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Labour Program  
 Federal Contractors Program

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY
Agreement N°:

### Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Siemens Canada Limited	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: <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> 81 - Other services	Total number of employees in Canada (Permanent Full-Time and/or Part-Time)    4664  <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 1577 North Service Road East	City Oakville	Province Ontario	Postal Code L6H 0H6
Telephone Number (905) 465-8000			

EMPLOYMENT EQUITY CONTACT			
Name (print) Mary Bissette-Clarke	Title Senior Director, Human Resources		
Telephone Number (647) 504-3055	E-mail Address mary.bisette-clarke@siemens.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"> <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>	
<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.	

SIGNATORY			
<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.			
Name (print) Margaret Anne Adair	Title VP, Communications		
Telephone Number 416-567-7831	E-mail Address ann.adair@siemens.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2017-07-18		

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: <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.	

RETURN INSTRUCTIONS	
<b>IMPORTANT</b> <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.gc.ca">ee-eme@hrsdcc.gc.ca</a>.</li> </ul>	



## Federal Contractors Program

Contractors who are awarded an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation exists.

Contractors are required to submit to the Labour Program of Employment and Social Development Canada(ESDC):

- a. One year after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
  - Self-identification questionnaire used to collect workforce information;
  - Initial WFA; and
  - Annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
  - Updated WFA;
  - Updated annual short-term numeric goals for a period of three years and long-term numeric goals where under-representation exists on closing gaps that have been identified; and
  - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods or services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the Federal Contractors Program (FCP).

Contractors found to be in non-compliance will be ineligible for future goods or services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: <http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml>.

## Questions and Answers

### Subsidiary vs. Division/Branch

**Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?**

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

**Division:** A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

**Branch:** A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

**Subsidiary:** A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

**Q2 If an organization that is not subject to the Federal Contractors Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?**

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

**Q3 When should a new Agreement be completed and signed?**

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

### Employment Status

**Q1 Who is considered to be a permanent full-time employee under the FCP?**

A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.

**Q2 Who is considered to be a permanent part-time employee under the FCP?**

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

**Q3 How are students counted under the FCP?**

- A3 Students employed during a school break, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

**Q4 How are other employees counted under the FCP?**

- A4 Other employees are those who are on unpaid leave (often temporary lay-off or long-term leave) but who otherwise fulfil the definitions of permanent full-time or permanent part-time employees and maintain the right to return to work.



Workplace Equity Information Management System - Siemens Canada Limited

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	16	6	37.5 %	27.4 %	4	2	National
<b>02 : Middle and Other Managers</b>	National	460	95	20.7 %	38.9 %	179	-84	National
<b>03 : Professionals</b>		902	202	22.4 %	27.1 %	244	-42	
1111 : Financial auditors and accountants	National	16	12	75.0 %	55.1 %	9	3	National
1112 : Financial and investment analysts	National	98	67	68.4 %	50.1 %	49	18	National
1114 : Other financial officers	National	1	1	100.0 %	44.1 %	0	1	National
1121 : Human resources professionals	National	18	10	55.6 %	71.1 %	13	-3	National
1122 : Professional occupations in business management consulting	National	61	6	9.8 %	42.0 %	26	-20	National
2141 : Industrial and manufacturing engineers	National	434	52	12.0 %	17.0 %	74	-22	National
2147 : Computer engineers (except software engineers and designers)	National	18	2	11.1 %	12.6 %	2	0	National
2148 : Other professional engineers, n.e.c.	National	33	6	18.2 %	15.8 %	5	1	National
2171 : Information systems analysts and consultants	National	96	16	16.7 %	28.3 %	27	-11	National
2173 : Software engineers and designers	National	71	6	8.5 %	17.4 %	12	-6	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	17.9 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	8	4	50.0 %	42.5 %	3	1	National
4163 : Business development officers and marketing researchers and consultants	National	43	20	46.5 %	50.7 %	22	-2	National
5121 : Authors and writers	National	2	0	0.0 %	54.9 %	1	-1	National
<b>04 : Semi-Professionals and Technicians</b>		619	52	8.4 %	19.7 %	122	-70	
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	97	6	6.2 %	21.9 %	21	-15	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	16	0	0.0 %	22.5 %	4	-4	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	17	0	0.0 %	15.2 %	3	-3	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	3	0	0.0 %	9.7 %	0	0	New Brunswick
2233 : Industrial engineering and manufacturing technologists and technicians	Newfoundland and Labrador	6	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	178	4	2.2 %	19.9 %	35	-31	Ontario

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			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	88	2	2.3 %	26.7 %	23	-21	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Saskatchewan	8	0	0.0 %	28.3 %	2	-2	Saskatchewan
2241 : Electrical and electronics engineering technologists and technicians	Alberta	25	1	4.0 %	9.9 %	2	-1	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	4	0	0.0 %	11.6 %	0	0	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	3	1	33.3 %	10.7 %	0	1	Manitoba
2241 : Electrical and electronics engineering technologists and technicians	New Brunswick	4	2	50.0 %	6.2 %	0	2	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Ontario	81	11	13.6 %	12.1 %	10	1	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	34	4	11.8 %	9.1 %	3	1	Québec
2253 : Drafting technologists and technicians	Alberta	3	2	66.7 %	32.8 %	1	1	Alberta
2253 : Drafting technologists and technicians	Ontario	3	1	33.3 %	26.4 %	1	0	Ontario
2253 : Drafting technologists and technicians	Québec	3	0	0.0 %	30.9 %	1	-1	Québec
2262 : Engineering inspectors and regulatory officers	Ontario	1	0	0.0 %	20.7 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	3	2	66.7 %	22.8 %	1	1	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	2	1	50.0 %	31.9 %	1	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	12	6	50.0 %	35.1 %	4	2	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	2	66.7 %	40.2 %	1	1	Québec
2281 : Computer network technicians	New Brunswick	2	0	0.0 %	13.9 %	0	0	New Brunswick
2281 : Computer network technicians	Ontario	12	4	33.3 %	20.8 %	2	2	Ontario
2281 : Computer network technicians	Québec	3	0	0.0 %	18.5 %	1	-1	Québec
2282 : User support technicians	Alberta	1	0	0.0 %	26.7 %	0	0	Alberta
2282 : User support technicians	Ontario	4	0	0.0 %	24.2 %	1	-1	Ontario
4211 : Paralegal and related occupations	Ontario	3	3	100.0 %	82.0 %	2	1	Ontario
<b>05 : Supervisors</b>		16	11	68.8 %	61.0 %	10	1	
<b>Employment Equity Occupational Group</b>	Edmonton	1	1	100.0 %	56.2 %	1	0	Edmonton

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Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Ont. less CMAs	11	7	63.6 %	62.9 %	7	0	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	1	1	100.0 %	56.8 %	1	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	2	2	100.0 %	58.8 %	1	1	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	52.6 %	1	-1	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		249	146	58.6 %	86.3 %	215	-69	
Employment Equity Occupational Group	B.C. less CMAs	3	3	100.0 %	87.5 %	3	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	13	9	69.2 %	80.5 %	10	-1	Calgary
Employment Equity Occupational Group	Edmonton	7	4	57.1 %	84.6 %	6	-2	Edmonton
Employment Equity Occupational Group	N.B. less CMA	1	1	100.0 %	86.1 %	1	0	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	133	74	55.6 %	87.1 %	116	-42	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	4	80.0 %	77.2 %	4	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	23	14	60.9 %	87.2 %	20	-6	Peterborough
Employment Equity Occupational Group	Que. less CMAs	55	28	50.9 %	87.5 %	48	-20	Que. less CMAs
Employment Equity Occupational Group	Québec	7	7	100.0 %	80.9 %	6	1	Québec
Employment Equity Occupational Group	Regina	1	1	100.0 %	80.7 %	1	0	Regina
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	81.1 %	1	0	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		192	17	8.9 %	27.3 %	52	-35	
6221 : Technical sales specialists - wholesale trade	Alberta	33	3	9.1 %	20.5 %	7	-4	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	15	0	0.0 %	26.3 %	4	-4	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	4	0	0.0 %	27.8 %	1	-1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	3	0	0.0 %	26.1 %	1	-1	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	3	0	0.0 %	30.7 %	1	-1	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Ontario	82	7	8.5 %	28.7 %	24	-17	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	49	6	12.2 %	29.1 %	14	-8	Québec

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Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Saskatchewan	2	0	0.0 %	28.0 %	1	-1	Saskatchewan
6222 : Retail and wholesale buyers	Québec	1	1	100.0 %	46.8 %	0	1	Québec
<b>09 : Skilled Crafts and Trades Workers</b>		42	3	7.1 %	2.9 %	1	2	
7237 : Welders and related machine operators	Ontario	1	0	0.0 %	5.1 %	0	0	Ontario
7237 : Welders and related machine operators	Québec	2	2	100.0 %	5.0 %	0	2	Québec
7241 : Electricians (except industrial and power system)	Alberta	13	0	0.0 %	3.0 %	0	0	Alberta
7241 : Electricians (except industrial and power system)	British Columbia	1	0	0.0 %	2.3 %	0	0	British Columbia
7241 : Electricians (except industrial and power system)	Québec	8	1	12.5 %	1.5 %	0	1	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	1	0	0.0 %	1.2 %	0	0	Ontario
7333 : Electrical mechanics	New Brunswick	9	0	0.0 %	0.0 %	0	0	New Brunswick
7333 : Electrical mechanics	Ontario	7	0	0.0 %	7.5 %	1	-1	Ontario
<b>10 : Clerical Personnel</b>		27	13	48.1 %	68.6 %	19	-6	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	70.2 %	1	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	70.9 %	1	-1	Greater Sudbury
Employment Equity Occupational Group	Moncton	1	1	100.0 %	62.4 %	1	0	Moncton
Employment Equity Occupational Group	Ont. less CMAs	7	7	100.0 %	72.4 %	5	2	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	16	3	18.8 %	66.8 %	11	-8	Que. less CMAs
Employment Equity Occupational Group	St. John's	1	1	100.0 %	72.6 %	1	0	St. John's
<b>11 : Intermediate Sales and Service Personnel</b>		51	39	76.5 %	70.2 %	36	3	
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	72.4 %	1	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	5	5	100.0 %	66.1 %	3	2	Calgary
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	67.0 %	1	1	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	24	18	75.0 %	72.4 %	17	1	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	1	1	100.0 %	66.9 %	1	0	Peterborough

Workplace Equity Information Management System - Siemens Canada Limited

Workforce Analysis - Detailed Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Que. less CMAs	15	9	60.0 %	70.2 %	11	-2	Que. less CMAs
Employment Equity Occupational Group	Québec	2	2	100.0 %	60.8 %	1	1	Québec
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	65.5 %	1	0	Winnipeg
<b>12 : Semi-Skilled Manual Workers</b>		<b>204</b>	<b>105</b>	<b>51.5 %</b>	<b>18.3 %</b>	<b>37</b>	<b>68</b>	
Employment Equity Occupational Group	Ont. less CMAs	13	1	7.7 %	20.7 %	3	-2	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	77	47	61.0 %	19.4 %	15	32	Peterborough
Employment Equity Occupational Group	Que. less CMAs	114	57	50.0 %	17.3 %	20	37	Que. less CMAs
<b>13 : Other Sales and Service Personnel</b>		<b>5</b>	<b>1</b>	<b>20.0 %</b>	<b>60.2 %</b>	<b>3</b>	<b>-2</b>	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	56.3 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	59.2 %	1	-1	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	61.8 %	2	-2	Ont. less CMAs
<b>14 : Other Manual Workers</b>		<b>237</b>	<b>57</b>	<b>24.1 %</b>	<b>20.5 %</b>	<b>49</b>	<b>8</b>	
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	18.8 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	4	0	0.0 %	16.4 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	13	0	0.0 %	16.1 %	2	-2	Edmonton
Employment Equity Occupational Group	Greater Sudbury	2	0	0.0 %	10.9 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	39	17	43.6 %	19.7 %	8	9	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	9.3 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	32	11	34.4 %	18.3 %	6	5	Peterborough
Employment Equity Occupational Group	Que. less CMAs	139	29	20.9 %	22.3 %	31	-2	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	16.6 %	0	0	Québec
<b>Total</b>		<b>3020</b>	<b>747</b>	<b>24.7 %</b>	<b>32.2 %</b>	<b>971</b>	<b>-224</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 - Siemens Canada Limited

Workforce Analysis - Detailed Report

Date: 2017-12-31

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability	Gap		
			#	%	%	#		
<b>01 : Senior Managers</b>	National	16	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	460	1	0.2 %	2.2 %	10	-9	National
<b>03 : Professionals</b>		902	1	0.1 %	1.0 %	9	-8	
1111 : Financial auditors and accountants	National	16	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	98	0	0.0 %	0.9 %	1	-1	National
1114 : Other financial officers	National	1	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	18	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	61	0	0.0 %	1.6 %	1	-1	National
2141 : Industrial and manufacturing engineers	National	434	1	0.2 %	0.8 %	3	-2	National
2147 : Computer engineers (except software engineers and designers)	National	18	0	0.0 %	0.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	33	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	96	0	0.0 %	1.1 %	1	-1	National
2173 : Software engineers and designers	National	71	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	1.0 %	0	0	National
4112 : Lawyers and Quebec notaries	National	8	0	0.0 %	1.6 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	43	0	0.0 %	2.0 %	1	-1	National
5121 : Authors and writers	National	2	0	0.0 %	1.9 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		619	5	0.8 %	2.1 %	13	-8	
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	97	1	1.0 %	4.4 %	4	-3	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	16	0	0.0 %	3.0 %	0	0	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	17	1	5.9 %	4.9 %	1	0	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
2233 : Industrial engineering and manufacturing technologists and technicians	Newfoundland and Labrador	6	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	178	0	0.0 %	1.1 %	2	-2	Ontario

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			Representation		Availability		Gap #	
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	88	0	0.0 %	1.4 %	1	-1	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Saskatchewan	8	0	0.0 %	10.0 %	1	-1	Saskatchewan
2241 : Electrical and electronics engineering technologists and technicians	Alberta	25	1	4.0 %	2.1 %	1	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	4	0	0.0 %	2.1 %	0	0	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	3	1	33.3 %	8.5 %	0	1	Manitoba
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	Ontario	81	1	1.2 %	1.8 %	1	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	34	0	0.0 %	0.8 %	0	0	Québec
2253 : Drafting technologists and technicians	Alberta	3	0	0.0 %	2.7 %	0	0	Alberta
2253 : Drafting technologists and technicians	Ontario	3	0	0.0 %	1.3 %	0	0	Ontario
2253 : Drafting technologists and technicians	Québec	3	0	0.0 %	1.1 %	0	0	Québec
2262 : Engineering inspectors and regulatory officers	Ontario	1	0	0.0 %	0.0 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	3	0	0.0 %	0.0 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	2	0	0.0 %	4.2 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	12	0	0.0 %	2.1 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	0	0.0 %	1.6 %	0	0	Québec
2281 : Computer network technicians	New Brunswick	2	0	0.0 %	1.0 %	0	0	New Brunswick
2281 : Computer network technicians	Ontario	12	0	0.0 %	1.4 %	0	0	Ontario
2281 : Computer network technicians	Québec	3	0	0.0 %	1.1 %	0	0	Québec
2282 : User support technicians	Alberta	1	0	0.0 %	3.8 %	0	0	Alberta
2282 : User support technicians	Ontario	4	0	0.0 %	1.6 %	0	0	Ontario
4211 : Paralegal and related occupations	Ontario	3	0	0.0 %	1.5 %	0	0	Ontario
<b>05 : Supervisors</b>		16	0	0.0 %	4.3 %	1	-1	
<b>Employment Equity Occupational Group</b>	Edmonton	1	0	0.0 %	4.6 %	0	0	Edmonton

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
Employment Equity Occupational Group	Ont. less CMAs	11	0	0.0 %	4.9 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	3.0 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	2.8 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	0	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		<b>249</b>	<b>1</b>	<b>0.4 %</b>	<b>3.5 %</b>	<b>9</b>	<b>-8</b>	
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	7.7 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	13	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	7	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	2.7 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	133	1	0.8 %	4.1 %	5	-4	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	23	0	0.0 %	2.3 %	1	-1	Peterborough
Employment Equity Occupational Group	Que. less CMAs	55	0	0.0 %	2.9 %	2	-2	Que. less CMAs
Employment Equity Occupational Group	Québec	7	0	0.0 %	0.7 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.4 %	0	0	Regina
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	8.5 %	0	0	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		<b>192</b>	<b>0</b>	<b>0.0 %</b>	<b>1.7 %</b>	<b>3</b>	<b>-3</b>	
6221 : Technical sales specialists - wholesale trade	Alberta	33	0	0.0 %	2.0 %	1	-1	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	15	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	4	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	3	0	0.0 %	14.9 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Ontario	82	0	0.0 %	1.0 %	1	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	49	0	0.0 %	1.0 %	0	0	Québec



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			Representation		Availability		Gap #	
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Saskatchewan	2	0	0.0 %	8.2 %	0	0	Saskatchewan
6222 : Retail and wholesale buyers	Québec	1	0	0.0 %	0.8 %	0	0	Québec
<b>09 : Skilled Crafts and Trades Workers</b>		42	0	0.0 %	2.1 %	1	-1	
7237 : Welders and related machine operators	Ontario	1	0	0.0 %	2.6 %	0	0	Ontario
7237 : Welders and related machine operators	Québec	2	0	0.0 %	1.8 %	0	0	Québec
7241 : Electricians (except industrial and power system)	Alberta	13	0	0.0 %	4.2 %	1	-1	Alberta
7241 : Electricians (except industrial and power system)	British Columbia	1	0	0.0 %	3.1 %	0	0	British Columbia
7241 : Electricians (except industrial and power system)	Québec	8	0	0.0 %	1.5 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	1	0	0.0 %	2.0 %	0	0	Ontario
7333 : Electrical mechanics	New Brunswick	9	0	0.0 %	0.0 %	0	0	New Brunswick
7333 : Electrical mechanics	Ontario	7	0	0.0 %	1.2 %	0	0	Ontario
<b>10 : Clerical Personnel</b>		27	1	3.7 %	3.6 %	1	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	7.4 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Moncton	1	0	0.0 %	2.0 %	0	0	Moncton
Employment Equity Occupational Group	Ont. less CMAs	7	1	14.3 %	4.7 %	0	1	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	16	0	0.0 %	3.2 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	St. John's	1	0	0.0 %	1.4 %	0	0	St. John's
<b>11 : Intermediate Sales and Service Personnel</b>		51	0	0.0 %	4.2 %	2	-2	
Employment Equity Occupational Group	B.C. less CMAs	1	0	0.0 %	9.6 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	5	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	24	0	0.0 %	4.9 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	4.3 %	0	0	Peterborough

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			Representation #	%	Availability %			
Employment Equity Occupational Group	Que. less CMAs	15	0	0.0 %	3.1 %	0	Que. less CMAs	
Employment Equity Occupational Group	Québec	2	0	0.0 %	1.2 %	0	Québec	
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	9.8 %	0	Winnipeg	
<b>12 : Semi-Skilled Manual Workers</b>		204	2	1.0 %	3.6 %	7	-5	
Employment Equity Occupational Group	Ont. less CMAs	13	1	7.7 %	4.4 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	77	1	1.3 %	4.7 %	4	-3	Peterborough
Employment Equity Occupational Group	Que. less CMAs	114	0	0.0 %	2.7 %	3	-3	Que. less CMAs
<b>13 : Other Sales and Service Personnel</b>		5	0	0.0 %	6.0 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	6.7 %	0	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	3	0	0.0 %	6.8 %	0	0	Ont. less CMAs
<b>14 : Other Manual Workers</b>		237	0	0.0 %	4.7 %	11	-11	
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	17.2 %	1	-1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	4	0	0.0 %	4.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	13	0	0.0 %	8.2 %	1	-1	Edmonton
Employment Equity Occupational Group	Greater Sudbury	2	0	0.0 %	12.3 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Ont. less CMAs	39	0	0.0 %	6.8 %	3	-3	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	32	0	0.0 %	5.7 %	2	-2	Peterborough
Employment Equity Occupational Group	Que. less CMAs	139	0	0.0 %	3.3 %	5	-5	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	1.2 %	0	0	Québec
<b>Total</b>		3020	11	0.4 %	2.3 %	67	-56	

Total may not equal sum of components due to rounding.

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

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			Representation		Availability		Gap #	
			#	%	%	#		
<b>01 : Senior Managers</b>	National	16	1	6.3 %	10.1 %	2	-1	National
<b>02 : Middle and Other Managers</b>	National	460	44	9.6 %	15.0 %	69	-25	National
<b>03 : Professionals</b>		902	123	13.6 %	30.8 %	278	-155	
1111 : Financial auditors and accountants	National	16	4	25.0 %	27.5 %	4	0	National
1112 : Financial and investment analysts	National	98	16	16.3 %	35.4 %	35	-19	National
1114 : Other financial officers	National	1	0	0.0 %	21.7 %	0	0	National
1121 : Human resources professionals	National	18	3	16.7 %	14.1 %	3	0	National
1122 : Professional occupations in business management consulting	National	61	8	13.1 %	21.6 %	13	-5	National
2141 : Industrial and manufacturing engineers	National	434	57	13.1 %	31.5 %	137	-80	National
2147 : Computer engineers (except software engineers and designers)	National	18	3	16.7 %	38.2 %	7	-4	National
2148 : Other professional engineers, n.e.c.	National	33	0	0.0 %	27.3 %	9	-9	National
2171 : Information systems analysts and consultants	National	96	12	12.5 %	31.4 %	30	-18	National
2173 : Software engineers and designers	National	71	12	16.9 %	40.5 %	29	-17	National
2174 : Computer programmers and interactive media developers	National	3	0	0.0 %	31.5 %	1	-1	National
4112 : Lawyers and Quebec notaries	National	8	0	0.0 %	12.5 %	1	-1	National
4163 : Business development officers and marketing researchers and consultants	National	43	8	18.6 %	21.9 %	9	-1	National
5121 : Authors and writers	National	2	0	0.0 %	10.7 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		619	46	7.4 %	24.8 %	154	-108	
2233 : Industrial engineering and manufacturing technologists and technicians	Alberta	97	9	9.3 %	24.7 %	24	-15	Alberta
2233 : Industrial engineering and manufacturing technologists and technicians	British Columbia	16	1	6.3 %	40.7 %	7	-6	British Columbia
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	17	2	11.8 %	27.4 %	5	-3	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
2233 : Industrial engineering and manufacturing technologists and technicians	Newfoundland and Labrador	6	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	178	11	6.2 %	33.3 %	59	-48	Ontario

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			Representation		Availability		Gap #	
			#	%	%	#		
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	88	2	2.3 %	12.3 %	11	-9	Québec
2233 : Industrial engineering and manufacturing technologists and technicians	Saskatchewan	8	0	0.0 %	10.0 %	1	-1	Saskatchewan
2241 : Electrical and electronics engineering technologists and technicians	Alberta	25	4	16.0 %	22.2 %	6	-2	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	4	0	0.0 %	29.5 %	1	-1	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Manitoba	3	1	33.3 %	14.3 %	0	1	Manitoba
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	Ontario	81	9	11.1 %	31.4 %	25	-16	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	34	2	5.9 %	9.5 %	3	-1	Québec
2253 : Drafting technologists and technicians	Alberta	3	1	33.3 %	28.6 %	1	0	Alberta
2253 : Drafting technologists and technicians	Ontario	3	0	0.0 %	30.2 %	1	-1	Ontario
2253 : Drafting technologists and technicians	Québec	3	1	33.3 %	7.7 %	0	1	Québec
2262 : Engineering inspectors and regulatory officers	Ontario	1	0	0.0 %	18.9 %	0	0	Ontario
2262 : Engineering inspectors and regulatory officers	Québec	3	1	33.3 %	6.7 %	0	1	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Alberta	2	0	0.0 %	7.1 %	0	0	Alberta
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	12	0	0.0 %	16.6 %	2	-2	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Québec	3	0	0.0 %	4.8 %	0	0	Québec
2281 : Computer network technicians	New Brunswick	2	1	50.0 %	3.1 %	0	1	New Brunswick
2281 : Computer network technicians	Ontario	12	1	8.3 %	34.1 %	4	-3	Ontario
2281 : Computer network technicians	Québec	3	0	0.0 %	13.1 %	0	0	Québec
2282 : User support technicians	Alberta	1	0	0.0 %	28.2 %	0	0	Alberta
2282 : User support technicians	Ontario	4	0	0.0 %	35.9 %	1	-1	Ontario
4211 : Paralegal and related occupations	Ontario	3	0	0.0 %	22.3 %	1	-1	Ontario
<b>05 : Supervisors</b>		16	3	18.8 %	3.0 %	0	3	
<b>Employment Equity Occupational Group</b>	Edmonton	1	0	0.0 %	21.6 %	0	0	Edmonton

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			Representation #	%	Availability %	Gap #		
Employment Equity Occupational Group	Ont. less CMAs	11	3	27.3 %	1.9 %	0	3	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	3.0 %	0	0	Peterborough
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Québec	1	0	0.0 %	2.3 %	0	0	Québec
<b>07 : Administrative and Senior Clerical Personnel</b>		<b>249</b>	<b>30</b>	<b>12.0 %</b>	<b>2.7 %</b>	<b>7</b>	<b>23</b>	
Employment Equity Occupational Group	B.C. less CMAs	3	1	33.3 %	3.4 %	0	1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	13	0	0.0 %	16.5 %	2	-2	Calgary
Employment Equity Occupational Group	Edmonton	7	1	14.3 %	13.4 %	1	0	Edmonton
Employment Equity Occupational Group	N.B. less CMA	1	0	0.0 %	1.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	133	21	15.8 %	1.6 %	2	19	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	5	0	0.0 %	12.2 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	23	2	8.7 %	1.2 %	0	2	Peterborough
Employment Equity Occupational Group	Que. less CMAs	55	5	9.1 %	0.6 %	0	5	Que. less CMAs
Employment Equity Occupational Group	Québec	7	0	0.0 %	1.5 %	0	0	Québec
Employment Equity Occupational Group	Regina	1	0	0.0 %	5.3 %	0	0	Regina
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	11.1 %	0	0	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		<b>192</b>	<b>15</b>	<b>7.8 %</b>	<b>15.1 %</b>	<b>29</b>	<b>-14</b>	
6221 : Technical sales specialists - wholesale trade	Alberta	33	6	18.2 %	11.3 %	4	2	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	15	0	0.0 %	24.7 %	4	-4	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	4	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	3	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Ontario	82	9	11.0 %	20.8 %	17	-8	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	49	0	0.0 %	8.5 %	4	-4	Québec

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			Representation		Availability		Gap #	
			#	%	%	#		
6221 : Technical sales specialists - wholesale trade	Saskatchewan	2	0	0.0 %	2.7 %	0	0	Saskatchewan
6222 : Retail and wholesale buyers	Québec	1	0	0.0 %	9.9 %	0	0	Québec
<b>09 : Skilled Crafts and Trades Workers</b>		42	0	0.0 %	9.1 %	4	-4	
7237 : Welders and related machine operators	Ontario	1	0	0.0 %	22.5 %	0	0	Ontario
7237 : Welders and related machine operators	Québec	2	0	0.0 %	5.2 %	0	0	Québec
7241 : Electricians (except industrial and power system)	Alberta	13	0	0.0 %	10.0 %	1	-1	Alberta
7241 : Electricians (except industrial and power system)	British Columbia	1	0	0.0 %	14.3 %	0	0	British Columbia
7241 : Electricians (except industrial and power system)	Québec	8	0	0.0 %	4.1 %	0	0	Québec
7252 : Steamfitters, pipefitters and sprinkler system installers	Ontario	1	0	0.0 %	6.5 %	0	0	Ontario
7333 : Electrical mechanics	New Brunswick	9	0	0.0 %	0.0 %	0	0	New Brunswick
7333 : Electrical mechanics	Ontario	7	0	0.0 %	23.9 %	2	-2	Ontario
<b>10 : Clerical Personnel</b>		27	2	7.4 %	1.8 %	0	2	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	24.3 %	0	0	Calgary
Employment Equity Occupational Group	Greater Sudbury	1	0	0.0 %	1.8 %	0	0	Greater Sudbury
Employment Equity Occupational Group	Moncton	1	0	0.0 %	1.5 %	0	0	Moncton
Employment Equity Occupational Group	Ont. less CMAs	7	2	28.6 %	1.7 %	0	2	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	16	0	0.0 %	0.6 %	0	0	Que. less CMAs
Employment Equity Occupational Group	St. John's	1	0	0.0 %	0.8 %	0	0	St. John's
<b>11 : Intermediate Sales and Service Personnel</b>		51	4	7.8 %	6.0 %	3	1	
Employment Equity Occupational Group	B.C. less CMAs	1	1	100.0 %	5.3 %	0	1	B.C. less CMAs
Employment Equity Occupational Group	Calgary	5	1	20.0 %	29.7 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	24.8 %	0	0	Edmonton
Employment Equity Occupational Group	Ont. less CMAs	24	2	8.3 %	2.3 %	1	1	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	3.4 %	0	0	Peterborough

Workplace Equity Information Management System - Siemens Canada Limited

Workforce Analysis - Detailed Report

Date: 2017-12-31

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	Que. less CMAs	15	0	0.0 %	0.9 %	0	Que. less CMAs
Employment Equity Occupational Group	Québec	2	0	0.0 %	3.0 %	0	Québec
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	23.2 %	0	Winnipeg
<b>12 : Semi-Skilled Manual Workers</b>		<b>204</b>	<b>3</b>	<b>1.5 %</b>	<b>1.4 %</b>	<b>3</b>	<b>0</b>
Employment Equity Occupational Group	Ont. less CMAs	13	0	0.0 %	1.6 %	0	Ont. less CMAs
Employment Equity Occupational Group	Peterborough	77	1	1.3 %	2.5 %	2	-1
Employment Equity Occupational Group	Que. less CMAs	114	2	1.8 %	0.7 %	1	1
<b>13 : Other Sales and Service Personnel</b>		<b>5</b>	<b>3</b>	<b>60.0 %</b>	<b>17.1 %</b>	<b>1</b>	<b>2</b>
Employment Equity Occupational Group	Calgary	1	1	100.0 %	43.4 %	0	1
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	34.1 %	0	0
Employment Equity Occupational Group	Ont. less CMAs	3	2	66.7 %	2.7 %	0	2
<b>14 : Other Manual Workers</b>		<b>237</b>	<b>4</b>	<b>1.7 %</b>	<b>3.2 %</b>	<b>8</b>	<b>-4</b>
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	4.1 %	0	0
Employment Equity Occupational Group	Calgary	4	0	0.0 %	26.7 %	1	-1
Employment Equity Occupational Group	Edmonton	13	0	0.0 %	19.8 %	3	-3
Employment Equity Occupational Group	Greater Sudbury	2	0	0.0 %	1.5 %	0	0
Employment Equity Occupational Group	Ont. less CMAs	39	4	10.3 %	2.1 %	1	3
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	10.4 %	0	0
Employment Equity Occupational Group	Peterborough	32	0	0.0 %	2.6 %	1	-1
Employment Equity Occupational Group	Que. less CMAs	139	0	0.0 %	1.2 %	2	-2
Employment Equity Occupational Group	Québec	1	0	0.0 %	3.1 %	0	0
<b>Total</b>		<b>3020</b>	<b>278</b>	<b>9.2 %</b>	<b>18.4 %</b>	<b>558</b>	<b>-280</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 - Siemens Canada Limited

**Workforce Analysis - Detailed Report**

Date: 2017-12-31

**Persons with Disabilities**

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
<b>01/02 : Managers</b>	National	476	1	0.2 %	4.3 %	20	-19	National
<b>03 : Professionals</b>	National	902	2	0.2 %	3.8 %	34	-32	National
<b>04 : Semi-Professionals and Technicians</b>	National	619	1	0.2 %	4.6 %	28	-27	National
<b>05 : Supervisors</b>	National	16	0	0.0 %	13.9 %	2	-2	National
<b>07 : Administrative and Senior Clerical Personnel</b>	National	249	0	0.0 %	3.4 %	8	-8	National
<b>08 : Skilled Sales and Service Personnel</b>	National	192	0	0.0 %	3.5 %	7	-7	National
<b>09 : Skilled Crafts and Trades Workers</b>	National	42	0	0.0 %	3.8 %	2	-2	National
<b>10 : Clerical Personnel</b>	National	27	0	0.0 %	7.0 %	2	-2	National
<b>11 : Intermediate Sales and Service Personnel</b>	National	51	0	0.0 %	5.6 %	3	-3	National
<b>12 : Semi-Skilled Manual Workers</b>	National	204	0	0.0 %	4.8 %	10	-10	National
<b>13 : Other Sales and Service Personnel</b>	National	5	0	0.0 %	6.3 %	0	0	National
<b>14 : Other Manual Workers</b>	National	237	1	0.4 %	5.3 %	13	-12	National
<b>Total</b>		<b>3020</b>	<b>5</b>	<b>0.2 %</b>	<b>4.3 %</b>	<b>129</b>	<b>-124</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: 2017-12-31

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

To give a better understanding of which NOCs are deficient within our organization

#### 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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



## Workforce Analysis - Detailed Report

Date: 2017-12-31

### 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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Workplace Equity Information Management System - Siemens Canada Limited

Workforce Analysis - Summary Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	16	6	37.5 %	27.4 %	4	2
02 : Middle and Other Managers	460	95	20.7 %	38.9 %	179	-84
03 : Professionals	902	202	22.4 %	27.1 %	244	-42
04 : Semi-Professionals and Technicians	619	52	8.4 %	19.7 %	122	-70
05 : Supervisors	16	11	68.8 %	61.0 %	10	1
07 : Administrative and Senior Clerical Personnel	249	146	58.6 %	86.3 %	215	-69
08 : Skilled Sales and Service Personnel	192	17	8.9 %	27.3 %	52	-35
09 : Skilled Crafts and Trades Workers	42	3	7.1 %	2.9 %	1	2
10 : Clerical Personnel	27	13	48.1 %	68.6 %	19	-6
11 : Intermediate Sales and Service Personnel	51	39	76.5 %	70.2 %	36	3
12 : Semi-Skilled Manual Workers	204	105	51.5 %	18.3 %	37	68
13 : Other Sales and Service Personnel	5	1	20.0 %	60.2 %	3	-2
14 : Other Manual Workers	237	57	24.1 %	20.5 %	49	8
<b>Total</b>	<b>3020</b>	<b>747</b>	<b>24.7 %</b>	<b>32.2 %</b>	<b>971</b>	<b>-224</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2017-12-31

### Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	16	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	460	1	0.2 %	2.2 %	10	-9
03 : Professionals	902	1	0.1 %	1.0 %	9	-8
04 : Semi-Professionals and Technicians	619	5	0.8 %	2.1 %	13	-8
05 : Supervisors	16	0	0.0 %	4.3 %	1	-1
07 : Administrative and Senior Clerical Personnel	249	1	0.4 %	3.5 %	9	-8
08 : Skilled Sales and Service Personnel	192	0	0.0 %	1.7 %	3	-3
09 : Skilled Crafts and Trades Workers	42	0	0.0 %	2.1 %	1	-1
10 : Clerical Personnel	27	1	3.7 %	3.6 %	1	0
11 : Intermediate Sales and Service Personnel	51	0	0.0 %	4.2 %	2	-2
12 : Semi-Skilled Manual Workers	204	2	1.0 %	3.6 %	7	-5
13 : Other Sales and Service Personnel	5	0	0.0 %	6.0 %	0	0
14 : Other Manual Workers	237	0	0.0 %	4.7 %	11	-11
<b>Total</b>	<b>3020</b>	<b>11</b>	<b>0.4 %</b>	<b>2.3 %</b>	<b>67</b>	<b>-56</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2017-12-31

### Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	16	1	6.3 %	10.1 %	2	-1
02 : Middle and Other Managers	460	44	9.6 %	15.0 %	69	-25
03 : Professionals	902	123	13.6 %	30.8 %	278	-155
04 : Semi-Professionals and Technicians	619	46	7.4 %	24.8 %	154	-108
05 : Supervisors	16	3	18.8 %	3.0 %	0	3
07 : Administrative and Senior Clerical Personnel	249	30	12.0 %	2.7 %	7	23
08 : Skilled Sales and Service Personnel	192	15	7.8 %	15.1 %	29	-14
09 : Skilled Crafts and Trades Workers	42	0	0.0 %	9.1 %	4	-4
10 : Clerical Personnel	27	2	7.4 %	1.8 %	0	2
11 : Intermediate Sales and Service Personnel	51	4	7.8 %	6.0 %	3	1
12 : Semi-Skilled Manual Workers	204	3	1.5 %	1.4 %	3	0
13 : Other Sales and Service Personnel	5	3	60.0 %	17.1 %	1	2
14 : Other Manual Workers	237	4	1.7 %	3.2 %	8	-4
<b>Total</b>	<b>3020</b>	<b>278</b>	<b>9.2 %</b>	<b>18.4 %</b>	<b>558</b>	<b>-280</b>

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2017-12-31

### Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	476	1	0.2 %	4.3 %	20	-19
03 : Professionals	902	2	0.2 %	3.8 %	34	-32
04 : Semi-Professionals and Technicians	619	1	0.2 %	4.6 %	28	-27
05 : Supervisors	16	0	0.0 %	13.9 %	2	-2
07 : Administrative and Senior Clerical Personnel	249	0	0.0 %	3.4 %	8	-8
08 : Skilled Sales and Service Personnel	192	0	0.0 %	3.5 %	7	-7
09 : Skilled Crafts and Trades Workers	42	0	0.0 %	3.8 %	2	-2
10 : Clerical Personnel	27	0	0.0 %	7.0 %	2	-2
11 : Intermediate Sales and Service Personnel	51	0	0.0 %	5.6 %	3	-3
12 : Semi-Skilled Manual Workers	204	0	0.0 %	4.8 %	10	-10
13 : Other Sales and Service Personnel	5	0	0.0 %	6.3 %	0	0
14 : Other Manual Workers	237	1	0.4 %	5.3 %	13	-12
<b>Total</b>	<b>3020</b>	<b>5</b>	<b>0.2 %</b>	<b>4.3 %</b>	<b>129</b>	<b>-124</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2017-12-31

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

To give a better understanding of which NOCs are deficient within our organization

#### 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
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



## Workforce Analysis - Summary Report

Date: 2017-12-31

### 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
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	12	31

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees		
		Women		
		#	Representation	Availability*
#	#		%	
01	Senior Managers	16	6	27.4
02	Middle & Other Managers	480	95	38.9
03	Professionals	902	202	27.1
04	Semi-Professionals & Technicians	619	52	19.7
05	Supervisors	16	11	61.0
06	Supervisors: Crafts & Trades	N/A	N/A	N/A
07	Administrative & Senior Clerical Personnel	249	146	86.3
08	Skilled Sales & Service Personnel	192	17	27.3
09	Skilled Crafts & Trades Workers	42	3	2.9
10	Clerical Personnel	27	13	68.6
11	Intermediate Sales & Service Personnel	51	39	70.2
12	Semi-Skilled Manual Workers	204	105	18.3
13	Other Sales & Service Personnel	5	1	60.2
14	Other Manual Workers	237	57	20.5
<b>Total</b>		<b>3,040</b>	<b>747</b>	<b>32.2</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

		All Employees		
		Women		
		#	Representation	Availability*
#	#		%	
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		<b>0</b>	<b>0</b>	<b>0.0</b>

**\* Source:**

**\* Source:**





**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	12	31

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
0	0	0

**Table 4: Persons with Disabilities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities	
		Representation	Availability*
		#	%
01/02 Managers	496	1	4.3
03 Professionals	902	2	3.8
04 Semi-Professionals & Technicians	619	1	4.6
05 Supervisors	16	0	13.9
06 Supervisors: Crafts & Trades	N/A	N/A	N/A
07 Administrative & Senior Clerical Personnel	249	0	3.4
08 Skilled Sales & Service Personnel	192	0	3.5
09 Skilled Crafts & Trades Workers	42	0	3.8
10 Clerical Personnel	27	0	7.0
11 Intermediate Sales & Service Personnel	51	0	5.6
12 Semi-Skilled Manual Workers	204	0	4.8
13 Other Sales & Service Personnel	5	0	6.3
14 Other Manual Workers	237	1	5.3
<b>Total</b>	<b>3,040</b>	<b>5</b>	<b>4.3</b>

**Table 8: Persons with Disabilities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities	
		Representation	Availability*
		#	%
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.0</b>

**\* Source:**

**\* Source:**

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓

**Data from Form 5 - Employees Promoted**

↓ ↓ ↓ ↓

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

[Siemens Canada Limited]

[Date: 2018-03-15]

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired				
	#	#	#	#				
	#	#	#	#				
01 Senior Managers	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓

**Table 3: Persons with Disabilities**

**Data from Form 5 - Employees Promoted**

↓ ↓ ↓ ↓

**Table 7: Persons with Disabilities**

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

**Table 1: Women**

Employment Equity Occupational Group (EOG)	All Employees																	First/Previous Short-term Goals				Women			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To						From - To					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	2017	2020	2017	2020											
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%							
01 Senior Managers	16	-100.0%		0	0.0%		0	0	6	0.0%	0	-2	0		27.4%	2	2	37.5%	37.5%						
02 Middle & Other Managers	480	-100.0%	0.8%	11	0.0%	1.9%	27	38	95	1.9%	5	101	15	38.9%	38.9%	-92	-86	19.8%	21.4%						
03 Professionals	0	-100.0%		0	0.0%		0	0	202	0.0%	0	42	0		27.1%	-42	-42	22.4%	22.4%						
04 Semi-Professionals & Tech	619	-100.0%	13.0%	241	0.0%	0.2%	3	244	52	0.2%	0	117	48	19.7%	19.7%	-70	-69	8.4%	11.6%						
05 Supervisors	16	-100.0%		0	0.0%		0	0	11	0.0%	0	-1	0		61.0%	1	1	68.8%	68.8%						
06 Supervisors: Crafts & Trades	N/A	0.0%	#VALUE!	0	0.0%	#VALUE!	#VALUE!	#VALUE!	N/A	0.0%	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!						
07 Administrative & Sr Clerical	249	-100.0%		0	0.0%		0	0	146	0.0%	0	69	0		86.3%	-69	-69	58.6%	58.6%						
08 Skilled Sales & Service	192	-100.0%	2.4%	14	0.0%	6.5%	37	51	17	6.5%	3	42	14	27.3%	27.3%	-35	-28	8.9%	13.6%						
09 Skilled Crafts & Trades	42	-100.0%		0	0.0%		0	0	3	0.0%	0	-2	0		2.9%	2	2	7.1%	7.1%						
10 Clerical Personnel	27	-100.0%	0.0%	0	0.0%	6.5%	5	5	13	6.5%	3	9	3	68.6%	68.6%	-6	-6	48.1%	48.1%						
11 Intermediate Sales & Service	51	-100.0%	0.0%	0	0.0%	6.5%	10	10	39	6.5%	8	5	5	50.0%	70.2%	3	0	76.5%	70.6%						
12 Semi-Skilled Manual	204	-100.0%		0	0.0%		0	0	105	0.0%	0	-68	0		18.3%	68	68	51.5%	51.5%						
13 Other Sales & Service	5	-100.0%		0	0.0%		0	0	1	0.0%	0	2	0		60.2%	-2	-2	20.0%	20.0%						
14 Other Manual Workers	237	-100.0%		0	0.0%		0	0	57	0.0%	0	-8	0		20.5%	8	8	24.1%	24.1%						
Total	3,040	-100.0%		0	0.0%		0	0	747	0.0%	0	232	0		32.2%	-232	-232	24.6%	24.6%						

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

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

Workforce Analysis) ÷ 2) x 100.

**Table 2: Women**

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	No gap. Continue to monitor.
02 Middle & Other Managers	15	38.9	0	38.9	Given not a high growth or turnover projected & considering position location, short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability.
03 Professionals	0	0.0	0	0.0	Utilization over 80%. Continue to monitor.
04 Semi-Professionals & Tech	48	19.7	0	19.7	Short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability.
05 Supervisors	0	0.0	0	0.0	No gap. Continue to monitor.
06 Supervisors: Crafts & Trades	#VALUE!	0.0	0	0.0	Not an applicable job code in Siemens Canada Limited
07 Administrative & Sr Clerical	0	0.0	0	0.0	Internal representation over 50%. Continue to monitor
08 Skilled Sales & Service	14	27.3	0	27.3	Used avg. turnover rate. Short term goal will largely depend on real turnover. Long term goal to have total EEOG population at market availability
09 Skilled Crafts & Trades	0	0.0	0	0.0	No gap. Continue to monitor.
10 Clerical Personnel	3	68.6	0	68.6	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
11 Intermediate Sales & Service	5	50.0	0	70.2	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Therefore short term goal slightly below availability. Long term goal to have total EEOG population at market availability.
12 Semi-Skilled Manual	0	0.0	0	0.0	No gap. Continue to monitor.
13 Other Sales & Service	0	0.0	0	0.0	No gap. Continue to monitor.

Federal Contractors Program Achievement Report

Part 3: Goals

[Siemens Canada Limited]

[Date: 2018-03-15]

14	Other Manual Workers	0	0.0	0	0.0	No gap. Continue to monitor.
Total		0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

**Table 3: Aboriginal Peoples**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	2017	2020							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	16	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	480	-100.0%	0.8%	12	0.0%	1.9%	27	39	1	1.9%	0	10	1	2.2%	-10	-9	0.2%	0.4%	
03 Professionals	902	-100.0%	0.0%	0	0.0%	23.8%	644	644	1	23.8%	1	9	6	1.0%	-8	-3	0.1%	0.7%	
04 Semi-Professionals & Tech	619	-100.0%	13.0%	241	0.0%	0.2%	3	244	5	0.2%	0	13	5	2.1%	-8	-8	0.8%	1.2%	
05 Supervisors	16	-100.0%	0.0%	0	0.0%	31.3%	15	15	0	31.3%	0	1	1	4.3%	-1	0	0.0%	6.3%	
06 Supervisors: Crafts & Trades	N/A	0.0%	#VALUE!	0	0.0%	#VALUE!	#VALUE!	N/A	0	0.0%	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	
07 Administrative & Sr Clerical	249	-100.0%	0.0%	0	0.0%	39.4%	294	294	1	39.4%	1	9	3	1.0%	-8	-6	0.4%	1.2%	
08 Skilled Sales & Service	192	-100.0%	2.4%	14	0.0%	6.5%	37	51	0	6.5%	0	4	1	1.7%	-3	-3	0.0%	0.5%	
09 Skilled Crafts & Trades	42	-100.0%	0.0%	0	0.0%	6.5%	8	8	0	6.5%	0	1	0	2.1%	-1	-1	0.0%	0.0%	
10 Clerical Personnel	27	-100.0%	0.0%	0	0.0%	6.5%	5	5	1	6.5%	0	0	0	3.6%	0	0	3.7%	3.7%	
11 Intermediate Sales & Service	51	-100.0%	0.0%	0	0.0%	6.5%	10	10	0	6.5%	0	2	0	4.2%	-2	-2	0.0%	0.0%	
12 Semi-Skilled Manual	204	-100.0%	0.0%	0	0.0%	6.5%	40	40	2	6.5%	0	5	1	3.6%	-5	-4	1.0%	1.5%	
13 Other Sales & Service	5	-100.0%	0.0%	0	0.0%	6.5%	1	1	0	6.5%	0	0	0	6.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	237	-100.0%	0.0%	0	0.0%	6.5%	46	46	0	6.5%	0	11	2	4.7%	-11	-9	0.0%	0.8%	
Total	3,040	-100.0%		0	0.0%		0	0	11	0.0%	0	59	0	2.3%	-59	-59	0.4%	0.4%	

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

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

Workforce Analysis) ÷ 2) x 100.

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	No gap. Continue to monitor.
02 Middle & Other Managers	1	2.2	0	2.2	Given not a high growth or turnover projected & position location, short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability%.
03 Professionals	6	1.0	0	1.0	Short term achievement will depend on turnover rate staying similar to projected rate. Long term goal to have total EEOG population at market availability.
04 Semi-Professionals & Tech	5	2.1	0	2.1	Short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability%.
05 Supervisors	1	4.3	0	4.3	Short term achievement will depend on turnover rate staying similar to projected rate. No new growth projected. Long term goal to have total EEOG population at market availability.
06 Supervisors: Crafts & Trades	#VALUE!	0.0	0	0.0	Not an applicable job code in Siemens Canada Limited
07 Administrative & Sr Clerical	3	1.0	0	3.0	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Therefore short term goal slightly below availability. Long term goal to have total EEOG populati
08 Skilled Sales & Service	1	1.7	0	1.7	Used avg. turnover rate. Short term goal will largely depend on real turnover. Long term goal to have total EEOG population at market availability
09 Skilled Crafts & Trades	0	2.1	0	2.1	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
10 Clerical Personnel	0	3.6	0	3.6	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
11 Intermediate Sales & Service	0	4.2	0	4.2	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
12 Semi-Skilled Manual	1	3.6	0	3.6	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
13 Other Sales & Service	0	6.0	0	6.0	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

14	Other Manual Workers	2	4.7	0	4.7	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
Total		0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EOG)	All Employees																		
	First/Previous Short-term Goals																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	2017	2020	%	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%	
01/02 Managers	496	-100.0%	0.8%	12	0.0%	2.0%	30	42	1	2.0%	0	21	2	4.3%	4.3%	-20	-19	0.2%	0.6%
03 Professionals	902	-100.0%	0.0%	0	0.0%	23.8%	644	644	2	23.8%	1	33	24	3.8%	3.8%	-32	-9	0.2%	2.8%
04 Semi-Professionals & Tech	619	-100.0%	13.0%	241	0.0%	0.2%	4	245	1	0.2%	0	39	11	4.6%	4.6%	-27	-28	0.2%	1.4%
05 Supervisors	16	-100.0%	0.0%	0	0.0%	31.3%	15	15	0	31.3%	0	2	2	13.9%	13.9%	-2	0	0.0%	12.5%
06 Supervisors: Crafts & Trades	N/A	0.0%	#VALUE!	0.0%	#VALUE!	#VALUE!	#VALUE!	N/A	0.0%	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
07 Administrative & Sr Clerical	249	-100.0%	0.0%	0	0.0%	39.4%	294	294	0	39.4%	0	8	10	3.4%	3.4%	-8	2	0.0%	4.0%
08 Skilled Sales & Service	192	-100.0%	2.4%	14	0.0%	6.5%	37	51	0	6.5%	0	7	2	3.5%	3.5%	-7	-5	0.0%	1.0%
09 Skilled Crafts & Trades	42	-100.0%	0.0%	0	0.0%	6.5%	8	8	0	6.5%	0	2	0	3.8%	3.8%	-2	-2	0.0%	0.0%
10 Clerical Personnel	27	-100.0%	0.0%	0	0.0%	6.5%	5	5	0	6.5%	0	2	0	7.0%	7.0%	-2	-2	0.0%	0.0%
11 Intermediate Sales & Service	51	-100.0%	0.0%	0	0.0%	6.5%	10	10	0	6.5%	0	3	1	5.6%	5.6%	-3	-2	0.0%	2.0%
12 Semi-Skilled Manual	204	-100.0%	0.0%	0	0.0%	6.5%	40	40	0	6.5%	0	10	2	4.8%	4.8%	-10	-8	0.0%	1.0%
13 Other Sales & Service	5	-100.0%	0.0%	0	0.0%	6.5%	1	1	0	6.5%	0	0	0	6.3%	6.3%	0	0	0.0%	0.0%
14 Other Manual Workers	237	-100.0%	0.0%	0	0.0%	6.5%	46	46	1	6.5%	0	12	2	5.3%	5.3%	-12	-10	0.4%	1.3%
Total	3,040	-100.0%		0	0.0%		0	0	5	0.0%	0	126	0		4.3%	-126	-126	0.2%	0.2%

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	2	4.3	0	4.3	Given not a high growth or turnover projected & position location, short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability%.
03 Professionals	24	3.8	0	3.8	Short term achievement will depend largely on turnover rate staying similar to projected rate. Long term goal to have total EEOG population at market availability.
04 Semi-Professionals & Tech	11	4.6	0	4.6	Short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability%.
05 Supervisors	2	13.9	0	13.9	Short term achievement will depend on turnover rate staying similar to projected rate. No new growth projected. Long term goal to have total EEOG population at market availability.
06 Supervisors: Crafts & Trades	#VALUE!	0.0	0	0.0	Not an applicable job code in Siemens Canada Limited
07 Administrative & Sr Clerical	10	3.4	0	3.4	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
08 Skilled Sales & Service	2	3.5	0	3.5	Used avg. turnover rate. Short term goal will largely depend on real turnover. Long term goal to have total EEOG population at market availability
09 Skilled Crafts & Trades	0	3.8	0	3.8	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
10 Clerical Personnel	0	7.0	0	7.0	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
11 Intermediate Sales & Service	1	5.6	0	5.6	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
12 Semi-Skilled Manual	2	4.8	0	4.8	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
13 Other Sales & Service	0	6.3	0	6.3	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
14 Other Manual Workers	2	5.3	0	5.3	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
Total	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	All Employees								First/Previous Short-term Goals										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		Present Availability	Present Gap					
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-31	Annually	Over 3 Years	2017	2020	%	%	%	%	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	16	-100.0%	0.0%	0	0.0%	6.3%	3	3	1	6.3%	0	1	0	10.1%	10.1%	-1	-1	6.3%	6.3%
02 Middle & Other Managers	480	-100.0%	0.8%	12	0.0%	1.9%	27	39	44	1.9%	3	33	6	15.0%	15.0%	-28	-27	9.2%	9.6%
03 Professionals	902	-100.0%	0.0%	0	0.0%	23.8%	644	644	123	23.8%	88	243	198	30.8%	30.8%	-155	-45	13.6%	25.8%
04 Semi-Professionals & Tech	619	-100.0%	13.0%	241	0.0%	0.2%	4	245	46	0.2%	0	167	61	24.8%	24.8%	-108	-106	7.4%	12.4%
05 Supervisors	16	-100.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-3	0	3.0%	3.0%	3	3	18.8%	18.8%
06 Supervisors: Crafts & Trades	N/A	0.0%	#VALUE!	0.0%	#VALUE!	#VALUE!	#VALUE!	N/A	0.0%	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!	#VALUE!
07 Administrative & Sr Clerical	249	-100.0%	0.0%	0	0.0%	0.0%	0	0	30	0.0%	0	-23	0	2.7%	2.7%	23	23	12.0%	12.0%
08 Skilled Sales & Service	192	-100.0%	2.4%	14	0.0%	6.5%	37	51	15	6.5%	3	19	8	15.1%	15.1%	-14	-11	7.8%	9.7%
09 Skilled Crafts & Trades	42	-100.0%	0.0%	0	0.0%	6.5%	8	8	0	6.5%	0	4	1	9.1%	9.1%	-4	-3	0.0%	2.4%
10 Clerical Personnel	27	-100.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-2	0	1.8%	1.8%	2	2	7.4%	7.4%
11 Intermediate Sales & Service	51	-100.0%	0.0%	0	0.0%	0.0%	0	0	4	0.0%	0	-1	0	6.0%	6.0%	1	1	7.8%	7.8%
12 Semi-Skilled Manual	204	-100.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	0	0	1.4%	1.4%	0	0	1.5%	1.5%
13 Other Sales & Service	5	-100.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-2	0	17.1%	17.1%	2	2	60.0%	60.0%
14 Other Manual Workers	237	-100.0%	0.0%	0	0.0%	6.5%	46	46	4	6.5%	1	5	1	3.2%	3.2%	-4	-4	1.7%	1.7%
Total	3,040	-100.0%	0.0%	0	0.0%	0.0%	0	0	278	0.0%	0	281	0	18.4%	18.4%	-281	-281	9.1%	9.1%

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

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis ÷ (Total number of employees from Previous Workforce Analysis ÷ Total number of employees from Current

‡ Workforce Analysis) ÷ 2) x 100.

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	10.1	0	10.1	Given not a high growth or turnover projected & position location, short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability%.
02 Middle & Other Managers	6	15.0	0	12.0	Given not a high growth or turnover projected & position location, short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability%.
03 Professionals	198	30.8	0	30.8	Short term achievement will depend largely on turnover rate staying similar to projected rate. Long term goal to have total EEOG population at market availability.
04 Semi-Professionals & Tech	61	24.8	0	24.8	Given not a high growth or turnover projected, short term goal is to hire at rate of present availability. Long term goal is to have total EEOG population at market availability%.
05 Supervisors	0	0.0	0	0.0	No gap. Continue to monitor.
06 Supervisors: Crafts & Trades	#VALUE!	0.0	0	0.0	Not an applicable job code in Siemens Canada Limited
07 Administrative & Sr Clerical	0	0.0	0	0.0	No gap. Continue to monitor.
08 Skilled Sales & Service	8	15.1	0	15.1	Used avg. turnover rate. Short term goal will largely depend on real turnover. Long term goal to have total EEOG population at market availability
09 Skilled Crafts & Trades	1	9.1	0	9.1	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
10 Clerical Personnel	0	0.0	0	0.0	No gap. Continue to monitor.
11 Intermediate Sales & Service	0	0.0	0	0.0	No gap. Continue to monitor.
12 Semi-Skilled Manual	0	0.0	0	0.0	No gap. Continue to monitor.
13 Other Sales & Service	0	0.0	0	0.0	No gap. Continue to monitor.

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**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

14	Other Manual Workers	1	3.2	0	3.2	Due to digitalization/automation, new growth unlikely. Short term goal dependant on real turnover. Long term goal to have total EEOG population at market availability.
Total		0	0.0	0	0.0	



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 9: Women**

Employment Equity Occupational Group (EOG)	All Employees												Subsequent/Current Short-term Goals							Women	
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To						From - To	
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	--	Annually	Over 3 Years	0	3	0	3	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	

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

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

**Table 10: Women**

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

Federal Contractors Program Achievement Report

Part 3: Goals

[Siemens Canada Limited]

[Date: 2018-03-15]

Total		0.0		0.0
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		Yyyy - Yyyy							
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	--	Annually	Over 3 Years	#	0	3	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!

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

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

§ Workforce Analysis) ÷ 2) x 100.

**Table 12: Aboriginal Peoples**

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

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[Siemens Canada Limited]

[Date: 2018-03-15]

Total		0.0		0.0
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 13: Persons with Disabilities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)		All Employees							Persons with Disabilities											
		Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		Number	Actual		Projected			Number	Over 3 Years		From - To	0						3		
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Over 3 Years	From - To	0	3								
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	0	3									
#	%	%	#	%	%	#	#	%	#	%	%	#	#	%	%					
01/02	Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
05	Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
08	Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
Total		0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!

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

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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
01/02	Managers	0.0		0.0		
03	Professionals	0.0		0.0		
04	Semi-Professionals & Tech	0.0		0.0		
05	Supervisors	0.0		0.0		
06	Supervisors: Crafts & Trades	0.0		0.0		
07	Administrative & Sr Clerical	0.0		0.0		
08	Skilled Sales & Service	0.0		0.0		
09	Skilled Crafts & Trades	0.0		0.0		
10	Clerical Personnel	0.0		0.0		
11	Intermediate Sales & Service	0.0		0.0		
12	Semi-Skilled Manual	0.0		0.0		
13	Other Sales & Service	0.0		0.0		
14	Other Manual Workers	0.0		0.0		
Total		0.0		0.0		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

[Siemens Canada Limited]

[Date: 2018-03-15]

**Data for Subsequent/Current Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 15: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	From - To		Y1	Y2					
	--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	--	Annually	Over 3 Years	#	0	3	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!

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

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

Workforce Analysis) ÷ 2) x 100.

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		0.0		0.0	
03 Professionals		0.0		0.0	
04 Semi-Professionals & Tech		0.0		0.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		0.0		0.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		0.0		0.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

[Siemens Canada Limited]

[Date: 2018-03-15]

Total		0.0		0.0
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**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2017	16	6	37.5	27.4	4	2	136.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	480	95	19.8	38.9	187	-92	50.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2017	902	202	22.4	27.1	244	-42	82.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	619	52	8.4	19.7	122	-70	42.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2017	16	11	68.8	61.0	10	1	112.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	N/A	N/A	0.0	N/A	#####	#####	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	0.0	
02 Middle & Other Managers	0	0	0	0.0	15	0.0	38.9	0.0	0	0.0	38.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	48	0.0	19.7	0.0	0	0.0	19.7	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	#####	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		



**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2017	249	146	58.6	86.3	215	-69	67.9																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2017	192	17	8.9	27.3	52	-35	32.4																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017	42	3	7.1	2.9	1	2	246.3																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	27	13	48.1	68.6	19	-6	70.2																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017	51	39	76.5	70.2	36	3	108.9																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	204	105	51.5	18.3	37	68	281.3																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	14	0.0	27.3	0.0	0	0.0	27.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	3	0.0	68.6	0.0	0	0.0	68.6	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	5	0.0	50.0	0.0	0	0.0	70.2	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires			Promotions			Terminations							
		All Employees	Women				All Employees	Women		All Employees	Women		All Employees	Women		All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	5	1	20.0	60.2	3	-2	33.2																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	237	57	24.1	20.5	49	8	117.3																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2017	3,040	747	24.6	32.2	979	-232	76.3																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Women		Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	3	0	0	0.0			0.0	0.0				0.0	

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

[Siemens Canada Limited]

[Date: 2018-03-15]

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2017	16	0	0.0	2.9	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	480	1	0.2	2.2	11	-10	9.5																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2017	902	1	0.1	1.0	9	-8	11.1																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	619	5	0.8	2.1	13	-8	38.5																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2017	16	0	0.0	4.3	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	N/A	N/A	0.0	N/A	#####	#####	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	3	0	0	0.0			0.0	0.0			0.0	0.0			
02 Middle & Other Managers	0	0	0	0.0	1	0.0	2.2	0.0	0	0.0	2.2	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			
03 Professionals	0	0	0	0.0	6	0.0	1.0	0.0	0	0.0	1.0	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			
04 Semi-Professionals & Technicians	0	0	0	0.0	5	0.0	2.1	0.0	0	0.0	2.1	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			
05 Supervisors	0	0	0	0.0	1	0.0	4.3	0.0	0	0.0	4.3	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			
06 Supervisors: Crafts & Trades	0	0	0	0.0	#####	0.0	0.0	0.0	0	0.0	0.0	0.0			
	3	0	0	0.0			0.0	0.0			0.0	0.0			

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference					
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
07	Administrative & Senior Clerical	2017	249	1	0.4	3.5	9	-8	11.5																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
08	Skilled Sales & Service Personnel	2017	192	0	0.0	1.7	3	-3	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
09	Skilled Crafts & Trades Workers	2017	42	0	0.0	2.1	1	-1	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
10	Clerical Personnel	2017	27	1	3.7	3.6	1	0	102.9																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
11	Intermediate Sales & Service Personnel	2017	51	0	0.0	4.2	2	-2	0.0																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
12	Semi-Skilled Manual Workers	2017	204	2	1.0	3.6	7	-5	27.2																	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	3	0.0	1.0	0.0	0	0.0	3.0	0.0	
		3	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	1	0.0	1.7	0.0	0	0.0	1.7	0.0	
		3	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	2.1	0.0	0	0.0	2.1	0.0	
		3	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	3.6	0.0	0	0.0	3.6	0.0	
		3	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	4.2	0.0	0	0.0	4.2	0.0	
		3	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	1	0.0	3.6	0.0	0	0.0	3.6	0.0	
		3	0	0	0.0		0.0	0.0	0.0		0.0	0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

[Siemens Canada Limited]

[Date: 2018-03-15]

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
13 Other Sales & Service Personnel	2017	5	0	0.0	6.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	237	0	0.0	4.7	11	-11	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2017	3,040	11	0.4	2.3	70	-59	15.7																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	6.0	0.0	0	0.0	6.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	2	0.0	4.7	0.0	0	0.0	4.7	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		



**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

[Siemens Canada Limited]

[Date: 2018-03-15]

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01&02 Managers	2017	496	1	0.2	4.3	21	-20	4.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
03 Professionals	2017	902	2	0.2	3.8	34	-32	5.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2017	619	1	0.2	4.6	28	-27	3.5																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
05 Supervisors	2017	16	0	0.0	13.9	2	-2	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2017	N/A	N/A	0.0	N/A	#####	#####	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	2	0.0	4.3	0.0	0	0.0	4.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	24	0.0	3.8	0.0	0	0.0	3.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	11	0.0	4.6	0.0	0	0.0	4.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	2	0.0	13.9	0.0	0	0.0	13.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	#####	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**[Siemens Canada Limited]**

**[Date: 2018-03-15]**

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		
07	Administrative & Senior Clerical	2017	249	0	0.0	3.4	8	-8	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2017	192	0	0.0	3.5	7	-7	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017	42	0	0.0	3.8	2	-2	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	27	0	0.0	7.0	2	-2	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017	51	0	0.0	5.6	3	-3	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	204	0	0.0	4.8	10	-10	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	%	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	0	0	0	0.0	10	0.0	3.4	0.0	0	0.0	3.4	0.0	
		3	0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	2	0.0	3.5	0.0	0	0.0	3.5	0.0	
		3	0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	3.8	0.0	0	0.0	3.8	0.0	
		3	0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	0	0.0	7.0	0.0	0	0.0	7.0	0.0	
		3	0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	1	0.0	5.6	0.0	0	0.0	5.6	0.0	
		3	0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	2	0.0	4.8	0.0	0	0.0	4.8	0.0	
		3	0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

[Siemens Canada Limited]

[Date: 2018-03-15]

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	
13	Other Sales & Service Personnel	2017	5	0	0.0	6.3	0	0	0.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
14	Other Manual Workers	2017	237	1	0.4	5.3	13	-12	8.0																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total		2017	3,040	5	0.2	4.3	131	-126	3.8																
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13	Other Sales & Service Personnel	0	0	0	0.0	0	0.0	6.3	0.0	0	0.0	6.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
14	Other Manual Workers	0	0	0	0.0	2	0.0	5.3	0.0	0	0.0	5.3	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
Total		0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	



**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

[Siemens Canada Limited]

[Date: 2018-03-15]

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2017	16	1	6.3	10.1	2	-1	61.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	480	44	9.2	15.0	72	-28	61.1																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2017	902	123	13.6	30.8	278	-155	44.3																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	619	46	7.4	24.8	154	-108	30.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2017	16	3	18.8	3.0	0	3	625.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	N/A	N/A	0.0	N/A	#####	#####	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	10.1	0.0	0	0.0	10.1	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	6	0.0	15.0	0.0	0	0.0	12.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	198	0.0	30.8	0.0	0	0.0	30.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	61	0.0	24.8	0.0	0	0.0	24.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	#####	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

[Siemens Canada Limited]

[Date: 2018-03-15]

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2017	249	30	12.0	2.7	7	23	446.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
08	Skilled Sales & Service Personnel	2017	192	15	7.8	15.1	29	-14	51.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
09	Skilled Crafts & Trades Workers	2017	42	0	0.0	9.1	4	-4	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	Clerical Personnel	2017	27	2	7.4	1.8	0	2	411.5	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
11	Intermediate Sales & Service Personnel	2017	51	4	7.8	6.0	3	1	130.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
12	Semi-Skilled Manual Workers	2017	204	3	1.5	1.4	3	0	105.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%				
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
08	Skilled Sales & Service Personnel	0	0	0	0.0	8	0.0	15.1	0.0	0	0.0	15.1	0.0	0.0	0.0
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
09	Skilled Crafts & Trades Workers	0	0	0	0.0	1	0.0	9.1	0.0	0	0.0	9.1	0.0	0.0	0.0
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0
		3	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

[Siemens Canada Limited]

[Date: 2018-03-15]

<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>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	%	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2017	5	3	60.0	17.1	1	2	350.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	237	4	1.7	3.2	8	-4	52.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2017	3,040	278	9.1	18.4	559	-281	49.7																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	0	0	0	0.0	1	0.0	3.2	0.0	0	0.0	3.2	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
Total	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>[Siemens Canada Limited]</b>
<b>[Date: 2018-03-15]</b>

## Efforts

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

### Required measures:

- Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
- Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
- Adjusted survey results to reflect hires, promotions and terminations.
- Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
- Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
- Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
- Ensured that any new gaps identified are addressed accordingly.
- Maintained appropriate records in all required areas.

### Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

**Operational Context**

Please check the appropriate boxes and provide a brief overview of the events that have influenced your organization’s activities during the period between the first/previous and subsequent/current compliance assessment.

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

- Other.

**Additional Details**

Please provide any additional information (optional):

# Self-Identification Questionnaire

(Confidential when completed)

Information from this questionnaire will allow Siemens to track training opportunities, promotions and employee retention in order to identify and remove barriers to employment and advancement. With your consent (see Section E below), it may also be used by the employment equity contact for human resource management purposes. This includes referral for training and developmental assignments and special programs.

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. Completion of this form is voluntary.

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

## Option #1

I choose to identify myself in the following questions      Yes       No

A.	<b>Employee Number</b>	
	<b>Family Name</b>	<b>Given Name</b>
	<b>Male</b> <input type="checkbox"/>	<b>Female</b> <input type="checkbox"/>
B.	<p><b>Persons with disabilities</b> 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.</p>	
	Based on this definition, are you a person with a disability?	Yes <input type="checkbox"/> No <input type="checkbox"/>
C.	<p><b>An Aboriginal person</b> 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.</p>	
	Based on this definition, are you an Aboriginal person?	Yes <input type="checkbox"/> No <input type="checkbox"/>
D.	<p><b>Members of visible minorities</b> are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace.</p>	
	Based on this definition, are you a member of a visible minority group?	Yes <input type="checkbox"/> No <input type="checkbox"/>
E.	<p><b>Do you agree that this information may be used for human resources management?</b></p>	Yes <input type="checkbox"/> No <input type="checkbox"/>

## Option #2

I do not wish to identify myself in this survey      Yes       No

*This form is also available in alternative formats*



## Federal Contractors Program Report of the First Compliance Assessment

**Employer Name:** Siemens Canada Limited

**Primary Location:** Oakville, Ontario

**Number of Employees:** 3020 permanent (3198 total including temporary)

Workforce Analysis / Forms were not made visible to ESDC – unable to determine distribution of employees by province. However, Siemens' website does indicate that they operate and employ staff across Canada in 52 different locations.

### Organization Overview:

NAICS # 8113

Siemens is a large producer of energy efficient, resource saving technologies. They supply gas and steam turbines for power generation and power transmission. Siemens is also a provider of medical imaging and laboratory diagnosis equipment.

### Key Dates – First Year Assessment

Initiated: March 10<sup>th</sup>, 2018  
 Received: March 15<sup>th</sup>, 2018  
 WFA: December 31<sup>st</sup>, 2017

### COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of Surveys Handed Out:	3198	
Number of Surveys Returned:	1673	67
Number of Completed Surveys Returned:	1673	67

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be



shared with others within the organization in order to carry-out employment equity obligations.

- The questionnaire indicates that employees can update or change information about themselves at any time

#### Observations:

The employer was only able to achieve a 67% response rate even after doing follow up emails and encouraging employees to self-identify. The self-identification questionnaire is now being provided in the hiring package for all new hires, so they feel confident that any new staff will complete the survey at the time of hiring. Follow-up strategies were also discussed with the Human Resources Advisor in charge of the file. They plan to continue to follow up with staff who have not completed the survey to help raise the response rate and have current employees self-identify in one of the four designated groups.

#### WORKFORCE ANALYSIS & GOAL SETTING

- The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.
- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.
- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.
- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

#### Observations:

Given that Siemens Canada Limited received a low response rate following the survey of their workforce, they have commented on their Achievement Report that even in EEOG's where no gaps are currently being identified, they plan to monitor and ensure that they are still hiring staff from the four designated groups within Labour Market Availability in those groups.

Due to the low response rate from their survey, Siemens Canada Limited understands that they may not have had an accurate representation of their workforce. The organization has agreed to set both short term and long term goals at labour market availability in all EEOG's where gaps were present.

## SUMMARY OF GOALS

**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
2	Middle & Other Managers	-84	38.9	38.9	20.7	38.9
3	Professionals	-42	27.1	27.1	22.4	27.1
4	Semi-Professionals & Technicians	-70	19.7	19.7	8.4	19.7
7	Administrative & Senior Clerical Personnel	-69	N/A	N/A	58.6	86.3
8	Skilled Sales & Service Personnel	-35	27.3	27.3	8.9	27.3
10	Clerical Personnel	-6	50.0	50.0	48.1	68.6
13	Other Sales & Service Personnel	-2	50.0	50.0	20.0	60.2

## Observations:

Although there is a gap of -69 in EEOG 07, Siemens Canada already has a representation of over 50% in this group. Therefore, no goal has been set for EEOG 07. Similarly, although availability is higher in EEOG's 10 and 13, goals were appropriately set at 50% so not to encourage the occupational clustering of women in these occupations and to ensure that they are inclusive of all genders.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) %	(3 years or more) %	%
2	Middle & Other Managers	-9	2.2	2.2	0.2	2.2
3	Professionals	-8	1.0	1.0	0.1	1.0
4	Semi-Professionals & Technicians	-8	2.1	2.1	0.8	2.1
5	Supervisors	-1	4.3	4.3	0.0	4.3
7	Administrative & Senior Clerical Personnel	-8	3.5	3.5	0.4	3.5
8	Skilled Sales & Service Personnel	-3	1.7	1.7	0.0	1.7
9	Skilled Crafts & Trades Workers	-1	2.1	2.1	0.0	2.1
11	Intermediate Sales & Service Personnel	-2	4.2	4.2	0.0	4.2
12	Semi-Skilled Manual Workers	-5	3.6	3.6	1.0	3.6
14	Other Manual Workers	-11	4.7	4.7	0.0	4.7

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) %	(3 years or more) %	%
1	Senior Managers	-1	10.1	10.1	6.3	10.1
2	Middle & Other Managers	-25	15.0	15.0	9.6	15.0
3	Professionals	-155	30.8	30.8	13.6	30.8

4	Semi-Professionals & Technicians	-108	24.8	24.8	7.4	24.8
8	Skilled Sales & Service Personnel	-14	15.1	15.1	7.8	15.1
9	Skilled Crafts & Trades Workers	-4	9.1	9.1	0.0	9.1
14	Other Manual Workers	-4	3.2	3.2	1.7	3.2

### Person with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
1/2	Senior Managers / Middle & Other Managers	-19	4.3	4.3	0.2	4.3
3	Professionals	-32	3.8	3.8	0.2	3.8
4	Semi-Professionals & Technicians	-27	4.6	4.6	0.2	4.6
5	Supervisors	-2	13.9	13.9	0.0	13.9
7	Administrative & Senior Clerical Personnel	-8	3.4	3.4	0.0	3.4
8	Skilled Sales & Service Personnel	-7	3.5	3.5	0.0	3.5
9	Skilled Crafts & Trades Workers	-2	3.8	3.8	0.0	3.8
10	Clerical Personnel	-2	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-3	5.6	5.6	0.0	5.6
12	Semi-Skilled Manual Workers	-10	4.8	4.8	0.0	4.8
14	Other Manual Workers	-12	5.3	5.3	0.4	5.3

### RECOMMENDATION

I recommend that the employer be found:

in compliance     in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances; I recommend that the closing letter include the following:

- Given that Siemens Canada Limited obtained return and response rates of below 80% from their self-identification questionnaire, the workforce analysis conducted for the organizations first compliance assessment may not have captured an accurate representation of their current workforce. Additional follow up strategies should be implemented for staff who did not return the survey to encourage them to complete the questionnaire. The self-identification questionnaire should also continue to be added to the package of hiring documents to ensure that newly hired employees are given the opportunity to complete the survey at the time of hiring. The topic of diversity and inclusion in the workplace should also be regularly discussed with staff to further encourage participation in completing the survey.
- As demonstrated in the workforce analysis completed by Siemens Canada Limited, there are a number of gaps present in various EEOG's across all four designated groups. We encourage this organization to conduct an employment systems review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>. Completing an ESR should assist Siemens Canada Limited in identifying and eliminating barriers to that may be present which are preventing them from achieving employment equity in the workplace.

**Name of Analyst:** Alicia Dobney

**Date:** May 24<sup>th</sup>, 2018

## Nyirasafari, Ange AN [NC]

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**From:** Dobney, Alicia A on behalf of EE-EME  
**Sent:** June 4, 2018 11:37 AM  
**To:** 'ann.adair@siemens.com'; 'mary.bissette-clarke@siemens.com'  
**Cc:** 'MALIZIA, ERIN'  
**Subject:** RE: Government of Canada Agreement Number: 061119 – Notification of Compliance with the Federal Contractors Program

Good morning,

Please make note of the revised date for your second assessment. The date in the previous email sent should also have read: March 10, 2021.

Thank you,

A.

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**From:** Dobney, Alicia A **On Behalf Of** EE-EME  
**Sent:** June-04-18 11:33 AM  
**To:** 'ann.adair@siemens.com'; 'mary.bissette-clarke@siemens.com'  
**Cc:** 'MALIZIA, ERIN'; Dobney, Alicia A  
**Subject:** Government of Canada Agreement Number: 061119 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Margaret Anne Adair:

I am writing to inform you that the compliance assessment initiated on March 10, 2018 has been completed. As a result of the assessment, Siemens Canada Limited 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 Siemens Canada Limited's employment equity program.

- Given that Siemens Canada Limited obtained return and response rates of below 80% from their self-identification questionnaire, the workforce analysis conducted for the organizations first compliance assessment may not have captured an accurate representation of their current workforce. Additional follow up strategies should be implemented for staff who did not return the survey to encourage them to complete the questionnaire. The self-identification questionnaire should also continue to be added to the package of hiring documents to ensure that newly hired employees are given the opportunity to complete the survey at the time of hiring. The topic of diversity and inclusion in the workplace should also be regularly discussed with staff to further encourage participation in completing the survey.
- As demonstrated in the workforce analysis completed by Siemens Canada Limited, there are a number of gaps present in various EEOG's across all four designated groups. We encourage this organization to conduct an employment systems review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>. Completing an ESR should assist Siemens Canada Limited in identifying and eliminating barriers to that may be present which are preventing them from achieving employment equity in the workplace.

### 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 Siemens Canada Limited is notified of a subsequent assessment to be initiated on **March 10, 2021**, the following information will be required:

1. Workforce data (Form 1 to 6) at the national level.
2. A current workforce analysis; and
3. A completed Achievement Report that includes revised short-term and long-term numerical 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 previous assessment. If reasonable progress has not been made, Siemens Canada Limited 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 Report, as well as a series of training modules.

Should you require any further information regarding your organization's obligations under the FCP, please contact Alicia Dobney at [alicia.dobney@labour-travail.gc.ca](mailto:alicia.dobney@labour-travail.gc.ca).

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

Workplace Equity Team

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)



Rejoignez-vous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail** (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!  
Join the online **Workplace Equity, Diversity and Inclusion Forum** (WEDIF), a collaborative space for employers. Send us an email to join!

## Nyirasafari, Ange AN [NC]

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**From:** MALIZIA, ERIN <erin.malizia@siemens.com>  
**Sent:** March 15, 2018 4:08 PM  
**To:** EE-EME  
**Subject:** Government of Canada Agreement 061119 - First Compliance Assessment  
**Attachments:** Self-Identification Questionnaire.pdf; Workforce Analysis - Summary Report 2018.pdf; Workforce Analysis - Detailed Report 2018.pdf; Siemens Canada Limited - Achievement Report.xlsx

**Categories:** Ward Responding

Hello,

Please find attached a copy of our:

1. Self-Identification Questionnaire
2. Workforce Analysis Results (summary and detailed report)
3. Completed Achievement Report in excel with short and long term numerical goals

Our workforce was surveyed in April 2009 with a response rate of 67%. Follow up emails were sent, and the self-identification questionnaire was added to the new hire package. Since that date, all new hires were provided the survey and results have been kept up to date. The data most recent survey data was pulled at December 31, 2017. At that time:

- The number of permanent full-time and part time employees was: 3,198
- Total number of blank, partially and fully completed questionnaires returned: 1,673
- Total number of fully completed questionnaires returned: 1,673

Please contact me with any questions that you have.

Kind regards,

**Erin Malizia**  
Human Resources Advisor  
Siemens Canada Limited  
1577 North Service Road East  
Oakville, ON L6H 0H6  
Tel: 289-208-7598  
Email: [erin.malizia@siemens.com](mailto:erin.malizia@siemens.com)