

Labour Program / Federal Contractors Program

OFFICIAL USE ONLY / Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- [X] New Agreement
[] Revised Agreement

ORGANIZATION
Legal Name of Organization: NANOMETRICS INC
Parent company is located outside Canada: [X] No
Operating Name:
Business Number:
Total number of employees in Canada: 114
NAICS Code Number: 334152 - Measuring, medical & controlling devices

HEAD OFFICE
Address: 250 Herzberg Road
City: Kanata
Province: ON
Postal Code: K2B 6J6
Telephone Number: 613-592-6176

EMPLOYMENT EQUITY CONTACT
Name (print): IAN TALBOT
Title: CFO & V.P., CORPORATE SERVICES
Telephone Number: 613-592-6176 x 308
E-mail Address: iantalbot@nanometrics.ca
Preferred Language of Correspondence: [X] English

CERTIFICATION
The above-named organization:
- 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...

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): IAN TALBOT
Title: CFO & VP, Corporate Services
Telephone Number: 613-592-6176 x 308
E-mail Address: iantalbot@nanometrics.ca
Preferred Language of Correspondence: [X] English
Signature: [Redacted]
Date: 2016/04/20

Privacy Notice
The information you provide on this form is collected under the authority of section 42 of the Employment Equity Act 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...

RETURN INSTRUCTIONS
IMPORTANT
- The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.



Workplace Equity Information Management System - Nanometrics Inc.

Workforce Analysis - Summary Report

Date: 2017-06-23

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	5	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	19	5	26.3 %	38.9 %	7	-2
03 : Professionals	23	8	34.8 %	26.5 %	6	2
04 : Semi-Professionals and Technicians	17	2	11.8 %	13.8 %	2	0
05 : Supervisors	1	0	0.0 %	50.7 %	1	-1
06 : Supervisors: Crafts and Trades	2	0	0.0 %	23.7 %	0	0
07 : Administrative and Senior Clerical Personnel	2	2	100.0 %	77.2 %	2	0
10 : Clerical Personnel	3	1	33.3 %	65.8 %	2	-1
11 : Intermediate Sales and Service Personnel	1	1	100.0 %	61.8 %	1	0
12 : Semi-Skilled Manual Workers	12	4	33.3 %	14.6 %	2	2
Total	85	23	27.1 %	28.3 %	24	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nanometrics Inc.

Workforce Analysis - Summary Report

Date: 2017-06-23

003702

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	5	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	19	0	0.0 %	2.2 %	0	0
03 : Professionals	23	0	0.0 %	1.1 %	0	0
04 : Semi-Professionals and Technicians	17	0	0.0 %	1.7 %	0	0
05 : Supervisors	1	0	0.0 %	2.7 %	0	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	0.0 %	0	0
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	3.2 %	0	0
10 : Clerical Personnel	3	0	0.0 %	2.8 %	0	0
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	3.0 %	0	0
12 : Semi-Skilled Manual Workers	12	0	0.0 %	3.3 %	0	0
Total	85	0	0.0 %	2.0 %	0	0

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nanometrics Inc.

Workforce Analysis - Summary Report

Date: 2017-06-23

003703

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	5	0	0.0 %	10.1 %	1	-1
02 : Middle and Other Managers	19	0	0.0 %	15.0 %	3	-3
03 : Professionals	23	3	13.0 %	28.6 %	7	-4
04 : Semi-Professionals and Technicians	17	0	0.0 %	32.0 %	5	-5
05 : Supervisors	1	0	0.0 %	14.7 %	0	0
06 : Supervisors: Crafts and Trades	2	0	0.0 %	29.6 %	1	-1
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	12.2 %	0	0
10 : Clerical Personnel	3	1	33.3 %	14.7 %	0	1
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	22.0 %	0	0
12 : Semi-Skilled Manual Workers	12	7	58.3 %	19.9 %	2	5
Total	85	11	12.9 %	22.8 %	19	-8

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nanometrics Inc.

Workforce Analysis - Summary Report

Date: 2017-06-23

003704

Persons with Disabilities

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	24	0	0.0 %	4.3 %	1	-1
03 : Professionals	23	1	4.3 %	3.8 %	1	0
04 : Semi-Professionals and Technicians	17	2	11.8 %	4.6 %	1	1
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	2	0	0.0 %	3.4 %	0	0
10 : Clerical Personnel	3	0	0.0 %	7.0 %	0	0
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	12	1	8.3 %	4.8 %	1	0
Total	85	4	4.7 %	4.6 %	4	0

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-06-23

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



Workforce Analysis - Summary Report

Date: 2017-06-23

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

Summary of Goals

Nanometrics Inc

June 2017

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

Women

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
01	Senior Manager	-1		1	Rare recruitment activity at the executive level
02	Middle Manager	-3	1	1	Immediate (12 mth) manager roles are in the Engineering Dept. where female representation in the field is not dominant
03	Professionals	0	1		Continue focus on female engineers who can grow with the organization
04	Semi-Professionals	-1		1	Do not see growth in this level for the next 12 months
05	Supervisors	-2		1	Do not see growth in this level for the next 24 months
07	Senior Clerical Professionals	0	1		Opportunity to grow this level
10	Clerical	-2		1	Do not see growth in this level in the next 24 months

Aboriginal Peoples

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
					No gaps identified so no need to make a commitment

Persons with Disabilities

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
01/02	Managers	1		1	We are committed to hiring the best talent with the right skills and fir for each role. All open roles are open to everyone, including persons with disabilities. As it is not permitted to ask in an interview, unless a visible disability, this goal is difficult to assess with certainty.
05	Supervisors	1			Do not see recruitment in this level for the next 24 months

Members of Visible Minorities

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
02	Middle Managers	3	1		Same logic as above. We have people in supervisor roles who may be promoted in the next 3 years. 2 would represent viable minorities and so internal growth should address this gap.
03	Professionals	3	2	1	Can make an immediate commitment to addressing 2 gap as we have since hired Brittany and Anthony who both identify as visible minorities.
04	Semi-Professional	6		2	Do not see growth in this level in the next 24 months
05	Supervisors	1		1	Do not see growth in this level in the next 24 months

Nanometrics Self-identification Questionnaire

Instructions

At Nanometrics, we are proud to have a dynamic and diverse workforce as part of our organizational culture. We want a culture that is inclusive, positive and performance-oriented. We believe that being open to different ideas, thoughts and backgrounds allows us to benefit from a variety of perspectives and strengthens our company and our global competitiveness.

In 2016, we were successful in expanding our Seismology market right here in Canada. As a result of the contract, and in line with a continued commitment to strengthen our culture, we are implementing Employment Equity under the Federal Contractors Program. We want to ensure that members of the four designated groups (women, Aboriginal peoples, persons with disabilities and visible minorities) are represented in our workforce. While we will always focus on hiring talent based on qualifications, skills, competencies and fit, we want to ensure that all employees are impartially represented and are treated fairly in our selection, hiring, training and promotion practices.

Our self-identification survey is the first step and an essential component of our Employment Equity program. It will provide us with a solid understanding of the make-up of our current workforce and guide us as we continue to create an inclusive environment for our employees.

As we are bound by the Federally mandated Employment Equity Program, you are required by law to complete Section A, physically sign your return in section I and return to HR. Completion of sections B to H is voluntary.

The responses that you provide on this form will be retained by HR for statistical purposes only. Your confidentiality and information provided is protected under law. If you have any concerns, please let me know.

Please be advised that this form is available in alternate formats upon request.

Thank you very much for your co-operation and input.

Frequently Asked Questions

1. WHY IS THIS INFORMATION BEING COLLECTED?

It is a requirement for our ongoing contract with the government of Canada. The information is collected from all new and current employees, in order to obtain a picture of the composition of our workforce. There are two ways in which the information will be useful. It will help us in further understanding the culture of our workforce, and will be used for comparison purposes in order to develop and monitor our own Employment Equity Program.

2. WHY SHOULD EVERYONE COMPLETE THE SELF-IDENTIFICATION SURVEY?

All employees are part of the workforce and therefore, the employment equity commitment can only be fully supported when all employees count themselves in. By providing your information we will be able to determine how the make-up of our workforce reflects the workforce in our area. Even if you are not a designated group member, you are helping the organization in ensuring social equality for all employees.

3. DO QUESTIONS ON RACE OR DISABILITY CONTRAVENE HUMAN RIGHTS LEGISLATIONS AND OTHER LAWS?

No. The *Canadian Human Rights Act* stipulates that it is not a discriminatory practice to collect information if it is intended to be used in adopting or carrying out a special program, plan or arrangement designed to eliminate discrimination of certain groups of individuals.

4. HOW WILL THE INFORMATION I PROVIDE BE USED?

The information you share will be used to create statistics about the make-up of our workforce. It will allow us to assess designated group representation in different occupational groups and levels, to set goals and to monitor progress in reaching those goals.

5. MUST I RESPOND TO THIS SURVEY?

Your response to the self-identification survey is voluntary. However, it is mandatory for you to enter your name and ID and return the survey to HR even if you choose not to fill out any of the information.

6. WILL MY INFORMATION BE KEPT CONFIDENTIAL?

Yes. The information you provide is protected by the *Privacy Act* and will be kept confidential. Furthermore, the *Employment Equity Act* states that self-identification information can only be used for employment equity purposes and your information will be kept separate from your personnel file.

7. CAN I IDENTIFY IN MORE THAN ONE GROUP?

Yes. The *Employment Equity Regulations* permit employees to identify in more than one designated group. The self-identification survey includes definitions to help you accurately identify which group(s) you may belong to.

8. CAN ANYONE ELSE IDENTIFY ME?

No. You are responsible for your own identification. By law, no one can submit this information on your behalf unless you authorize them to do so in writing.

Nanometrics Self-identification Questionnaire

Privacy Notice

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

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

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

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

- A. Name: _____
- Department: _____
- Position: _____
- Employee number: _____
(found on your paystub)
- Employment status: Full-time employee
- Part-time employee
- Temporary employee

Nanometrics Self-identification Questionnaire

B. Gender

Female Male

After reading the descriptions in each of the next three sections, answer “Yes” if any of the following apply to you. Please note that you may self-identify in more than one group.

C. Aboriginal Peoples

According to the *Employment Equity Act*, an Aboriginal person is a person who is Indian, Inuit or Métis.

Are you an Aboriginal person?

Yes No

D. Visible Minorities

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

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

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

Are you a member of a visible minority?

Yes No

E. Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

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

Are you a person with a disability?

Yes No

F. Additional Data for Accommodation Purposes

Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.

Nanometrics Self-identification Questionnaire

G. Voluntary Employee Participation

- 1) Please indicate below if you wish to have your employment equity self-identification information used for particular employment equity initiatives.

Yes No

- 2) As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact or a local human resources manager for this kind of activity, please check “Yes” below.

Yes No

H. Employee Comments

If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact the employment equity contact by phone at 613-592-6776 or email MarniFrancis@nanometrics.ca

I. Employee Signature

Signature: _____ Date: _____

Thank you for your participation!

Nanometrics Inc.
250 Herzberg Road
Kanata, ON K2K 2A1
Attention: Employment Equity Committee

Please return this form in the envelope provided to:

This information is collected under the authority of the Freedom of Information and Protection of Privacy Act and the Employment Equity Act and is required to operate the Company's Employment Equity program.

Please be advised that this form is available upon request at any time and that the information you have provided can be changed or updated at a later date.

Nyirasafari, Ange AN [NC]

From: Fortin, Sylvie SY [NC]
Sent: December 1, 2017 2:51 PM
To: 'iantalbot@nanometrics.ca'
Cc: 'catrionamalcolmson@nanometrics.ca'; EE-EME
Subject: FW: FP-Letter-WEDFCPCompliance2ndAssessmentEN-20171128
Attachments: FP-Letter-WEDFCPCompliancendAssessmentEN-20171128 (4).docx

Subject: Government of Canada Agreement Number: 10000445 – Notification of Compliance with the Federal Contractors Program

Dear Mr. Talbot,

I am writing to inform you that the compliance assessment initiated on 2017-05-30 has been completed. As a result of the assessment, Nanometrics Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Attached for your reference is a summary of Nanometrics Inc.'s employment equity results compared against Employment Equity Occupational Group 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 Nanometrics Inc. 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 reasonable progress has not been made, Nanometrics Inc. 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, including the Achievement Table, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Sylvie Fortin at sylvie.g.fortin@labour-travail.gc.ca.

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

Équipe de l'équité en emploi / Workplace Equity Team

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

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

Attachment

Nyirasafari, Ange AN [NC]

Subject: FW: Nanometrics Employment Equity
Attachments: NMX Self Identification Questionnaire_2017.docx; Employee Questionnaire - Excel.xlsx

From: Catriona Malcolmson <catrionamalcolmson@nanometrics.ca>
Sent: May 30, 2017 6:16 PM
To: Begg, Suzanne SV [NC] <suzanne.begg@labour-travail.gc.ca>
Subject: Nanometrics Employment Equity

Hi Suzanne,

I have uploaded the information into the WEIMS system but am also sending the info to you so you can see what I uploaded as it kept telling me there was an error and it was not uploading.

Attached please find the following documents:

1. Nmx Employee Survey questionnaire that was sent to 107 employees.

Of these 107 employees 86 were returned fully completed; 1 was partially completed and 1 was not completed other than name, employee # and signature.

2. The Employee info in Excel Spreadsheet

3. The Employee info in text file (this was uploaded)

So, now that the survey is done and all the analysis of the responses, what is required from us now? How do we see the additional forms and the goals form etc?

Thanks for all your help today.

Trina

Catriona Malcolmson
Manager, Human Resources & Facilities

Nanometrics Inc.

Ottawa | Calgary | Houston | Beijing

T: 613 505 5087 Mobile: 613-697-5106 | catrionamalcolmson@nanometrics.ca
www.nanometrics.ca | www.microseismicmonitoring.com

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Nyirasafari, Ange AN [NC]

From: Catriona Malcolmson <catrionamalcolmson@nanometrics.ca>
Sent: November 29, 2017 4:01 PM
To: Fortin, Sylvie SY [NC]
Subject: Fwd:
Attachments: doc01231120171129165814.pdf

Hi Sylvie,

I have adjusted our goals and comments so they are in line with our hiring plans.

Please let me know if this goal summary is ok?

Thanks,
Trina

Catriona Malcolmson
Manager, Human Resources & Facilities

Nanometrics Inc.

Ottawa | Calgary | Houston | Beijing

T: [613 505 5087](tel:6135055087) Mobile: [613-697-5106](tel:6136975106) | catrionamalcolmson@nanometrics.ca
www.nanometrics.ca | www.microseismicmonitoring.com

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Nyirasafari, Ange AN [NC]

From: Catriona Malcolmson <catrionamalcolmson@nanometrics.ca>
Sent: November 23, 2017 12:12 PM
To: Fortin, Sylvie SY [NC]
Subject: Fwd: Employment Equity goals for Nanometrics
Attachments: Nanometrics EE Goals.pdf

Hi Sylvie,

Here are the goals previously sent for the Employment Equity Program.

Thanks,
Trina

613-697-5106
613-505-5087

----- Forwarded message -----

From: Marni Francis <marnifrancis@nanometrics.ca>
Date: Fri, Aug 18, 2017 at 10:42 AM
Subject: Employment Equity goals for Nanometrics
To: suzanne.begg@labour-travail.gc.ca
Cc: Catriona Malcolmson <catrionamalcolmson@nanometrics.ca>

Good morning Suzanne,

After many reviews with our employment equity committee, please find attached our goals.

As previously discussed, while we are committed to reducing any gaps which currently exist for EE, as an organization our first priority is hiring the right fit talent. We are a company who is committed to our employees and understand that our corporate success allows employees to feel comfortable and confident in the stability of their employment and lifestyle. We are committed to addressing our gaps through continuing to add talent to the organization that progresses that stability and moves the company forward.

If you have any questions or concerns, please feel free to let me know,

thank you and have a great day,
Marni

--
Marni Francis
Director, People and Places

Nanometrics Inc.

Ottawa | Calgary | Houston | Beijing

T: [+1 613 505 5117](tel:+16135055117) | marnifrancis@nanometrics.ca
www.nanometrics.ca | www.microseismicmonitoring.com

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