Federal Contractors Program

Labour Program

Emploi et Développement social Canada

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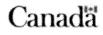
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V*:

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s.24(1)

### **Agreement to Implement Employment Equity**

New Agreement	(All sections	must be comple	ted)					
Revised Agreement								
	ORG	ANIZATION						***********
Legal Name of Organization			Parent company	y is i	ocated outside	Canad	a	
Goodfellow inc.								
				Ш	Yes	₹] No		
Operating Name (if different from Legal Name	of Organization)		Business Num	ber				***************************************
			Total number of				<u> </u>	00
Organization's North American Industry Class	ification System (NACS) Car	nada 2012 Code	(Permanent Full	-00	e anacorearia	ne)		
Number. To find your organization's four-digit	NAICS code please visit		Federally	Reg	julated			
http://www.23.statcan.gc.ca/imdb/p3VQ.pt?Fu 41.632.0			☐ Provincial	ly R	egulated			
	HE/	AD OFFICE				Trans		
Address (building number, street, suite, etc.)  225 Goodfellow Street pelson					Province		al Code	
		Telephone Number	······································			.1	* ** * **	
		450-635-651	1					
	CMO! OVMEN	T EQUITY CONT	ACT					
Name (print)	EMILVIMEN	Tile	^					
Carl Savard		Director HR						
Telephone Number	E-mail Address			Pre	Herred Langua	e of C	oresponder.	×
450-635-6511	csavard"Goodfell	ow.com			English		French	
	^E0	TIFICATION						***********
intending to bid on, or being in receip supply arrangement, valued at \$1,00 hereby certifies its commitment to impler instrument, in keeping with the Federal please contact the Labour Program at the Important note: If an audit of the Agree instrument (a) with the Commitment (b) with the Commitment (c) with the C	0,000 or more (including a nent or maintain employm Contractors Program requi e email address provided i ment to Implement Employ	applicable taxes) ent equity on an on- rements. For more at the bottom of this vment Equity uncove	going basis, be information on t i form.	<b>Y</b> ( <b>X</b> )	d the period o to implement	f the p	procurement Syment equi	ty
the procurement instrument(s) with the C	SOVERBREIK OF CARRIAGA INA	y De IEITISTAIRE						
		NATORY						
NOTE: The signatory must be the Chief contract on behalf of the organic		authorized person in	ran executive p	iosit	ion with legal	autho	rity to sign a	I.
Name (print)	(CB V/C V ) .							***********
Pierre Lemoine		CFC						
Telephone Number	E-mail Address	······································		TP	referred Langu	ige of	Corresponde	100
450-635-6515	p.lemoine@goodf	allowing.com			Z Englis	h	[] French	
Signa		Date (YYYY-MM-D	D)					**********
		2015-11-30						
Privacy Notice:		1						
The information you provide on this form is co	Bartad under the authority of	eartise 42 of the Free	Source Founds De	nt bys.	Astonios	alinin		Special
Contractors Program (FCP).	manana manan na manana sa sa s	2000001 <b>4</b> 2 01 010 21140	ordinana matanik san	V1. 19V	***************************************	. www.		200200 3280
Completion of this form is mandatory. Refuse to Bid List, loss of the right to bid on federal g	to provide personal informati overnment goods or services	on will result in the or; contracts of any value	anization's name and may also res	bei suti	ng placed on th n the terminatio	e FCP n of th	Limited Eligit e contract	dity
The information you provide may be used and disclosures of your personal information will n	for disclosed for policy analysever result in an administrative	sis, research and/or en e decision being mad	valuation purpose: e about you.	s. H	owever, these a	idditior	al uses and/	er.
	RETURN	INSTRUCTIONS						
IMPORTANT								
The signed Agreement to Impleme ee-eme@hrsdc-rhdcc.gc.ca	nt Employment Equity fo	orm must be sent t	o the Labour P	'rog	ıram by e-ma	il at:		



## Emploi et

#### APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) GOODFELLOW INC - 050271 (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) \_\_\_\_\_, agree to the following statements:

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

(Please describe) I confirm that GOODFELLOW INC cannot submit the required documentation for the compliance assessment within the time frame required by the Federal Contractors Program. I am asking for this deadline to be postponed until 30/12/16 because:

We have to survey approximately 900 employees.

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

Name: CARL SAVARD Position Title: **DHR** 

Email address: **CSAVARD@GOODFELLOWINC.COM** 

Telephone number: 480-635-6511

Business address: 225 GOODFELLOW Delson, Quebec J5B 1V5

Signature:		

Date: 30/09/16

165 Hôtel-de-ville Place du Portage Phase II, 10th floor Gatineau (Quebec) K1A 0J2

October 6, 2016

Carl Savard Human Ressources Director Goodfellow Inc. 225, rue Goodfellow Delson, (Quebec), (J5B 1V5)

<u>Subject: Extended deadline - Compliance Assessment Information - Federal Contractors Program</u>

M. Savard.

You had sent us a form requesting an extension to submit Goodfellow Inc.'s information for your compliance assessment obligations under the Federal Contractors Program.

As requested, we hereby grant Goodfellow Inc. an extension until December 30, 2016.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>.

Regards,

Tiffany Ryan

Manager, Program Operation Employment and Social Development Canada - Labour Program

### **Workforce Analysis - Summary Report**

Date: 2017-01-31

#### Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	illability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	44	2	4.5 %	27.6 %	12	-10	
02 : Middle and Other Managers	17	5	29.4 %	39.4 %	7	-2	
03 : Professionals	8	4	50.0 %	33.1 %	3	1	
04 : Semi-Professionals and Technicians	2	0	0.0 %	8.9 %	0	0	
05 : Supervisors	42	14	33.3 %	59.2 %	25	-11	
07 : Administrative and Senior Clerical Personnel	24	20	83.3 %	86.5 %	21	-1	
08 : Skilled Sales and Service Personnel	61	20	32.8 %	30.5 %	19	1	
09 : Skilled Crafts and Trades Workers	28	0	0.0 %	1.6 %	0	0	
10 : Clerical Personnel	51	45	88.2 %	66.3 %	34	11	
12 : Semí-Skilled Manual Workers	163	1	0.6 %	16.3 %	27	-26	
14 : Other Manual Workers	35	2	5.7 %	21.3 %	7	-5	
Total	475	113	23.8 %	32.5 %	155	-42	



### **Workforce Analysis - Summary Report**

Date: 2017-01-31

#### **Aboriginal Peoples**

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	44	0	0.0 %	3.2 %	1	-1	
02 : Middle and Other Managers	17	0	0.0 %	2.7 %	0	0	
03 : Professionals	8	0	0.0 %	1.2 %	0	0	
04 : Semí-Professionals and Technicians	2	0	0.0 %	1.8 %	0	0	
05 : Supervisors	42	0	0.0 %	4.0 %	2	-2	
07 : Administrative and Senior Clerical Personnel	24	0	0.0 %	4.0 %	1	-1	
08 : Skilled Sales and Service Personnel	61	0	0.0 %	2.0 %	1	-1	
09 : Skilled Crafts and Trades Workers	28	0	0.0 %	3.0 %	1	-1	
10 : Clerical Personnel	51	0	0.0 %	4.3 %	2	-2	
12 : Semi-Skilled Manual Workers	163	0	0.0 %	4.0 %	7	-7	
14 : Other Manual Workers	35	0	0.0 %	5.7 %	2	-2	
Total	475	0	0.0 %	3.7 %	17	<b>-17</b>	



### **Workforce Analysis - Summary Report**

Date: 2017-01-31

#### **Members of Visible Minorities**

	Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	44	6	13.6 %	11.5 %	5	1
02 : Middle and Other Managers	17	1	5.9 %	17.6 %	3	
03 : Professionals	8	1	12.5 %	33.3 %	3	-2
04 : Semi-Professionals and Technicians	2	0	0.0 %	10.2 %	0	0
05 : Supervisors	42	8	19.0 %	3.6 %	2	6
07 : Administrative and Senior Clerical Personnel	24	1	4.2 %	3.3 %	1	0
08 : Skilled Sales and Service Personnel	61	11	18.0 %	13.1 %	8	3
99 : Skilled Crafts and Trades Workers	28	5	17.9 %	3.0 %	1	4
10 : Clerical Personnel	51	7	13.7 %	3.2 %	2	5
12 : Semi-Skilled Manual Workers	163	16	9.8 %	2.6 %	4	12
14 : Other Manual Workers	35	3	8.6 %	1.9 %	1	2
Total	475	59	12.4 %	6.0 %	30	29



### **Workforce Analysis - Summary Report**

Date: 2017-01-31

#### Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	61	2	3.3 %	5.0 %	3	-1	
03 : Professionals	8	1	12.5 %	8.9 %	1	0	
04 : Semi-Professionals and Technicians	2	0	0.0 %	7.6 %	0	0	
05 : Supervisors	42	1	2.4 %	27.5 %	12	-11	
07 : Administrative and Senior Clerical Personnel	24	1	4.2 %	10.0 %	2	-1	
08 : Skilled Sales and Service Personnel	61	0	0.0 %	8.0 %	5	-5	
09 : Skilled Crafts and Trades Workers	28	0	0.0 %	7.8 %	2	-2	
10 : Clerical Personnel	51	1	2.0 %	9.3 %	5	-4	
12 : Semi-Skilled Manual Workers	163	7	4.3 %	10.3 %	17	-10	
14 : Other Manual Workers	35	2	5.7 %	6.8 %	2	0	
Total	475	15	3.2 %	10.3 %	49	-34	

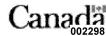


### **Workforce Analysis - Summary Report**

Date: 2017-01-31

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

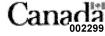


### **Workforce Analysis - Summary Report**

Date: 2017-01-31

#### WFA Defaults - Persons with Disabilities

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



Data from First	/Previous Woi	rkforce Analysis
Ţ	1	1

Data from Su	ibsequent/Curro Analysis	ent Workforce
$\downarrow$	1	1

Data from Fig	st/Previous Workf	orce Analysis
YYYY	MM	DD
2017	01	31

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

			Table 1: Women			
		First/Previous Workforce Analysis				
FI	our ant Fauity Occupational Crown (FFOC)	All Employees	Won	Women		
cmpo	oyment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	44	2	27.4		
02	Middle & Other Managers	17	5	38.9		
03	Professionals	8	4	34.4		
04	Semi-Professionals & Technicians	2	0	11.0		
05	Supervisors	42	14	59.6		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	24	20	86.6		
08	Skilled Sales & Service Personnel	61	20	30.1		
09	Skilled Crafts & Trades Workers	28	0	1.8		
10	Clerical Personnel	51	45	67.9		
11	Intermediate Sales & Service Personnel	0	0	0.0		
12	Semi-Skilled Manual Workers	163	1	17.3		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	35	2	22.3		
Total		475	113	33.0		

,	Table 5: Women				
Subsequent	t/Current Workford	e Analysis			
All Employees	All Employees Women				
	Representation	Availability*			
#	#	%			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			
0	o	0.0			
0	0	0.0			
0	o	0.0			
0	0	0.0			
0	0	0.0			
0	o	0.0			
0	0	0.0			
0	o	0.0			
0	0	0.0			
0	0	0.0			
0	0	0.0			

* Source:			
2011 Nationa	l Household Surv	vey	

* Source:	

Data from First	/Previous Wor	kforce Analysis
Ţ	<b>1</b>	1

Data from Su	ibsequent/Curro Analysis	ent Workforce
$\downarrow$	1	1

2017	01	31
VVVV	MM	nn
Data from Fi	rst/Previous Work!	force Analysis

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

		Table	ole 2: Aboriginal Peoples			
		First/Previous Workforce Analysis				
Famili	oversant Faulty Occupational Crown (FFOC)	All Employees	Aborigina	Aboriginal Peoples		
сири	oyment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	44	0	2.9		
02	Middle & Other Managers	17	0	2.2		
03	Professionals	8	0	1.1		
04	Semi-Professionals & Technicians	2	0	0.8		
05	Supervisors	42	0	3.1		
06	Supervisors: Crafts & Trades	0	0	0.0		
07	Administrative & Senior Clerical Personnel	24	0	3.0		
08	Skilled Sales & Service Personnel	61	0	1.9		
09	Skilled Crafts & Trades Workers	28	0	2.2		
10	Clerical Personnel	51	0	3.2		
11	Intermediate Sales & Service Personnel	0	0	0.0		
12	Semi-Skilled Manual Workers	163	0	2.8		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	35	0	4.2		
Γotal		475	0	2.8		

Table 6: Aboriginal Peoples			
Subsequent	/Current Workford	e Analysis	
All Employees	Aborigina	l Peoples	
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	

* S	ource	::				
201	1 Na	tional H	ousehold	Survey		

* Source:		
0		

Data from Firs	t/Previous Wor	kforce Analysis
1	Ţ	1

Data from Su	ibsequent/Curro Analysis	ent Workforce
$\downarrow$	1	1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2017	01	31

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

		Table 3: Me	mbers of Visible	Minorities
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
cmbi	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	44	6	10.1
02	Middle & Other Managers	17	1	15.0
03	Professionals	8	1	30.1
04	Semi-Professionals & Technicians	2	0	8.5
05	Supervisors	42	8	2.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	24	1	2.5
08	Skilled Sales & Service Personnel	61	11	10.8
09	Skilled Crafts & Trades Workers	28	5	2.5
10	Clerical Personnel	51	7	2.5
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	163	16	1.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	35	3	1.4
Total		475	59	4.9

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

2011 National Household Survey
* Source:

* Source:		
0		

Data from Firs	t/Previous Wo	rkforce Analysis
1	1	1

Data from Sul	bsequent/Curro Analysis	ent Workforce
<b>\</b>	1	1

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2017	01	31

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

		Table 4:	Persons with Dis	sabilities
		First/Pr	evious Workforce A	Analysis
Familia	was to Facility Occupational Cooper (FFOC)	All Employees	Persons with	Disabilities
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	61	2	4.3
03	Professionals	8	1	3.8
04	Semi-Professionals & Technicians	2	0	4.6
05	Supervisors	42	1	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	24	1	3.4
08	Skilled Sales & Service Personnel	61	0	3.5
09	Skilled Crafts & Trades Workers	28	0	3.8
10	Clerical Personnel	51	1	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	163	7	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	35	2	5.3
Total		475	15	5.5

Table 8:	Table 8: Persons with Disabilities									
Subsequent	t/Current Workforc	e Analysis								
All Employees	Persons with	Disabilities								
	Representation	Availability*								
#	#	<sup>0</sup> / <sub>9</sub>								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								
0	0	0.0								

* Source:				
2012 Cana	dian Survey	on Disability	У	

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#### Part 2: Flow Data Analysis

Goodfellow Inc.

[Date: JJ-MM-AAAA]

Start	Date of Flov	Data
YYYY	MM	DD
2017	01	31

End l	Date of Flow	Data
YYYY	MM	DD
-	_	_

Data from Form 4 - Employees
Hired

Data from Form 5 - Employees
Promoted

↓ ↓ ↓ ↓ ↓

Data from Form 6 - Employees
Terminated

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

	Table 5:	Women	
Full-time /	National	Part-time /	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	o	o
0	0	0	o
0	0	0	o
o	0	0	0
0	0	0	0
0	0	0	0
0	0	0	o
0	0	0	0
0	0	0	0
0	0	0	o
0	0	0	0
0	0	0	0
0	0	0	o
0	0	0	0

	Table 9:	Women	•							
Full-time	/ National	Part-time / Nationa								
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated							
#	#	#	#							
0	0	0	0							
0	0	0	0							
0	0	0	0							
0	0	0	0							
ol	0	0	0							
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0	0	0	0							
0	0	0	0							
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0	0	0	0							

#### Part 2: Flow Data Analysis

Goodfellow Inc.

[Date: JJ-MM-AAAA]

	Start	Date of Flov	Data
•	YYYY	MM	DD
I	2017	01	31

	-	-
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired J Data from Form 5 - Employees Promoted 1  $\overline{\downarrow}$ 

**Data from Form 6 - Employees** Terminated T

	•	•	•	•
	Table 2: Aboriginal Peoples			ples
	Full-time / National		Part-time / National	
Employment Equity Occupational Group EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
O7 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
99 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total Total	0	0	0	0

Total

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

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

#### Part 2: Flow Data Analysis

Goodfellow Inc.

[Date: JJ-MM-AAAA]

Start	Date of Flov	Data
YYYY	MM	DD
2017	01	31

End I	Date of Flow	Data
YYYY	MM	DD
-		-

Data from Form 4 - Employees
Hired

Data from Form 5 - Employees Promoted Data from Form 6 - Employees
Terminated

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

Total

Full-time / National		s with Disabilities  Part-time / National	
All Employees Promoted	T I HIGHNIIII C		Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

₩	<u> </u>	<u> </u>	<u> </u>
Table 1	1: Person	s with Disa	abilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	()	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
n	0	0	0

### Part 2: Flow Data Analysis

Goodfellow Inc.

[Date: JJ-MM-AAAA]

	Start	Date of Flov	Data
•	YYYY	MM	DD
I	2017	01	31

End I	Date of Flow	Data
YYYY	MM	DD
-		-



		moted	
	D-a	mated	
Data	from For	·m 5 - Emp	loyees

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

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

Table 12:	Members	of Visible Minoritie							
Full-time	/ National	Part-time	/ National						
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated						
#	#	#	#						
0	()	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						

	Data for First/Previous Goals																		
ABB		D	E	F	G	Н	I	l J	K	L	M	N	0	<u> </u>	Q	R	S	T	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) ÷ (C + F)
***************************************	↓	<b>\</b>	1	Ţ	J	J.	1	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Į.	Ţ	Ţ	<b>\</b>	J
										Table 1:									
									First/	Previous Sh	ort-term G	oals							
		1		All En	ployees			1		Y		T	Υ		omen		T	1	
	Number	Gros	oth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals					
<b>Employment Equity Occupational</b>						Ann			YYYY-MM-DD	Terminated	Employees)	Required		a - To - YYYY	Present	Present Gan	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	rroj	ected	Actual	ire		Hires Over 3 Years	1111-111-111		I	Over 3	1111	- 1111	Availability	rresent Gap	Gap	Representation	Years Years
	2017-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-01-31	Annually	Over 3 Years	Years	2017	2020					
	#	%	%	#	%	%	#	H	#	%	#	#	Ħ	%	%	H	#	%	9/6
01 Senior Managers	44	-100.0%		0	0.0%		0	0	2	0.0%	0	10	0		27,4%	-10	-10	4.5%	4.5%
02 Middle & Other Managers	17	-100.0%		0	0.0%		0	0	5	0.0%	0	2	0		38.9%	-2	-2	29.4%	29.4%
03 Professionals	8	-100.0%		0	0.0%		0	0	4	0.0%	0	-1	0		34.4%	1	1	50.0%	50.0%
04 Semi-Professionals & Tech	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		11.0%	0	0	0.0%	0.0%
05 Supervisors	42	-100.0%		0	0.0%		0	0	14	0.0%	0	11	0		59.6%	-11	-11	33.3%	33.3%
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	24			0	0.0%		0	0	20	0.0%	0	1	0		86.6%	-1	~1	83.3%	83.3%
08 Skilled Sales & Service	61	-100.0%		0	0.0%		0	0	20	0.0%	0	-2	0		30.1%	2	2	32.8%	32.8%
09 Skilled Crafts & Trades	28	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0		1.8%	-1	-1	0.0%	0.0%
10 Clerical Personnel	51	-100.0%		0	0.0%		0	0	45	0.0%	0	-10	0		67.9%	10	10	88.2%	88.2%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	163	-100.0%		0	0.0%		0	0	1	0.0%	0	27	0		17.3%	-27	-27	0.6%	0.6%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

0.0%

0.0%

0.0%

-100.0%

-100.0%

475

13 Other Sales & Service

14 Other Manual Workers

Total

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

0.0%

0.0%

0.0%

22.3%

33.0%

				Table 2: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-tern	n Goals Long-t	erm Goals	Comments
		%	%	
01 Senior Managers		0.0	0,0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

#DIV/0!

23.8%

#DIV/0!

5.7%

23.8%

										Data 1	or First/F	st/Previous Goals									
A	В	C	D	E	F	G	Н	I	Ì J	K	i L	M	l N	0	P	Q	R	S	T i	U	
Data s	ourees:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F.	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)	
************		Ţ	<b>\</b>	1	Ţ	1	Į	1	Ţ	1	Ţ	Ţ	1	1	1	1	Ţ	Ţ	Ţ	Ţ	
											e 3: Abori										
										First	Previous Sh	ort-term G	loals			1.6. 1					
			I		All E.n	ployees			I		I		I		Aborigi ir Goals	nal Peoples					
		Number	Gros	oth (New Posi	lions)	Turnover (R	eplacement o Employees)	f Terminated		Number		eplacement of	Hires		n Goais m - To						
	roup (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual Projected Hires Over					Terminated	(Employees)	Required		-1777	Present	Present Gap	Projected	Present	Projected Representation in 3	
Group					Over 3			Over 3	Years	YYYY-MM-DD		Over 3	Over 3 Years			Availability		Gap	Representation	Years	
		2017-01-31	Annually	Annually	Years	Annually	Annually	Years		2017-01-31	Annually	Years		2017	2020						
		#	%	%	#	%	%	#	Ħ	#	%	#	#	#	9/6	%	Ħ	#	%	%	
1 1	Senior Managers	44	200.076		(	0.0%		0	0	0	0,0%	0	1	(	)	2.9%	-1	-1	0.0%	0.0%	
02	Middle & Other Managers	17	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	2.2%	0	0	0.0%	0.0%	
03	Professionals	8	-100.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	1.1%	0	0	0.0%	0.0%	
04	Semi-Professionals & Tech	2	~100.0% -100.0%			0.0%		1 0	1 0		0.0%	0	0	,	1	0.8% 3.1%	0	0	0.0% 0.0%	0.0% 0.0%	
05 06	Supervisors Supervisors: Crafts & Trades	42	0.0%			0.0%		1 0			0.0%	0	,		1	0.0%	-1	-1	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	24	1			0.0%		1 0	1 0		0.0%	0	1	1	1	3.0%	1 .	.1	0.0%	0.0%	
08	Skilled Sales & Service	61	-100.0%			0.0%		1 0	ľ		0.0%	l ŏ		ì	)	1.9%	-1	-1	0.0%	0.0%	
09	Skilled Crafts & Trades	28	-100.0%		0	0.0%		0	o	0	0.0%	0	i	(	)	2.2%	i i	_i	0.0%	0.0%	
10	Clerical Personnel	51	-100.0%		(	0.0%		0	0	0	0.0%	0	2	(	)	3.2%	-2	-2	0.0%	0.0%	
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	163	-100.0%		0	0.0%		0	0	0	0.0%	0	5	(	)	2.8%	-5	-5	0.0%	0.0%	
13	Other Sales & Service	0	0.0%			0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	35	-100.0%		(	0.0%		0	0	0	0.0%	0	1	(	)	4.2%	-1	-1	0.0%	0.0%	

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 1/3 - 1) x 100.

0.0%

475

-100.0%

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

					Table 4: Aboriginal Peoples
Employment Equity Occupational		Aboriginal	Peoples		
Group (EEOG)	Short-tern	n Goals	Long-ter	rm Goals	Comments
-		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

								[Date :	JJ-MM-A	AAA]									
	Data for First/Previous Goals																		
B	L C	D	E	F	G	l H	<u> I</u>	l J	K	l L	M	N	0	P	Q	R	S	T	i U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
\$catematissississis	<b></b>	<b>.</b>	Ţ	Ţ	<b>V</b>	<b>.</b>	-i	<u> </u>	<b>1</b>	<u> </u>	Ţ		<b></b>	<del></del>	<b></b>	Ţ	1	·	<del></del>
										: Persons									
									First	Previous SI	iort-term G	oals							
				All E	mployees			7		·		, , , , , , , , , , , , , , , , , , , ,	Υ		th Disabilitie	<u> </u>			T
	Number	Gres	wth (New Posit	tions)	Turnover (R		f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
<b>Employment Equity Occupational</b>			1			Employees)				Terminated		Required		n - Te	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	jected 1	Actual	Pro	jected	Hires Over 3 Years	VVVV-MM-DD			Over 3	1111	-1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2017-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-01-31	Annually	Over 3 Years	Years	2017	2020					
	#	%	%	#	9/0	9/0	#	#	#	%	#	#	#	9/6	6/0	#	#	%	%
01/02 Managers	61	-100.0%	)		0.0%		0	0	2	0.0%	0	1	0		4.3%	-1	-1	3.3%	i .
03 Professionals	8	-100.0%	)		0.0%		0	0	1	0.0%	0	-1	0		3.8%	1	1	12.5%	12.5%
04 Semi-Professionals & Tech	2	-100.0%	)		0.0%		0	0	0	0.0%	0	0	0		4.6%	(	0	0.0%	0.0%
05 Supervisors	42	-100.0%			0.0%		0	0	1	0.0%	0	5	0		13.9%	5	-5	2.4%	2.4%
06 Supervisors: Crafts & Trades	0	0.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%	(	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	24	1	)		0.0%		0	0	1	0.0%	0	0	C		3,4%	0	0	4.2%	4.2%
08 Skilled Sales & Service	61	-100.0%			0.0%			0	0	0.0%	0	2	0		3.5%	-2	-2	0.0%	0.0%
09 Skilled Crafts & Trades	28	-100.0%	,1		0! = 0.0%	l .	1 0	11 0	1 ()	0.0%	1 ()	1 1	(	H	3.8%	.  -1	-1	0.0%	0.0%
		1								1	Ĭ.	_ [							
10 Clerical Personnel	51	-100.0%	,		0.0%		0	0	1	0.0%	0	3	C		7.0%	-3	-3	2.0%	2.0%
10 Clerical Personnel 11 Intermediate Sales & Service 12 Semi-Skilled Manual	51 0 163	~100.0% 0.0%			0.0% 0 0.0% 0 0.0%		0	0	0	1	0	3 0	0	)	7.0% 0.0% 4.8%	-3	-3 0	2.0% #DIV/0! 4.3%	2.0% #DIV/0! 4.3%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

0.0%

-100.0%

-100.0%

0.0%

0.0%

0.0%

13 Other Sales & Service

14 Other Manual Workers

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

0.0%

0.0%

Worktoice Analysis) = 2) x 10	υ.			
				Table 6: Persons with Disabilities
	Person	s with Disabilities		
Employment Equity Occupational	Short-term Go	als Long-ter	m Goals	Comments
Group (EEOG)		%	%	
01/02 Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0,0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

#DIV/0!

#DIV/0!

3.2%

0.0%

5.3%

	Da										tta for First/Previous Goals									
A B	C	D	E	F	G	Н	I	J	K	į L	M	N	0	P	Q	R	S	T	L.	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K÷C	(K - M + O) + (C + F)	
	<b></b>	↓	1	1	↓	<u> </u>		<u> </u>	- ↓	1	1	1	<u> </u>	<u> </u>	<b>1</b>	<b></b>	↓	↓	1	
									Table 7: M											
				AH E.	plovees				FIFSU	Previous St	nort-term G	oais	N.	ambour of V	isible Minori	tion.				
				AHEH	<del>,</del>					ı		T		r Goals	isidie vimori	iies	T			
	Number	Grov	oth (New Posit	tions)		eplacement of Employees)	I erminated	Anticipated	Number		eplacement of	Hires		n - To					_	
Employment Equity Occupational	YYYY-MM-DD	Actual	<del></del>				cted	Anneipaten Hires Over 3	VYYY-MM-DD	Terminated	i Employees)	Required Over 3	YYYY	- 1111	Present Availability Present Gap		Projected	Present Representation	Projected Representation in 3	
Group (EEOG)	2017-01-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-01-31	Annually	Over 3 Years	Years	2017	2020	Avanability		Gap	Representation	Years	
	#	%	%	#	%	%	#	Ħ	‡i	%	#	#	H	9/6	%	ü	#	9%	%	
01 Senior Managers	44	-100.0%		0	0.0%		0	0	6	0.0%	0	-2	0		10,1%	2	2	13.6%	13.6%	
02 Middle & Other Managers	17	-100.0%		0	0.0%		0	0	1	0.0%	0	2	0		15.0%	-2	-2	5.9%	5.9%	
03 Professionals	8	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0		30.1%	-1	-1	12.5%	12.5%	
04 Semi-Professionals & Tech	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		8.5%	0	0	0.0%	0.0%	
05 Supervisors	42	-100.0%		0	0.0%		0	0	8	0.0%	0	-7	0		2.7%	7	7	19.0%	19.0%	
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	24	0.0% -100.0%			0.0%		0	0		0.0% 0.0%	0 0				0.0% 2.5%	0	0	#DIV/0! 4.2%	#DIV/0! 4.2%	
08 Skilled Sales & Service	24	-100.0%		0	0.0%		0	0	1 11	0.0%	1 %	, v			10.8%	0	4	18.0%	18.0%	
09 Skilled Crafts & Trades	28	-100.0%		1 0	0.0%		0	0	5	0.0%	1 6	4	0		2.5%	4	1	17.9%	17.9%	
10 Clerical Personnel	51	-100.0%		1 0	0.0%		0	0	7	0.0%	] 0	-6	0		2.5%	6	6	13.7%	13.7%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		ŏ	0	0	0.0%	l ő	0	0		0.0%	o o	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	163	-100.0%		0	0.0%		0	0	16	0.0%	0	-13	0		1.8%	13	13	9.8%	9.8%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

0.0%

0.0%

-100.0%

-100.0%

475

14 Other Manual Workers

Total

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

0.0%

				Table 8: Members of Visible Minorities
Employment Equity Occupational	Mem	bers of Visible Minorit	ties	
Group (EEOG)	Short-terr	n Goals Long-tei	rm Goals	Comments
-		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	

8.6%

12.4%

12.4%

4.9%

#### Data for Subsequent/Current Goals В C G н M D 0 From Flow From Data (K - M+ From From Fram From (K - M + O) + (C (FxQ) Equivalent Workforce Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Workforce F+I $J \times P$ Workforce Workforce O) - ((C+ $K \oplus C$ Data sources: KxLx3 Data Entry to H R + M+ F) Workforce Analysis Analysis Analysis Analysis Analysis F) x Q) Analysis Table 9: Women Subsequent/Current Short-term Goals All Employees Women 3 Year Goals Turnover (Replacement of Terminated Number Growth (New Positions) Number Furnover (Replacement of Employees) Hires From - To Anticipated Projected **Employment Equity Occupational** Terminated Employees) Required Present Projected Present YYYY-MM-DD Projected Actual Projected Hires Over 3 YYYY-MM-DD **YYYY - YYYY** Representation in . Actual Group (EEOG) Availability Over 3 Gap Representation Years Years Over 3 Over 3 Over 3 Years Annually Annually Annually Years Years Years % % % 6/6 % 9/6 % % % Senior Managers -100.09 0.09 0.09 0.0% #DIV/0! #DIV/0 Middle & Other Managers 02 -100.0% 0.09 0.0% 0.0% #DIV/01 #DIV/03 Professionals 03 -100.0% 0.09 0.0% 0.0% #DIV/0! #DIV/0! #DIV/0! 04 Semi-Professionals & Tech #DIV/0! -100.09 0.0% 0.0% 0.0% 05 Supervisors -100.09 0.0% 0.09 0.0% #DIV/0! #DIV/0! Supervisors: Crafts & Trades 0.09 0.0% 0.090.0% #DIV/0! #DIV/0! Administrative & Sr Clerical ~100.09 0.0% 0.0% 0.0% #DIV/0! #DIV/0 08 Skilled Sales & Service -100.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 09 Skilled Crafts & Trades ~100.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! Clerical Personnel -100.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 10 Intermediate Sales & Service 0.0% 0.0% #DIV/0! #DIV/0! 11 0.0% 0.0% 12 Semi-Skilled Manual -100.0% 0.0%0.0%0.0% #DIV/0! #DIV/0! Other Sales & Service 13 0.0% 0.0% 0.0% 0.0% #DIV/01 #DIV/0! 14 Other Manual Workers -100.0% 0.0% 0.0%0.0% #DIV/0! #DIV/0!

-100.0%

Total

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

					Table 10: Women
Employment Equity Occupational		Wome			
Group (EEOG)	Short-term		Long-term		Comments
-		9/6		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

#DIV/0!

#DIV/0!

0.0%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 11 x 100,

									Data for	Subseque	nt/Curre	nt Goals							
3	·	***************************************					ş	Ş		· · · · · · · · · · · · · · · · · · ·				- D				V-00	,
[ A ]	<u> </u>	D	E	J F	<u> </u>	Н	<u> </u>	l	K	i. L	<u> </u>	<u> </u>	<u> </u>		Q	R	<u></u>	T	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis		K÷C	(K - M + O) + (C + F)
		1	1	↓		<u> </u>		<u> </u>	1	1		1	1		1	<u> </u>	1	<b>↓</b>	<u> </u>
										11: Abor									
				All Fo	plovees				Suisequ	ent Curren	Short-teri	ii Coons		Aborioi	nal Peoples				
					· · · · · · · · · · · · · · · · · · ·	eplacement of	Terminated						3 Ye	ar Goals					
	Number	Grov	sth (New Posit	lions)		Employees)		Anticipated	Number		eplacement of I Employees)	Hires		om - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	1 crimmateu	i r inpayees)	Required Over 3	333	Y - YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (ELEGO)		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3				,	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	9/0	9/0	#	#	%	%
01 Senior Managers	(	-100.0%		(	0.0%		0	C	0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	(	-100.0%		0	0.0%		0	0	0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	(	-100.0%		0	0.0%		0	0	0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech		-100.0%		0	0.0%		0		0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors 06 Supervisors: Crafts & Trades		-100.0% 0.0%			0.0%		0			0.0% 0.0%	0	0		0	0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical		-100.0%			0.0%		0		1	0.0%	"	"		0	0.0% 0.0%	0		#DIV/0!	#DIV/0! #DIV/0!
08 Skilled Sales & Service	1 6	-100.0%			0.0%		0	1		0.0%	1 6	0		n n	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	1	-100.0%			0.0%		0			0.0%	ن ا	0		ol	0.0%	ľ	0	#DIV/0!	#DIV/0!
10 Clerical Personnel		-100.0%		0	0.0%		0		0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service		0.0%		0	0.0%		0		0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	(	-100.0%		(	0.0%		0	[ c	0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service		0.0%			0.0%		0	0	0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	(	-100.0%		(	0.0%		0	0	0	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

0.0%

-100.0%

Total

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

[			Table 12: Aboriginal Peoples
Employment Equity Occupational	Aborigin	al Peoples	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	9/0	9/6	
01 Senior Managers	0.	0.0	
02 Middle & Other Managers	0.	0.0	
03 Professionals	0.	0.0	
04 Semi-Professionals & Tech	0.	0.0	
05 Supervisors	0.	0.0	
06 Supervisors: Crafts & Trades	0.	0.0	
07 Administrative & Sr Clerical	0.	0.0	
08 Skilled Sales & Service	0.	0.0	
09 Skilled Crafts & Trades	0.	0.0	
10 Clerical Personnel	0.	0.0	
11 Intermediate Sales & Service	0,	0.0	
12 Semi-Skilled Manual	0.	0.0	
13 Other Sales & Service	0.	0.0	
14 Other Manual Workers	0.	0.0	
Total	0.	0.0	

#DIV/0!

#DIV/0!

										Data for	Subseque	nt/Curre	nt Goals							
A	В	L C	D	E	F	G	<u>H</u>	Ī	J	K	i L	M	l N	0	P	Q	R	S	T	i u
Data sources:	ASSALALA MANINE TEORETEETEETEETEETEETEETEETEETEETEETEETEETE	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis*	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	2	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
***************************************		<b></b>	<b>\</b>	Ţ	1	<b>V</b>	Ţ	1	Ţ	1	1	<b>1</b>	1	1	1	<b>1</b>	Ţ	Ţ	<b>\</b>	<u> </u>
										Table 13	: Persons	with Dis	abilities							
										Subsequ	ent/Curren	t Short-terr	n Goals							
					All En	iployees									Persons wi	th Disabilitie	,			
						T					1		1	3.4	a Contr			T		

									Subsequi	ent/Current	Short-tern	i Coais							
				All En	ployees									Persons w	ith Disabilities				
	Number	Gro	wth (New Posit	lons)	Turnover (Re		Terminated		Number	Turnover (D.	placement of		3 Year						
Employment Equity Occupational					,	Employees)		Anticipated		Terminated		Hires Required	Fron	ı - To	Present		Projected	Present	Projected
Group (EEOG)	VYVV-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	7777	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
• •		Annually	Annually	Over 3 Years	Annually	Annually	Over 3	rears	***	Annually	Over 3	Years	0	3					Years
	£	%	%	s cars	96	9/6	Years	- 4	H	9/6	Vears			6/6	9/6			9/6	%
01/02/14	# ,,		-	#	1	70	# 0	#	#		#	#	# .	/6		#	#		
01/02 Managers	0	-100.0%	**************************************	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	U	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	1	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	1 0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%	\$	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%	3	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	- 0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	~100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%	,	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100,0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		()	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> 1) x 100.
- 2 Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workdore Analysis) · 2) x 10	V.				
					Table 14: Persons with Disabilities
	Pers	ons with L	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-term	Goals	Long-terr	n Goals	Comments
Group (EEOG)		%		9/6	
01/02 Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0,0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

									Data for	Subseque	nt/Curre	nt Goals							
A B	С	D	E	F	G	i H	i i	J	K	l L	M	i N	0	P	0	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	<u> </u>	<u> </u>			<u></u>	<u> </u>		<u> </u>	<u> </u>		<u> </u>	<u> </u>	<u> </u>	ψ	<u> </u>	<u> </u>	<u> </u>	<u> </u>	——↓,
									Table 15: N	tembers of ent/Current			'S						
				All En	aplovees				Subsequ	eni/Curren	Short-teri	n Coons	,	tembers of \	isible Minori	tine			
		T		740 470	<del></del>	eplacement of		T		1		I	1	ar Goals		T	T		
	Number	Grev	oth (New Posi	tions)	· uranver in	Employees)	1 et minateu	Anticipated	Number		eplacement of	Hires		m - To					Projected
Employment Equity Occupational	YYYY-MM-DD	Actual	Pro	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD		(Employees)	Required Over 3	YYY	- 1111	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Group (EEOG)		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years		Annually	Over 3 Years	Years	0	3	Availability		Сар	Representation	Years
	#	%	%	#	%	%	#	Ħ	#	%	#	#	Ħ	9/6	%	#	#	%	%
01 Senior Managers	(	-100.0%		(	0.0%		0	C	(	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	(	-100.0%		0	0.0%		0	0	) (	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	(	-100.0%		0	0.0%		0	C	) (	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	(	-100.0%		0	0.0%		0			0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors		-100.0%			0.0%		0			0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	(	0.0%			0.0%		0			0.0%	0			O.	0.0% 0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
08 Skilled Sales & Service	1	-100.0%			0.0%		0			0.0%	0	0		0	0.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	ì	-100.0%		l 'c	0.0%		0			0.0%	0	٠ ۱		n.	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel		-100.0%			0.0%		0	1 6		0.0%	0	0		n i	0.0%		0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	Č	0.0%		1 0	0.0%		0	l c	ol č	0.0%	0	, o		0	0.0%	, o	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		-100.0%		1	0.0%		0	1 0	) (	0.0%	0	o		0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	(	0.0%			0.0%		0	[ c		0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	(	-100.0%			0.0%		0	c	) (	0.0%	0	0		0	0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

0.0%

0 -100.0%

Total

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

					Table 16: Members of Visible Minorities
Employment Equity Occupational	Memb	ers of Visib	le Minoritic	25	
Group (EEOG)	Short-term		Long-tern		Comments
-		%		6/o	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		0.0		0.0	

#DIV/0!

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0.0%

#### Federal Contractors Program Achievement Report Part 4: Results - Women Goodfellow Inc. [Date: JJ-MM-AAAA] В C D E F G Н K M N 0 Q R U W L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G = 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ x 100 Data Analysis x.100 Data Analysis Data Analysi 100 x.100 + 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 1 T T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women Women All Employee All Employee (EEOG) Availability Representation EE Result Actual Expected Difference Expected Difference Difference Cap Actual Actual Expected 94 9/4 2017 44 4.5 27.4 -10 16.6 01 Senior Managers 0 0.0 0.0 0.0 0.0 0.0 2017 29.4 38.9 75.6 Middle & Other Managers 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2017 50.0 34.4 145.3 03 Professionals 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2017 11.0 0.0 Technicians 0.0 0 0.0 0.0 0.0 0.0 0.0 2017 42 14 33.3 59.6 25 -11 55.9 05 Supervisors 0 0,0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2017 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \pm G x$ $E \pm K x$ Part 3: Part 3: F + I x 100 | Part 3: Goals F = M x 100 Data sources: Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Occupational Group Comments All Employees Percent of Percent of (EEOG) Actual Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0.0 Managers 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 4: Results - Women Goodfellow Inc. [Date: JJ-MM-AAAA] В C D E G Н K M N O Q R U W L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ L + KData sources: Workforce Workforce Workforce E - H Flow Data K x G = 100 L-N Flow Data Q - P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ x 100 Data Analysis x 100 Data Analysis Data Analysi 100 x.100 +100Analysis Analysis Analysis Analysis Analysis Analysis T T 1 1 T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women Women All Employee All Employee (EEOG) Availability Representation EE Result Actual Difference Expected Difference Difference Cap Expected Actual Actual Expected 94 9/6 Administrative & 2017 24 20 83.3 86.6 21 96.2 Senior Clerical 0 0.0 0.0 0.0 0.0 61 20 32.8 30.1 18 Skilled Sales & Service 2017 108.9 Personnel 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2017 28 0.0 1.8 0,0 Skilled Crafts & Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 51 88.2 35 129.9 2017 45 67.9 10 10 Clerical Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0,0 0.0 0.0 0.0 0.6 3.5 Semi-Skilled Manual 2017 163 17.3 28 -27 Workers 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \pm G x$ $E \pm K x$ Part 3: Part 3: F + I x 100 | Part 3: Goals F = M x 100 Data sources: Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Occupational Group Women Women Comments All Employees Percent of (EEOG) Percent of Actual Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 0.0 Administrative & 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 10 Clerical Personnel 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 3 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0

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										Goo	dfellow	Inc.											
										[Date : .	JJ-MM	-AAAA	]										
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Data sources:		Part I: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part I: Workforce Analysis	D x G + 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis		'÷Ux 100	U x F + 100	V-X
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	tional Group Women Women Women Women																						
Employment Equity Occupational Group	Year			<u> </u>						1					Pi					Tern			
(EEOG)		All Employees	Employees All Employees All Employees All Employees															Expected	Difference				
	# # # # % % B # % # # # # # % # # # # #															#							
13 Other Sales & Service Personnel	0 0 0 0.0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0																						
14 Other Manual Workers	0         0         0         0.0         0															<u> </u>							
14 One Manual Workers	0	0	0	0.0	0.0	i4	0	0.0	0	0	0.0	0	0	0	0	0.0	0	(	0	0	0.0	0	0
Total	2017 0	475 0	113 0	23.8 0.0	33.0 0.0	I	-44 0	72.1 0.0	0	0	0.0	0	0	0	0	0.0	0	€	0	0	0.0	0	0
2**************************************			· · · · · · · · · · · · · · · · · · ·		·	irremensus minit		ww		råmmannmmred 		***************************************	<u> </u>	***************************************	f	***************************************	······································	***************************************	······································	······································	***************************************	***************************************	
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F ⊕ M x 100											
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		New	Entrant	S				G	oals														
Employment Equity	Year	F	ow Data			Short-ter				Long-teri													
Occupational Group	i cai	All Employees	Wome	'B		Wor Percent of	nen	Percent of		Won Percent of		Percent of					C	ommen	ts				
(EEOG)		•	Actua		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Service	# ()	# 0	# 0	% ().()	#	% 0.0	% 0.0	% 0.0	# 0	0,0	0.0	% 0.0											
13 Personnel	3	0	0	0.0	V	0.0	0.0	0.0	Ü	0,0	0.0	0.0											
14 Other Manual Workers	0	0	0	0.0	0	0,0	0.0	0.0	0	0,0	0.0	0.0											
7	3	0	0 0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Total	3	0	0	0.0			0.0	0.0			0.0	0.0											

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Goodfellow Inc. [Date: JJ-MM-AAAA] В C D E F G Н K M N O Q R U W L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G = 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ Data Analysis x.100 Data Analysis Data Analysi 100 x.100 + 100 x.100Analysis Analysis Analysis Analysis Analysis Analysis T T 1 1 T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All Employee All Employee (EEOG) Availability Representation EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference Cap 9/4 9/4 2017 44 0.0 2.9 0.0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0.0 2.2 Middle & Other 0.0 Managers 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2017 0.0 0,0 03 Professionals 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2017 0.8 Technicians 0.0 0 0.0 0.0 0.0 0.0 0.0 2017 42 0.0 3.1 0.0 05 Supervisors 0 0,0 0.0 0,0 0.0 0.0 0.0 0.0 2017 0.0 0.0 Supervisors: Crafts & Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \pm G x$ $E \pm K x$ Part 3: Part 3: F + I x 100 Part 3: Goals ° + M x 100 Data sources: Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All Employees Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Goodfellow Inc. [Date: JJ-MM-AAAA] В C D E G Н M N O Q R U W K L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G ÷ 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ Data Analysis x 100 Data Analysis Data Analysi 100 x.100 +100x.100Analysis Analysis Analysis Analysis Analysis Analysis 1 T 1 1 T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All Employee All Employee (EEOG) Representation Availability EE Result Actual Expected Difference Expected Difference Actual Expected Difference Cap Actual 94 0,4 % Administrative & 2017 24 0.0 3.0 0.0 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 61 0.0 Skilled Sales & Service 2017 1.9 0.0 Personnel 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2017 28 0.0 2.2 0.0 Skilled Crafts & Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 51 0.0 2017 3.2 0.0 10 Clerical Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0,0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2017 163 2.8 0.0 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \pm G x$ $E \pm K x$ Part 3: Part 3: F + I x 100 | Part 3: Goals ° + M x 100 Data sources: Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All Employees Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 0.0 Administrative & 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 10 Clerical Personnel 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 3 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0

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A B	.i					F1			<b>N</b>	<b>.</b>	1 <b>V1</b>				X					ļ	. ** **********************************				
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E = D x 100	Part I: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ~ P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	UxF+100	V-X		
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			V	Vorkfe	orce An	alysis								Flow	Data Ai	nalysis									
Employment Equity	Year		Employees All Employees All Employees All Employees																						
Occupational Group (EEOG)		All Employees	Employees																T 2000						
, ,		#	# #						H			Expected Difference Actual Expected Difference Actual Expected Difference													
Other Sales & Service	2017	0	0	0.0	0.0	0	0	0.0																	
Personnel	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0		0 0	0	0.0	0	0		
14 Other Manual Workers	2017	35	0	0.0	4.2 0.0	1	-1 0	0.0	Λ	0	0.0	0		l	0	0.0	0		0 0	0	0.0	ń			
	2017	475		0.0	2.8	13	-13	0.0	· ·	U	0.0	V		' · · · · · · · ·	· ·	0.0				<u> </u>	0.0	0			
Total	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0		0 0	0	0.0	()	0		
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F - M x 100													
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		New	Entran	ts				G	oals																
Employment Equity	Year	F	ow Data		•		rm Goals	,	l	Long-teri															
Occupational Group	1	All Employees	Aboriginal		1	Aborigin Percent of	d Peoples	Percent of		Aboriginal Percent of	Peoples	Percent of					(	Commer	nts						
(EEOG)			Actu	al	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met													
	#	#	#	9/0	#	%	%	u <sub>0</sub>	#	%	%	5½													
13 Other Sales & Service Personnel	3	0 n	0	0.0	0	0.0	0.0	0.0 0.0	0	0.0	0.0	0.0													
	1 0	0	0	0.0	0	0,0	0.0	0.0	0	0.0	0.0	0.0													
14 Other Manual Workers	3	0	0	0.0			0.0	0.0			0.0	0.0													

0.0

0.0

0.0

Total

0.0

0,0

0.0

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Goodfellow Inc. [Date: JJ-MM-AAAA] A В C D E F G Н K M N 0 Q R T U W L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ $L \circ K$ Data sources: Workforce Workforce Workforce E - H Flow Data K x G = 100 L-N Flow Data Q - P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ x 100 Data Analysis x.100 Data Analysis Data Analysi 100 x.100 + 100 Analysis Analysis Analysis Analysis Analysis Analysis 1 T 1 1 1 T T 1 T Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employee All Employee (EEOG) Availability Representation Gap EE Result Actual Expected Difference Actual Difference Actual Expected Difference Expected 0.4 9/4 %, 01& Managers 2017 61 3.3 4.3 76.2 0 0.0 0.0 0.0 0.0 0.0 0.0 12.5 3.8 328.9 2017 03 Professionals 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2017 0.0 4.6 0,0 Semi-Professionals & Technicians 0 0.0 0.0 0.0 0.0 0.0 0.0 42 2.4 13.9 17.1 2017 05 Supervisors 0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 Supervisors: Crafts & Trades 0,0 0.0 0,0 0.0 0.0 0.0 $E \oplus G \ x$ Part 2: Flow $E \oplus D \times$ $E \oplus K.x$ Part 3: Purt 3: Part 3: F + Ex 100 Part 3: Goals F ≈ M x 100 Flow Data Data sources Data Analysis 100 Goals Goals 100 Goals Analysis 1 T T Goals **New Entrants** Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Goal Goal Met Goal Met % % % % % % 46 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Managers 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Semi-Professionals & 0.0 0.0 0.0 Technicians 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 05 Supervisors 3 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0

0.0

Trades

0.0

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#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Goodfellow Inc. [Date: JJ-MM-AAAA] В C D F G Н M N O Q R U W A E K L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G ÷ 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ Data Analysis x 100 Data Analysis Data Analysi 100 x.100 +100x.100Analysis Analysis Analysis Analysis Analysis Analysis 1 T 1 1 T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employee All Employee (EEOG) Representation Availability EE Result Actual Difference Difference Actual Difference Cap Expected Actual Expected Expected 94 0,0 % Administrative & 2017 24 4.2 3.4 122.5 Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 61 0.0 3.5 Skilled Sales & Service 2017 0.0 Personnel 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0 2017 28 0.0 3.8 0,0 Skilled Crafts & Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 2.0 28.0 2017 51 7.0 10 Clerical Personnel 0.0 0 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 4.3 89.5 Semi-Skilled Manual 2017 163 4.8 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \pm G x$ $E \pm K x$ Part 3: Part 3: F + I x 100 | Part 3: Goals ° + M x 100 Data sources: Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilitie All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Cost Met Goal Met Goal Met Goal Met % % η, % % % % Administrative & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 0 0.0 0.0 0.0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 0.0 Trades Workers 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0,0 0 0.0 0.0 Semi-Skilled Manual 0.0 Workers 0.0 0.0 0.0 0.0 0.0

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14 Other Manual Worker	8 3	0	0	0.0			0.0	0.0			0.0													

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#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Goodfellow Inc. [Date: JJ-MM-AAAA] В C D E F G Н K M N O Q R T U W L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G = 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ x 100 Data Analysis x.100 Data Analysis Data Analysi 100 x.100 +100Analysis Analysis Analysis Analysis Analysis Analysis 1 T 1 1 T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee All Employee (EEOG) Availability Representation EE Result Actual Difference Actual Difference Actual Difference Cap Expected Expected Expected 9/4 9/4 2017 44 13.0 10.1 135.0 01 Senior Managers 0 0.0 0.0 0.0 0.0 0.0 2017 5.9 15.0 39.2 Middle & Other Managers 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2017 12.5 30.1 41.5 03 Professionals 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2017 8.5 0.0 Technicians 0.0 0.0 0 0.0 0.0 0.0 0.0 2017 42 19.0 2.7 705.5 05 Supervisors 0 0,0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2017 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \pm G x$ $E \pm K x$ Part 3: Part 3: F + I x 100 | Part 3: Goals F + M x 100 Data sources: Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employees Percent of Percent of Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0.0 Managers 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 0.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Goodfellow Inc. [Date: JJ-MM-AAAA] В C D F G Н M N O Q R U W E K L S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E + DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G ÷ 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F ~ 100 Î $V \cdot X$ Data Analysis x 100 Data Analysis Data Analysi 100 x.100 +100x.100 Analysis Analysis Analysis Analysis Analysis Analysis 1 T 1 1 T 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Promotions Hires **Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee All Employee (EEOG) Representation Availability EE Result Actual Difference Difference Actual Difference Cap Expected Actual Expected Expected 94 96 Administrative & 2017 24 4.2 2.5 166. Senior Clerical 0 0.0 0.0 0.0 0.0 0.0 61 10.8 Skilled Sales & Service 2017 11 18.0 167.0 Personnel 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2017 28 17.9 2.5 714.3 Skilled Crafts & Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 51 13.7 549.0 2017 2.5 10 Clerical Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 9.8 545.3 Semi-Skilled Manual 2017 163 16 1.8 13 Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3: $E \pm G x$ $E \pm K x$ Part 3: Part 3: F + I x 100 | Part 3: Goals F + M x 100 Data sources: Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employees Percent of Percent of (EEOG) Percent of Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 0.0 Administrative & 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 3 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 10 Clerical Personnel 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 3 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 0.0

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Other Sales & Service	2017	0	0	0.0	0.0	0	0	0.0															
Personnel	0 2017	35	0	0.0 8.6	0.0 1.4	0	0	0.0 612.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	(
14 Other Manual Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	•	0	0	0.0	0	0	0	0	0.0	0	1
Total	2017	475	<b>{</b>	12.4	4.9	23	36	253,5												00000			
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Other Sales & Service Personnel	0 3	0	0	0.0	0	0.0	0.0	0.0 0.0	0	0,0	0.0 0.0	0.0											
	0	0	0	0.0	0	0,0	0.0	0.0	0	0.0	0.0	0.0											
14 Other Manual Workers	3	0	0	0.0			0.0	0.0			0,0	4											

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0.0

0.0

Total

0.0

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Goodfellow Inc.
[Date : JJ-MM-AAAA]

# **Efforts**

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

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

	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment.  Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).								
	Other.								
Addit	tional Details								
Please 1	provide any additional information (optional):								

### Instructions

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

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

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

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

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

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

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

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

A.	Name:	
	Section/Branch:	
	Position:	
	Employee number:	
	Employment status:	Full-time employee
		Part-time employee
		Temporary employee □

В.	Gender						
	Female	Male □					
	following app	escriptions in each of the next three sections, answer "Yes" if any oly to you. Please note that you may self-identify in more than					
C.	Aboriginal Peoples						
	ding to the <i>Em</i>	ployment Equity Act, an Aboriginal person is a person who is North uit or Métis.					
	Are you an A	Aboriginal person?					
	Yes □	No 🗆					
D.	Members of	Visible Minorities					
Canad	a (other than A	ployment Equity Act, members of a visible minority are people in Aboriginal peoples) who are non-white in colour or non-Caucasian in eir place of birth or citizenship.					
Exam	ples of visible Black	minorities include, but are not limited to:					
•		atin American (including Indigenous people from Central and South					
•	East Asian (e	.g., Chinese, Japanese or Korean)					
•							
•	Southeast As	ian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai or Vietnamese)					
•	Non-white West Asian, North African or Arab (e.g., Afghan, Iranian, Lebanese, Egyptian or Libyan)						
•	People of mix	ed origin (e.g., with one parent a member of a visible minority group)					
	Are you a m	ember of a visible minority?					
	Yes □	No 🗆					

### E. Persons with Disabilities

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

## Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment
   (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment

(e.g., difficulty moving from one office to another, walking long distances or using stairs)

Blindness or visual impairment

(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)

Speech impairment

(e.g., unable to speak or difficulty speaking and being understood)

Deafness or hearing impairment

(e.g., unable to hear or difficulty hearing)

· Other disabilities

(e.g., learning, developmental and other types of disabilities)

( )	<i>U</i> ,			- 1	
Are you	a person	with a	disability?		
Yes □	No				

### F. Additional Data for Accommodation Purposes

1 2	•	ou to help you participate fully in the accommodation measures, they wil	
a negative impa	act on your hiring, training, pr	romotion and retention in our organ	ization.
			·····

April 2019

G.	Voluntary Employee Participation					
	1) Please indicate below if you wish to have your employment equity self- identification information used for particular employment equity initiative					
		Yes □No □				
	2)	As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check "Yes" below.				
		Yes □No □				
Н.	Empl	oyee Comments				
to hear	r from	ny comments/feedback on our employment equity program, we would like you. Rest assured, all comments will be kept confidential. Please contact the equity contact by phone (450) 635-6511.				
I.	Empl	oyee Signature				
Signat	ure:	Date:				
		Thank you for your participation!				

April 2019

From: "Roseline Di Bello" <RDiBello@goodfellowinc.com>

To: "Thibeault, Daniel D [NC]" <daniel.thibeault@labour-travail.gc.ca>

Sent: 2017-01-31 11:13:24

Subject: RE: confirmation

Hello Mr. Thibeault,

Yes, that's correct.

Thank you and have a nice day.

From: daniel.thibeault@labour-travail.gc.ca [mailto:daniel.thibeault@labour-travail.gc.ca]

Sent: January 31 2017 10:41

To: Roseline Di Bello < RDiBello@goodfellowinc.com>

Subject: confirmation

Hello Ms. Di Bello,

Are you confirming that

475 questionnaires were distributed 261 were received and completed?

Therefore, the return and response rate is 55%.

Kind Regards,

**Daniel Thibeault** 

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

Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada daniel.thibeault@labour-travail.qc.ca / Tel: 819-654-4330

From: Carl Savard <csavard@goodfellowinc.com>

Sent: October 6, 2016 1:01 PM

To: Thibeault, Daniel D [NC] <daniel.thibeault@labour-travail.gc.ca>

Subject: RE: Extension form

Hello Mr. Thibeault,

Sorry, I had completed the form on September 30th.... Here it is.

From: daniel.thibeault@labour-travail.gc.ca [mailto:daniel.thibeault@labour-travail.gc.ca]

Sent: 6 octobre 2016 10:45

To: Carl Savard < csavard@goodfellowinc.com >

Subject: Extension form

Hello Mr Savard,

I still haven't received your extension form you mentioned and sent in my last email.

Kind regards