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s.24(1)

Labour Program  
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

## Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization NATIONAL ENERGY EQUIPMENT INC	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" 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: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm</a> 8113	Total number of employees in Canada (Permanent Full-Time and/or Part-Time)    490  <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1850 DERRY ROAD EAST	City MISSISSAUGA	Province ON	Postal Code L5S 1Y6
Telephone Number 905-464-2422			

EMPLOYMENT EQUITY CONTACT		
Name (print) ANNA ALBERICO	Title HUMAN RESOURCES MANAGER	
Telephone Number 905-565-5384	E-mail Address aalberico@nee.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> <li>• having a combined workforce of 100 or more permanent full-time and permanent part-time employees in Canada, AND</li> <li>• 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)</li> </ul> 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: <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a> :
<p><b>Important note:</b> If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY		
<p><b>NOTE:</b> 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.</p>		
Name (print) JACOBUS CLOETE	Title CONTROLLER	
Telephone Number 905-565-535 [REDACTED]	E-mail Address [REDACTED]@ete@nee.ca	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature [REDACTED]	Date (YYYY-MM-DD) 2016-10-03	

<p><b>Privacy Notice:</b></p> <p>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).</p> <p>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.</p> <p>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.</p> <p>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: <a href="http://www.infosource.gc.ca">http://www.infosource.gc.ca</a>. <i>Info Source</i> may also be accessed online at any Service Canada Centre.</p>
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RETURN INSTRUCTIONS
<p><b>IMPORTANT</b></p> <ul style="list-style-type: none"> <li>• The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: <a href="mailto:ee-eme@hrsdcc-rhdcc.gc.ca">ee-eme@hrsdcc-rhdcc.gc.ca</a>.</li> </ul>



Workplace Equity Information Management System - National Energy Equipment Inc

Workforce Analysis - Detailed Report

Date: 2017-07-21

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	9	3	33.3 %	27.4 %	2	1	National
<b>02 : Middle and Other Managers</b>	National	59	15	25.4 %	38.9 %	23	-8	National
<b>03 : Professionals</b>		3	1	33.3 %	41.8 %	1	0	
1111 : Financial auditors and accountants	National	1	1	100.0 %	55.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.0 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		93	3	3.2 %	5.4 %	5	-2	
2243 : Industrial instrument technicians and mechanics	Alberta	17	0	0.0 %	3.1 %	1	-1	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	9	0	0.0 %	9.6 %	1	-1	British Columbia
2243 : Industrial instrument technicians and mechanics	Manitoba	6	0	0.0 %	0.0 %	0	0	Manitoba
2243 : Industrial instrument technicians and mechanics	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
2243 : Industrial instrument technicians and mechanics	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2243 : Industrial instrument technicians and mechanics	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
2243 : Industrial instrument technicians and mechanics	Ontario	29	1	3.4 %	7.2 %	2	-1	Ontario
2243 : Industrial instrument technicians and mechanics	Québec	14	0	0.0 %	3.4 %	0	0	Québec
2243 : Industrial instrument technicians and mechanics	Saskatchewan	3	0	0.0 %	0.0 %	0	0	Saskatchewan
2253 : Drafting technologists and technicians	Ontario	1	1	100.0 %	26.4 %	0	1	Ontario
2262 : Engineering inspectors and regulatory officers	British Columbia	2	0	0.0 %	17.9 %	0	0	British Columbia
2281 : Computer network technicians	Ontario	2	1	50.0 %	20.8 %	0	1	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		13	4	30.8 %	81.1 %	11	-7	
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	84.6 %	1	-1	Edmonton
Employment Equity Occupational Group	London	1	0	0.0 %	82.5 %	1	-1	London
Employment Equity Occupational Group	Moncton	1	0	0.0 %	80.9 %	1	-1	Moncton
Employment Equity Occupational Group	Montréal	1	0	0.0 %	80.8 %	1	-1	Montréal



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Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Saskatoon	1	1	100.0 %	84.0 %	1	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	82.5 %	1	-1	St. John's
Employment Equity Occupational Group	Toronto	4	2	50.0 %	80.1 %	3	-1	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	79.0 %	2	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	81.1 %	1	-1	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		64	5	7.8 %	27.1 %	17	-12	
6221 : Technical sales specialists - wholesale trade	Alberta	8	0	0.0 %	20.5 %	2	-2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	13	2	15.4 %	26.3 %	3	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	5	1	20.0 %	27.8 %	1	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	26.1 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	2	0	0.0 %	30.7 %	1	-1	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Ontario	18	0	0.0 %	28.7 %	5	-5	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	10	2	20.0 %	29.1 %	3	-1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	7	0	0.0 %	28.0 %	2	-2	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>		3	1	33.3 %	1.0 %	0	1	
7242 : Industrial electricians	Ontario	3	1	33.3 %	1.0 %	0	1	Ontario
<b>10 : Clerical Personnel</b>		99	43	43.4 %	66.8 %	66	-23	
Employment Equity Occupational Group	Calgary	3	2	66.7 %	70.2 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	2	1	50.0 %	70.3 %	1	0	Edmonton
Employment Equity Occupational Group	Halifax	3	2	66.7 %	67.7 %	2	0	Halifax
Employment Equity Occupational Group	London	2	0	0.0 %	71.4 %	1	-1	London
Employment Equity Occupational Group	Moncton	5	1	20.0 %	62.4 %	3	-2	Moncton
Employment Equity Occupational Group	Montréal	15	1	6.7 %	62.5 %	9	-8	Montréal
Employment Equity Occupational Group	Regina	1	0	0.0 %	70.2 %	1	-1	Regina



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Saskatoon	7	4	57.1 %	70.2 %	5	-1	Saskatoon
Employment Equity Occupational Group	St. John's	3	2	66.7 %	72.6 %	2	0	St. John's
Employment Equity Occupational Group	Thunder Bay	1	1	100.0 %	75.1 %	1	0	Thunder Bay
Employment Equity Occupational Group	Toronto	37	19	51.4 %	65.2 %	24	-5	Toronto
Employment Equity Occupational Group	Vancouver	15	8	53.3 %	70.0 %	11	-3	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	74.1 %	1	0	Victoria
Employment Equity Occupational Group	Winnipeg	4	1	25.0 %	67.9 %	3	-2	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		<b>48</b>	<b>15</b>	<b>31.3 %</b>	<b>64.6 %</b>	<b>31</b>	<b>-16</b>	
Employment Equity Occupational Group	Calgary	2	1	50.0 %	66.1 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	8	3	37.5 %	67.0 %	5	-2	Edmonton
Employment Equity Occupational Group	Halifax	2	1	50.0 %	65.5 %	1	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	63.9 %	1	-1	Moncton
Employment Equity Occupational Group	Montréal	9	2	22.2 %	61.8 %	6	-4	Montréal
Employment Equity Occupational Group	Regina	1	0	0.0 %	65.7 %	1	-1	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	67.9 %	1	-1	Saskatoon
Employment Equity Occupational Group	Toronto	12	2	16.7 %	63.9 %	8	-6	Toronto
Employment Equity Occupational Group	Vancouver	5	3	60.0 %	64.2 %	3	0	Vancouver
Employment Equity Occupational Group	Victoria	1	1	100.0 %	66.7 %	1	0	Victoria
Employment Equity Occupational Group	Winnipeg	4	2	50.0 %	65.5 %	3	-1	Winnipeg
<b>Total</b>		<b>391</b>	<b>90</b>	<b>23.0 %</b>	<b>40.1 %</b>	<b>156</b>	<b>-66</b>	

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 - National Energy Equipment Inc

Workforce Analysis - Detailed Report

Date: 2017-07-21

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	Representation %	Availability %			
<b>01 : Senior Managers</b>	National	9	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	59	4	6.8 %	2.2 %	1	3	National
<b>03 : Professionals</b>		3	0	0.0 %	1.3 %	0	0	
1111 : Financial auditors and accountants	National	1	0	0.0 %	1.3 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.1 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		93	2	2.2 %	1.9 %	2	0	
2243 : Industrial instrument technicians and mechanics	Alberta	17	0	0.0 %	3.8 %	1	-1	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	9	0	0.0 %	3.2 %	0	0	British Columbia
2243 : Industrial instrument technicians and mechanics	Manitoba	6	1	16.7 %	0.0 %	0	1	Manitoba
2243 : Industrial instrument technicians and mechanics	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
2243 : Industrial instrument technicians and mechanics	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2243 : Industrial instrument technicians and mechanics	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
2243 : Industrial instrument technicians and mechanics	Ontario	29	0	0.0 %	2.5 %	1	-1	Ontario
2243 : Industrial instrument technicians and mechanics	Québec	14	0	0.0 %	0.5 %	0	0	Québec
2243 : Industrial instrument technicians and mechanics	Saskatchewan	3	1	33.3 %	0.0 %	0	1	Saskatchewan
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	1.3 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	British Columbia	2	0	0.0 %	0.0 %	0	0	British Columbia
2281 : Computer network technicians	Ontario	2	0	0.0 %	1.4 %	0	0	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		13	2	15.4 %	2.4 %	0	2	
<b>Employment Equity Occupational Group</b>	Edmonton	1	0	0.0 %	3.6 %	0	0	Edmonton
<b>Employment Equity Occupational Group</b>	London	1	0	0.0 %	0.8 %	0	0	London
<b>Employment Equity Occupational Group</b>	Moncton	1	0	0.0 %	1.2 %	0	0	Moncton
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	0.7 %	0	0	Montréal



Workplace Equity Information Management System - National Energy Equipment Inc

Workforce Analysis - Detailed Report

Date: 2017-07-21

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	%	Availability %			
Employment Equity Occupational Group	Saskatoon	1	1	100.0 %	6.4 %	0	1	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	2.5 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	4	1	25.0 %	0.8 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	8.5 %	0	0	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		64	4	6.3 %	3.0 %	2	2	
6221 : Technical sales specialists - wholesale trade	Alberta	8	2	25.0 %	2.0 %	0	2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	13	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	5	1	20.0 %	6.3 %	0	1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	2	0	0.0 %	14.9 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Ontario	18	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	10	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	7	1	14.3 %	8.2 %	1	0	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>		3	0	0.0 %	2.2 %	0	0	
7242 : Industrial electricians	Ontario	3	0	0.0 %	2.2 %	0	0	Ontario
<b>10 : Clerical Personnel</b>		99	2	2.0 %	2.4 %	2	0	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	3	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	London	2	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Moncton	5	0	0.0 %	2.0 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	15	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Regina	1	0	0.0 %	7.1 %	0	0	Regina



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Saskatoon	7	0	0.0 %	8.4 %	1	-1	Saskatoon
Employment Equity Occupational Group	St. John's	3	0	0.0 %	1.4 %	0	0	St. John's
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	7.5 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	37	1	2.7 %	0.7 %	0	1	Toronto
Employment Equity Occupational Group	Vancouver	15	0	0.0 %	2.4 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	4.3 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	4	1	25.0 %	9.8 %	0	1	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		<b>48</b>	<b>0</b>	<b>0.0 %</b>	<b>3.1 %</b>	<b>1</b>	<b>-1</b>	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	8	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	1.4 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	9	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Regina	1	0	0.0 %	9.2 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	8.2 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	12	0	0.0 %	0.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	2.3 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	4.2 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	9.8 %	0	0	Winnipeg
<b>Total</b>		<b>391</b>	<b>14</b>	<b>3.6 %</b>	<b>2.4 %</b>	<b>8</b>	<b>6</b>	

Total may not equal sum of components due to rounding.

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



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	9	2	22.2 %	10.1 %	1	1	National
<b>02 : Middle and Other Managers</b>	National	59	15	25.4 %	15.0 %	9	6	National
<b>03 : Professionals</b>		3	0	0.0 %	26.8 %	1	-1	
1111 : Financial auditors and accountants	National	1	0	0.0 %	27.5 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	21.6 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	31.4 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		93	17	18.3 %	11.2 %	10	7	
2243 : Industrial instrument technicians and mechanics	Alberta	17	0	0.0 %	10.7 %	2	-2	Alberta
2243 : Industrial instrument technicians and mechanics	British Columbia	9	2	22.2 %	14.0 %	1	1	British Columbia
2243 : Industrial instrument technicians and mechanics	Manitoba	6	0	0.0 %	17.6 %	1	-1	Manitoba
2243 : Industrial instrument technicians and mechanics	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
2243 : Industrial instrument technicians and mechanics	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2243 : Industrial instrument technicians and mechanics	Nova Scotia	4	0	0.0 %	0.0 %	0	0	Nova Scotia
2243 : Industrial instrument technicians and mechanics	Ontario	29	11	37.9 %	13.6 %	4	7	Ontario
2243 : Industrial instrument technicians and mechanics	Québec	14	0	0.0 %	3.9 %	1	-1	Québec
2243 : Industrial instrument technicians and mechanics	Saskatchewan	3	1	33.3 %	7.5 %	0	1	Saskatchewan
2253 : Drafting technologists and technicians	Ontario	1	1	100.0 %	30.2 %	0	1	Ontario
2262 : Engineering inspectors and regulatory officers	British Columbia	2	2	100.0 %	31.0 %	1	1	British Columbia
2281 : Computer network technicians	Ontario	2	0	0.0 %	34.1 %	1	-1	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		13	1	7.7 %	20.9 %	3	-2	
<b>Employment Equity Occupational Group</b>	Edmonton	1	0	0.0 %	13.4 %	0	0	Edmonton
<b>Employment Equity Occupational Group</b>	London	1	0	0.0 %	7.3 %	0	0	London
<b>Employment Equity Occupational Group</b>	Moncton	1	0	0.0 %	2.2 %	0	0	Moncton
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	12.2 %	0	0	Montréal





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			#	%	%	#		
Employment Equity Occupational Group	Saskatoon	1	0	0.0 %	5.5 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.7 %	0	0	St. John's
Employment Equity Occupational Group	Toronto	4	0	0.0 %	37.3 %	1	-1	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	35.3 %	1	-1	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	11.1 %	0	1	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		64	4	6.3 %	14.5 %	9	-5	
6221 : Technical sales specialists - wholesale trade	Alberta	8	0	0.0 %	11.3 %	1	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	13	0	0.0 %	24.7 %	3	-3	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	5	1	20.0 %	7.8 %	0	1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	2	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Ontario	18	3	16.7 %	20.8 %	4	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	10	0	0.0 %	8.5 %	1	-1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	7	0	0.0 %	2.7 %	0	0	Saskatchewan
<b>09 : Skilled Crafts and Trades Workers</b>		3	2	66.7 %	13.4 %	0	2	
7242 : Industrial electricians	Ontario	3	2	66.7 %	13.4 %	0	2	Ontario
<b>10 : Clerical Personnel</b>		99	31	31.3 %	30.0 %	30	1	
Employment Equity Occupational Group	Calgary	3	1	33.3 %	24.3 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	17.5 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	3	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	London	2	0	0.0 %	9.1 %	0	0	London
Employment Equity Occupational Group	Moncton	5	0	0.0 %	1.5 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	15	5	33.3 %	17.4 %	3	2	Montréal
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.7 %	0	0	Regina



Workplace Equity Information Management System - National Energy Equipment Inc

Workforce Analysis - Detailed Report

Date: 2017-07-21

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation #	%	Availability %	Gap #		
Employment Equity Occupational Group	Saskatoon	7	0	0.0 %	7.1 %	0	0	Saskatoon
Employment Equity Occupational Group	St. John's	3	0	0.0 %	0.8 %	0	0	St. John's
Employment Equity Occupational Group	Thunder Bay	1	0	0.0 %	2.1 %	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	37	22	59.5 %	48.1 %	18	4	Toronto
Employment Equity Occupational Group	Vancouver	15	3	20.0 %	42.3 %	6	-3	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	8.6 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	17.0 %	1	-1	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		<b>48</b>	<b>4</b>	<b>8.3 %</b>	<b>30.2 %</b>	<b>14</b>	<b>-10</b>	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	29.7 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	8	0	0.0 %	24.8 %	2	-2	Edmonton
Employment Equity Occupational Group	Halifax	2	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	Moncton	2	0	0.0 %	4.1 %	0	0	Moncton
Employment Equity Occupational Group	Montréal	9	0	0.0 %	22.2 %	2	-2	Montréal
Employment Equity Occupational Group	Regina	1	0	0.0 %	11.9 %	0	0	Regina
Employment Equity Occupational Group	Saskatoon	2	0	0.0 %	11.6 %	0	0	Saskatoon
Employment Equity Occupational Group	Toronto	12	4	33.3 %	48.9 %	6	-2	Toronto
Employment Equity Occupational Group	Vancouver	5	0	0.0 %	47.5 %	2	-2	Vancouver
Employment Equity Occupational Group	Victoria	1	0	0.0 %	12.9 %	0	0	Victoria
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	23.2 %	1	-1	Winnipeg
<b>Total</b>		<b>391</b>	<b>76</b>	<b>19.4 %</b>	<b>19.8 %</b>	<b>77</b>	<b>-1</b>	

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 - National Energy Equipment Inc

Workforce Analysis - Detailed Report

Date: 2017-07-21

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	68	0	0.0 %	4.3 %	3	-3	National
03 : Professionals	National	3	0	0.0 %	3.8 %	0	0	National
04 : Semi-Professionals and Technicians	National	93	3	3.2 %	4.6 %	4	-1	National
07 : Administrative and Senior Clerical Personnel	National	13	1	7.7 %	3.4 %	0	1	National
08 : Skilled Sales and Service Personnel	National	64	3	4.7 %	3.5 %	2	1	National
09 : Skilled Crafts and Trades Workers	National	3	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	99	1	1.0 %	7.0 %	7	-6	National
11 : Intermediate Sales and Service Personnel	National	48	2	4.2 %	5.6 %	3	-1	National
<b>Total</b>		<b>391</b>	<b>10</b>	<b>2.6 %</b>	<b>5.0 %</b>	<b>19</b>	<b>-9</b>	

Total may not equal sum of components due to rounding.

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



### Workforce Analysis - Detailed Report

Date: 2017-07-21

#### 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
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



### Workforce Analysis - Detailed Report

Date: 2017-07-21

003734

#### 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
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



Workplace Equity Information Management System - National Energy Equipment Inc

**Workforce Analysis - Summary Report**

Date: 2017-06-28

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	9	3	33.3 %	27.4 %	2	1
02 : Middle and Other Managers	59	15	25.4 %	38.9 %	23	-8
03 : Professionals	3	1	33.3 %	41.8 %	1	0
04 : Semi-Professionals and Technicians	93	3	3.2 %	5.4 %	5	-2
07 : Administrative and Senior Clerical Personnel	13	4	30.8 %	81.1 %	11	-7
08 : Skilled Sales and Service Personnel	64	5	7.8 %	27.1 %	17	-12
09 : Skilled Crafts and Trades Workers	3	1	33.3 %	1.0 %	0	1
10 : Clerical Personnel	99	43	43.4 %	66.8 %	66	-23
11 : Intermediate Sales and Service Personnel	48	15	31.3 %	64.6 %	31	-16
<b>Total</b>	<b>391</b>	<b>90</b>	<b>23.0 %</b>	<b>40.1 %</b>	<b>156</b>	<b>-66</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - National Energy Equipment Inc

**Workforce Analysis - Summary Report**

Date: 2017-06-28

003736

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	9	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	59	4	6.8 %	2.2 %	1	3
03 : Professionals	3	0	0.0 %	1.3 %	0	0
04 : Semi-Professionals and Technicians	93	2	2.2 %	1.9 %	2	0
07 : Administrative and Senior Clerical Personnel	13	2	15.4 %	2.4 %	0	2
08 : Skilled Sales and Service Personnel	64	4	6.3 %	3.0 %	2	2
09 : Skilled Crafts and Trades Workers	3	0	0.0 %	2.2 %	0	0
10 : Clerical Personnel	99	2	2.0 %	2.4 %	2	0
11 : Intermediate Sales and Service Personnel	48	0	0.0 %	3.1 %	1	-1
<b>Total</b>	<b>391</b>	<b>14</b>	<b>3.6 %</b>	<b>2.4 %</b>	<b>8</b>	<b>6</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - National Energy Equipment Inc

**Workforce Analysis - Summary Report**

Date: 2017-06-28

003737

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	9	2	22.2 %	10.1 %	1	1
02 : Middle and Other Managers	59	15	25.4 %	15.0 %	9	6
03 : Professionals	3	0	0.0 %	26.8 %	1	-1
04 : Semi-Professionals and Technicians	93	17	18.3 %	11.2 %	10	7
07 : Administrative and Senior Clerical Personnel	13	1	7.7 %	20.9 %	3	-2
08 : Skilled Sales and Service Personnel	64	4	6.3 %	14.5 %	9	-5
09 : Skilled Crafts and Trades Workers	3	2	66.7 %	13.4 %	0	2
10 : Clerical Personnel	99	31	31.3 %	30.0 %	30	1
11 : Intermediate Sales and Service Personnel	48	4	8.3 %	30.2 %	14	-10
<b>Total</b>	<b>391</b>	<b>76</b>	<b>19.4 %</b>	<b>19.8 %</b>	<b>77</b>	<b>-1</b>

Total may not equal sum of components due to rounding.





**Workforce Analysis - Summary Report**

Date: 2017-06-28

**Persons with Disabilities**

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01/02 : Managers	68	0	0.0 %	4.3 %	3	-3
03 : Professionals	3	0	0.0 %	3.8 %	0	0
04 : Semi-Professionals and Technicians	93	3	3.2 %	4.6 %	4	-1
07 : Administrative and Senior Clerical Personnel	13	1	7.7 %	3.4 %	0	1
08 : Skilled Sales and Service Personnel	64	3	4.7 %	3.5 %	2	1
09 : Skilled Crafts and Trades Workers	3	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	99	1	1.0 %	7.0 %	7	-6
11 : Intermediate Sales and Service Personnel	48	2	4.2 %	5.6 %	3	-1
<b>Total</b>	<b>391</b>	<b>10</b>	<b>2.6 %</b>	<b>5.0 %</b>	<b>19</b>	<b>-9</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2017-06-28

#### 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
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



### Workforce Analysis - Summary Report

Date: 2017-06-28

003740

#### 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
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

**Short-term Goal Setting Tool**

**National Energy Equipment Inc  
28-Jun-17**

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

Employment Equity Occupational Group (EEOG)	All Employees 2017/06/28	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	WOMEN										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2017-2020		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	%	%	
Senior Managers																	
Middle & Other Managers	59	0.0%	0	2.3%	4	4	15	2.3%	1	9	2	38.9%	38.9%	-8	-7	25.4%	27.1%
Professionals																	
Semi-Professionals & Technicians	93	0.0%	0	3.6%	10	10	3	3.6%	0	2	1	5.4%	5.4%	-2	-1	3.2%	4.3%
Supervisors																	
Supervisors: Crafts & Trades																	
Administrative & Senior Clerical Personnel	13	0.0%	0	2.6%	1	1	4	2.6%	0	7	1	81.1%	81.1%	-7	-6	30.8%	38.5%
Skilled Sales & Service Personnel	64	0.0%	0	2.6%	5	5	5	2.6%	0	12	1	27.1%	27.1%	-12	-11	7.8%	9.4%
Skilled Crafts & Trades Workers				11.0%													
Clerical Personnel	99	0.0%	0	15.5%	46	46	43	15.5%	20	43	23	50.0%	66.8%	-23	-20	43.4%	46.5%
Intermediate Sales & Service Personnel	48	0.0%	0	7.0%	10	10	15	7.0%	3	19	6	64.6%	64.6%	-16	-13	31.3%	37.5%
Semi-Skilled Manual Workers																	
Other Sales & Service Personnel																	
Other Manual Workers																	

**Short-term Goal Setting Tool**  
 2017/6/28  
 42914

A	B Data entry from from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N Data entry from from Workforce Analysis	O Data entry from from Workforce Analysis	P (H - J + L) - ((B + D) x N)	Q H + B	R (H - J + L) ÷ (B + D)
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Employment Equity Occupational Group (EEOG)	All Employees 2016/28	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	ABORIGINAL PEOPLES												
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals YYYY-YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
								Annually	Over 3 Years		#	%						#	%
Senior Managers	9																0	0.0%	0.0%
Middle & Other Managers	59																0	0.0%	0.0%
Professionals	3																0	0.0%	0.0%
Semi-Professionals & Technicians	93																0	0.0%	0.0%
Supervisors	0																0	#DIV/0!	#DIV/0!
Supervisors: Crafts & Trades	0																0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	13																0	0.0%	0.0%
Skilled Sales & Service Personnel	64																0	0.0%	0.0%
Skilled Crafts & Trades Workers	3																0	0.0%	0.0%
Clerical Personnel	99																0	0.0%	0.0%
Intermediate Sales & Service Personnel	48	0.0%	0	7.0%	10	10	0	7.0%	0	1	1	5.0%	3.1%	-1			0	0.0%	2.1%
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0						0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0						0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0						0	#DIV/0!	#DIV/0!

**Short-term Goal Setting Tool**  
**National Energy Equipment Inc**  
**42914**

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

Employment Equity Occupational Group (EOG)	All Employees 2017/6/28	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number	PERSONS WITH DISABILITIES									
		Annually	Over 3 Years	Annually	Over 3 Years			Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals YYYY-YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
		#	%	#	%			#	%	#	%	#	%	#	%	#	%
Senior Managers																	
Middle & Other Managers	68	0.0%	0	2.3%	6	6	0	2.3%	0	3	2	30.0%	4.3%	-3	-1	0.0%	2.9%
Professionals	3																
Semi-Professionals & Technicians	93	0.0%	0	3.6%	10	10	3	3.6%	0	1	2	20.0%	4.6%	-1	1	3.2%	5.4%
Supervisors	0																
Supervisors: Crafts & Trades	0																
Administrative & Senior Clerical Personnel	13																
Skilled Sales & Service Personnel	64																
Skilled Crafts & Trades Workers	3																
Clerical Personnel	99	0.0%	0	15.5%	46	46	1	15.5%	0	6	3	7.0%	7.0%	-6	-3	1.0%	4.0%
Intermediate Sales & Service Personnel	48	0.0%	0	7.0%	10	10	2	7.0%	0	1	1	5.6%	5.6%	-1	0	4.2%	6.3%
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	#DIV/0!	#DIV/0!

**Short-term Goal Setting Tool**  
**National Energy Equipment Inc**  
**42914**

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

Employment Equity Occupational Group (EEOG)	All Employees 2017/6/28	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	MEMBERS OF VISIBLE MINORITIES											
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals YYYY-YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
								Annually	Over 3 Years		#	%						#
#	%	#	%	#	%	#	%	#	#	%	%	#	#	%	%			
Senior Managers																		
Middle & Other Managers	59															0	0.0%	0.0%
Professionals	3	0.0%	0	11.0%	1	1	0	11.0%	0	1	1	50.0%	26.8%	-1	0	0.0%	33.3%	
Semi-Professionals & Technicians	93														0	0.0%	0.0%	
Supervisors	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Administrative & Senior Clerical Personnel	13	0.0%	0	2.6%	1	1	1	2.6%	0	2	1	50.0%	20.9%	-2	-1	7.7%	15.4%	
Skilled Sales & Service Personnel	64	0.0%	0	2.6%	5	5	4	2.6%	0	5	1	14.5%	14.5%	-5	-4	6.3%	7.8%	
Skilled Crafts & Trades Workers	3														0	0.0%	0.0%	
Clerical Personnel	99														0	0.0%	0.0%	
Intermediate Sales & Service Personnel	48	0.0%	0	7.0%	10	10	4	7.0%	1	11	3	30.2%	30.2%	-10	-8	8.3%	12.5%	
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0				0	#DIV/0!	#DIV/0!	

<b>Summary of Goals</b>
<b>National Energy Equipment Inc</b>
<b>July 4, 2017</b>

**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 %	
02	Middle & Other Managers	-8	-7	-5	
04	Semi-Professionals & Technicians	-2	-1	0	
07	Administrative & Senior Clerical	-7	-6	-4	
08	Skilled Sales & Service Personnel	-12	-11	-9	
10	Clerical Personnel	-23	-20	-17	Majority in this category are shippers /receivers and warehouse workers. There may be some challenges to perform some of the required duties such as heavy lifting.
11	Intermediate Sales & Service Personnel	-16	-13	-10	

**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 %	
11	Intermediate Sales & Service Personnel	-1	0		



## 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 %	
02	Middle & Other Managers	-3	-1	0	
04	Semi-Professionals & Technicians	-1	0	0	
10	Clerical Personnel	-6	-3	-2	Majority in this category are shippers /receivers and warehouse workers. There may be challenges for persons with disabilities to perform the required duties for these positions such as heavy lifting and operation for a forklift
11	Intermediate Sales & Service Personnel	-1	0		

## 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 %	
03	Professionals	-1	0		
07	Administrative & Senior Clerical Personnel	-2	-1	0	
08	Skilled Sales & Service Personnel	-5	-4	-2	
11	Intermediate Sales & Service Personnel	-10	-8	-6	

# Employee Self-Identification Questionnaire

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.

The information collected in this survey is confidential and will only be used by NEEI for the purpose of carrying out its obligations under the Employment Equity Act. Your information will not be used for unauthorized purposes. Please read the questions below carefully and mark the appropriate response as it relates to you. Please note that a person may be a member of more than one designated group.

## Self-Identification

Completion of sections, B,C,D,E,F,G and H are voluntary. However, it is mandatory to complete section A, acknowledge in section I, and return the questionnaire.

Although the Self-Identification Questionnaire is voluntary, it is important that each employee completes it. It ensures that NEEI is an inclusive employer and provides opportunities for all.

### Section A

Name: \_\_\_\_\_ Position / Title: \_\_\_\_\_

Branch: \_\_\_\_\_

Employment Status: Full-time  Part-Time  Contract

### Section 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.

### Section C

#### Aboriginal Peoples

For the purposes of employment equity, “aboriginal peoples” mean persons who are a North American Indian, Métis, or Inuit and/or member of an Indian Band/First Nation. Based on this definition, are you an aboriginal person?

Yes  No

## Section D

### Visible Minorities

For the purposes of employment equity, “members of visible minorities” means persons, other than aboriginal peoples, who are non-Caucasian in race, regardless of their place of birth or citizenship.

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

- African Descent
- 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 in one of the visible minority groups listed above)

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

Yes       No

## Section 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 their impairment have been accommodated in their current jobs or workplace (e.g. by use of technical equipment, 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 can see well with glasses or contact glasses)
- Speech impairment (unable to speak or difficulty speaking and being understood)
- Deafness or hearing impairment (unable to hear or difficulty hearing)
- Other disabilities (e.g., learning, developmental and other types of disabilities)

Based in this definition, are you a person with a disability?

Yes       No

## **Section 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.

## **Section G**

### **Voluntary Employee Identification**

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

Yes       No

## **Section H**

### **Employee Comments**

If you have any comments/feedback on our employment equity program, we would like to hear from you. As stated, all comments will be kept confidential. Please contact Anna Alberico, Human Resources Manager, at extension 5384 or vial e-mail at [aalberico@nee.ca](mailto:aalberico@nee.ca)

## Section I

Employee Acknowledgment: \_\_\_\_\_

Please type in your name

Date: \_\_\_\_\_

**Thank you for your participation!**

**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 National Energy Equipment Inc.'s Employment Equity Program.**

## Nyirasafari, Ange AN [NC]

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**From:** Fortin, Sylvie SY [NC]  
**Sent:** December 12, 2017 3:35 PM  
**To:** 'jcloete@nee.ca'; 'aalberico@nee.ca'  
**Subject:** Government of Canada Agreement Number: 10000507 – Notification of Compliance with the Federal Contractors Program  
**Attachments:** FP-Email-WEDFCP National Energy Equipment- Notice of Compliance LetterEN-2017-12-12.doc

### **Subject: Government of Canada Agreement Number: 10000507 – Notification of Compliance with the Federal Contractors Program**

Dear Mr. Cloete,

I am writing to inform you that the compliance assessment initiated on 2017-08-23 has been completed. As a result of the assessment, National Energy Equipment 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.

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

- It is advisable to inform employees that the workforce survey can be made available in alternate format (e.g., paper or large font).
- We acknowledge receipt of your explanation for only establishing a few goals and encourage you to hire and promote more designated group members as opportunities arise

Attached for your reference is a summary of National Energy Equipment 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 National Energy Equipment 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, National Energy Equipment 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](mailto:sylvie.g.fortin@labour-travail.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish National Energy Equipment 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](mailto: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](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

Attachment

## Summary of National Energy Equipment Inc's Employment Equity Results

In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in National Energy Equipment Inc based on your organization's submission are compared to Other Services (except Public Administration) and the overall Canadian labour market availability.

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

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](mailto: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](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



## Nyirasafari, Ange AN [NC]

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**From:** Anna Alberico <aalberico@nee.ca>  
**Sent:** July 28, 2017 8:08 AM  
**To:** Begg, Suzanne SV [NC]  
**Subject:** First Compliance Assessment Information  
**Attachments:** FP-Tmp-WEDShortTermGoalSettingToolEN-20150908.xlsx; FP-Tmp-WEDFCPSummaryGoalsEN-20140909.docx; Employment Equity Questionnaire - fr - final.1.docx; Employment Equiity Questionnaire.1.docx; Workforce Summary.pdf; Detailed Report.pdf

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hello Suzanne,

Please find our First Compliance Assessment Information.

- Workforce Survey Results:
  - Number of survey's sent out & number of employees surveyed = 475
  - Number of blank, partially and fully completed questionnaires returned = 398
  - Number of fully completed questionnaires returned = 393

Access has been granted to view results.

Thank you,

*Anna Alberico, CHRP  
Human Resources Manager  
National Energy Equipment Inc.  
1850 Derry Rd. E.  
Mississauga, ON L5S 1Y6  
Direct (905) 565-5384  
Fax (905) 564-9490  
Email: aalberico@nee.ca*