists and technicians	Toronto	1	0	0.0 %	28.8 %	0	0	Toronto
2263 : Inspectors in public and environmental health and occupational health and safety	Toronto	1	1	100.0 %	38.7 %	0	1	Toronto
2281 : Computer network technicians	Toronto	1	0	0.0 %	20.2 %	0	0	Toronto
2282 : User support technicians	Toronto	2	1	50.0 %	21.7 %	0	1	Toronto

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors		23	12	52.2 %	52.9 %	12	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	55.9 %	1	-1	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	50.8 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	50.7 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	53.4 %	1	-1	Saskatoon
Employment Equity Occupational Group	Toronto	17	11	64.7 %	53.0 %	9	2	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	51.4 %	1	0	Vancouver
06 : Supervisors: Crafts and Trades		7	0	0.0 %	2.3 %	0	0	
7301 : Contractors and supervisors, mechanic trades	Montréal	1	0	0.0 %	10.3 %	0	0	Montréal
7301 : Contractors and supervisors, mechanic trades	Toronto	1	0	0.0 %	6.2 %	0	0	Toronto
9226 : Supervisors, other mechanical and metal products manufacturing	Calgary	1	0	0.0 %	0.0 %	0	0	Calgary
9226 : Supervisors, other mechanical and metal products manufacturing	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
9226 : Supervisors, other mechanical and metal products manufacturing	Regina	1	0	0.0 %	0.0 %	0	0	Regina
9226 : Supervisors, other mechanical and metal products manufacturing	Saskatoon	1	0	0.0 %	0.0 %	0	0	Saskatoon
9226 : Supervisors, other mechanical and metal products manufacturing	Winnipeg	1	0	0.0 %	0.0 %	0	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		14	9	64.3 %	80.3 %	11	-2	
Employment Equity Occupational Group	Montréal	3	2	66.7 %	80.8 %	2	0	Montréal
Employment Equity Occupational Group	Toronto	11	7	63.6 %	80.1 %	9	-2	Toronto
08 : Skilled Sales and Service Personnel		60	3	5.0 %	29.0 %	17	-14	
6221 : Technical sales specialists - wholesale trade	Calgary	3	0	0.0 %	24.9 %	1	-1	Calgary
6221 : Technical sales specialists - wholesale trade	Edmonton	4	0	0.0 %	19.8 %	1	-1	Edmonton
6221 : Technical sales specialists - wholesale trade	Halifax	2	0	0.0 %	28.7 %	1	-1	Halifax
6221 : Technical sales specialists - wholesale trade	Moncton	2	0	0.0 %	31.8 %	1	-1	Moncton
6221 : Technical sales specialists - wholesale trade	Montréal	11	1	9.1 %	31.1 %	3	-2	Montréal

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			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	3	1	33.3 %	28.8 %	1	0	Ottawa - Gatineau
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	32.4 %	1	-1	Québec
6221 : Technical sales specialists - wholesale trade	Regina	1	0	0.0 %	30.8 %	0	0	Regina
6221 : Technical sales specialists - wholesale trade	Saskatoon	3	0	0.0 %	30.5 %	1	-1	Saskatoon
6221 : Technical sales specialists - wholesale trade	St. John's	1	0	0.0 %	22.5 %	0	0	St. John's
6221 : Technical sales specialists - wholesale trade	Toronto	19	1	5.3 %	29.7 %	6	-5	Toronto
6221 : Technical sales specialists - wholesale trade	Vancouver	5	0	0.0 %	28.5 %	1	-1	Vancouver
6221 : Technical sales specialists - wholesale trade	Winnipeg	4	0	0.0 %	30.2 %	1	-1	Winnipeg
09 : Skilled Crafts and Trades Workers		456	1	0.2 %	2.5 %	11	-10	
7237 : Welders and related machine operators	Montréal	1	0	0.0 %	6.7 %	0	0	Montréal
7312 : Heavy-duty equipment mechanics	Calgary	28	0	0.0 %	0.0 %	0	0	Calgary
7312 : Heavy-duty equipment mechanics	Edmonton	20	0	0.0 %	1.8 %	0	0	Edmonton
7312 : Heavy-duty equipment mechanics	Halifax	20	0	0.0 %	0.0 %	0	0	Halifax
7312 : Heavy-duty equipment mechanics	Moncton	11	0	0.0 %	0.0 %	0	0	Moncton
7312 : Heavy-duty equipment mechanics	Montréal	91	1	1.1 %	2.1 %	2	-1	Montréal
7312 : Heavy-duty equipment mechanics	Ottawa - Gatineau	18	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
7312 : Heavy-duty equipment mechanics	Québec	23	0	0.0 %	0.0 %	0	0	Québec
7312 : Heavy-duty equipment mechanics	Regina	6	0	0.0 %	0.0 %	0	0	Regina
7312 : Heavy-duty equipment mechanics	Saskatoon	4	0	0.0 %	0.0 %	0	0	Saskatoon
7312 : Heavy-duty equipment mechanics	St. John's	5	0	0.0 %	0.0 %	0	0	St. John's
7312 : Heavy-duty equipment mechanics	Toronto	179	0	0.0 %	5.1 %	9	-9	Toronto
7312 : Heavy-duty equipment mechanics	Vancouver	35	0	0.0 %	0.0 %	0	0	Vancouver
7312 : Heavy-duty equipment mechanics	Winnipeg	12	0	0.0 %	0.0 %	0	0	Winnipeg
7333 : Electrical mechanics	Toronto	2	0	0.0 %	8.0 %	0	0	Toronto

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			#	%	%	#		
7333 : Electrical mechanics	Vancouver	1	0	0.0 %	0.0 %	0	0	Vancouver
10 : Clerical Personnel		83	44	53.0 %	65.8 %	55	-11	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	70.2 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	70.3 %	1	-1	Edmonton
Employment Equity Occupational Group	Halifax	1	1	100.0 %	67.7 %	1	0	Halifax
Employment Equity Occupational Group	Moncton	2	1	50.0 %	62.4 %	1	0	Moncton
Employment Equity Occupational Group	Montréal	11	4	36.4 %	62.5 %	7	-3	Montréal
Employment Equity Occupational Group	Regina	3	1	33.3 %	70.2 %	2	-1	Regina
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	70.2 %	2	-2	Saskatoon
Employment Equity Occupational Group	St. John's	1	1	100.0 %	72.6 %	1	0	St. John's
Employment Equity Occupational Group	Toronto	53	32	60.4 %	65.2 %	35	-3	Toronto
Employment Equity Occupational Group	Vancouver	6	4	66.7 %	70.0 %	4	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	67.9 %	1	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		83	46	55.4 %	63.6 %	53	-7	
Employment Equity Occupational Group	Calgary	2	2	100.0 %	66.1 %	1	1	Calgary
Employment Equity Occupational Group	Edmonton	3	2	66.7 %	67.0 %	2	0	Edmonton
Employment Equity Occupational Group	Halifax	1	1	100.0 %	65.5 %	1	0	Halifax
Employment Equity Occupational Group	Moncton	2	1	50.0 %	63.9 %	1	0	Moncton
Employment Equity Occupational Group	Montréal	16	7	43.8 %	61.8 %	10	-3	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	61.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	3	2	66.7 %	60.8 %	2	0	Québec
Employment Equity Occupational Group	St. John's	1	0	0.0 %	65.2 %	1	-1	St. John's
Employment Equity Occupational Group	Toronto	44	25	56.8 %	63.9 %	28	-3	Toronto
Employment Equity Occupational Group	Vancouver	8	5	62.5 %	64.2 %	5	0	Vancouver

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Women

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			#	%	%	#		
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	65.5 %	1	0	Winnipeg
12 : Semi-Skilled Manual Workers		11	0	0.0 %	20.0 %	2	-2	
Employment Equity Occupational Group	Montréal	4	0	0.0 %	18.4 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.6 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	0	0.0 %	22.0 %	1	-1	Toronto
13 : Other Sales and Service Personnel		1	0	0.0 %	55.5 %	1	-1	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	55.5 %	1	-1	Toronto
14 : Other Manual Workers		6	0	0.0 %	32.6 %	2	-2	
Employment Equity Occupational Group	Toronto	6	0	0.0 %	32.6 %	2	-2	Toronto
Total		881	150	17.0 %	25.3 %	223	-73	

Total may not equal sum of components due to rounding.

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

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Date: 2017-02-22

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers		17	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	1.7 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.5 %	0	0	Montréal
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	4.3 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	12	0	0.0 %	0.4 %	0	0	Toronto
02 : Middle and Other Managers		55	0	0.0 %	1.2 %	1	-1	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	1.7 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	2.7 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	1.5 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.8 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	7	0	0.0 %	0.6 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	0.9 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	4.9 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	4.5 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.3 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	30	0	0.0 %	0.5 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	1.5 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	6.6 %	0	0	Winnipeg
03 : Professionals		55	1	1.8 %	1.0 %	1	0	
1111 : Financial auditors and accountants	Toronto	3	0	0.0 %	0.4 %	0	0	Toronto
1112 : Financial and investment analysts	Toronto	4	0	0.0 %	0.2 %	0	0	Toronto
1114 : Other financial officers	Toronto	1	0	0.0 %	0.3 %	0	0	Toronto
1121 : Human resources professionals	Calgary	1	0	0.0 %	2.7 %	0	0	Calgary

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			Representation		Availability			
			#	%	%			
1121 : Human resources professionals	Montréal	2	0	0.0 %	0.5 %	0	0	Montréal
1121 : Human resources professionals	Toronto	5	0	0.0 %	0.6 %	0	0	Toronto
1123 : Professional occupations in advertising, marketing and public relations	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto
2171 : Information systems analysts and consultants	Toronto	3	0	0.0 %	0.3 %	0	0	Toronto
2172 : Database analysts and data administrators	Toronto	2	0	0.0 %	0.0 %	0	0	Toronto
2174 : Computer programmers and interactive media developers	Toronto	1	1	100.0 %	0.4 %	0	1	Toronto
4021 : College and other vocational instructors	Calgary	2	0	0.0 %	2.5 %	0	0	Calgary
4021 : College and other vocational instructors	Edmonton	1	0	0.0 %	2.9 %	0	0	Edmonton
4021 : College and other vocational instructors	Halifax	1	0	0.0 %	1.0 %	0	0	Halifax
4021 : College and other vocational instructors	Moncton	1	0	0.0 %	0.0 %	0	0	Moncton
4021 : College and other vocational instructors	Montréal	5	0	0.0 %	0.8 %	0	0	Montréal
4021 : College and other vocational instructors	Ottawa - Gatineau	1	0	0.0 %	2.2 %	0	0	Ottawa - Gatineau
4021 : College and other vocational instructors	Québec	1	0	0.0 %	0.4 %	0	0	Québec
4021 : College and other vocational instructors	Toronto	12	0	0.0 %	0.5 %	0	0	Toronto
4021 : College and other vocational instructors	Vancouver	5	0	0.0 %	2.3 %	0	0	Vancouver
4021 : College and other vocational instructors	Winnipeg	2	0	0.0 %	6.2 %	0	0	Winnipeg
4112 : Lawyers and Quebec notaries	Toronto	1	0	0.0 %	0.7 %	0	0	Toronto
04 : Semi-Professionals and Technicians		10	0	0.0 %	0.5 %	0	0	
2241 : Electrical and electronics engineering technologists and technicians	Toronto	4	0	0.0 %	0.3 %	0	0	Toronto
2241 : Electrical and electronics engineering technologists and technicians	Vancouver	1	0	0.0 %	1.9 %	0	0	Vancouver
2253 : Drafting technologists and technicians	Toronto	1	0	0.0 %	0.0 %	0	0	Toronto
2263 : Inspectors in public and environmental health and occupational health and safety	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto
2281 : Computer network technicians	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto
2282 : User support technicians	Toronto	2	0	0.0 %	0.4 %	0	0	Toronto

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			#	%	%	#		
05 : Supervisors		23	0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	10.8 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	17	0	0.0 %	1.0 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	2.6 %	0	0	Vancouver
06 : Supervisors: Crafts and Trades		7	0	0.0 %	0.0 %	0	0	
7301 : Contractors and supervisors, mechanic trades	Montréal	1	0	0.0 %	0.0 %	0	0	Montréal
7301 : Contractors and supervisors, mechanic trades	Toronto	1	0	0.0 %	0.0 %	0	0	Toronto
9226 : Supervisors, other mechanical and metal products manufacturing	Calgary	1	0	0.0 %	0.0 %	0	0	Calgary
9226 : Supervisors, other mechanical and metal products manufacturing	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax
9226 : Supervisors, other mechanical and metal products manufacturing	Regina	1	0	0.0 %	0.0 %	0	0	Regina
9226 : Supervisors, other mechanical and metal products manufacturing	Saskatoon	1	0	0.0 %	0.0 %	0	0	Saskatoon
9226 : Supervisors, other mechanical and metal products manufacturing	Winnipeg	1	0	0.0 %	0.0 %	0	0	Winnipeg
07 : Administrative and Senior Clerical Personnel		14	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		60	0	0.0 %	1.5 %	1	-1	
6221 : Technical sales specialists - wholesale trade	Calgary	3	0	0.0 %	1.1 %	0	0	Calgary
6221 : Technical sales specialists - wholesale trade	Edmonton	4	0	0.0 %	1.8 %	0	0	Edmonton
6221 : Technical sales specialists - wholesale trade	Halifax	2	0	0.0 %	2.4 %	0	0	Halifax
6221 : Technical sales specialists - wholesale trade	Moncton	2	0	0.0 %	0.0 %	0	0	Moncton
6221 : Technical sales specialists - wholesale trade	Montréal	11	0	0.0 %	0.8 %	0	0	Montréal

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	3	0	0.0 %	2.3 %	0	0	Ottawa - Gatineau
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	0.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Regina	1	0	0.0 %	0.0 %	0	0	Regina
6221 : Technical sales specialists - wholesale trade	Saskatoon	3	0	0.0 %	7.0 %	0	0	Saskatoon
6221 : Technical sales specialists - wholesale trade	St. John's	1	0	0.0 %	0.0 %	0	0	St. John's
6221 : Technical sales specialists - wholesale trade	Toronto	19	0	0.0 %	0.4 %	0	0	Toronto
6221 : Technical sales specialists - wholesale trade	Vancouver	5	0	0.0 %	1.7 %	0	0	Vancouver
6221 : Technical sales specialists - wholesale trade	Winnipeg	4	0	0.0 %	5.7 %	0	0	Winnipeg
09 : Skilled Crafts and Trades Workers		456	7	1.5 %	1.5 %	7	0	
7237 : Welders and related machine operators	Montréal	1	0	0.0 %	1.2 %	0	0	Montréal
7312 : Heavy-duty equipment mechanics	Calgary	28	0	0.0 %	1.8 %	1	-1	Calgary
7312 : Heavy-duty equipment mechanics	Edmonton	20	0	0.0 %	6.3 %	1	-1	Edmonton
7312 : Heavy-duty equipment mechanics	Halifax	20	0	0.0 %	0.0 %	0	0	Halifax
7312 : Heavy-duty equipment mechanics	Moncton	11	0	0.0 %	0.0 %	0	0	Moncton
7312 : Heavy-duty equipment mechanics	Montréal	91	2	2.2 %	2.6 %	2	0	Montréal
7312 : Heavy-duty equipment mechanics	Ottawa - Gatineau	18	0	0.0 %	5.6 %	1	-1	Ottawa - Gatineau
7312 : Heavy-duty equipment mechanics	Québec	23	0	0.0 %	0.0 %	0	0	Québec
7312 : Heavy-duty equipment mechanics	Regina	6	0	0.0 %	0.0 %	0	0	Regina
7312 : Heavy-duty equipment mechanics	Saskatoon	4	0	0.0 %	8.7 %	0	0	Saskatoon
7312 : Heavy-duty equipment mechanics	St. John's	5	1	20.0 %	0.0 %	0	1	St. John's
7312 : Heavy-duty equipment mechanics	Toronto	179	4	2.2 %	0.0 %	0	4	Toronto
7312 : Heavy-duty equipment mechanics	Vancouver	35	0	0.0 %	2.3 %	1	-1	Vancouver
7312 : Heavy-duty equipment mechanics	Winnipeg	12	0	0.0 %	6.0 %	1	-1	Winnipeg
7333 : Electrical mechanics	Toronto	2	0	0.0 %	0.0 %	0	0	Toronto

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
7333 : Electrical mechanics	Vancouver	1	0	0.0 %	0.0 %	0	0	Vancouver
10 : Clerical Personnel		83	0	0.0 %	1.6 %	1	-1	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	2.0 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	11	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Regina	3	0	0.0 %	7.1 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	8.4 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.4 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	53	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	2.4 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.8 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		83	2	2.4 %	1.4 %	1	1	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	1.4 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	16	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	3	0	0.0 %	1.2 %	0	0	Québec
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.1 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	44	2	4.5 %	0.6 %	0	2	Toronto
Employment Equity Occupational Group	Vancouver	8	0	0.0 %	2.3 %	0	0	Vancouver

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	Representation %	Availability %			
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	9.8 %	0	0	Winnipeg
12 : Semi-Skilled Manual Workers		11	1	9.1 %	1.0 %	0	1	
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	3.3 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.7 %	0	0	Toronto
13 : Other Sales and Service Personnel		1	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.8 %	0	0	Toronto
14 : Other Manual Workers		6	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.8 %	0	0	Toronto
Total		881	11	1.2 %	1.4 %	12	-1	

Total may not equal sum of components due to rounding.

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

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
01 : Senior Managers		17	2	11.8 %	17.4 %	3	-1	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	10.4 %	0	1	Calgary
Employment Equity Occupational Group	Montréal	3	0	0.0 %	8.7 %	0	0	Montréal
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	6.1 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	12	1	8.3 %	21.1 %	3	-2	Toronto
02 : Middle and Other Managers		55	4	7.3 %	26.2 %	14	-10	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	19.1 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	16.4 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	1	0	0.0 %	4.2 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	7	0	0.0 %	13.9 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	12.6 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	1	0	0.0 %	2.2 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.2 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	7.3 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.7 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	30	4	13.3 %	35.7 %	11	-7	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	37.0 %	1	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	2	0	0.0 %	10.3 %	0	0	Winnipeg
03 : Professionals		55	14	25.5 %	31.5 %	17	-3	
1111 : Financial auditors and accountants	Toronto	3	2	66.7 %	53.7 %	2	0	Toronto
1112 : Financial and investment analysts	Toronto	4	4	100.0 %	56.6 %	2	2	Toronto
1114 : Other financial officers	Toronto	1	0	0.0 %	45.0 %	0	0	Toronto
1121 : Human resources professionals	Calgary	1	1	100.0 %	16.2 %	0	1	Calgary

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area
			Representation #	%	Availability %		
1121 : Human resources professionals	Montréal	2	0	0.0 %	10.2 %	0	Montréal
1121 : Human resources professionals	Toronto	5	2	40.0 %	34.3 %	2	Toronto
1123 : Professional occupations in advertising, marketing and public relations	Toronto	1	0	0.0 %	29.2 %	0	Toronto
2171 : Information systems analysts and consultants	Toronto	3	2	66.7 %	55.0 %	2	Toronto
2172 : Database analysts and data administrators	Toronto	2	0	0.0 %	54.6 %	1	Toronto
2174 : Computer programmers and interactive media developers	Toronto	1	1	100.0 %	53.1 %	1	Toronto
4021 : College and other vocational instructors	Calgary	2	0	0.0 %	18.0 %	0	Calgary
4021 : College and other vocational instructors	Edmonton	1	0	0.0 %	15.2 %	0	Edmonton
4021 : College and other vocational instructors	Halifax	1	0	0.0 %	6.1 %	0	Halifax
4021 : College and other vocational instructors	Moncton	1	0	0.0 %	0.0 %	0	Moncton
4021 : College and other vocational instructors	Montréal	5	1	20.0 %	12.6 %	1	Montréal
4021 : College and other vocational instructors	Ottawa - Gatineau	1	0	0.0 %	16.9 %	0	Ottawa - Gatineau
4021 : College and other vocational instructors	Québec	1	0	0.0 %	3.0 %	0	Québec
4021 : College and other vocational instructors	Toronto	12	0	0.0 %	32.8 %	4	Toronto
4021 : College and other vocational instructors	Vancouver	5	0	0.0 %	29.9 %	1	Vancouver
4021 : College and other vocational instructors	Winnipeg	2	0	0.0 %	15.7 %	0	Winnipeg
4112 : Lawyers and Quebec notaries	Toronto	1	1	100.0 %	20.5 %	0	Toronto
04 : Semi-Professionals and Technicians		10	1	10.0 %	52.3 %	5	
2241 : Electrical and electronics engineering technologists and technicians	Toronto	4	0	0.0 %	55.5 %	2	Toronto
2241 : Electrical and electronics engineering technologists and technicians	Vancouver	1	0	0.0 %	45.1 %	0	Vancouver
2253 : Drafting technologists and technicians	Toronto	1	0	0.0 %	54.3 %	1	Toronto
2263 : Inspectors in public and environmental health and occupational health and safety	Toronto	1	0	0.0 %	36.6 %	0	Toronto
2281 : Computer network technicians	Toronto	1	0	0.0 %	53.2 %	1	Toronto
2282 : User support technicians	Toronto	2	1	50.0 %	56.0 %	1	Toronto

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area
			Representation #	%	Availability %		
05 : Supervisors		23	4	17.4 %	37.9 %	9	-5
Employment Equity Occupational Group	Halifax	1	0	0.0 %	4.6 %	0	0
Employment Equity Occupational Group	Montréal	1	0	0.0 %	16.7 %	0	0
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	7.2 %	0	0
Employment Equity Occupational Group	Toronto	17	4	23.5 %	45.8 %	8	-4
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	43.4 %	0	0
06 : Supervisors: Crafts and Trades		7	0	0.0 %	9.0 %	1	-1
7301 : Contractors and supervisors, mechanic trades	Montréal	1	0	0.0 %	5.6 %	0	0
7301 : Contractors and supervisors, mechanic trades	Toronto	1	0	0.0 %	36.6 %	0	0
9226 : Supervisors, other mechanical and metal products manufacturing	Calgary	1	0	0.0 %	0.0 %	0	0
9226 : Supervisors, other mechanical and metal products manufacturing	Halifax	1	0	0.0 %	0.0 %	0	0
9226 : Supervisors, other mechanical and metal products manufacturing	Regina	1	0	0.0 %	0.0 %	0	0
9226 : Supervisors, other mechanical and metal products manufacturing	Saskatoon	1	0	0.0 %	0.0 %	0	0
9226 : Supervisors, other mechanical and metal products manufacturing	Winnipeg	1	0	0.0 %	21.1 %	0	0
07 : Administrative and Senior Clerical Personnel		14	5	35.7 %	31.9 %	4	1
Employment Equity Occupational Group	Montréal	3	0	0.0 %	12.2 %	0	0
Employment Equity Occupational Group	Toronto	11	5	45.5 %	37.3 %	4	1
08 : Skilled Sales and Service Personnel		60	5	8.3 %	18.3 %	11	-6
6221 : Technical sales specialists - wholesale trade	Calgary	3	0	0.0 %	15.9 %	0	0
6221 : Technical sales specialists - wholesale trade	Edmonton	4	0	0.0 %	10.0 %	0	0
6221 : Technical sales specialists - wholesale trade	Halifax	2	0	0.0 %	3.3 %	0	0
6221 : Technical sales specialists - wholesale trade	Moncton	2	0	0.0 %	0.0 %	0	0
6221 : Technical sales specialists - wholesale trade	Montréal	11	1	9.1 %	12.4 %	1	0

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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
6221 : Technical sales specialists - wholesale trade	Ottawa - Gatineau	3	0	0.0 %	13.0 %	0	Ottawa - Gatineau	
6221 : Technical sales specialists - wholesale trade	Québec	2	0	0.0 %	2.4 %	0	Québec	
6221 : Technical sales specialists - wholesale trade	Regina	1	0	0.0 %	0.0 %	0	Regina	
6221 : Technical sales specialists - wholesale trade	Saskatoon	3	0	0.0 %	4.7 %	0	Saskatoon	
6221 : Technical sales specialists - wholesale trade	St. John's	1	0	0.0 %	0.0 %	0	St. John's	
6221 : Technical sales specialists - wholesale trade	Toronto	19	2	10.5 %	32.1 %	6	-4	Toronto
6221 : Technical sales specialists - wholesale trade	Vancouver	5	2	40.0 %	32.7 %	2	0	Vancouver
6221 : Technical sales specialists - wholesale trade	Winnipeg	4	0	0.0 %	8.9 %	0	0	Winnipeg
09 : Skilled Crafts and Trades Workers		456	51	11.2 %	19.1 %	87	-36	
7237 : Welders and related machine operators	Montréal	1	0	0.0 %	16.5 %	0	0	Montréal
7312 : Heavy-duty equipment mechanics	Calgary	28	3	10.7 %	10.9 %	3	0	Calgary
7312 : Heavy-duty equipment mechanics	Edmonton	20	2	10.0 %	8.5 %	2	0	Edmonton
7312 : Heavy-duty equipment mechanics	Halifax	20	2	10.0 %	0.0 %	0	2	Halifax
7312 : Heavy-duty equipment mechanics	Moncton	11	0	0.0 %	0.0 %	0	0	Moncton
7312 : Heavy-duty equipment mechanics	Montréal	91	4	4.4 %	4.5 %	4	0	Montréal
7312 : Heavy-duty equipment mechanics	Ottawa - Gatineau	18	0	0.0 %	5.6 %	1	-1	Ottawa - Gatineau
7312 : Heavy-duty equipment mechanics	Québec	23	0	0.0 %	0.0 %	0	0	Québec
7312 : Heavy-duty equipment mechanics	Regina	6	0	0.0 %	6.3 %	0	0	Regina
7312 : Heavy-duty equipment mechanics	Saskatoon	4	1	25.0 %	2.4 %	0	1	Saskatoon
7312 : Heavy-duty equipment mechanics	St. John's	5	0	0.0 %	0.0 %	0	0	St. John's
7312 : Heavy-duty equipment mechanics	Toronto	179	26	14.5 %	35.9 %	64	-38	Toronto
7312 : Heavy-duty equipment mechanics	Vancouver	35	9	25.7 %	26.7 %	9	0	Vancouver
7312 : Heavy-duty equipment mechanics	Winnipeg	12	2	16.7 %	11.9 %	1	1	Winnipeg
7333 : Electrical mechanics	Toronto	2	1	50.0 %	60.2 %	1	0	Toronto

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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
7333 : Electrical mechanics	Vancouver	1	1	100.0 %	28.6 %	0	1	Vancouver
10 : Clerical Personnel		83	23	27.7 %	37.4 %	31	-8	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	24.3 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	17.5 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	1.5 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	11	0	0.0 %	17.4 %	2	-2	Montréal
Employment Equity Occupational Group	Regina	3	0	0.0 %	6.7 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	3	0	0.0 %	7.1 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.8 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	53	23	43.4 %	48.1 %	25	-2	Toronto
Employment Equity Occupational Group	Vancouver	6	0	0.0 %	42.3 %	3	-3	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	17.0 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		83	20	24.1 %	37.6 %	31	-11	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	29.7 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	3	1	33.3 %	24.8 %	1	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	4.1 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	16	0	0.0 %	22.2 %	4	-4	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	22.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Québec	3	0	0.0 %	3.0 %	0	0	Québec
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.3 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	44	16	36.4 %	48.9 %	22	-6	Toronto
Employment Equity Occupational Group	Vancouver	8	2	25.0 %	47.5 %	4	-2	Vancouver

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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	23.2 %	0	1	Winnipeg
12 : Semi-Skilled Manual Workers		11	1	9.1 %	41.4 %	5	-4	
Employment Equity Occupational Group	Montréal	4	0	0.0 %	22.7 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	19.9 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	6	1	16.7 %	57.5 %	3	-2	Toronto
13 : Other Sales and Service Personnel		1	0	0.0 %	52.7 %	1	-1	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	52.7 %	1	-1	Toronto
14 : Other Manual Workers		6	0	0.0 %	51.8 %	3	-3	
Employment Equity Occupational Group	Toronto	6	0	0.0 %	51.8 %	3	-3	Toronto
Total		881	130	14.8 %	25.2 %	222	-92	

Total may not equal sum of components due to rounding.

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

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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01/02 : Managers		72	1	1.4 %	4.9 %	4	-3	
Employment Equity Occupational Group	Alberta	6	0	0.0 %	3.6 %	0	0	Alberta
Employment Equity Occupational Group	British Columbia	3	0	0.0 %	4.3 %	0	0	British Columbia
Employment Equity Occupational Group	Manitoba	2	0	0.0 %	5.0 %	0	0	Manitoba
Employment Equity Occupational Group	New Brunswick	1	0	0.0 %	2.4 %	0	0	New Brunswick
Employment Equity Occupational Group	Newfoundland and Labrador	1	0	0.0 %	4.2 %	0	0	Newfoundland and Labrador
Employment Equity Occupational Group	Nova Scotia	2	0	0.0 %	4.7 %	0	0	Nova Scotia
Employment Equity Occupational Group	Ontario	43	1	2.3 %	5.9 %	3	-2	Ontario
Employment Equity Occupational Group	Québec	11	0	0.0 %	1.9 %	0	0	Québec
Employment Equity Occupational Group	Saskatchewan	3	0	0.0 %	4.7 %	0	0	Saskatchewan
03 : Professionals		55	2	3.6 %	3.7 %	2	0	
Employment Equity Occupational Group	Alberta	4	0	0.0 %	4.3 %	0	0	Alberta
Employment Equity Occupational Group	British Columbia	5	1	20.0 %	5.4 %	0	1	British Columbia
Employment Equity Occupational Group	Manitoba	2	0	0.0 %	4.0 %	0	0	Manitoba
Employment Equity Occupational Group	New Brunswick	1	0	0.0 %	3.8 %	0	0	New Brunswick
Employment Equity Occupational Group	Nova Scotia	1	0	0.0 %	4.1 %	0	0	Nova Scotia
Employment Equity Occupational Group	Ontario	34	1	2.9 %	3.6 %	1	0	Ontario
Employment Equity Occupational Group	Québec	8	0	0.0 %	2.8 %	0	0	Québec
04 : Semi-Professionals and Technicians		10	0	0.0 %	5.2 %	1	-1	
Employment Equity Occupational Group	British Columbia	1	0	0.0 %	4.5 %	0	0	British Columbia
Employment Equity Occupational Group	Ontario	9	0	0.0 %	5.2 %	0	0	Ontario
05 : Supervisors		23	0	0.0 %	15.2 %	3	-3	
Employment Equity Occupational Group	British Columbia	1	0	0.0 %	0.0 %	0	0	British Columbia
Employment Equity Occupational Group	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia

Workplace Equity Information Management System - G.N. Johnston Equipment Co. Ltd.

Workforce Analysis - Detailed Report

Date: 2017-02-22

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
Employment Equity Occupational Group	Ontario	18	0	0.0 %	17.9 %	3	-3	Ontario
Employment Equity Occupational Group	Québec	1	0	0.0 %	0.0 %	0	0	Québec
Employment Equity Occupational Group	Saskatchewan	2	0	0.0 %	14.1 %	0	0	Saskatchewan
06 : Supervisors: Crafts and Trades		7	1	14.3 %	5.9 %	0	1	
Employment Equity Occupational Group	Alberta	1	0	0.0 %	12.4 %	0	0	Alberta
Employment Equity Occupational Group	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba
Employment Equity Occupational Group	Nova Scotia	1	0	0.0 %	8.4 %	0	0	Nova Scotia
Employment Equity Occupational Group	Ontario	1	1	100.0 %	0.0 %	0	1	Ontario
Employment Equity Occupational Group	Québec	1	0	0.0 %	0.0 %	0	0	Québec
Employment Equity Occupational Group	Saskatchewan	2	0	0.0 %	10.1 %	0	0	Saskatchewan
07 : Administrative and Senior Clerical Personnel		14	1	7.1 %	3.1 %	0	1	
Employment Equity Occupational Group	Ontario	11	1	9.1 %	3.2 %	0	1	Ontario
Employment Equity Occupational Group	Québec	3	0	0.0 %	2.7 %	0	0	Québec
08 : Skilled Sales and Service Personnel		60	0	0.0 %	3.5 %	2	-2	
Employment Equity Occupational Group	Alberta	7	0	0.0 %	4.8 %	0	0	Alberta
Employment Equity Occupational Group	British Columbia	5	0	0.0 %	3.3 %	0	0	British Columbia
Employment Equity Occupational Group	Manitoba	4	0	0.0 %	4.4 %	0	0	Manitoba
Employment Equity Occupational Group	New Brunswick	2	0	0.0 %	7.9 %	0	0	New Brunswick
Employment Equity Occupational Group	Newfoundland and Labrador	1	0	0.0 %	9.5 %	0	0	Newfoundland and Labrador
Employment Equity Occupational Group	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
Employment Equity Occupational Group	Ontario	22	0	0.0 %	3.4 %	1	-1	Ontario
Employment Equity Occupational Group	Québec	13	0	0.0 %	1.8 %	0	0	Québec
Employment Equity Occupational Group	Saskatchewan	4	0	0.0 %	4.8 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		456	13	2.9 %	3.6 %	16	-3	

Workplace Equity Information Management System - G.N. Johnston Equipment Co. Ltd.

Workforce Analysis - Detailed Report

Date: 2017-02-22

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities					Recruitment Area
			Representation #	%	Availability %	Gap #		
Employment Equity Occupational Group	Alberta	48	3	6.3 %	3.0 %	1	2	Alberta
Employment Equity Occupational Group	British Columbia	36	1	2.8 %	7.4 %	3	-2	British Columbia
Employment Equity Occupational Group	Manitoba	12	0	0.0 %	3.3 %	0	0	Manitoba
Employment Equity Occupational Group	New Brunswick	11	1	9.1 %	1.9 %	0	1	New Brunswick
Employment Equity Occupational Group	Newfoundland and Labrador	5	0	0.0 %	6.3 %	0	0	Newfoundland and Labrador
Employment Equity Occupational Group	Nova Scotia	20	2	10.0 %	7.1 %	1	1	Nova Scotia
Employment Equity Occupational Group	Ontario	199	4	2.0 %	3.7 %	7	-3	Ontario
Employment Equity Occupational Group	Québec	115	1	0.9 %	1.9 %	2	-1	Québec
Employment Equity Occupational Group	Saskatchewan	10	1	10.0 %	3.0 %	0	1	Saskatchewan
10 : Clerical Personnel		83	2	2.4 %	7.5 %	6	-4	
Employment Equity Occupational Group	Alberta	2	0	0.0 %	7.2 %	0	0	Alberta
Employment Equity Occupational Group	British Columbia	6	0	0.0 %	5.1 %	0	0	British Columbia
Employment Equity Occupational Group	Manitoba	1	0	0.0 %	8.9 %	0	0	Manitoba
Employment Equity Occupational Group	New Brunswick	2	0	0.0 %	6.0 %	0	0	New Brunswick
Employment Equity Occupational Group	Newfoundland and Labrador	1	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
Employment Equity Occupational Group	Nova Scotia	1	0	0.0 %	13.4 %	0	0	Nova Scotia
Employment Equity Occupational Group	Ontario	53	2	3.8 %	8.4 %	4	-2	Ontario
Employment Equity Occupational Group	Québec	11	0	0.0 %	4.2 %	0	0	Québec
Employment Equity Occupational Group	Saskatchewan	6	0	0.0 %	8.4 %	1	-1	Saskatchewan
11 : Intermediate Sales and Service Personnel		83	2	2.4 %	5.9 %	5	-3	
Employment Equity Occupational Group	Alberta	5	0	0.0 %	4.3 %	0	0	Alberta
Employment Equity Occupational Group	British Columbia	8	0	0.0 %	5.7 %	0	0	British Columbia
Employment Equity Occupational Group	Manitoba	2	0	0.0 %	5.1 %	0	0	Manitoba
Employment Equity Occupational Group	New Brunswick	2	0	0.0 %	7.1 %	0	0	New Brunswick

Workplace Equity Information Management System - G.N. Johnston Equipment Co. Ltd.

Workforce Analysis - Detailed Report

Date: 2017-02-22

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area
			Representation #	%	Availability %		
Employment Equity Occupational Group	Newfoundland and Labrador	1	0	0.0 %	4.3 %	0	Newfoundland and Labrador
Employment Equity Occupational Group	Nova Scotia	1	0	0.0 %	6.7 %	0	Nova Scotia
Employment Equity Occupational Group	Ontario	45	2	4.4 %	7.4 %	3	Ontario
Employment Equity Occupational Group	Québec	19	0	0.0 %	2.9 %	1	Québec
12 : Semi-Skilled Manual Workers		11	0	0.0 %	3.5 %	0	
Employment Equity Occupational Group	Ontario	7	0	0.0 %	3.6 %	0	Ontario
Employment Equity Occupational Group	Québec	4	0	0.0 %	3.2 %	0	Québec
13 : Other Sales and Service Personnel		1	0	0.0 %	7.0 %	0	
Employment Equity Occupational Group	Ontario	1	0	0.0 %	7.0 %	0	Ontario
14 : Other Manual Workers		6	0	0.0 %	0.0 %	0	
Employment Equity Occupational Group	Ontario	6	0	0.0 %	0.0 %	0	Ontario
Total		881	22	2.5 %	4.6 %	39	-17

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2017-02-22

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

The recruitment team sources all their candidates at the CMA level even at the senior level (ie. Regional General Manager). As well, coverage or allowance for relocation/moving expenses is extremely rare.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2017-02-22

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - G.N. Johnston Equipment Co. Ltd.

Workforce Analysis - Summary Report

Date: 2017-02-22

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	17	2	11.8 %	26.7 %	5	-3
02 : Middle and Other Managers	55	11	20.0 %	40.2 %	22	-11
03 : Professionals	55	19	34.5 %	54.8 %	30	-11
04 : Semi-Professionals and Technicians	10	3	30.0 %	19.5 %	2	1
05 : Supervisors	23	12	52.2 %	52.9 %	12	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	2.3 %	0	0
07 : Administrative and Senior Clerical Personnel	14	9	64.3 %	80.3 %	11	-2
08 : Skilled Sales and Service Personnel	60	3	5.0 %	29.0 %	17	-14
09 : Skilled Crafts and Trades Workers	456	1	0.2 %	2.5 %	11	-10
10 : Clerical Personnel	83	44	53.0 %	65.8 %	55	-11
11 : Intermediate Sales and Service Personnel	83	46	55.4 %	63.6 %	53	-7
12 : Semi-Skilled Manual Workers	11	0	0.0 %	20.0 %	2	-2
13 : Other Sales and Service Personnel	1	0	0.0 %	55.5 %	1	-1
14 : Other Manual Workers	6	0	0.0 %	32.6 %	2	-2
Total	881	150	17.0 %	25.3 %	223	-73

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-02-22

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	17	0	0.0 %	0.7 %	0	0
02 : Middle and Other Managers	55	0	0.0 %	1.2 %	1	-1
03 : Professionals	55	1	1.8 %	1.0 %	1	0
04 : Semi-Professionals and Technicians	10	0	0.0 %	0.5 %	0	0
05 : Supervisors	23	0	0.0 %	2.0 %	0	0
06 : Supervisors: Crafts and Trades	7	0	0.0 %	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	60	0	0.0 %	1.5 %	1	-1
09 : Skilled Crafts and Trades Workers	456	7	1.5 %	1.5 %	7	0
10 : Clerical Personnel	83	0	0.0 %	1.6 %	1	-1
11 : Intermediate Sales and Service Personnel	83	2	2.4 %	1.4 %	1	1
12 : Semi-Skilled Manual Workers	11	1	9.1 %	1.0 %	0	1
13 : Other Sales and Service Personnel	1	0	0.0 %	0.8 %	0	0
14 : Other Manual Workers	6	0	0.0 %	0.8 %	0	0
Total	881	11	1.2 %	1.4 %	12	-1

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-02-22

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					Gap
	All Employees	Representation		Availability		
		#	#	%	%	
01 : Senior Managers	17	2	11.8 %	17.4 %	3	-1
02 : Middle and Other Managers	55	4	7.3 %	26.2 %	14	-10
03 : Professionals	55	14	25.5 %	31.5 %	17	-3
04 : Semi-Professionals and Technicians	10	1	10.0 %	52.3 %	5	-4
05 : Supervisors	23	4	17.4 %	37.9 %	9	-5
06 : Supervisors: Crafts and Trades	7	0	0.0 %	9.0 %	1	-1
07 : Administrative and Senior Clerical Personnel	14	5	35.7 %	31.9 %	4	1
08 : Skilled Sales and Service Personnel	60	5	8.3 %	18.3 %	11	-6
09 : Skilled Crafts and Trades Workers	456	51	11.2 %	19.1 %	87	-36
10 : Clerical Personnel	83	23	27.7 %	37.4 %	31	-8
11 : Intermediate Sales and Service Personnel	83	20	24.1 %	37.6 %	31	-11
12 : Semi-Skilled Manual Workers	11	1	9.1 %	41.4 %	5	-4
13 : Other Sales and Service Personnel	1	0	0.0 %	52.7 %	1	-1
14 : Other Manual Workers	6	0	0.0 %	51.8 %	3	-3
Total	881	130	14.8 %	25.2 %	222	-92

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-02-22

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	72	1	1.4 %	4.9 %	4	-3
03 : Professionals	55	2	3.6 %	3.7 %	2	0
04 : Semi-Professionals and Technicians	10	0	0.0 %	5.2 %	1	-1
05 : Supervisors	23	0	0.0 %	15.2 %	3	-3
06 : Supervisors: Crafts and Trades	7	1	14.3 %	5.9 %	0	1
07 : Administrative and Senior Clerical Personnel	14	1	7.1 %	3.1 %	0	1
08 : Skilled Sales and Service Personnel	60	0	0.0 %	3.5 %	2	-2
09 : Skilled Crafts and Trades Workers	456	13	2.9 %	3.6 %	16	-3
10 : Clerical Personnel	83	2	2.4 %	7.5 %	6	-4
11 : Intermediate Sales and Service Personnel	83	2	2.4 %	5.9 %	5	-3
12 : Semi-Skilled Manual Workers	11	0	0.0 %	3.5 %	0	0
13 : Other Sales and Service Personnel	1	0	0.0 %	7.0 %	0	0
14 : Other Manual Workers	6	0	0.0 %	0.0 %	0	0
Total	881	22	2.5 %	4.6 %	39	-17

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-02-22

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

The recruitment team sources all their candidates at the CMA level even at the senior level (ie. Regional General Manager). As well, coverage or allowance for relocation/moving expenses is extremely rare.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2017-02-22

WFA Defaults - Persons with Disabilities

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

Short-term Goal Setting Tool
G.N. Johnston Equipment Co. Ltd.
24-Feb-17

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

Employment Equity Occupational Group (EEOG)	All Employees 2017/02/22 #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years #	WOMEN										
		Annually %	Over 3 Years #	Annually %	Over 3 Years #		Number #	Turnover (Replacement of Terminated Employees)		Hires Required #	3 Year Goals 2017-2019		Present Availability %	Present Gap #	Projected Gap #	Present Representation %	Projected Representation in 3 Years %
								Annually %	Over 3 Years #		#	%					
Senior Managers	17	0.0%	0	0.0%	0	0	2	0.0%	0	-4	0	26.7%	-4	-3	11.8%	11.8%	
Middle & Other Managers	55	0.0%	0	0.3%	0	0	11	0.3%	0	11	0	40.2%	-11	-11	20.0%	20.0%	
Professionals	55	0.0%	0	0.1%	0	0	19	0.1%	0	11	0	54.8%	-11	-11	34.5%	34.5%	
Semi-Professionals & Technicians			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	
Supervisors		0.0%	0	0.0%	0	0		0.0%	0	0	0		0	0	#DIV/0!	#DIV/0!	
Supervisors: Crafts & Trades			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	
Administrative & Senior Clerical Personnel			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	
Skilled Sales & Service Personnel	60	0.0%	0	1.0%	2	2	3	1.0%	0	14	2	75.0%	29.0%	-14	5.0%	8.3%	
Skilled Crafts & Trades Workers	456	10.0%	137	4.3%	58	195	1	4.3%	0	13	6	3.0%	2.5%	-10	0.2%	1.2%	
Clerical Personnel			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	
Intermediate Sales & Service Personnel			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	
Semi-Skilled Manual Workers			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	
Other Sales & Service Personnel			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	
Other Manual Workers			0		0	0		0.0%	0	0	0			0	#DIV/0!	#DIV/0!	

Short-term Goal Setting Tool
G.N. Johnston Equipment Co. Ltd.
24-Feb-17

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

Employment Equity Occupational Group (EEOG)	All Employees 2017/02/22	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	ABORIGINAL PEOPLES												
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2019		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
								Annually	Over 3 Years		#	%						#	%
Senior Managers			0		0			0.0%	0		0							#DIV/0!	#DIV/0!
Middle & Other Managers	55	0.0%	0	0.3%	0		0	0.3%	0	1	0	0.0%	1.2%	-1	-1			0.0%	0.0%
Professionals			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Semi-Professionals & Technicians			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Supervisors			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Skilled Sales & Service Personnel	60	0.0%	0	1.0%	2	2	0	1.0%	0	1	0	1.5%	1.5%	-1	-1			0.0%	0.0%
Skilled Crafts & Trades Workers			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Clerical Personnel	83	0.0%	0	1.0%	2	2	0	1.0%	0	1	0	1.6%	1.6%	-1	-1			0.0%	0.0%
Intermediate Sales & Service Personnel			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Other Sales & Service Personnel			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!
Other Manual Workers			0		0			0.0%	0	0	0							#DIV/0!	#DIV/0!

Short-term Goal Setting Tool
G.N. Johnston Equipment Co. Ltd.
24-Feb-17

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

Employment Equity Occupational Group (EEOG)	All Employees 2017/02/22	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	PERSONS WITH DISABILITIES											
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2019		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
								Annually	Over 3 Years		#	%						#
Senior Managers			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Middle & Other Managers			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Professionals			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Semi-Professionals & Technicians			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Supervisors	23	0.0%	0	0.0%	0	0	0	0.0%	0	3	0	15.2%		-3	-3	0.0%	0.0%	
Supervisors: Crafts & Trades			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Skilled Sales & Service Personnel			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers	456	10.0%	137	4.3%	58	195	13	4.3%	2	10	0	3.6%		-3	-10	2.9%	1.9%	
Clerical Personnel	83	0.0%	0	1.0%	2	2	2	1.0%	0	4	1	50.0%	7.5%	-4	-3	2.4%	3.6%	
Intermediate Sales & Service Personnel	83	0.0%	0	1.0%	2	2	2	1.0%	0	-5	1	50.0%	5.9%	5	-2	2.4%	3.6%	
Semi-Skilled Manual Workers			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!
Other Manual Workers			0		0	0		0.0%	0	0	0					0	#DIV/0!	#DIV/0!

Short-term Goal Setting Tool
G.N. Johnston Equipment Co. Ltd.
24-Feb-17

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

Employment Equity Occupational Group (EEOG)	All Employees 2017/02/22 #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years #	MEMBERS OF VISIBLE MINORITIES											
		Annually %	Over 3 Years #	Annually %	Over 3 Years #		Number #	Turnover (Replacement of Terminated Employees)		Hires Required #	3 Year Goals 2017-2019		Present Availability %	Present Gap #	Projected Gap #	Present Representation %	Projected Representation in 3 Years %	
								Annually %	Over 3 Years #		#	%						
Senior Managers			0		0	0		0.0%	0		0						#DIV/0!	#DIV/0!
Middle & Other Managers	55	0.0%	0	0.3%	0	0	4	0.3%	0	10	0		26.2%	-10	-10		7.3%	7.3%
Professionals	55	0.0%	0	0.1%	0	0	14	0.1%	0	3	0		31.5%	-3	-3		25.5%	25.5%
Semi-Professionals & Technicians	10	0.0%	0	0.3%	0	0	1	0.3%	0	4	0		52.3%	-4	-4		10.0%	10.0%
Supervisors	23	0.0%	0	0.0%	0	0	4	0.0%	0	5	0		37.9%	-5	-5		17.4%	17.4%
Supervisors: Crafts & Trades			0		0	0		0.0%	0	0	0						#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel			0		0	0		0.0%	0	0	0						#DIV/0!	#DIV/0!
Skilled Sales & Service Personnel	60	0.0%	0	1.0%	2	2	5	1.0%	0	6	1	25.0%	18.3%	-6	-5		8.3%	10.0%
Skilled Crafts & Trades Workers	456	10.0%	137	4.3%	58	195	51	4.3%	7	69	35	18.0%	19.1%	-36	-34		11.2%	13.3%
Clerical Personnel	83	0.0%	0	1.0%	2	2	23	1.0%	1	9	1	37.0%	37.4%	-8	-8		27.7%	27.7%
Intermediate Sales & Service Personnel	83	0.0%	0	2.2%	5	5	20	2.2%	1	12	3	50.0%	37.6%	-11	-9		24.1%	26.5%
Semi-Skilled Manual Workers	11	0.0%	0	0.0%	0	0	1	0.0%	0	-5	0		41.4%	5	-4		9.1%	9.1%
Other Sales & Service Personnel			0		0	0		0.0%	0	0	0						#DIV/0!	#DIV/0!
Other Manual Workers	6	0.0%	0	0.0%	0	0	0	0.0%	0	3	0		51.8%	-3	-3		0.0%	0.0%

EEOG	Turnover Rate			
	F2017	F2016	F2015	F2018 Projection
Senior Managers	0.00%	0.00%	0.12%	0.00%
Middle & Other Mgrs	0.27%	0.57%	1.19%	0.27%
Professionals	0.14%	0.11%	0.00%	0.14%
Semi-Professionals & Technicians	0.27%	0.23%	0.12%	0.27%
Supervisors	0.00%	0.11%	0.24%	0.00%
Supervisors:Crafts & Trades	0.00%	0.00%	0.00%	0.00%
Admin & Senior Clerical	0.27%	0.00%	0.24%	0.27%
Skilled Sales & Service Personnel	1.09%	2.06%	1.66%	1.00%
Skilled Craft & Trade Workers	4.35%	4.93%	5.59%	4.25%
Clerical Personnel	1.09%	0.80%	1.43%	1.00%
Intermed. Sales & Serv. Personnel	2.17%	3.32%	1.78%	2.17%
Semi-Skilled Manual Workers	0.00%	0.00%	0.00%	0.00%
Other Sales & Service Personnel	0.00%	0.00%	0.00%	0.00%
Other Manual Workers	0.00%	0.00%	0.12%	0.00%
	9.65%	12.13%	12.49%	

General downwards trend in turnover since it is a Corporate Goal/Objective to reduce overall turnover.

Fiscal 2017 - Overall TO rate is 9.6%

JOB TITLE	NOC CODE	BRANCH	DEPT	EEOG	Annualized TO Rate by EEOG	Regional Notes
1 Commission Coordinator		Mississauga	Finance	Admin & Senior Clerical Personnel		
2 Recruitment, Selection & Onboarding Coord		Mississauga	Human Resources	Admin & Senior Clerical Personnel	2	0.27%
3 Accounts Payable Clerk		Mississauga	Finance	Clerical Personnel		
4 Accounts Payable Clerk		Mississauga	Finance	Clerical Personnel		
5 Accounts Payable Clerk		Mississauga	Finance	Clerical Personnel		
6 Centralized Invoicing Coord		Mississauga	Invoicing	Clerical Personnel		100% of TO is in Toronto
7 Credit Collection Coordinator		Mississauga	Finance	Clerical Personnel		CMA
8 Credit Collection Coordinator		Mississauga	Finance	Clerical Personnel		
9 Driver Training Coordinator	1431	Mississauga	National Coordination	Clerical Personnel		
10 Receptionist	1414	Mississauga	Customer Care	Clerical Personnel	8	1.09%
11 Rentals Correspondent	6552	Mississauga	Rentals	Intermed. Sales & Service Personnel		
12 Rentals Correspondent	6552	Mississauga	Rentals	Intermed. Sales & Service Personnel		
13 Sales Coordinator SSG	6552	Mississauga	National Coordination	Intermed. Sales & Service Personnel		
14 Sales Coordinator SSG	6552	Montreal	National Coordination	Intermed. Sales & Service Personnel		
15 Parts Correspondent	6552	Vancouver	Parts	Intermed. Sales & Service Personnel		
16 Parts Rentals Correspondent	6552	Vancouver	Parts	Intermed. Sales & Service Personnel		
17 Service Coordinator	1453	Edmonton	Service Mgt & Support	Intermed. Sales & Service Personnel		
18 Inside Sales Rep		Mississauga	Inside Sales	Intermed. Sales & Service Personnel		
19 Inside Sales Rep	6411	Mississauga	Inside Sales	Intermed. Sales & Service Personnel		
20 Service Administrator	1453	Mississauga	Service Mgt & Support	Intermed. Sales & Service Personnel		
21 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermed. Sales & Service Personnel		
22 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermed. Sales & Service Personnel		
23 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermed. Sales & Service Personnel		
24 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermed. Sales & Service Personnel		
63 Customer Care Advocate		Mississauga	Customer Care	Intermed. Sales & Service Personnel		
25 Driver Training Sales Representative		Montreal	Driver Training	Intermed. Sales & Service Personnel	16	2.17%
26 National Business Acct Mgr		Mississauga	National Accounts	Middle & Other Managers		
27 National Contract Manager		Mississauga	National Support	Middle & Other Managers		
28 Human Resources Generalist		Mississauga	Human Resources	Professional	2	0.27%
29 Health & Safety Specialist		Mississauga	Health and Safety	Semi-Professionals & Technicians	1	0.14%
30 IT Support Centre Analyst		Mississauga	IT and BSA	Semi-Professionals & Technicians	2	0.27%
31 Road Service Technician	7312	Dartmouth	Road Service	Skilled Craft & Trade Workers		
32 Road Service Technician	7312	Dartmouth	Road Service	Skilled Craft & Trade Workers		
33 Road Service Technician	7312	Edmonton	Road Service	Skilled Craft & Trade Workers		
34 Road Service Technician	7312	Edmonton	Road Service	Skilled Craft & Trade Workers		
35 Battery Maintenance Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
36 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
37 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
38 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
39 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
40 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
41 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
42 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
43 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
44 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
45 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
46 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
47 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
48 Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers		
49 Welder	7312	Mississauga	Shop	Skilled Craft & Trade Workers		
50 Road Service Technician	7312	Moncton	Road Service	Skilled Craft & Trade Workers		
51 Road Service Technician	7312	Montreal	Road Service	Skilled Craft & Trade Workers		
52 Road Service Technician	7312	Montreal	Road Service	Skilled Craft & Trade Workers		
53 Shop Mechanic Entry	7312	Montreal	Shop	Skilled Craft & Trade Workers		
54 Shop Mechanic Entry	7312	Montreal	Shop	Skilled Craft & Trade Workers		
55 Dock Service Technician	7312	Regina	Road Service	Skilled Craft & Trade Workers		
56 Road Service Technician	7312	Saskatoon	Road Service	Skilled Craft & Trade Workers		
57 Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers		
58 Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers		
59 Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers		
60 Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers		
61 Road Service Technician	7312	Winnipeg	Road Service	Skilled Craft & Trade Workers		
62 Road Service Technician	7312	Winnipeg	Road Service	Skilled Craft & Trade Workers		
64 Industrial Equipment Sales Representative		Mississauga	Sales	Skilled Sales & Service Personnel	32	4.35%
65 Commercial Account Rep	6221	Calgary	Sales	Skilled Sales & Service Personnel		
66 Sales Rep, SSG	6221	Calgary	Sales	Skilled Sales & Service Personnel		
67 Business Development Rep	6221	Mississauga	Sales	Skilled Sales & Service Personnel		
68 Business Development Rep	6221	Mississauga	Sales	Skilled Sales & Service Personnel		
69 Commercial Account Rep	6221	Mississauga	Sales	Skilled Sales & Service Personnel		
70 Business Development Rep	6221	Montreal	Sales	Skilled Sales & Service Personnel		
71 Territory Account Manager, Mast	6221	Vancouver	Sales	Skilled Sales & Service Personnel	8	1.09%
					71	9.65%
			Total # of Employees		883	

Fiscal 2016 Terminated Employees Report by Date - Total TO Rate =12.1%

JOB TITLE	NOC CODE	BRANCH	DEPT	EEOG	Annualized TO Rate by EEOG	Regional Notes
1 Accounts Receivable Clerk		Mississauga	Finance	Clerical Personnel		
2 Credit Analyst		Mississauga	Finance	Clerical Personnel		
3 Credit Collection Coordinator		Mississauga	Finance	Clerical Personnel		
4 Receptionist	1414	Mississauga	Customer Care	Clerical Personnel		
5 Warranty Administrator	1422	Mississauga	National Service Support	Clerical Personnel		
6 Shipper Receiver	1471	Saskatoon	Admin	Clerical Personnel		
7 Shipper Receiver	1471	Saskatoon	Admin	Clerical Personnel	7	0.80%
8 Call Centre Agent	1453	Edmonton	Service Support	Intermediate Sales & Service		
9 Call Centre Agent	1453	Mississauga	National Call Centre	Intermediate Sales & Service		
10 Call Centre Agent	1453	Mississauga	National Call Centre	Intermediate Sales & Service		
11 Parts Correspondent	1453	Mississauga	Parts	Intermediate Sales & Service		
12 Rentals Correspondent	1453	Mississauga	Rentals	Intermediate Sales & Service		
13 Rentals Correspondent	1453	Mississauga	Rentals	Intermediate Sales & Service		
14 Sales Coordinator	1431	Mississauga	National Coordination	Intermediate Sales & Service		
15 Sales Coordinator		Mississauga	National Coordination	Intermediate Sales & Service		
16 Sales Coordinator	1431	Mississauga	National Coordination	Intermediate Sales & Service		
17 Sales Coordinator	1431	Mississauga	National Coordination	Intermediate Sales & Service		
18 Sales Coordinator	1431	Mississauga	National Coordination	Intermediate Sales & Service		
19 Sales Coordinator	1431	Mississauga	National Coordination	Intermediate Sales & Service		
20 Inside Sales Rep	6411	Mississauga	Inside Sales	Intermediate Sales & Service		
21 Inside Sales Rep	6411	Mississauga	Inside Sales	Intermediate Sales & Service		
22 Inside Sales Rep	6411	Mississauga	Inside Sales	Intermediate Sales & Service		
23 Inside Sales Rep	6411	Mississauga	Inside Sales	Intermediate Sales & Service		
24 Inside Sales Rep	6411	Mississauga	Sales	Intermediate Sales & Service		
25 Service Dispatch Coordinator	1453	Mississauga	National Coordination	Intermediate Sales & Service		
26 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermediate Sales & Service		
27 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermediate Sales & Service		
28 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermediate Sales & Service		
29 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermediate Sales & Service		
30 Service Dispatch Coordinator	1453	Mississauga	National Call Centre	Intermediate Sales & Service		
31 Call Centre Agent	1453	Montreal	Service Support	Intermediate Sales & Service		
32 Product Support Administrator	1453	Montreal	Shared services	Intermediate Sales & Service		
33 Service Dispatch Team Leader	1453	Montreal	National Call Centre	Intermediate Sales & Service		
34 Call Centre Agent	1453	Ottawa	Service Support	Intermediate Sales & Service		
35 Parts Correspondent	1453	Quebec City	Parts	Intermediate Sales & Service		
36 Parts Rentals Correspondent	1453	Vancouver	Parts	Intermediate Sales & Service	29	3.32%
37 Asset Manager		Mississauga	National Service Support	Middle & Other Managers		
38 Corporate Controller		Mississauga	Finance	Middle & Other Managers		
39 Rentals Manager, Regional		Mississauga	Rentals	Middle & Other Managers		
40 Service Manager	7216	Mississauga	Service Support	Middle & Other Managers		
41 Service Manager	7216	Winnipeg	Service Support	Middle & Other Managers	5	0.57%
42 System Administrator		Mississauga	IT and BSA	Professionals	1	0.11%
43 CAD Designer		Mississauga	SSG	Semi-Professionals & Techs		
44 Project Manager, Systems		Mississauga	Systems	Semi-Professionals & Techs	2	0.23%
45 Road Service Technician	7312	Calgary	Road Service	Skilled Craft & Trade Workers		
46 Road Service Technician	7312	Calgary	Road Service	Skilled Craft & Trade Workers		
47 Road Service Technician	7312	Calgary	Road Service	Skilled Craft & Trade Workers		
48 Road Service Technician	7312	Calgary	Road Service	Skilled Craft & Trade Workers		

49	Road Service Technician	7312	Calgary	Road Service	Skilled Craft & Trade Workers
50	Road Service Technician	7312	Calgary	Road Service	Skilled Craft & Trade Workers
51	Road Service Technician	7312	Edmonton	Road Service	Skilled Craft & Trade Workers
52	Battery Service Technician	7333	Mississauga	Rentals	Skilled Craft & Trade Workers
53	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
54	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
55	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
56	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
57	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
58	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
59	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
60	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
61	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
62	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
63	Road Service Technician	7312	Mississauga	Road Service	Skilled Craft & Trade Workers
64	Road Service Technician	7312	Moncton	Road Service	Skilled Craft & Trade Workers
65	Road Service Technician	7312	Montreal	Road Service	Skilled Craft & Trade Workers
66	Road Service Technician	7312	Montreal	Road Service	Skilled Craft & Trade Workers
67	Road Service Technician	7312	Montreal	Road Service	Skilled Craft & Trade Workers
68	Road Service Technician	7312	Montreal	Road Service	Skilled Craft & Trade Workers
69	Road Service Technician	7312	Montreal	Road Service	Skilled Craft & Trade Workers
70	Shop Mechanic Entry	7312	Montreal	Shop	Skilled Craft & Trade Workers
71	Shop Mechanic Entry	7312	Montreal	Shop	Skilled Craft & Trade Workers
72	Road Service Technician	7312	Newfoundland	Road Service	Skilled Craft & Trade Workers
73	Road Service Technician	7312	Newfoundland	Road Service	Skilled Craft & Trade Workers
74	Road Service Technician	7312	Ottawa	Road Service	Skilled Craft & Trade Workers
75	Road Service Technician	7312	Regina	Road Service	Skilled Craft & Trade Workers
76	Road Service Technician	7312	Regina	Road Service	Skilled Craft & Trade Workers
77	Road Service Technician	7312	Regina	Road Service	Skilled Craft & Trade Workers
78	Road Service Technician	7312	Regina	Road Service	Skilled Craft & Trade Workers
79	Road Service Technician	7312	Saskatoon	Road Service	Skilled Craft & Trade Workers
80	Road Service Technician	7312	Saskatoon	Road Service	Skilled Craft & Trade Workers
81	Dock Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers
82	Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers
83	Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers
84	Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers
85	Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers
86	Road Service Technician	7312	Vancouver	Road Service	Skilled Craft & Trade Workers
87	Shop Mechanic Master	7312	Vancouver	Shop	Skilled Craft & Trade Workers
88	BT Product Advocate		Mississauga	BT	Skilled Sales & Service
89	Commercial Account Rep	6221	Mississauga	Sales	Skilled Sales & Service
90	Commercial Account Rep	6221	Mississauga	Sales	Skilled Sales & Service
91	Commercial Account Rep	6221	Mississauga	Sales	Skilled Sales & Service
92	Industrial Equipment Sales Representative		Mississauga	Sales	Skilled Sales & Service
93	National Account Support Service		Mississauga	National Service Support	Skilled Sales & Service
94	National Business Acct Mgr		Mississauga	BAM	Skilled Sales & Service
95	Territory Account Manager	6221	Mississauga	Sales	Skilled Sales & Service
96	Territory Account Manager	6221	Mississauga	Sales	Skilled Sales & Service
97	Commercial Account Rep	6221	Montreal	Sales	Skilled Sales & Service
98	Commercial Account Rep	6221	Montreal	Sales	Skilled Sales & Service
99	Commercial Account Rep	6221	Montreal	Sales	Skilled Sales & Service
100	Sales Rep, SSG	6221	Montreal	Sales	Skilled Sales & Service
101	Commercial Account Rep	6221	Quebec City	Sales	Skilled Sales & Service
102	Sales Rep, SSG	6221	Vancouver	Sales	Skilled Sales & Service
103	Sales Rep, SSG	6221	Vancouver	Sales	Skilled Sales & Service
104	Sales Rep, SSG	6221	Vancouver	Sales	Skilled Sales & Service
105	Aftermarket Sales Rep	6221	Winnipeg	Sales	Skilled Sales & Service

43

4.93%

106 Shipping Receiving Supervisor	Mississauga	Admin	Supervisors	18	2.06%
				1	0.11%
				106	12.14%
		Total # of Employees		873	

Fiscal 2015 Terminated Employees 12.50%

JOB TITLE	NOC CODE	BRANCH	DEPT
1 Administrative Assistant, Senior		Montreal	Admin
2 Sales Support Assissant	1241	Montreal	Admin
3 Accounts Payable Clerk		Mississauga	Finance
4 Buyer		Mississauga	Shared Services
5 Driver Training Coordinator	1431	Mississauga	Shared Services
6 Driver Training Coordinator	1431	Mississauga	Shared Services
7 Driver Training Coordinator	1431	Mississauga	Shared Services
8 Parts Warehouse Associate		Mississauga	Parts
9 Receptionist	1414	Mississauga	Customer Care
10 Receptionist	1414	Mississauga	Customer Care
11 Receptionist	1414	Mississauga	Customer Care
12 Warranty Administrator	1431	Mississauga	Natl Serv Support
13 Parts Warehouse Associate		Montreal	Parts
14 Shipper Receiver		Winnipeg	Admin
15 Product Support Administrator	1453	Calgary	Serv Office
16 Inside Sales Rep	6411	Mississauga	Inside Sales
17 Inside Sales Rep	6411	Mississauga	Inside Sales
18 Inside Sales Rep	6411	Mississauga	Inside Sales
19 Inside Sales Rep	6411	Mississauga	Inside Sales
20 Parts Correspondent		Mississauga	Parts
21 Regional Parts Technician		Mississauga	Parts
22 Sales Coordinator		Mississauga	Shared Services
23 Sales Coordinator		Mississauga	Shared Services
24 Sales Lead Coordinator		Mississauga	Shared Services
25 Service Dispatch Coordinator	1453	Mississauga	Serv Office
26 Service Dispatch Coordinator	1453	Mississauga	Serv Office
27 Service Dispatch Coordinator	1453	Mississauga	Serv Office
28 Service Dispatch Coordinator	1453	Mississauga	Serv Office
29 Service Dispatch Coordinator	1453	Mississauga	Serv Office
30 Service Manager, Maritimes	7216	Dartmouth	Serv Office
31 Service Manager	7216	Edmonton	Serv Office
32 Controller RIE		Mississauga	RIE
33 Manager		Mississauga	Shop
34 Product Support Mgr, Regional		Mississauga	Serv Office
35 Regional Operations Mgr, Competitive Brands		Mississauga	Serv Office
36 Sales Manager, SSG		Mississauga	SSG
37 Reg Aft & Stor Prod Sales Mgr		Montreal	SSG
38 Regional Operations Mgr, Competitive Brands		Ottawa	Admin
39 Service Manager	7216	Ottawa	Serv Office
40 Shop Helper		Vancouver	Admin
41 IT Support Centre Analyst	1431	Mississauga	BSA
42 National Health & Safety Director		Mississauga	Corp

43	Road Service Tech Level One	7312	Calgary	Road Serv
44	Road Service Tech Level Two	7312	Calgary	Road Serv
45	Road Service Technician	7312	Calgary	Road Serv
46	Road Service Technician	7312	Calgary	Road Serv
47	Road Service Technician	7312	Calgary	Road Serv
48	Road Service Tech Level Two	7312	Dartmouth	Road Serv
49	Road Service Technician	7312	Dartmouth	Road Serv
50	Road Service Tech Level One	7312	Edmonton	Road Serv
51	Road Service Tech Level One	7312	Edmonton	Road Serv
52	Road Service Technician	7312	Edmonton	Road Serv
53	Road Service Technician	7312	Edmonton	Road Serv
54	Road Service Tech Level One	7312	Mississauga	Road Serv
55	Road Service Technician	7312	Mississauga	Road Serv
56	Road Service Technician	7312	Mississauga	Road Serv
57	Road Service Technician	7312	Mississauga	Road Serv
58	Road Service Technician	7312	Mississauga	Road Serv
59	Road Service Technician	7312	Mississauga	Road Serv
60	Road Service Technician	7312	Mississauga	Road Serv
61	Road Service Technician	7312	Mississauga	Road Serv
62	Road Service Technician	7312	Mississauga	Road Serv
63	Road Service Technician	7312	Mississauga	Road Serv
64	Shop Mechanic Master	7312	Mississauga	Shop
65	Shop Mechanic Master	7312	Mississauga	shop
66	Shop Mechanic Senior	7312	Mississauga	Shop
67	Road Service Tech Level One	7312	Moncton	Road Serv
68	Road Service Tech Level Two	7312	Montreal	Road Serv
69	Road Service Technician	7312	Montreal	Road Serv
70	Road Service Technician	7312	Montreal	Road Serv
71	Road Service Technician	7312	Montreal	Road Serv
72	Road Service Technician	7312	Montreal	Road Serv
73	Shop Mechanic Entry	7312	Montreal	Shop
74	Shop Mechanic Intermediate	7312	Montreal	Shop
75	Road Service Tech Level Two	7312	Ottawa	Road Serv
76	Road Service Technician	7312	Ottawa	Road Serv
77	Road Service Technician	7312	Quebec City	Road Serv
78	Road Service Technician	7312	Regina	Road Serv
79	Road Service Technician	7312	Regina	Road Serv
80	Dock Service Technician	7312	Vancouver	Road Serv
81	Road Service Technician	7312	Vancouver	Road Serv
82	Road Service Technician	7312	Vancouver	Road Serv
83	Road Service Technician	7312	Vancouver	Road Serv
84	Road Service Technician	7312	Vancouver	Road Serv
85	Road Service Technician	7312	Vancouver	Road Serv
86	Road Service Tech Level One	7312	Winnipeg	Road Serv
87	Road Service Technician	7312	Winnipeg	Road Serv
88	Road Service Technician	7312	Winnipeg	Road Serv
89	Road Service Technician	7312	Winnipeg	Road Serv
90	Sales Rep, SSG	6221	Calgary	SSG
91	Territory Account Manager	6221	Dartmouth	Sales
92	Commercial Account Rep	6221	Edmonton	Sales
93	Sales Rep, SSG	6221	Edmonton	SSG Sales
94	Sales Rep, SSG	6221	Edmonton	Sales
95	Aftermarket Sales Rep	6221	Mississauga	Serv Sales

96 Commercial Account Rep	6221	Mississauga	Sales
97 Sales Mgr, Used Equipment		Mississauga	RRL
98 Sales Rep, SSG	6221	Mississauga	SSG
99 Aftermarket Sales Rep	6221	Montreal	Serv Sales
100 Commercial Account Rep	6221	Montreal	Sales
101 Sales Rep, SSG		Montreal	SSG Sales
102 Territory Account Manager	6221	Ottawa	Sales
103 Business Development Rep	6221	Vancouver	Sales
104 National Warranty Supervisor	1211	Mississauga	Serv Corp
105 Traffic Supervisor		Montreal	Admin

Total # of Employees

EEOG	Annualized TO Rate by EEOG	Regional Notes
------	-------------------------------	----------------

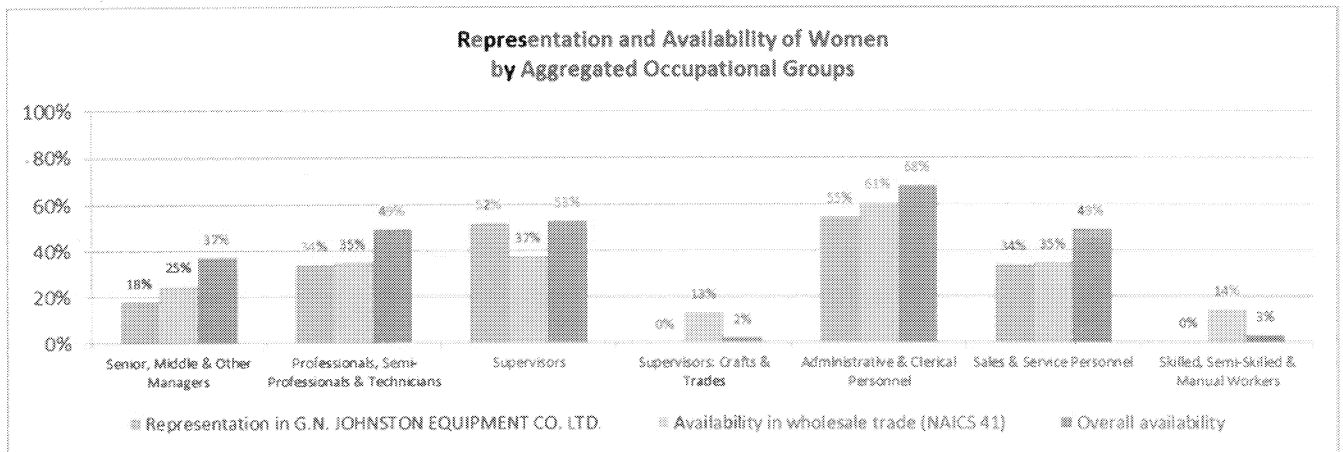
Admin & Senior Clerical		
Admin & Senior Clerical		
	2	0.24%
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
Clerical Personnel		
	12	1.43%
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
Intermediate Sales & Service		
	15	1.78%
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
Middle & Other Managers		
	10	1.19%
Other Manual Workers		
	1	0.12%
Semi-Professionals & Techs		
	1	0.12%
Senior Manager		
	1	0.12%

Skilled Sales & Service		
Skilled Sales & Service		
Skilled Sales & Service		
Skilled Sales & Service		
Skilled Sales & Service		
Skilled Sales & Service		
Skilled Sales & Service		
Skilled Sales & Service		
	14	1.66%
Supervisors		
Supervisors		
	2	0.24%
	105	12.49%
	841	

Summary of G.N.Johnston Equipment Co. Ltd.'s Employment Equity Results

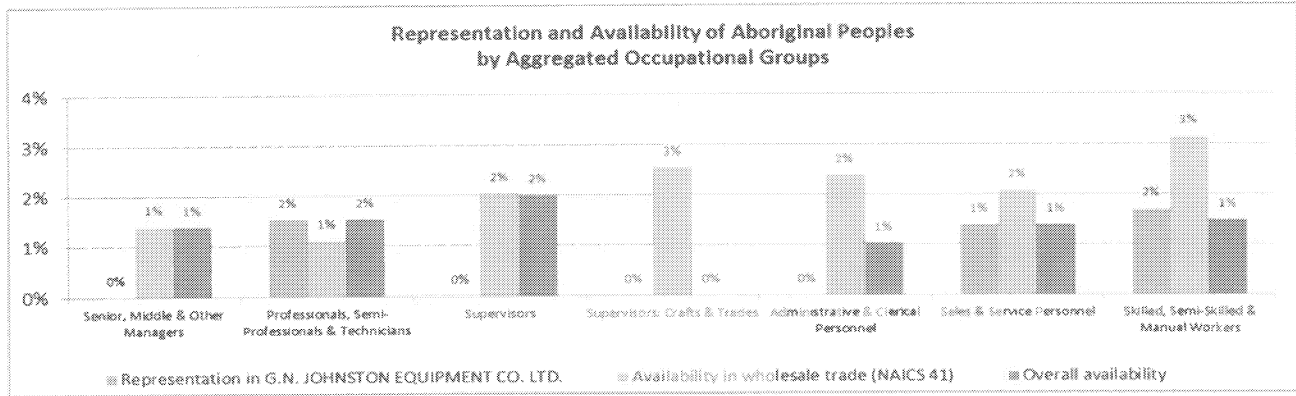
In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in G.N.Johnston Equipment Co. Ltd. based on your organization's submission are compared to the Wholesale Trade and the overall Canadian labour market availability.

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



Note: For Women Supervisors, Crafts & Trades the availability percentage in wholesale trade is calculated based on the Employment Equity Occupational Group (2.3%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).

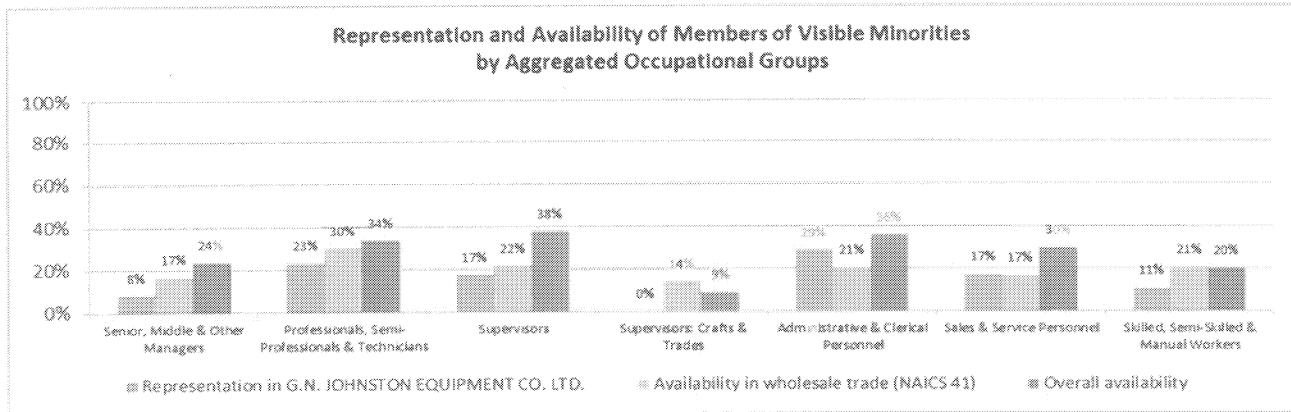
For Women Skilled, Semi-Skilled & Manual Workers the availability percentage in wholesale trade is calculated based on the Employment Equity Occupational Group (20.0%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).



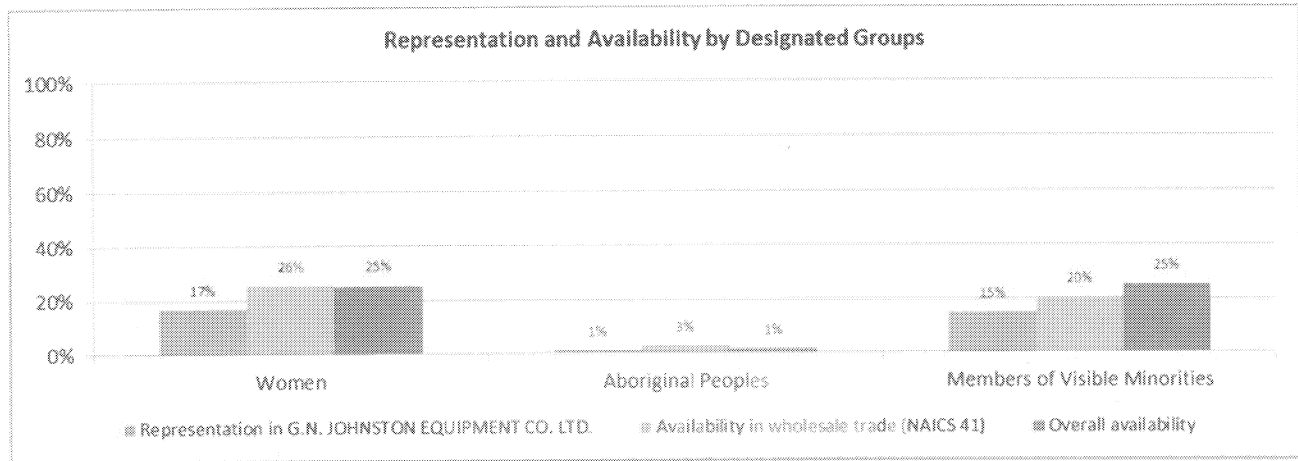
For Aboriginal Peoples Supervisors, the availability percentage in wholesale trade is calculated based on the Employment Equity Occupational Group (2.0%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).

For Aboriginal Peoples Supervisors, Crafts & Trades the availability percentage in wholesale trade is calculated based on the Employment Equity Occupational Group (0.0%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).

For Aboriginal Peoples Administrative & Clerical Personnel, the availability percentage in wholesale trade is calculated based on the Employment Equity Occupational Group (0.8%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).



For Visible Minorities Supervisors, Crafts & Trades, the availability percentage in wholesale trade is calculated based on the Employment Equity Occupational Group (9.0%) and the overall availability percentage is calculated based on the Central Metropolitan Recruitment Area (0%).



The 14 EEOGs have been aggregated as follows:

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

Summary of Goals
G.N. Johnston Equipment
Feb 28, 2017

Women

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
1	Senior Managers	-3	0	3	While it is difficult to understand where the gap is stemming from using the detailed report, it would be beneficial to increase our representation of females in Senior Management roles. We will not likely be able to do so in the short-term based on growth and turnover but would aim for this as a long-term objective assuming we eventually have the turnover to be able to do so.
2	Middle & Other Managers	-11	0	2	Our projected/planned growth is 0% and the turnover rate is extremely low for this EEOG, therefore we cannot address this gap through hiring. However, if a management role opened up, we would look to fill internally and would certainly give strong consideration to female candidates.
3	Professionals	-11	0	2	Similar to the above EEOG annual growth and turnover rates combined leave little room to address this gap in the short-term. However, if we do need to replace we will ensure recruiters and recruitment agencies used are well aware of our employment equity goals. As well, our job posting currently includes that we are an equal opportunity employer. Interestingly, this gap is solely generated by one group of professionals (our Driver & Technical trainers). HR will work with the management team in these roles to address

					any barriers that may be present.
8	Skilled Sales & Service Personnel	-14	2	3	While we need to increase our female representation amongst our Sales Force, this will take time due to the lack of planned growth and low turnover rate. We will also place an additional focus on outreach when recruiting.
9	Skilled Craft & Trade Worker	-10	5	5	This is the one area of our business where there is anticipated growth. We would love to be able to reduce this gap through recruitment. The majority of employees in this EEOG are our Field Service Technicians. Because they work alone and the job is very physical, we almost never receive female applicants but would be very interested in growing this source of applicants. Our operations team have recently created intern positions in the Toronto Region for students from the heavy duty mechanical programs. If this proves to be a successful program, we will speak to them to encourage outreach to female students if available.
12	Semi-Skilled Manual Workers	-2	0	1	There is a very small # of employees (11) within this EEOG and our projected/planned growth is 0% and the turnover rate is 0. In trying to identify who falls within the EEOG, we know that it contains our Truck Drivers and one other role. Therefore we cannot address this gap through hiring. However, if we did need to recruit for this role we would take steps to attract female applicants.
13	Other Sales & Service Personnel	-1	0	1	We have one employee in this EEOG – our maintenance coordinator. We do not anticipate any turnover with this role in the short-term or long-term.
14	Other Manual Workers	-2	0	0	All 6 employees in this category are entirely tied to a contract for one position (our Battery Maintenance Labourers) that may not remain long-term. The growth is 0% and we have no way of knowing what to anticipate in the

					future for this role
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Aboriginal Peoples

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
2	Middle & Other Managers	-1	0		See below
8	Skilled Sales & Service Personnel	-1	0	1	While our overall utilization is at 92%, since we have more than two gaps, we will look for ways to attract more aboriginal applicants in at least two of these three EEOG's to eliminate the gap. We have taken many steps in recent years to simplify the recruitment process, structure the interviews, and educate our managers. We will ask recruitment to look into job boards or agencies that specifically work with the aboriginal communities with regard to employment opportunities.
10	Clerical Personnel	-1	1		See above

Persons with Disabilities

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
1/2	Managers	-3	0	1	Given the extremely limited availability, and our very low turnover for these two combined EEOG's, it is impossible to anticipate any closure in the short-term but will look to

					address this when an opportunity does arise.
5	Supervisors	-3	0	1	Our supervisors are almost always promoted from within. As well, many disabilities are not physically visible so it is challenging to set numerical goals. There are no barriers to promotion for members of this particular group, and we encourage applicants of all types. Our employees and management team receive AODA training and are sensitive to fair treatment not only in respect to customer service, but in all respects.
9	Skilled Craft & Trade Workers	-3	0	3	Because this is an extremely physical role we are limited in the level and type of disability that we can hire for this position but we are very open to ensuring that applicants with a disability receive full consideration.
10	Clerical	-4	2	2	Many disabilities are not physically visible so it is challenging to set numerical goals. There are no barriers to promotion for members of this particular group, and we encourage applicants of all types. We will work to close this gap over the next six years through our hires.
11	Intermediate Sales & Service Personnel	-3	1	2	See comment for Clerical. If we can hire one person in the short-term this gap would be eliminated.
4	Semi-Professionals & Technicians	-1	0	1	Our projected/planned growth is 0% and the turnover rate is extremely low for this EEOG, therefore we cannot address this gap through hiring. We also have a very small number of employees in this group. However, we encourage all types of applicants when we have to recruit and will give fair consideration to all.
8	Skilled Sales & Service Personnel	-2	0	2	While we need to diversify our representation amongst our Sales Force, this will take time due to the lack of planned growth and low turnover rate. Therefore, we will have to address this gap over a longer term when the

					opportunity arises.
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Members of Visible Minorities

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
02	Middle & Other Managers	-10	0	3	Our projected/planned growth is 0% and the turnover rate is extremely low for this EEOG, therefore we cannot address this gap through hiring. As well, if a management role did open, we would ensure that everyone has an equal opportunity to apply and receive consideration. Our managers understand the power of diversity at all levels.
4	Semi-Professionals & Technicians	-4	0	2	Our projected/planned growth is 0% and the turnover rate is extremely low for this EEOG, therefore we cannot address this gap through hiring. We also have a very small number of employees in this group. However, we have already taken steps to promote diversity. We just hired a User support technician through a college co-op program for international students. We will continue to look for similar opportunities to diversify our workforce.
5	Supervisors	-5	0	2	Our projected/planned growth is 0% and the turnover rate is 0 as well, therefore we cannot address this gap through hiring. However, if a supervisory role did open, we would ensure that everyone has an equal opportunity to apply and receive consideration. We are also hoping that the training programs that we will be rolling out over the next 1 to 3 years will allow for more career opportunities for all of the designated groups.
8	Skilled Sales & Service Personnel	-6	1	4	We will communicate to the Employment

					agencies that we use for Sales applicants that there is a gap and that we want to continue to see a diverse group of applicants. We cannot close this gap over the next 6 years due to low expected turnover. This will require a much longer term 10+ yrs.
9	Skilled Craft & Trade Workers	-36	30	6	There is certainly room in this EEOG to increase our representation of visible minorities in several ways. We will be speaking with our Service Management team to encourage their employees again to self-identify since a number of our employees in this group responded but chose not to self-identify. Also, we are looking into programs and internships with the colleges to hire students that we will eventually be able to promote into this role. We will also have our recruitment team look into alternative job boards that appeal to ethnic communities.
10	Clerical Personnel	-8	1	7	We are at 92% utilization for this EEOG in the Toronto CMA. When we look at the details, the gaps seem to be stemming from Vancouver and to a lesser extent Montreal where there has been no turnover over the past three fiscal years. However, if a vacancy becomes available, we will seek to promote outreach amongst this designated group. We cannot close this entire gap given our turnover rates.
11	Intermediate Sales & Service Personnel	-11	4	7	This EEOG group is our Call Centre, Sales Coordinator and other customer service correspondents. We do hire externally for this position and will continue to look for diverse applicants.
12	Semi-Skilled Manual Workers	-4	0	2	There is a very small # of employees within this EEOG and our projected/planned growth is 0% and the turnover rate is 0. Therefore we cannot address this gap through hiring. However, if we did need to recruit for this role we would take steps to promote diversity in our applicant pool and give fair consideration

					to all.
14	Other Manual Workers	-3	0	0	All 6 employees in this category are entirely tied to a contract for one position (our Battery Maintenance Labourers) that may not remain long-term. The growth is 0% and we have no way of knowing what to anticipate in the future for this role.
1	Senior Managers	-1	0	1	We will not likely be able to reduce this gap in the short-term based on growth and turnover but can close this in the long-term assuming we eventually have the turnover to be able to do so.
6	Supervisors Craft and Trade Workers	-1	0	1	This EEOG only contains 7 employees and there has been no turnover in this role. If the opportunity arises in the long-term the gap will be closed.
13	Other Sales & Service Personnel	-1	0	1	Again this EEOG only contains one employee and we have no short-term or long-term growth in this area and expect no turnover.

Employment Equity Self Identification Questionnaire

Information from this questionnaire will allow Johnston Equipment to track training opportunities, promotions and employee retention in order to identify and remove barriers to employment and advancement. All printed reports, which may be reviewed by the federal government and/or an internal Employment Equity Planning committee, will be in an aggregate form only, removing any possibility of identification of individuals.

You have the right to review and correct information relating to you at any time and you can be assured that the information will not be used for unauthorized purposes. Please be assured that this form is confidential and will be kept in a separate location from your personnel file. Access is restricted to HR personnel and at no point will your manager have access to the information provided on this questionnaire.

Completion of this form is voluntary but it is a mandatory requirement of the Federal Government that each employee return this form with at least their name and signature (shaded section is mandatory).

If you require assistance to complete the form or require an alternate format, please contact your Human Resources Representative.

Please return this form directly to Human Resources.

Employee Name: _____
print full name

Employee Signature: _____

When answering the following questions, you may wish to refer to the definitions of the designated groups listed on page 2. If you are a member of more than one designated group, please check yes to all that apply.

1. Are you ... Male Female
2. Are you an aboriginal person? Yes No
3. Are you a member of a visible minority group? Yes No
4. Are you a person with a disability? Yes No

Should you have any questions or concerns regarding the questionnaire, your information or our Employment Equity program, please feel free to contact Beth McKenney, Senior Vice President, Human Resources in our Mississauga Head Office at (905)712-6026 extension 52270 or via email at beth.mckenney@johnstonequipment.com.

Employment Equity Self Identification Questionnaire

Definitions of Designated Groups:

An **Aboriginal person** is a North American Indian, Inuit, Métis, and/or a Treaty Indian, and/or a Registered Indian, and/or a member of an Indian Band/First Nation.

Members of **visible minority** are persons in Canada (other than Aboriginal persons, defined above) who are non-Caucasian (in race) or non-white in colour, regardless of birthplace or citizenship. Examples of visible minorities include but are not limited to:

- Black
- Non-white Latin American (including indigenous persons from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, East Indians from Guyana, Trinidad, East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African, or Arab (e.g., Lebanese, Egyptian, Libyan)
- Persons of Mixed Origin (e.g., with one parent in one of the visible minority groups listed above)

Persons with disabilities are individuals who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s) and who consider themselves to be at a disadvantage in the workforce by reason of that impairment, or who believe that an organization is likely to consider themselves to be disadvantaged on account of that impairment. This also includes persons whose impairments have been accommodated in the 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**
Difficulty using hands or arms, such as grasping objects or using a keyboard
- **Mobility**
Difficulty moving around from one office to another, walking long distances or using stairs
- **Speech**
Unable to speak or difficulty speaking and being understood
- **Visual impairment (which glasses cannot correct)**
Unable to see or difficulty seeing, and/or glaucoma which cannot be corrected
- **Deaf or Hard of Hearing**
Unable to hear or difficulty hearing
- **Other Disabilities**
Learning, developmental, psychiatric, and/or other types of disabilities

Comments:

Thank you for your assistance in the Employment Equity Survey!

Employment Equity Survey Results		
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# of Employees:		911
# of Surveys that were sent out:		893
# of Completed Surveys:		827
# of Incomplete Surveys returned:		22
# of Surveys not returned:		40
# of partially completed surveys:		4

Response Rate:	0.926091825	92%
Return Rate:	0.950727884	97%

893

Nyirasafari, Ange AN [NC]

From: Begg, Suzanne SV [NC]
Sent: March 21, 2017 8:53 AM
To: beth.mckenny@johnstonequipment.com
Cc: 'kendra.paguaga@johnstonequipment.com'
Subject: Government of Canada Certification 060608 – Notification in Compliance with the Federal Contractors Program
Attachments: Summary-2017-03-21.pdf
Importance: High

Good morning,

This email is to confirm that the compliance assessment initiated on January 5th, 2017 has been completed. As a result of the assessment, the G.N. Johnston Equipment Co. Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of the Employment Equity Act.

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

Based on a review of the information submitted by your organization, you will find a recommendation below for your consideration to ensure the ongoing success of The G.N. Johnston Equipment Co. Ltd.'s employment equity program:

- Please ensure that employees are informed that a person can self-identify as a member of more than one designated group.

Attached for your reference is a summary of The G.N. Johnston Equipment Co. Ltd.'s employment equity results compared against Employment Equity Occupational Group (EEOG) levels in your industry as well as overall Canadian labour market availability.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When The G.N. Johnston Equipment Co. Ltd. is notified of a follow-up assessment, the following information will be required:

1. A completed Achievement Table;
2. A current workforce analysis; and
3. Revised goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the first assessment. If over the three year period reasonable progress has not been made, The G.N. Johnston Equipment Co. Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and

- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

Should you require any further information regarding your organization's obligations under the FCP, please contact Suzanne Begg at suzanne.begg@labour-travail.gc.ca

Your cooperation during the course of this compliance assessment was appreciated and we wish the G.N. Johnston Equipment Co. Ltd. continued success in achieving a diverse and inclusive workplace.

Équipe de l'équité en emploi / Workplace Equity Team

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

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

Nyirasafari, Ange AN [NC]

From: Ryan, Tiffany T [NC] on behalf of EE-EME
Sent: March 2, 2017 3:45 PM
To: Begg, Suzanne SV [NC]
Subject: FW: First Compliance Assessment Submission - GN Johnston Equipment Co Ltd -060608
Attachments: Employment Equity Questionnaire Nov 2016.doc; Survey Results.xlsx; Workforce Analysis Detailed Report_20170222.pdf; Workforce Analysis Summary Report_20170222.pdf; ShortTermGoalSettingTool.xlsx; FCP SummaryGoals Report.docx

From: Charmaine Mccanna [mailto:Charmaine.Mccanna@johnstonequipment.com]
Sent: 2017-03-02 2:00 PM
To: EE-EME
Cc: Kendra Paguaga
Subject: First Compliance Assessment Submission - GN Johnston Equipment Co Ltd -060608

Attached are the items referenced in the FCP Quick Reference Guide required for submission for the First Compliance Assessment.

Feel free to reach out to myself or Kendra Paguaga at ext. 52498 if you have any questions.

Thanks,

Charmaine McCanna
Senior HR Specialist, HR Programs

PHONE: 905 712 6006 Ext. 52300
FAX: 905 712 6002

JOHNSTON EQUIPMENT
5990 AVEBURY ROAD
MISSISSAUGA, ON L5R 3R2

charmaine.mccanna@johnstonequipment.com

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Nyirasafari, Ange AN [NC]

From: Kendra Paguaga <Kendra.Paguaga@johnstonequipment.com>
Sent: March 17, 2017 1:59 PM
To: Begg, Suzanne SV [NC]
Cc: Charmaine Mccanna
Subject: RE: First Compliance Assessment Submission - GN Johnston Equipment Co Ltd -060608
Attachments: FCP SummaryGoals Report.docx

Hi Suzanne,
Please see attached the revised Summary of Goals Report based on your comments. Please contact Charmaine (x52300) or myself if you have any questions.
Have a great weekend!

Thank you,

Kendra Paguaga
HR Coordinator

PHONE: (905) 712-6006 ext. 52498

JOHNSTON EQUIPMENT
5990 AVEBURY ROAD
MISSISSAUGA, ONTARIO L5R 3R2
[kendra.paguaga@johnstoneequipment.com](mailto:kendra.paguaga@johnstonequipment.com)

From: suzanne.begg@labour-travail.gc.ca [mailto:suzanne.begg@labour-travail.gc.ca]
Sent: Thursday, March 09, 2017 7:49 AM
To: Charmaine Mccanna
Subject: RE: First Compliance Assessment Submission - GN Johnston Equipment Co Ltd -060608
Importance: High

Hi Charmaine,

Please see comments (in red) on your Summary of Goals. I would appreciate a response by March 13th, 2016 in order that I may complete the analysis of your file.

Kind regards,

Suzanne Begg

Agent de programmes, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
suzanne.begg@labour-travail.gc.ca / Tél. : 819-654-4323

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada
suzanne.begg@labour-travail.gc.ca / Tel: 819-654-4323

From: Charmaine Mccanna [mailto:[Charmaine.Mccanna@johnstoneequipment.com](mailto:Charmaine.Mccanna@johnstonequipment.com)]
Sent: 2017-03-02 2:00 PM
To: EE-EME

Cc: Kendra Paguaga

Subject: First Compliance Assessment Submission - GN Johnston Equipment Co Ltd -060608

Attached are the items referenced in the FCP Quick Reference Guide required for submission for the First Compliance Assessment.

Feel free to reach out to myself or Kendra Paguaga at ext. 52498 if you have any questions.

Thanks,

Charmaine McCanna

Senior HR Specialist, HR Programs

PHONE: 905 712 6006 Ext. 52300

FAX: 905 712 6002

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charmaine.mccanna@johnstonequipment.com

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Nyirasafari, Ange AN [NC]

From: Kendra Paguaga <Kendra.Paguaga@johnstonequipment.com>
Sent: March 17, 2017 1:54 PM
To: Begg, Suzanne SV [NC]
Cc: Charmaine Mccanna
Subject: RE: number of employees
Attachments: Survey Results.xlsx

Hi Suzanne,

There was an error made to the spreadsheet – it should reflect 905 employees as per the employee listing at the time that the surveys were sent out. Only 893 surveys were sent out because the surveys were not sent out to employees that were on leave at the time.

On the WFA, there are only 881 employees as there had been terminations since the surveys were sent out (as you had mentioned) but we also had temp inventory employees that were here for a couple of days that were on our listing at the time but have since been removed.

Kendra Paguaga
HR Coordinator

PHONE: (905) 712-6006 ext. 52498

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From: suzanne.begg@labour-travail.gc.ca [mailto:suzanne.begg@labour-travail.gc.ca]
Sent: Thursday, March 09, 2017 8:25 AM
To: Charmaine Mccanna
Subject: number of employees

Hi Charmaine,

I also have a question regarding the number of employees. You indicated that the number of employees was 911 but only 893 surveys were sent out. Is this due to some employees being on leave, etc.? On the WFA there are 881 employees. Would this be due to terminations?

Suzanne

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
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