

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Lockheed Martin Canada	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm 334511	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 612 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc) 501 Palladium Drive	City Ottawa	Province ON	Postal Code K2V 0A2
Telephone Number 613-599-3280			

EMPLOYMENT EQUITY CONTACT			
Name (print) Michel Sacho	Title Senior Manager, Human Resources		
Telephone Number 613-599-3280 x3345	E-mail Address mike.sacho@lmco.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Gary Fudge	Title General Manager, Lockheed Martin Canada RMS		
Telephone Number 613-599-3280	E-mail Address gary.fudge@lmco.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2019/01/12		

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

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

Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Detailed Report

Date: 2016-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	12	2	16.7 %	27.4 %	3	-1	National
02 : Middle and Other Managers	National	67	11	16.4 %	38.9 %	26	-15	National
03 : Professionals		309	61	19.7 %	21.2 %	66	-5	
1111 : Financial auditors and accountants	National	1	0	0.0 %	55.1 %	1	-1	National
1112 : Financial and investment analysts	National	22	10	45.5 %	50.1 %	11	-1	National
1121 : Human resources professionals	National	8	5	62.5 %	71.1 %	6	-1	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.0 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	3	100.0 %	66.4 %	2	1	National
2132 : Mechanical engineers	National	12	0	0.0 %	9.0 %	1	-1	National
2133 : Electrical and electronics engineers	National	4	1	25.0 %	11.3 %	0	1	National
2146 : Aerospace engineers	National	6	0	0.0 %	12.1 %	1	-1	National
2147 : Computer engineers (except software engineers and designers)	National	90	19	21.1 %	12.6 %	11	8	National
2171 : Information systems analysts and consultants	National	14	1	7.1 %	28.3 %	4	-3	National
2173 : Software engineers and designers	National	103	12	11.7 %	17.4 %	18	-6	National
2174 : Computer programmers and interactive media developers	National	38	8	21.1 %	17.9 %	7	1	National
4163 : Business development officers and marketing researchers and consultants	National	7	2	28.6 %	50.7 %	4	-2	National
04 : Semi-Professionals and Technicians		146	20	13.7 %	29.6 %	43	-23	
2232 : Mechanical engineering technologists and technicians	Alberta	2	0	0.0 %	11.6 %	0	0	Alberta
2232 : Mechanical engineering technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	Ontario	2	0	0.0 %	6.3 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	1	0	0.0 %	9.4 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	1	50.0 %	19.9 %	0	1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Alberta	3	1	33.3 %	9.9 %	0	1	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	1	0	0.0 %	11.6 %	0	0	British Columbia

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2241 : Electrical and electronics engineering technologists and technicians	New Brunswick	4	0	0.0 %	6.2 %	0	0	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	3	1	33.3 %	4.2 %	0	1	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	13	5	38.5 %	12.1 %	2	3	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	6	0	0.0 %	9.1 %	1	-1	Québec
2281 : Computer network technicians	British Columbia	2	0	0.0 %	19.8 %	0	0	British Columbia
2281 : Computer network technicians	Nova Scotia	8	1	12.5 %	18.4 %	1	0	Nova Scotia
2281 : Computer network technicians	Ontario	3	0	0.0 %	20.8 %	1	-1	Ontario
2281 : Computer network technicians	Québec	1	1	100.0 %	18.5 %	0	1	Québec
2282 : User support technicians	Nova Scotia	5	0	0.0 %	32.1 %	2	-2	Nova Scotia
2282 : User support technicians	Ontario	2	0	0.0 %	24.2 %	0	0	Ontario
2282 : User support technicians	Québec	5	0	0.0 %	19.6 %	1	-1	Québec
2283 : Information systems testing technicians	British Columbia	8	0	0.0 %	24.7 %	2	-2	British Columbia
2283 : Information systems testing technicians	Nova Scotia	50	3	6.0 %	43.8 %	22	-19	Nova Scotia
2283 : Information systems testing technicians	Ontario	10	1	10.0 %	46.8 %	5	-4	Ontario
2283 : Information systems testing technicians	Québec	6	1	16.7 %	32.5 %	2	-1	Québec
5241 : Graphic designers and illustrators	Ontario	2	1	50.0 %	44.9 %	1	0	Ontario
5241 : Graphic designers and illustrators	Québec	5	4	80.0 %	47.2 %	2	2	Québec
05 : Supervisors		1	0	0.0 %	50.7 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	50.7 %	1	-1	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		2	0	0.0 %	26.9 %	1	-1	
9222 : Supervisors, electronics manufacturing	Ontario	1	0	0.0 %	31.0 %	0	0	Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	22.7 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		65	48	73.8 %	79.3 %	52	-4	
Employment Equity Occupational Group	Halifax	10	6	60.0 %	81.4 %	8	-2	Halifax

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Montréal	21	11	52.4 %	80.8 %	17	-6	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	1	100.0 %	87.1 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	31	28	90.3 %	77.2 %	24	4	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	1	100.0 %	81.2 %	1	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	81.1 %	1	0	Winnipeg
10 : Clerical Personnel		26	17	65.4 %	66.5 %	17	0	
Employment Equity Occupational Group	Halifax	3	3	100.0 %	67.7 %	2	1	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	62.5 %	1	-1	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	72.4 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	20	13	65.0 %	65.8 %	13	0	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	1	100.0 %	74.1 %	1	0	Victoria
11 : Intermediate Sales and Service Personnel		3	1	33.3 %	63.0 %	2	-1	
Employment Equity Occupational Group	Halifax	1	1	100.0 %	65.5 %	1	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	61.8 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	61.8 %	1	-1	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		13	4	30.8 %	13.7 %	2	2	
Employment Equity Occupational Group	Halifax	4	0	0.0 %	12.1 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	8	4	50.0 %	14.6 %	1	3	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	13.2 %	0	0	Victoria
Total		644	164	25.4 %	32.9 %	213	-49	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Detailed Report

Date: 2016-12-31

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	12	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	67	0	0.0 %	2.2 %	1	-1	National
03 : Professionals		309	1	0.3 %	0.9 %	3	-2	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	22	1	4.5 %	0.9 %	0	1	National
1121 : Human resources professionals	National	8	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	2.1 %	0	0	National
2132 : Mechanical engineers	National	12	0	0.0 %	0.7 %	0	0	National
2133 : Electrical and electronics engineers	National	4	0	0.0 %	0.7 %	0	0	National
2146 : Aerospace engineers	National	6	0	0.0 %	0.6 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	90	0	0.0 %	0.9 %	1	-1	National
2171 : Information systems analysts and consultants	National	14	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	103	0	0.0 %	0.6 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	38	0	0.0 %	1.0 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	7	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		146	0	0.0 %	1.0 %	1	-1	
2232 : Mechanical engineering technologists and technicians	Alberta	2	0	0.0 %	3.5 %	0	0	Alberta
2232 : Mechanical engineering technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	1	0	0.0 %	0.4 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	0	0.0 %	1.1 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Alberta	3	0	0.0 %	2.1 %	0	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	1	0	0.0 %	2.1 %	0	0	British Columbia

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2241 : Electrical and electronics engineering technologists and technicians	New Brunswick	4	0	0.0 %	1.2 %	0	0	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	3	0	0.0 %	1.6 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	13	0	0.0 %	1.8 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	6	0	0.0 %	0.8 %	0	0	Québec
2281 : Computer network technicians	British Columbia	2	0	0.0 %	2.0 %	0	0	British Columbia
2281 : Computer network technicians	Nova Scotia	8	0	0.0 %	3.6 %	0	0	Nova Scotia
2281 : Computer network technicians	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
2281 : Computer network technicians	Québec	1	0	0.0 %	1.1 %	0	0	Québec
2282 : User support technicians	Nova Scotia	5	0	0.0 %	3.2 %	0	0	Nova Scotia
2282 : User support technicians	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
2282 : User support technicians	Québec	5	0	0.0 %	1.3 %	0	0	Québec
2283 : Information systems testing technicians	British Columbia	8	0	0.0 %	0.0 %	0	0	British Columbia
2283 : Information systems testing technicians	Nova Scotia	50	0	0.0 %	0.0 %	0	0	Nova Scotia
2283 : Information systems testing technicians	Ontario	10	0	0.0 %	1.0 %	0	0	Ontario
2283 : Information systems testing technicians	Québec	6	0	0.0 %	0.0 %	0	0	Québec
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
5241 : Graphic designers and illustrators	Québec	5	0	0.0 %	1.2 %	0	0	Québec
05 : Supervisors		1	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		2	0	0.0 %	0.6 %	0	0	
9222 : Supervisors, electronics manufacturing	Ontario	1	0	0.0 %	0.0 %	0	0	Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	1.2 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		65	0	0.0 %	2.3 %	1	-1	
Employment Equity Occupational Group	Halifax	10	0	0.0 %	2.2 %	0	0	Halifax

Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Detailed Report

Date: 2016-12-31

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
Employment Equity Occupational Group	Montréal	21	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	31	0	0.0 %	3.2 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	3.0 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	8.5 %	0	0	Winnipeg
10 : Clerical Personnel		26	0	0.0 %	2.8 %	1	-1	
Employment Equity Occupational Group	Halifax	3	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	4.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	20	0	0.0 %	2.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	4.3 %	0	0	Victoria
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	2.3 %	0	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		13	0	0.0 %	3.3 %	0	0	
Employment Equity Occupational Group	Halifax	4	0	0.0 %	2.9 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	8	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	5.2 %	0	0	Victoria
Total		644	1	0.1 %	1.4 %	7	-6	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Detailed Report

Date: 2016-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers	National	12	1	8.3 %	10.1 %	1	0	National
02 : Middle and Other Managers	National	67	2	3.0 %	15.0 %	10	-8	National
03 : Professionals		309	28	9.1 %	35.7 %	110	-82	
1111 : Financial auditors and accountants	National	1	0	0.0 %	27.5 %	0	0	National
1112 : Financial and investment analysts	National	22	1	4.5 %	35.4 %	8	-7	National
1121 : Human resources professionals	National	8	0	0.0 %	14.1 %	1	-1	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	21.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	3	0	0.0 %	16.9 %	1	-1	National
2132 : Mechanical engineers	National	12	0	0.0 %	28.6 %	3	-3	National
2133 : Electrical and electronics engineers	National	4	0	0.0 %	34.9 %	1	-1	National
2146 : Aerospace engineers	National	6	0	0.0 %	25.0 %	2	-2	National
2147 : Computer engineers (except software engineers and designers)	National	90	11	12.2 %	38.2 %	34	-23	National
2171 : Information systems analysts and consultants	National	14	1	7.1 %	31.4 %	4	-3	National
2173 : Software engineers and designers	National	103	13	12.6 %	40.5 %	42	-29	National
2174 : Computer programmers and interactive media developers	National	38	2	5.3 %	31.5 %	12	-10	National
4163 : Business development officers and marketing researchers and consultants	National	7	0	0.0 %	21.9 %	2	-2	National
04 : Semi-Professionals and Technicians		146	7	4.8 %	15.6 %	23	-16	
2232 : Mechanical engineering technologists and technicians	Alberta	2	0	0.0 %	21.3 %	0	0	Alberta
2232 : Mechanical engineering technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	Ontario	2	0	0.0 %	20.5 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Québec	1	0	0.0 %	7.3 %	0	0	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	2	0	0.0 %	33.3 %	1	-1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Alberta	3	1	33.3 %	22.2 %	1	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	1	1	100.0 %	29.5 %	0	1	British Columbia

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
2241 : Electrical and electronics engineering technologists and technicians	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	3	0	0.0 %	2.3 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	13	1	7.7 %	31.4 %	4	-3	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	6	0	0.0 %	9.5 %	1	-1	Québec
2281 : Computer network technicians	British Columbia	2	0	0.0 %	28.5 %	1	-1	British Columbia
2281 : Computer network technicians	Nova Scotia	8	0	0.0 %	4.7 %	0	0	Nova Scotia
2281 : Computer network technicians	Ontario	3	1	33.3 %	34.1 %	1	0	Ontario
2281 : Computer network technicians	Québec	1	0	0.0 %	13.1 %	0	0	Québec
2282 : User support technicians	Nova Scotia	5	0	0.0 %	11.3 %	1	-1	Nova Scotia
2282 : User support technicians	Ontario	2	0	0.0 %	35.9 %	1	-1	Ontario
2282 : User support technicians	Québec	5	1	20.0 %	18.2 %	1	0	Québec
2283 : Information systems testing technicians	British Columbia	8	0	0.0 %	54.5 %	4	-4	British Columbia
2283 : Information systems testing technicians	Nova Scotia	50	0	0.0 %	0.0 %	0	0	Nova Scotia
2283 : Information systems testing technicians	Ontario	10	2	20.0 %	46.6 %	5	-3	Ontario
2283 : Information systems testing technicians	Québec	6	0	0.0 %	20.0 %	1	-1	Québec
5241 : Graphic designers and illustrators	Ontario	2	0	0.0 %	24.0 %	0	0	Ontario
5241 : Graphic designers and illustrators	Québec	5	0	0.0 %	11.2 %	1	-1	Québec
05 : Supervisors		1	0	0.0 %	14.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		2	0	0.0 %	30.5 %	1	-1	
9222 : Supervisors, electronics manufacturing	Ontario	1	0	0.0 %	38.4 %	0	0	Ontario
9227 : Supervisors, other products manufacturing and assembly	Ontario	1	0	0.0 %	22.7 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		65	4	6.2 %	11.0 %	7	-3	
Employment Equity Occupational Group	Halifax	10	0	0.0 %	5.8 %	1	-1	Halifax

Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Detailed Report

Date: 2016-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
Employment Equity Occupational Group	Montréal	21	3	14.3 %	12.2 %	3	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	31	1	3.2 %	12.2 %	4	-3	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	8.2 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	11.1 %	0	0	Winnipeg
10 : Clerical Personnel		26	1	3.8 %	13.2 %	3	-2	
Employment Equity Occupational Group	Halifax	3	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	17.4 %	0	0	Montréal
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	20	1	5.0 %	14.7 %	3	-2	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	8.6 %	0	0	Victoria
11 : Intermediate Sales and Service Personnel		3	0	0.0 %	17.6 %	1	-1	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	1	0	0.0 %	22.2 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	22.0 %	0	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		13	5	38.5 %	14.8 %	2	3	
Employment Equity Occupational Group	Halifax	4	0	0.0 %	6.1 %	0	0	Halifax
Employment Equity Occupational Group	Ottawa - Gatineau	8	5	62.5 %	19.9 %	2	3	Ottawa - Gatineau
Employment Equity Occupational Group	Victoria	1	0	0.0 %	9.1 %	0	0	Victoria
Total		644	48	7.5 %	24.6 %	158	-110	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Detailed Report

Date: 2016-12-31

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
01/02 : Managers	National	79	3	3.8 %	4.3 %	3	0	National
03 : Professionals	National	309	2	0.6 %	3.8 %	12	-10	National
04 : Semi-Professionals and Technicians	National	146	3	2.1 %	4.6 %	7	-4	National
05 : Supervisors	National	1	0	0.0 %	13.9 %	0	0	National
06 : Supervisors: Crafts and Trades	National	2	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	65	1	1.5 %	3.4 %	2	-1	National
10 : Clerical Personnel	National	26	0	0.0 %	7.0 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	3	0	0.0 %	5.6 %	0	0	National
12 : Semi-Skilled Manual Workers	National	13	0	0.0 %	4.8 %	1	-1	National
Total		644	9	1.4 %	4.2 %	27	-18	

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: 2016-12-31

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

Need metrics for Quebec province only

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
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



Workforce Analysis - Detailed Report

Date: 2016-12-31

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
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



Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Summary Report

Date: 2016-12-31

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	12	2	16.7 %	27.4 %	3	-1
02 : Middle and Other Managers	67	11	16.4 %	38.9 %	26	-15
03 : Professionals	309	61	19.7 %	21.2 %	66	-5
04 : Semi-Professionals and Technicians	146	20	13.7 %	29.6 %	43	-23
05 : Supervisors	1	0	0.0 %	50.7 %	1	-1
06 : Supervisors: Crafts and Trades	2	0	0.0 %	26.9 %	1	-1
07 : Administrative and Senior Clerical Personnel	65	48	73.8 %	79.3 %	52	-4
10 : Clerical Personnel	26	17	65.4 %	66.5 %	17	0
11 : Intermediate Sales and Service Personnel	3	1	33.3 %	63.0 %	2	-1
12 : Semi-Skilled Manual Workers	13	4	30.8 %	13.7 %	2	2
Total	644	164	25.4 %	32.9 %	213	-49

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Summary Report

Date: 2016-12-31

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	12	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	67	0	0.0 %	2.2 %	1	-1
03 : Professionals	309	1	0.3 %	0.9 %	3	-2
04 : Semi-Professionals and Technicians	146	0	0.0 %	1.0 %	1	-1
05 : Supervisors	1	0	0.0 %	2.7 %	0	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	0.6 %	0	0
07 : Administrative and Senior Clerical Personnel	65	0	0.0 %	2.3 %	1	-1
10 : Clerical Personnel	26	0	0.0 %	2.8 %	1	-1
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	2.3 %	0	0
12 : Semi-Skilled Manual Workers	13	0	0.0 %	3.3 %	0	0
Total	644	1	0.1 %	1.4 %	7	-6

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Summary Report

Date: 2016-12-31

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	12	1	8.3 %	10.1 %	1	0
02 : Middle and Other Managers	67	2	3.0 %	15.0 %	10	-8
03 : Professionals	309	28	9.1 %	35.7 %	110	-82
04 : Semi-Professionals and Technicians	146	7	4.8 %	15.6 %	23	-16
05 : Supervisors	1	0	0.0 %	14.7 %	0	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	30.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	65	4	6.2 %	11.0 %	7	-3
10 : Clerical Personnel	26	1	3.8 %	13.2 %	3	-2
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	17.6 %	1	-1
12 : Semi-Skilled Manual Workers	13	5	38.5 %	14.8 %	2	3
Total	644	48	7.5 %	24.6 %	158	-110

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Lockheed Martin Canada

Workforce Analysis - Summary Report

Date: 2016-12-31

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	79	3	3.8 %	4.3 %	3	0
03 : Professionals	309	2	0.6 %	3.8 %	12	-10
04 : Semi-Professionals and Technicians	146	3	2.1 %	4.6 %	7	-4
05 : Supervisors	1	0	0.0 %	13.9 %	0	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	65	1	1.5 %	3.4 %	2	-1
10 : Clerical Personnel	26	0	0.0 %	7.0 %	2	-2
11 : Intermediate Sales and Service Personnel	3	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	13	0	0.0 %	4.8 %	1	-1
Total	644	9	1.4 %	4.2 %	27	-18

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2016-12-31

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

Need metrics for Quebec province only

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
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



Workforce Analysis - Summary Report

Date: 2016-12-31

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
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

Short-term Goal Setting Tool

**Lockheed Martin Canada
2017-2020**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	from from Workforce Analysis	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 2016-12-31 #	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years #	WOMEN										
		Annually %	Over 3 Years #	Annually %	Over 3 Years #		Number of Women #	Turnover (Replacement of Terminated Employees)		Hires Required #	3 Year Goals 2017-2020		Present Availability %	Present Gap #	Projected Gap #	Present Representation %	Projected Representation in 3 Years %
								Annually %	Over 3 Years #		Annually %	Over 3 Years #					
Senior Managers	12	0.0%	0	0.0%	0	0	2	0.0%	0	1	0	35.0%	27.4%	-1	-1	16.7%	16.7%
Middle & Other Managers	67	0.0%	0	7.0%	14	14	11	7.0%	2	17	6	40.0%	38.9%	-15	-11	16.4%	22.4%
Professionals	309	18.0%	167	7.0%	65	232	61	7.0%	13	53	51	22.0%	21.2%	-5	-2	19.7%	20.8%
Semi-Professionals & Technicians	146	0.0%	0	5.0%	22	22	20	5.0%	3	26	7	33.0%	29.6%	-23	-19	13.7%	16.4%
Supervisors	1	0.0%	0	100.0%	3	3	0	100.0%	0	1	1	50.7%	50.7%	-1	0	0.0%	100.0%
Supervisors: Crafts & Trades	2	0.0%	0	0.0%	0	0	0	0.0%	0	1	0	30.0%	26.9%	-1	-1	0.0%	0.0%
Administrative & Senior Clerical Person	65	8.0%	16	0.0%	0	16	48	0.0%	0	17	#VALUE!	No goal required	79.3%	-4	#VALUE!	73.8%	#VALUE!
Clerical Personnel	26	0.0%	0	8.0%	6	6	17	8.0%	4	4	#VALUE!	No goal required	65.5%	0	#VALUE!	65.4%	#VALUE!
Intermediate Sales & Service Personnel	3	0.0%	0	0.0%	0	0	1	0.0%	0	1	1	63.0%	63.0%	-1	0	33.3%	66.7%
Semi-Skilled Manual Workers	13	0.0%	0	0.0%	0	0	4	0.0%	0	-2	0	13.7%	13.7%	2	2	30.8%	30.8%

Short-term Goal Setting Tool
Lockheed Martin Canada
2017-2020

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	from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	from from Workforce Analysis	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 2016-12-31	Growth (New Positions)		Turnover (Replacement of Terminated)		Anticipated Hires Over 3 Years	ABORIGINAL PEOPLES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number of Aboriginal People	Turnover (Replacement of Terminated)		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
#	%	#	%	#	%	#	#	%	#	%	%	#	#	%	%		
Senior Managers	12	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%	
Middle & Other Managers	67	0.0%	0	7.0%	14	14	0	7.0%	0	1	1	4.0%	2.2%	-1	0	0.0%	1.5%
Professionals	309	18.0%	167	7.0%	65	232	1	7.0%	0	4	3	1.5%	0.9%	-2	0	0.3%	0.8%
Semi-Professionals & Technicians	146	0.0%	0	5.0%	22	22	0	5.0%	0	1	0	2.0%	1.0%	-1	-1	0.0%	0.0%
Supervisors	1	0.0%	0	100.0%	3	3	0	100.0%	0	0	0	2.7%	0	0	0.0%	0.0%	
Supervisors: Crafts & Trades	2	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.6%	0	0	0.0%	0.0%	
Administrative & Senior Clerical Person	65	8.0%	16	0.0%	0	16	0	0.0%	0	1	1	4.0%	2.3%	-1	-1	0.0%	1.2%
Clerical Personnel	26	0.0%	0	8.0%	6	6	0	8.0%	0	1	0	5.0%	2.8%	-1	-1	0.0%	0.0%
Intermediate Sales & Service Personnel	3	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	2.3%	0	0	0.0%	0.0%	
Semi-Skilled Manual Workers	13	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	3.3%	0	0	0.0%	0.0%	

Short-term Goal Setting Tool

**Lockheed Martin Canada
2017-2020**

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	from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	from from Workforce Analysis	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 2016-12-31 #	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 of PWD #	Turnover (Replacement of Terminated Employees)		Hires Required #	3 Year Goals 2017-2020		Present Availability %	Present Gap #	Projected Gap #	Present Representation %	Projected Representation in 3 Years %	
								Annually %	Over 3 Years #		Annually %	Over 3 Years #						Annually %
Senior Managers	12	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0.0%	0.0%
Middle & Other Managers	67	0.0%	0	7.0%	14	14	3	7.0%	1	1	1	4.3%	4.3%	0	0	0	4.5%	4.5%
Professionals	309	18.0%	167	7.0%	65	232	2	7.0%	0	16	9	4.0%	3.8%	-10	-7	0.6%	2.3%	
Semi-Professionals & Technicians	146	0.0%	0	5.0%	22	22	3	5.0%	0	4	1	5.0%	4.6%	-4	-3	2.1%	2.7%	
Supervisors	1	0.0%	0	100.0%	3	3	0	100.0%	0	0	0		13.9%	0	0	0.0%	0.0%	
Supervisors: Crafts & Trades	2	0.0%	0	0.0%	0	0	0	0.0%	0	0	0		7.8%	0	0	0.0%	0.0%	
Administrative & Senior Clerical Personnel	65	8.0%	16	0.0%	0	16	1	0.0%	0	2	1	6.0%	3.4%	-1	-1	1.5%	2.5%	
Clerical Personnel	26	0.0%	0	8.0%	6	6	0	8.0%	0	2	1	10.0%	7.0%	-2	-1	0.0%	3.8%	
Intermediate Sales & Service Personnel	3	0.0%	0	0.0%	0	0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%	
Semi-Skilled Manual Workers	13	0.0%	0	0.0%	0	0	0	0.0%	0	1	0	10.0%	4.8%	-1	-1	0.0%	0.0%	

Short-term Goal Setting Tool

**Lockheed Martin Canada
2017-2020**

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	from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	from from Workforce Analysis	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 2016-12-31	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 of Visible Minorities	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
								Annually	Over 3 Years		#	%						#
#	%	#	%	#	%	#	#	%	#	%	%	#	#	%	%			
Senior Managers	12	0.0%	0	0.0%	0	0	1	0.0%	0	0	0	0	0	10.1%	0	0	8.3%	8.3%
Middle & Other Managers	67	0.0%	0	7.0%	14	14	2	7.0%	0	8	3	20.0%	15.0%	-8	-5	3.0%	7.5%	
Professionals	309	18.0%	167	7.0%	65	232	28	7.0%	6	148	84	36.0%	35.7%	-82	-64	9.1%	22.3%	
Semi-Professionals & Technicians	146	0.0%	0	5.0%	22	22	7	5.0%	1	17	4	20.0%	15.6%	-16	-13	4.8%	6.8%	
Supervisors	1	0.0%	0	100.0%	3	3	0	100.0%	0	0	0	0	14.7%	0	0	0.0%	0.0%	
Supervisors Crafts & Trades	2	0.0%	0	0.0%	0	0	0	0.0%	0	1	0	31.0%	30.5%	-1	-1	0.0%	0.0%	
Administrative & Senior Clerical Personnel	65	8.0%	16	0.0%	0	16	4	0.0%	0	5	2	15.0%	11.0%	-3	-3	6.2%	7.4%	
Clerical Personnel	26	0.0%	0	8.0%	6	6	1	8.0%	0	2	1	15.0%	13.2%	-2	-1	3.8%	7.7%	
Intermediate Sales & Service Personnel	3	0.0%	0	0.0%	0	0	0	0.0%	0	1	0	20.0%	17.6%	-1	-1	0.0%	0.0%	
Semi-Skilled Manual Workers	13	0.0%	0	0.0%	0	0	5	0.0%	0	-3	0	0	14.8%	3	3	38.5%	38.5%	

Summary of Goals
Lockheed Martin Canada
2017-2020

Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
1	Senior Managers *	-1	35%	Bridge gap as openings occur	
2	Middle & Other Managers	-15	40%	40%	Continue until full representation is reached.
3	Professionals	-5	22%	22%	Continue until full representation is reached.
4	Semi-prof. & Technicians	-23	33%	33%	Continue until full representation is reached.
5	Supervisors	-1	1	Bridge gap as openings occur	
6	Supervisors Crafts & Trades *	-1	1	Bridge gap as openings occur	
11	Intermediate Sales & Service *	-1	1	Bridge gap as openings occur	

*No hires anticipated over next three years.

Aboriginal Peoples

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
2	Middle & Other Managers	-1	4%	Maintain full representation	
3	Professionals	-2	1.5%	Maintain full representation	
4	Semi-prof. & Technicians	-1	2%	Bridge gap as openings occur	
7	Admin & Senior Clerical	-1	4%	Bridge gap as openings occur	
10	Clerical	-1	5%	Bridge gap as openings occur	

Persons with Disabilities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
2	Middle & Other Managers*	-1	4.3%	Maintain full representation	
3	Professionals	-10	4%	4%	Continue until full representation is reached.
4	Semi-prof. & Technicians	-4	5%	5%	Continue until full representation is reached.
7	Admin & Senior Clerical	-1	6%	Bridge gap as openings occur	
10	Clerical	-2	10%	10%	Continue until full representation is reached.
12	Semi-skilled Manual Workers**	-1	10%	Bridge gap as openings occur	

*Gap is due to turnover. Goal is set at availability to maintain full representation.

**No hires anticipated over next three years.

Members of Visible Minorities

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
2	Middle & Other Managers	-8	20%	20%	Continue until full representation is reached.
3	Professionals	-82	36%	36%	Continue until full representation is reached.
4	Semi prof. & Technicians	-16	20%	20%	Continue until full representation is reached.
6	Supervisors Crafts & Trades *	-1	31%	Bridge gap as openings occur	
7	Admin & Senior Clerical	-3	15%	15%	Continue until full representation is reached.
10	Clerical	-2	15%	15%	Continue until full representation is reached.
11	Intermediate Sales & Service *	-1	20%	Bridge gap as openings occur	

* No hires anticipated in next three years.



**SELF-IDENTIFICATION QUESTIONNAIRE
(Confidential when completed)**

Once complete, this information will remain confidential and will only be used for the Employment Equity program (as required under the Federal Contractors Program/Legislated Employment Equity Program) and Corporate Diversity initiatives.

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. The survey is kept separate from your personnel file in a locked cabinet. Your data is stored in the WEIMS database and is accessed by authorized persons only.

Completed copy to be sent in a sealed envelope marked "Confidential" to Human Resources – Attention Carol Lloyd.

Your response to the self-identification questionnaire is voluntary; however, it is mandatory to complete Sections A and B.

Please note that a person may belong to more than one designated group. Thank you for your collaboration.

A. **Family Name:** _____ **Given Name:** _____
 Male **Female** **Employee #:** _____

B. We encourage you to complete this form in order for us to maintain accurate metrics and assist us with future strategic HR planning. If you do not wish to participate, please check this box.

C. Persons with disabilities are those that have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

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
- Blind or Visually Impaired: unable to see or difficulty seeing, glaucoma, but do not include yourself if you can see well with glasses or contact lenses
- Speech: unable to speak or difficulty speaking and being understood
- Deaf or Hard of Hearing: unable to hear or difficulty hearing
- Other Disabilities: learning, developmental and other types of disabilities

Based on this definition, are you a person with a disability? **Yes** **No**



SELF-IDENTIFICATION QUESTIONNAIRE
(Confidential when completed)

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

Yes **No**

Based on this definition, are you an Aboriginal person?

E. Members of visible minorities are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.

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., Iranian, Lebanese, Egyptian, Libyan)
- Persons of Mixed Origin (e.g., with one parent in one of the visible minority groups listed above).

Yes **No**

Based on this definition, are you a member of a visible minority group?

This form is also available in hard copy format.

From: Lloyd, Carol A <carol.a.lloyd@lmco.com>
Sent: February 7, 2017 10:36 AM
To: Thibeault, Daniel D [NC] <daniel.thibeault@labour-travail.gc.ca>
Cc: Morin, Jana <jana.morin@lmco.com>
Subject: Lockheed Martin Canada - FCP First Compliance Assessment

Hi Daniel,

As requested, I am sending you what was submitted yesterday, February 6, 2017 to ee-eme@hrscd-rhdsc.gc.ca via Secure Information Exchange to your e-mail address.

In response to an e-mail received on January 6, 2017 advising Lockheed Martin Canada is now subject to a first compliance assessment under the Federal Contractors Program (FCP) of the *Employment Equity Act* (EEA), please find our submission.

1. The self-identification questionnaire used to conduct your workforce survey.
 - **RESPONSE:** This questionnaire is attached to this e-mail.
 - **COMMENTS:** This survey was sent and approved by ESDC.
2. The results of your workforce survey:
 - The number of employees that were surveyed
 - **RESPONSE:** 683
 - **COMMENTS:** Based on active employees
 - The combined number of self-identification questionnaires that were returned blank, partially, and fully completed
 - **RESPONSE:** 493
 - **COMMENTS:** If a blank form is received it is sent back to the employee to complete.
 - The number of fully completed and returned self-identification questionnaires.
 - **RESPONSE:** 493 (72.18%)
 - **COMMENTS:** As a part of the company's overall Employment Equity strategy, Lockheed Martin Canada will be conducting a full resurvey of its workforce in 2017, along with a solid communications strategy
3. The workforce analysis results (Summary Report and Detailed Report).
 - **RESPONSE:** Please see attached WFA
4. Short- and long-term numerical goals to address the representation gap identified through your workforce analysis.
 - **RESPONSE:** Please see attached the short and long-term goals

If you have any questions or need any clarification, please don't hesitate to contact me.

Regards,
Carol

Carol Lloyd
HR Administrator Systems – International Rewards
Lockheed Martin Canada

501 Palladium Drive, Ottawa, Ontario K2V 0A2
O 613-599-3280 x3886



Dear Ms. Chapdelaine,

This email is to confirm that the compliance assessment initiated on January 6th, 2017 has been completed. As a result of the assessment, Lockheed Martin Canada has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) of the Employment Equity Act (EEA).

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

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

- We require you to increase your follow-up with employees to strengthen your workforce survey's return and response rates.

Attached for your reference is a summary of Lockheed Martin Canada 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 Lockheed Martin Canada 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, Lockheed Martin Canada will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Lockheed Martin Canada 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
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