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Employment and Emploi et Dévelopment Canada Dévelopment social Canada

Labour Program Federal Contractors Program

PRO'	TECTED	WHEN	COMPL	.ETED -

OFFICIAL USE ONLY	
Agreement N°:	

Agreement to Implement Employment Equity

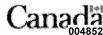
New Agreement	(All sections r	nust be comple	ted)				
Revised Agreement							
	ORGA	NIZATION					
Legal Name of Organization	······································	······	Parent compan	y is located outsid	e Canada		
SigmaPoint Technologies Inc	•		Yes No				
					Ü.,,		
Operating Name (if different from Legal Name	of Organization)		Business Num	ber			
					<u></u>		
				f employees in Ca II-Time and/or Parl			
Organization's North American Industry Classi		e Number	<u> </u>				
To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/iist-liste-eng.htm		Federally	-				
334-410			Provincia	lly Regulated			
	HEA	D OFFICE					
Address (building number, street, suite, etc.)			· · · · · · · · · · · · · · · · · · ·	Province	Postal Code		
2880 Marleau Avenue		Cornwall		On	K6H 6B5		
		Telephone Number					
***************************************	EMDI OVMENI	EQUITY CONT	ACT				
Name (print)	EMETOLIMEN	Title	MVI		***************************************		
Paula Fontaine, CHRL		Director of	Human Res	ources			
Telephone Number	E-mail Address			Preferred Langua	age of Correspondenc		
613-361-6279	pfontaine@sigmapo	oint.com		✓ English	French		
	CERT	IFICATION	••				
The above-named organization:	***************************************						
having a combined workforce of 100 and the state of	,		•				
 Intending to bid on, or being in receipt Supply Arrangement, valued at \$1,00 			contract, stand	ng oner or contr	actissued under a		
hereby certifies its commitment to implem instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng	ontractors Program requir	ements. For more	going basis, be information on i	eyond the period how to implemen	of the procurement at employment equi		
Important note: If an audit of the Agreem the procurement instrument(s) with the Go	nent to Implement Employr	ment Equity uncove	ers misrepreser	ntation on the pa	rt of the organizatio		
	SIG	NATORY					
NOTE: The signatory must be the Chief contract on behalf of the organization		uthorized person in	n an executive p	position with lega	al authority to sign a		
Name (print)		Title			*****		
Dan Bergeron	TE	President &	CEO	· · · · · · · · · · · · · · · · · · ·			
Telephone Number 613-937-4462	E-mail Address				uage of Corresponder		
	danb@sigmapoint.	,		Engl	ish French		
Signature		Date (YYYY-MM-D		A o			
		2011	-/0 -	03			
Privacy Notice:							
The information you provide on this form is coll Contractors Program (FCP).	ected under the authority of s	ection 42 of the <i>Emp</i>	loyment Equity A	ct to determine yo	ur eligibility for the Fe		
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go	to provide personal informatio vernment goods or services c	n will result in the org ontracts of any value	ganization's name and may also re	being placed on t suit in the terminat	the FCP Limited Eligib tion of the contract.		
The information you provide may be used and/ disclosures of your personal information will ne	or disclosed for policy analysi ver result in an administrative	s, research and/or ev decision being made	valuation purpose e about you.	s. However, these	additional uses and/o		
Your personal information is administered in ac your personal information, which is described it government publication entitled <i>Info Source</i> , wi accessed online at any Service Canada Centre	n Personal Information Bank (hich is available at the followin	ESDC PPU 721. Insti	ructions for obtain	ning this informatio	in are outlined in the		
	RETURN I	NSTRUCTIONS	p.s.e				
IMPORTANT							
The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc		rm must be sent	to the Labour	Program by			

Workforce Analysis - Summary Report

Date: 2018-06-01

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	5	1	20.0 %	27.4 %	1	0
02 : Middle and Other Managers	20	9	45.0 %	38.9 %	8	1
03 : Professionals	20	4	20.0 %	19.5 %	4	0
04 : Semi-Professionals and Technicians	21	3	14.3 %	12.1 %	3	0
05 : Supervisors	6	6	100.0 %	62.9 %	4	2
06 : Supervisors: Crafts and Trades	5	2	40.0 %	16.8 %	1	1
77 : Administrative and Senior Clerical Personnel	14	10	71.4 %	87.1 %	12	-2
08 : Skilled Sales and Service Personnel	3	2	66.7 %	28.7 %	1	1
10 : Clerical Personnel	12	9	75.0 %	72.4 %	9	0
12 : Semí-Skilled Manual Workers	167	102	61.1 %	20.7 %	35	67
Total	273	148	54.2 %	28.0 %	78	70



Workforce Analysis - Summary Report

Date: 2018-06-01

Aboriginal Peoples

			Abori	ginal Peoples	;		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	5	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	20	0	0.0 %	2.2 %	0	0	
03 : Professionals	20	0	0.0 %	0.9 %	0	0	
04 : Semi-Professionals and Technicians	21	0	0.0 %	1.8 %	0	0	
05 : Supervisors	6	0	0.0 %	4.9 %	0	0	
06 : Supervisors: Crafts and Trades	5	0	0.0 %	0.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	4.1 %	1	•	
08 : Skilled Sales and Service Personnel	3	0	0.0 %	1.0 %	0	0	
10 : Clerical Personnel	12	0	0.0 %	4.7 %	1	•	
12 : Semi-Skilled Manual Workers	167	6	3.6 %	4.4 %	7	•	
Tatal	070		2.2.0/	2.7.8/		•	
Total	273	6	2.2 %	3.7 %	9	-3	



Workforce Analysis - Summary Report

Date: 2018-06-01

Members of Visible Minorities

	Members of Visible Minorities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	5	0	0.0 %	10.1 %	1	-1
02 : Middle and Other Managers	20	1	5.0 %	15.0 %	3	-2
03 : Professionals	20	9	45.0 %	31.8 %	6	3
4 : Semí-Professionals and Technicians	21	3	14.3 %	31.4 %	7	-4
5 : Supervisors	6	0	0.0 %	1.9 %	0	0
5 : Supervisors: Crafts and Trades	5	0	0.0 %	23.8 %	1	-1
: Administrative and Senior Clerical Personnel	14	0	0.0 %	1.6 %	0	0
8 : Skilled Sales and Service Personnel	3	2	66.7 %	20.8 %	1	1
0 : Clerical Personnel	12	0	0.0 %	1.7 %	0	0
12 : Semi-Skilled Manual Workers	167	14	8.4 %	1.6 %	3	11
Fotal	273	29	10.6 %	7.9 %	22	7



Workforce Analysis - Summary Report

Date: 2018-06-01

Persons with Disabilities

	Persons with Disabilities					
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap
	#	#	%	%	#	#
01/02 : Managers	25	2	8.0 %	4.3 %	The state of the s	1
03 : Professionals	20	0	0.0 %	3.8 %	1	-1
04 : Semi-Professionals and Technicians	21	1	4.8 %	4.6 %	4	0
05 : Supervisors	6	0	0.0 %	13.9 %	****	-1
06 : Supervisors: Crafts and Trades	5	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	14	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	3	0	0.0 %	3.5 %	0	0
10 : Clerical Personnel	12	1	8.3 %	7.0 %	den	0
12 : Semi-Skilled Manual Workers	167	10	6.0 %	4.8 %	8	2
Total	273	14	5.1 %	4.9 %	13	4
rotar	213	14	J. 1 76	4.9 70	13	ŧ

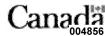


Workforce Analysis - Summary Report

Date: 2018-06-01

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-06-01

WFA Defaults - Persons with Disabilities

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



Data from Firs	st/Previous Worl	kforce Analysis
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Data fro	om First/Prev	ious Workf	orce Analysis
YYYY	7	MM	DD
2018		6	1

Data from Fi	st/Previous Workf	orce Analysis
YYYY	MM	DD
2018	6	1

Data from Sul	osequent/Curro Analysis	ent Workforce
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	6	1

		Table 1: Women							
		First/Previous Workforce Analysis							
Emplo	yment Equity Occupational Crown (FFOC)	All Employees	Wor	nen					
Employment Equity Occupational Group (EEOG)			Representation	Availability*					
		#	#	%					
01	Senior Managers	5	1	27.4					
02	Middle & Other Managers	20	9	38.9					
03	Professionals	20	4	19.5					
04	Semi-Professionals & Technicians	21	3	12.1					
05	Supervisors	6	6	62.9					
06	Supervisors: Crafts & Trades	5	2	16.8					
07	Administrative & Senior Clerical Personnel	14	10	87.1					
08	Skilled Sales & Service Personnel	3	2	28.7					
09	Skilled Crafts & Trades Workers	0	ol	0.0					
10	Clerical Personnel	12	9	72.4					
11	Intermediate Sales & Service Personnel	0	ol	0.0					
12	Semi-Skilled Manual Workers	167	102	20.7					
13	Other Sales & Service Personnel	0	ol	0.0					
14	Other Manual Workers	0	o	0.0					
Total		273	148	28.0					

	Lable 5: Women						
Subsequen	t/Current Workford	e 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					
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0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					

* Source:		

* (So	ur	ce:														

Data from Firs	st/Previous Worl	kforce Analysis
1	J	Ţ

Data from Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2018	6	1

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	6	1

Table 6: Aboriginal Peoples
Subsequent/Current Workforce Analysis

Representation

Aboriginal Peoples

Availability*
%

Data from Subsequent/Current Workforce Analysis

		Table 2: Aboriginal Peoples							
		First/Previous Workforce Analysis							
Emple	syment Equity Occupational Group (EEOG)	All Employees	Aborigina	d Peoples					
Embic	yment Equity Occupational Group (EEOG)		Representation	Availability*					
		#	#	%					
01	Senior Managers	5	0	2.9					
02	Middle & Other Managers	20	0	2.2					
03	Professionals	20	0	0.9					
04	Semi-Professionals & Technicians	21	0	1.8					
05	Supervisors	6	0	4.9					
06	Supervisors: Crafts & Trades	5	0	0.5					
07	Administrative & Senior Clerical Personnel	14	0	4.1					
08	Skilled Sales & Service Personnel	3	0	1.0					
09	Skilled Crafts & Trades Workers	0	0	0.0					
10	Clerical Personnel	12	0	4.7					
11	Intermediate Sales & Service Personnel	0	0	0.0					
12	Semi-Skilled Manual Workers	167	6	4.4					
13	Other Sales & Service Personnel	0	0	0.0					
14	Other Manual Workers	0	0	0.0					
Total		273	6	3.7					

0	2.9 2.2	0	0	0.0
	22			
۸ ا		0	0	0.0
U	0.9	0	0	0.0
o	1.8	0	0	0.0
o	4.9	0	0	0.0
0	0.5	0	0	0.0
0	4.1	0	0	0.0
0	1.0	0	0	0.0
o	0.0	0	0	0.0
o	4.7	0	0	0.0
ol	0.0	0	0	0.0
6	4.4	0	0	0.0
o	0.0	0	0	0.0
o	0.0	0	0	0.0
6	3.7	0	0	0.0
		* Source:		
	0 0 0 0 0 0 0 6 0	0 1.8 0 4.9 0 0.5 0 4.1 0 1.0 0 0.0 0 4.7 0 0.0 6 4.4 0 0.0	0 1.8 0 4.9 0 0.5 0 4.1 0 1.0 0 0.0 0 0.0 0 0.0 6 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 0.0	0 1.8 0 4.9 0 0.5 0 0.5 0 4.1 0 0.0

All Employees

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* Source:		
0		

Data from First	/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Workf	force Analysis
YYYY	MM	DD
2018	6	1

Data from Su	bsequent/Curre Analysis	ent Workforce
1	\	\

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

		Table 3: Me	mbers of Visibl	e Minorities
		First/Previous Workforce Analysis		
Emple	yment Equity Occupational Group (EEOG)	All Employees	Members of Vis	sible Minorities
Embi	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	5	0	10.1
02	Middle & Other Managers	20	1	15.0
03	Professionals	20	9	31.8
04	Semi-Professionals & Technicians	21	3	31.4
05	Supervisors	6	0	1.9
06	Supervisors: Crafts & Trades	5	0	23.8
07	Administrative & Senior Clerical Personnel	14	0	1.6
08	Skilled Sales & Service Personnel	3	2	20.8
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	12	0	1.7
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	167	14	1.6
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total	•	273	29	7.9

Table 7: Members of Visible Minorities			
Subsequent/Current Workforce Analysis			
All Employees	Members of Visi	ible Minorities	
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
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Data from First	/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2018	6	1

Data from Sub	sequent/Curr Analysis	ent Workforce
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Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	6	1

		Table 4:	Persons with D	isabilities
		First/Pr	evious Workforce .	Analysis
Essala	ymant Faulty Ossunational Croup (FFOC)	All Employees	Persons with	n Disabilities
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	25	2	4.3
03	Professionals	20	0	3.8
04	Semi-Professionals & Technicians	21	1	4.6
05	Supervisors	6	0	13.9
06	Supervisors: Crafts & Trades	5	0	7.8
07	Administrative & Senior Clerical Personnel	14	0	3.4
08	Skilled Sales & Service Personnel	3	0	3.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	12	1	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	167	10	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		273	14	4.9

Table 8:	Persons with Dis	abilities
Subsequent	/Current Workforc	e Analysis
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	o	0.0
0	0	0.0
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Part 2: Flow Data Analysis

SigmaPoint Technologies Inc.

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End	Date of	Flow D	lata
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YYYY	MN	1	DD
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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

			1	J	1
			Table 1:	Women	
		Full-time	/ National	Part-time	/ National
Employment Equity Occu (EEOG)	ipational Group	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01 Senior Managers		0	0	0	0
02 Middle & Other Mana	gers	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 & Seni	or Clerical Personnel	0	0	0	0
08 Skilled Sales & Servic	e Personnel	0	0	0	0
09 Skilled Crafts & Trade	s Workers	0	0	0	0
10 Clerical Personnel		0	0	0	0
11 Intermediate Sales & S	Service Personnel	0	0	0	0
12 Semi-Skilled Manual V	Workers	0	0	0	0
13 Other Sales & Service	Personnel	0	0	0	0
14 Other Manual Workers	š	0	0	0	0

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

	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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Part 2: Flow Data Analysis

SigmaPoint Technologies Inc.

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YYYY	MM	DD
Start	Date of Flow	Data

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

	1			
	\	<u> </u>	<u> </u>	<u>↓</u>
	Tab	de 2: Abor	iginal Pec	ples
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
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

All Employees Promoted	Aboriginal Peoples	All	Aboriginal	
	Promoted	Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
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o	0	0	0	
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	Tabl	e 10: Abo	riginal Ped	ples
	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
•	0	0	0	0
	0	0	0	0
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Part 2: Flow Data Analysis

SigmaPoint Technologies Inc.

43252

YYYY	MM	DD
Start	Date of Flov	v Data

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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

14 Other Manual Workers

Full-time / National		Part-time / National			
All Employees Promoted	Persons with Disabilities Promoted	oyees Disabilities Employees		Persons with Disabilities Promoted	
#	#	#	#		
0	0	0	C		
0	0	0	C		
0	0	0	0		
0	0	0	C		
0	0	0	C		
0	0	0	C		
0	0	0	0		
0	0	0	(
0	0	0	(
0	0	0	C		
0	0	0	(
0	0	0	C		
0	0	0	C		
0	0	0	(
0	0	0	0		

	11: Person: / National		<u>abilities</u> / National		
All Employees Terminated	Persons with Disabilities Terminated	es Disabilities Employees		Persons with Disabilities Terminated	
#	#	#	#		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		

Part 2: Flow Data Analysis

SigmaPoint Technologies Inc.

43252

0	0	0
YYYY	MM	DD
Start	Date of Flov	V Data

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		Table 4:	Members o	f Visible A	Ainorities
		Full-time	Full-time / National		/ National
Employment Equity Occupational Group (EEOG)		All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	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

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	C	
0	0	0	0	
0	0	0	0	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	0	0	C	
0	0	0	0	
0	0	0	C	
0	0	0	0	
0	0	0	0	
0	0	0	C	
0	0	0	0	
0	0	0	0	

Full-time / National		Part-time / National		
All Employees Terminated	Members of Visible Employees Terminated		Members of Visible Minorities Terminated	
#	Ħ	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

28.0%

43252

									Data f	or First/F	revious C	Soals							
а В В	C	р	E	F	G	н	T Y		K	L	М	N	0	P	0	R	S		U
\$10.000.000.000.000.000.000.000.000.000.								; 2	7%		i 37.8 i :						: 6,7 4::::::::::::::::::::::::::::::::::::		
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C
	<u> </u>	Ţ	1	1	1	1	J.	1	1	Ţ	Ţ	1	1	↓	Ţ	1	1	Ţ	Ţ
										Table 1:									
									First/	Previous Sh	iort-term G	oals							
				All En	iployees									W	omen				
	Number Growth (New Positions) Turnover (Replacement of Terminated Number Turnover (Replacement of Utime 3 Year Goals Number Turnover (Replacement of Utime 7																		
Employment Equity	*******	· · · · ·		,		Employees)		Anticipated		Terminated		Hires Required	Fron	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Pro	jected	Hires Over 3 Years	VVVV-MM-DD			Over 3	1111	-YYYY Availability		Present Gap Gap	*	Representation	Representation in 3 Years
	2018-6-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1 cars	2018-6-1	Annually	Over 3 Years	Years	2018	2021					tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	9/4	%
01 Senior Managers	5	-100.0%		(0.0%		0	0	1	0.0%	0	0	0		27.4%	0	0	20.0%	20,0%
02 Middle & Other Managers	20			(0.0%		0	0	9	0.0%	0	-1	0		38.9%	1	1	45.0%	45.0%
03 Professionals	20			(0.0%		0	0	4	0.0%	0	0	0		19.5%	0	0	20.0%	20.0%
04 Semi-Professionals & Tech	21			(0.0%		0	0	3	0.0%	0	0	0		12.1%	0	0	14.3%	14.3%
05 Supervisors	6	-100.0%		(0.0%		0	0	6	0.0%	0	-2	0		62.9%	2	2	100.0%	100.0%
06 Supervisors: Crafts & Trades	5	-100.0%		(0.0%		0	0	2	0.0%	0	+l	0		16.8%	1	1	40.0%	40.0%
07 Administrative & Sr Clerical	14			(0.0%		0	0	10	0.0%	0	2	0		87.1%	-2	-2	71.4%	71.4%
08 Skilled Sales & Service	3	-100.0%		(0.0%		0	0	2	0.0%	0	-l	0		28.7%	1	1	66.7%	66.7%
09 Skilled Crafts & Trades	0	0.0%		{	0.0%		0	0	0	0.0%	0	()	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	12	-100.0%		(0.0%		0	0	9	0.0%	0	0	0		72.4%	0	0	75.0%	75.0%
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	()	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	167				0.0%		0	0	102	0.0%	0	-67	0		20.7%	67	67	61.1%	61.1%
13 Other Sales & Service	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	0.0%		(0.0%] 0	0	0	0.0%	0	0	0		0.0%	1 0	1 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)^{1/3} - 1) x 100.

0.0%

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

148

0.0%

Workforce Analysis) ÷ 2) x 100.

Total

273 +100.0%

Workforce Analysis) · 2) X				Table 3. Warran
				Table 2: Women
Employment Equity		Wom	en	
Occupational Group (EEOG)	Short-te	erm Goals Long-term Goals		Comments
Occupational Group (EEGG)	#	9/a	# %	
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 & Trade	. (0.0	0.0	
07 Administrative & Sr Clerical	(0.0	0,0	Goal not required since the representation is over 50.0%
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	003866

54.2%

	Federal Contractors Program Achievement Report
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	SigmaPoint Technologies Inc.
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14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

Data for First/Previous Goals A G H M Q From Flow From Data From From From (K - M +(K - M + O) + (C Equivalent (F x Q) -Data sources: Workforce Workforce Data Entry C x E x 3 Analysis & CxHx3 $F \pm I$ Workforce KxLx3 $J \times P$ Data Entry Workforce Workforce O) - ((C+ $K \div C$ Entry $R \pm M$ +F) Analysis Workforce Analysis Analysis Analysis F) x Q) Analysis* Analysis* 1 1 Ţ Ţ Table 3: Aboriginal Peoples

43252

											Previous Sh	~								
					All En	ployees									Aborigii	nal Peoples				
		Number	Grow	rth (New Posit	ionsi	Turnover (R	eplacement of	Terminated		Number	Turnover (Re			3 Year	Geals					
Emp	loyment Equity		- 1				Employees)		Anticipated		Terminated		Hires Required	Fron		Present		Projected	Present	Projected
	apational Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	AAAAAMADD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2018-6-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-6-1	Annually	Over 3 Years	Years	2018	2021					
		#	%	%	Ħ	%	%	#	#	#	%	#	#	Ħ	%	%	#	Ħ	%	%
ŧ	Senior Managers	5	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
ŧ	Middle & Other Managers	20	-100.0%		0	0.0%	1	0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
	Professionals	20	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.9%	0	0	0.0%	0.0%
	Semi-Professionals & Tech	21	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.8%	0	0	0.0%	0.0%
E	Supervisors	6	-100.0%		0	0.0%	1	0	0	0	0.0%	0	0	0		4.9%	0	0	0.0%	0.0%
06	Supervisors: Crafts & Trades	5	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.5%	0	0	0.0%	0.0%
07	Administrative & Sr Clerical	14	-100.0%	2.0%	1	0.0%		1	2	0	2.0%	0	1	0	4.1%	4.1%	-1	-1	0.0%	0.0%
08	Skilled Sales & Service	3	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
	Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
ŧ .	Clerical Personnel	12	-100.0%	2.0%	1	0.0%	2.0%	1	2	0	2.0%	0	1	0	4.7%	4.7%	-1	-1	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	167	-100.0%		3	0.0%	1.0%	5	8	6	1.0%	0	1	0	4,4%	4,4%	-1	-1	3.6%	3.5%
ŧ.	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%		0	0.0%	-	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Tota	0.1. 111	273	+100.0%		0	0.0%	1	0	0	6	0.0%	0	4	0		3.7%	-4	-4	2.2%	2.2%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 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 4: Aboriginal Peoples	
E	tanana Kanta		Aboriginal	Peoples		
	oloyment Equity upational Group (EEOG)	Short-teri	n Goals	Long-ter	m Goals Comments	
-	apational Group (EEOG)	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	4.1	1	4.1 Pending market availability, education and requirements for the business	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	4.7	- 1	4.7 Pending market availability, education and requirements for the business	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	4.4	3	4.4 Pending market availability, education and requirements for the business	
13	Other Sales & Service	0	0.0	0	0.0	8

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	43252
14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

									Data 1	or First/I	Previous C	Goals							
A B	C	D	E	F	G	H	<u>I</u>	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) → (C + F)
	Ţ	Ţ	1	1	1	1	Ţ	1	1	1	Ų.	1	1	↓	Ţ	1	Ţ	Ţ	J
											with Disa								
				A 11 F	nplovees				First	Previous Si	iort-term G	oats		D	th Disabilitie				
				Au eu										Goals	и изавине	,			
	Number	Gre	wth (New Posi	tions)	Turnover (Re	placement of Employees)	l Terminated		Number		eplacement of	Hires		n - To					
Employment Equity	7777-MM-00	Actual	Proi	ected	Actual Projected			Anticipated Hires Over 3	YYYY-MM-DD		l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	2018-6-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-6-1	Annually	Over 3 Years	Over 3 Years	2018	2021	Availability		Gap	Representation	Years
	#	%	9/6	#	%	%	##	#	Ħ	9/6	#	#	#	%	%	#	#	%	%
01/02 Managers	25	<u> </u>		(0.0%	-	- 0	0	2	0.0%	0	-1	0		4.3%	1	1	8.0%	8.0%
03 Professionals	20	-100.0%	,	(0.0%		0	0	0	0.0%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%
04 Semi-Professionals & Tech	21	-100.0%		(0.0%		0	0	1	0.0%	θ	0	0		4.6%	0	0	4.8%	4.8%
05 Supervisors	6	-100.0%	,	(0.0%		0	0	0	0.0%	0	1	0	14.0%	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	5	~100.0%	,	(0.0%		0	0	0	0.0%	0	0	0		7.8%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	14	-100.0%	1	(0.0%		0	0	0	0.0%	0	0	0		3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	3	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		3.5%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	
10 Clerical Personnel	12	-100.0%	1	(0.0%		0	0	1	0.0%	0	0	0		7.0%	0	0	8.3%	8.3%
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
12 Semi-Skilled Manual	167	-100.0%)	(0.0%		0	0	10	0.0%	0	-2	0		4.8%	2	2	6.0%	6.0%
13 Other Sales & Service	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	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

0.0%

273 -100.0%

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

Workforce /analysis) · 2) × 10					Table 6: Persons with Disabilities	
Employment Equity	Pe Short-teri	ersons with I		m Goals	Comments	
Occupational Group (EEOG)	##	m Goals	Long-tel	m Guais	Comments	
01/02 Managers	0	0.0	0	0.0		
03 Professionals	0	3.8	1	3.8	Pending market availability, education and requirements for the business and the disability does not pose a hazard to the individual or the business	
04 Semi-Professionals & Tech	0	0.0	0	0.0		
05 Supervisors	0	14.0	1	14.0	Pending market availability, education and requirements for the business and the disability does not pose a hazard to the individual or the business	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0		
07 Administrative & Sr Clerical	0	0.0	0	0.0		
08 Skilled Sales & Service	0	0.0	0	0.0		
09 Skilled Crafts & Trades	0	0.0	0	0.0		
10 Clerical Personnel	0	0.0	0	0.0		
11 Intermediate Sales & Service	0	0.0	0	0.0		
12 Semi-Skilled Manual	0	0.0	0	0.0		
13 Other Sales & Service	0	0.0	0	0.0		
14 Other Manual Workers	()	0.0	()	0.0		
Total	0	0.0	0	0.0		004870

5.1%

5.1%

4.9%

Federal Contractors Program Achievement Report
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43252

									Data 1	or First/I	Previous (Goals							
A B	C	D	E	F	G	H	L		K	L	M	N	<u>O</u>	P	Q	R		T	
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3		From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
3-110-01-01-01-01-01-01-01-01-01-01-01-01	Ţ	1	<u> </u>	Ψ.		1	Ţ	1	1	1	Ţ	1	1	<u> </u>	1	1		J	\
									Table 7: M				S						
									First/	Previous St	iort-term (loals							
				All En	ployees										isible Minor	ities			
	Number	Gres	wth (New Posi	tions)	Turnover (Re	eplacement (Employees)			Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity	YYYY-MM-DD	Actual	T the same	ected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- To Present		Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1 1 1 1 - 11 11 - 1717	Actuar	110		Actuar	110	1	Years	***************************************		6	Over 3 Years			Availability	i i cacin cap	Gap	Representation	Years
	2018-6-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-6-1	Annually	Over 3 Years	i cars	2018	2021					
	#	%	%	#	9/0	%	#	#	#	%	#	#	#	9/4	%	#	#	%	%
01 Senior Managers	5	-100.0%		(0.0%		0	0	0	0.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	20	-100.0%		(0.0%		0	0	1	0.0%	0	2	0	15.0%	15.0%	-2	-2	5.0%	5.0%
03 Professionals	20	-100.0%		(0.0%		0	0	9	0.0%	0	-3	0		31.8%	3	3	45.0%	45.0%
04 Semi-Professionals & Tech	21	-100.0%	3.0%	2	0.0%		0	2	. 3	0.0%	0	4	1	31.4%	31.4%	-4	-3	14.3%	17.4%
05 Supervisors	6	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		1.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	5	-100.0%		(0.0%		0	0	0	0.0%	0	1	0	23.8%	23.8%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	14	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		1.6%	0	0	0.0%	0.0%
08 Skilled Sales & Service	3	-100,0%		(0.0%		0	0	2	0.0%	0	-1	0		20.8%	1	1	66.7%	66.7%
09 Skilled Crafts & Trades	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	12	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		1.7%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	167	-100.0%		1	0.0%		0	0	14	0.0%	0	-11	0		1.6%	11	11	8,4%	8.4%
13 Other Sales & Service	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	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	273	+100.0%		(0.0%		0	1 0	29	0.0%	()	+7	1 (7.9%	7	7	10.6%	10.6%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

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 (EEOG)	Mem Short-teri	bers of Visil n Goals	ole Minorii Long-ter		Comments
Occupational Group (EEGG)	#	%	#	%	
01 Senior Managers	0	10.1	1	10.1	Pending market availability, education and requirements for the business
02 Middle & Other Managers	0	15.0	2	15.0	Pending market availability, education and requirements for the business
03 Professionals	0	0.0	0	0,0	
04 Semi-Professionals & Tech	1	31,4	2	31.4	Pending market availability, education and requirements for the business
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	23.8	1	23.8	Pending market availability, education and requirements for the business
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0,0	
10 Clerical Personnel	0	0.0	0	0,0	
11 Intermediate Sales & Service	0	0,0	0	0,0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	004872

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14 Other Manual Workers	0 0.0 0 0.0
Total	0 0.0 0 0.0

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									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	E	F	G	H	<u> </u>	J	K	L	М	N	0	P	Q	R	S		Ü.
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data	CxHx3	The state of the s	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	Ţ	1	↓	1	Į.	1	Ţ	1	Ţ	Ţ	↓	1	Ţ	Į.	Ţ	Ţ	Ţ	Ţ	Ų
										Table 9:									
									Subsequ	ent/Curren	Short-tern	n Goals							
				All En	iployees			,							omen	,			
	Number	Grev	vth (New Posit	ions)	Turnover (R	eplacement o Employees)	f Terminated	Anticipated	Number	Turnover (R Terminated	eplacement of	Hires		r Goals n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	3D Actual Projected Actual Projec						Hires Over 3	YYYY-MAI-DD	1	e.inprojects)	Required Over 3	1111-1111		Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
eccupationing orong (EDE-OS)	2018-6-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-6-1	Annually	Over 3 Years	Years	2018	2021				•	Years
	#	%	%	#	9/0	%	#	#	#	%	#	#	Ħ	9/0	%	#	#	9/4	%
01 Senior Managers	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
03 Professionals	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
05 Supervisors	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	(0.0%	0	0			0.0%	0	0	#DIV/0!	1
13 Other Sales & Service	0	0.0%		0	0.0%		1 0	1 0		0.0%	0	0			0.0%	1 0	1 0	#DIV/0!	1
14 Other Manual Workers	0	0.0%		0	0.0%		1 0	1 0		0.0%	0	0	- 0		0.0%	1 0	1 0	#DIV/0!	1
Total	0	-100.0%		()	0.0%		1 0	1 0		0.0%	0	()	1 (0.0%	1 0	1 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)^{1/3} - 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	Women Short-term Goals Long-te	erm Goals	Comments
Occupational Group (EEOG)	Short-term Goars Long-te	%	Comments
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tecl	n 0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trac	les 0.0	0.0	
07 Administrative & Sr Cleric	al 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 & Servi	ice 0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	004874
14 Other Manual Workers	0.0	0.0	-004074

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Total	0.0

									Data for	Subseque	nt/Currei	nt Goals							
A B		D	IE.	F	G	H	ĮI	J	K	L	M	N	0	P	Q	R	S	**************************************	L.
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	$\mathbf{F}+\mathbf{I}$	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
\$	ţ	<u> </u>	<u>, </u>	1		1	J	J	1	Ţ	Ţ	J	1	<u> </u>	1	Ţ	J	<u> </u>	
										11: Abor									
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees										nal Peoples	,			
	Number	Gro	wth (New Positio	inst	Turnover (Re		f Terminated		Number	Tuenavar (D	eplacement of		3 Yea	r Goals					
Employment Equity						Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	7777-MM-00	Actual	Projec	ted	Actual	Pro	ected	Hires Over 3 Years	AAAA-MM-DD			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-6-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1 Cars	2018-6-1	Annually	Over 3 Years	Years	2018	2021					11.11
	#	%	9/6	#	%	%	##	H	H	9/6	44	4	++	%	%	#	#	9/4	9/0
01 Senior Managers	. ()	-100.0%		0	0.0%	70	0	<i>n</i> ()	,	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	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	,	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	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%	,	0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%	,	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	#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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	0.0%	,	0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	G	-100.0%	1	0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	1	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	,	0	0.0%		0	0	(0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	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%		1 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) 10.

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 12: Aboriginal Peoples										
Employment Equity	Aboriginal Peoples											
Occupational Group (EEOG)	 	term Goals	Comments									
	%	%										
01 Senior Managers	0.0	0.0										
02 Middle & Other Managers	0.0	0.0										
03 Professionals	0.0	0.0										
04 Semi-Professionals & Tech	0.0	0.0										
05 Supervisors	0.0	0.0										
06 Supervisors: Crafts & Trades	0.0	0.0										
07 Administrative & Sr Clerical	0.0	0.0										
08 Skilled Sales & Service	0.0	0.0										
09 Skilled Crafts & Trades	0.0	0.0										
10 Clerical Personnel	0.0	0.0										
11 Intermediate Sales & Service	0.0	0.0										
12 Semi-Skilled Manual	0.0	0.0										
13 Other Sales & Service	0.0	0,0	004876									
14 Other Manual Workers	0.0	□ 0.0	304070									

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Total	0.0

								Data for	Subseque	nt/Currer	nt Goals							
$\begin{bmatrix} A & B \\ A & B \end{bmatrix}$	C	<u> </u>	E F	G	H	<u></u>	J	K	L	M	N	0	P	Q	R	S	T	L. L.
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry C x E	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	Ţ	Į.	↓ ↓	J	1	Ţ	J	J	ļ	Ţ	Ţ	Ţ	Į.	J	Ţ	Ţ	Ţ	J.
									: Persons									
								Subsequ	ent/Current	Short-tern	n Goals							
			Al	l Employees										th Disabilitie	•			
	Number	Gres	wth (New Positions)	Turnover (R		f Terminated		Number	Turnover (R	enlacement of	***		r Goals					
Employment Equity			1		Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	AAAA-WW-DD	Actual	Projected	Actual	Pro	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-6-1	Annually	Annually Vea	i Annualis	Annually	Over 3 Years	•	2018-6-1	Annually	Over 3 Years	Years	2018	2021					
	#	%	% #	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	0	-100.0%		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	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0 0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0 0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		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	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0 0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	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	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0 0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0 0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0 0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	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	#DIV/0!	#DIV/0!

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

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.

Workdoree Madysis) · 2/ X it			Table 14: Persons with Disabilities
Employment Equity Occupational Group (EEOG)	Persons with Disabilitie Short-term Goals Long-te	erm Goals	Comments
	%	9/6	
01/02 Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0,0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	004878

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H	Lini	J	K	L	M	N	0	P	<u>Q</u>	R	S	r	<u>U</u>
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	‡	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	1	Į	<u>, </u>	<u> </u>	<u></u>	1	J.	1	J	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	<u></u>	J	J	<u> </u>	1	,,T	<u> </u>	J	J
								-	Table 15: N				es						
									Subsequ	ent/Current	Short-teri	n Goals							
				All En	iployees										isible Minor	ities			
	Number	Grov	wth (New Posi	tions)	Turnover (Re				Number	Turnover (R	eplacement of			r Goals					
Employment Equity			1			Employees)		Anticipated		Terminated	Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	AAAA-MM-DD	Actual	Pre	jected	Actual	Pre	jected	Hires Over 3 Years	YYYY-MM-DB			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-6-1	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-6-1	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	9/6	%	#	#	H	9/6	#	#	Ħ	9/4	%	#	ti.	%	%
01 Senior Managers	0	-100.0%		(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	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		(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	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		(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	#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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	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	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%			0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	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	#DIV/0!	#DIV/0!

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} - 1) x 100.

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 16: Members of Visible Minorities
Employment Equity	Members of Visible Minor	ities	
Occupational Group (EEOG)		rm Goals	Comments
·	%a	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	s 0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tec	h 0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trac	des 0.0	0.0	
07 Administrative & Sr Cleric	cal 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 & Serv	ice 0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	004879
14 Other Manual Workers	0.0	0.0	304073

	Federal Contractors Program Achievement Report
	Part 3: Goals
	SigmaPoint Technologies Inc.
	43252
Total	0.0

Federal Contractors Program Achievement Report Part 4: Results - Women SigmaPoint Technologies Inc. 43252 P T В \mathbf{C} D E F \mathbf{G} H M N 0 0 U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 P x F ÷ 100 0 - S U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 ī Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % # % % ۰. % 2018 20.0 27.4 73.0 1 01 Senior Managers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 20 9 45.0 38.9 115.7 02 Managers 2018 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 20 2018 4 20.0 19.5 102.6 03 Professionals 2018 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 2018 21 3 14.3 12.1 118.1 Semi-Professionals & 04 Technicians 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 6 100.0 62.9 159.0 05 Supervisors 2018 0 0.0 0.0 Ω 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 2 40.0 16.8 238.1 06 Trades 2018 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: E ∞ D x Part 2: Flow E = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % ٠, % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 2021 0.0 0.0 0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0.0 0.0 0.0 0.0 0.0 0

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A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	т	U	v	w	X	Y
Data sources:		Part 1: Workforce Analysis		E + D x 100	Part 1; Workforce Analysis	D x G ÷ 100	E - H	E+H x100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	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 + 10	0 V-X
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Employment Equity			·		rce An						Hires			T		vata A	nalysis		1	Te	rminati	ons	
Occupational Group	Year	All			Wor				All			omen		All			Vomen		All			omen	
EEOG)		Employees	Representa		Availa		Gap	EE Result	Employees	Ac	tual :	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference
07 Administrative & Senior Clerical	2018	14	10	71.4	87.1		# -2	I	#	#	%	#	#		#	***	#	#	#	#	%	#	
08 Skilled Sales &	2018	3	0 2	0.0 66.7	0.0 28.7	1	1	232.3	0	0		U		U U	0			U	0	0	0.0		U
99 Skilled Crafts & Trades Workers	2018	0	0 g	0.0	0.0	0	0	ļ	0			U		0 0	0			U	0	0	0.0		U (
10 Clerical Personnel	2018	12	9	75.0	72.4	9	0	103.6	0			0		0 0	0			0	0	0			U
Intermediate Sales &	2018	0	0	0.0	0.0	0	0	0.0	0			0		0 0	0			0	0	0		(0 (
Service Personnel Semi-Skilled Manual	2018	167	102	0.0 61.1	20.7	35	67	295.1	0			0		0 0	0			0	0	0			0 (
Workers	2018	0	0 [0.0	0.0	U	U	0.0	0	0	0.0	1 0		<u> </u>	0	0.0	<u>) </u>	<u> </u>	1 0	0	0.0	1	0] (
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	∻ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F + 1 x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F+Mx100	\$										
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		New	Entrant	s				G	oals														
Employment Equity	Year	Fl	ow Data			Short-tei		S		Long-ter													
Occupational Group EEOG)	1	All	Women			Wo Percent of		Percent of		Won Percent of		Percent of					C	Commen	ts				
EEOG)		Employees	Actual		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Administrative &	2018	# 0	# 0	0.0	# 0	% 0.0	% 0.0	0.0	# 0	% 0.0	0.0	0.0											
07 Senior Clerical	2021	0	0	0.0	,	0.0	0.0		V	0.0	0.0	0.0											
08 Skilled Sales &	2018	0	0	0.0	0	0.0	0.0	Į	0	0.0		0.0											
Service Personnel Skilled Crafts &	2021	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0											
09 Trades Workers	2018	0	0	0.0	U	0.0	0.0	ł		0.0	0.0	0.0											
10 Clerical Personnel	2018 2021	0	0	0.0	0	0.0	0.0	I	0	0.0	0.0	0.0											
Intermediate Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												

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LAI	B	C	D	E	<u></u>	G	H			K	<u>i. L</u>	M	<u> </u>	<u>O</u>	P	Q	R	S	T	U	V	<u></u>	<u>X</u>	<u>Y</u>
Data s	Data sources:		Part 1: Part 1: E+D Workforce Analysis Analysis × 100		Part 1: Workforce D x G Analysis ÷ 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		Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: V + U x Flow Data 100		U x F + 10	V-X	
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	ployment Equity	Year			vorkforce						Hires				Promotions				Terminations					
Occ (EE	upational Group OG)		All Employees	Represent		Wo Avail:				All Employees		Women			All Employees	Acn		omen	20.000	All Employees			omen .	11.00
		#	#	Kepresent #	anon %	Avan:	108KY #	Gap #	EE Result	#	#	tual %	Expected #	Difference #	i i	Acu #		Expected #	Difference #	#	Acti #	%	Expected #	Difference
1 [5 1		2018	0	0	0.0	0.0		0	0.0															
	Personnel Other Manual	2018 2018	0	0	0.0	0.0		0	0.0	()	0	0.0	0	()	0	0	0.0	0	()	0	0	0.0		1 0
	Workers	2018	0	0	0.0	0.0		0		(0	0.0	0	0	0	0	0.0	0	0	0	0	0,0		0
Tota	1	2018 2018	273 0	148	54.2 0.0	28.0 0.0		72 0		() 0	0,0	0	0) 0	0	0.0	0	0	0	0	0.0) 0
L									L			<u> </u>			1	Li				<u> </u>	L			1
Data s	ources:		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 = 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F + M x 100											
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			New	Entrant	s	•	•	•	·	oals	•	•	•											
Emi	ployment Equity		Flow Data			Short-term Goals				,	Long-term Goals													
Occ	upational Group	Year	All	Women		Wo		men			Women							C	ommen	ts				
(EE	OG)		Employees	Actua	ı	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	01 01 00 1	#	# 0	#	8/g	#	* ₆	%	*6	#	% 0.0	%	% 0.0											
1 1 1 1	Other Sales & Service Personnel	2018 2021	0	0	0.0	U	0.0	0.0 0.0	0.0	(0.0	0.0	0.0											
14	Other Manual	2018	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
	Workers	2021	0	0	0.0	^	0.0	0.0		,		0.0	0.0											
Tota	1	2018 2021	0	0	0.0	U	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 SigmaPoint Technologies Inc. 43252 T В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 0 - S U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data PxF + 100 Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # # % % % % 2018 0.0 2.9 0 0.0 01 Senior Managers 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 20 0 0.0 2.2 0 0 0.0 02 Managers 2018 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 20 2018 0 3 0.0 0.9 0 0 0.0 03 Professionals 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 21 0 0.0 1.8 0 0 0.0 Semi-Professionals & 04 Technicians 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 4.9 0.0 05 Supervisors 2018 0 0.0 0.0 0.0 0 0 0.0 a 0.0 0 0.0 Supervisors: Crafts & 2018 0 0.0 0.5 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: E ∞ D x Part 2: Flow E = G xF ± 1 x 100 E Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 0.0 2021 0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 Technicians 0.0 0.0 0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0.0 0.0 0.0 0.0 0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples SigmaPoint Technologies Inc. 43252 В \mathbf{C} D E F \mathbf{G} H M N 0 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \mathbf{x}$ $E \not = D$ DxG E + HPart 2; Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠.. # % % % % 2018 Administrative & 0 0.0 4.1 0.0 Senior Clerical 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 1.0 0 0 0.0 Service Personnel 2018 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0 0.0 Trades Workers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 12 0 0.0 4.7 -1 0.0 10 Clerical Personnel 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 0.0 0.0 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2018 167 6 3.6 4.4 81.7 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF ± Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % 2018 Administrative & 0 0.0 0.0 4.1 0.0 0.0 4. 0.0 Senior Clerical 2021 0.0 0.0 0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 0.0 2021 0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0 0.0 4.7 0.0 4.7 2018 0 0.0 0.0 0.0 0.0 Clerical Personnel 2021 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 4.4 0.0 0.0 4.4 0.0 Workers 2021 0.0 0.0 0.0 0.0 0 0.0

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Data sources:			Part 1: Workforce Analysis		orkforce E+D		D x G ÷ 100	Е-Н	E+H x100	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		Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data V ⊕ U Analysis 100		U x F ÷ 100	V- X
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				W	orkf	orce An	alysis									Flow	Data A	nalysis						
	Employment Equity Occupational Group (FEOC)			Workforce						Hires						Promotions				Terminations				
Occupati (EEOG)			All Employees			Aboriginal Peoples				All Employees	Aboriginal Peoples				All	Aboriginal Peoples Actual Expected				All	Aboriginal Peoples			
(LLOG)		#	r.mpioyees	Representa	ition %	Avail:	ability #	Gap #	EE Result	##	Ac	tual %	Expected #	Difference #	Employees #	Ac	eal %	Expected	Difference 2	Employees #	Acti	ud %	Expected #	Difference #
Other	Sales & Service	2018		0	0.0	0.0		# 0	0.0		#	- 0	#	#	, n	-	70	*	#	#	#	70	#	-
13 Person	1	2018	0	0	0.0	0.0		0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	C	0
1 1/1/1	: Manual	2018	0	0	0.0	0,0		0													į			
Work	ers	2018	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
Total		2018 2018	273 0	6 0	2.2 0.0	3.7 0.0		-4 0	59.4 0.0	(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	C	0
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Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	100 € ÷ D x	Part 3: Goals	E÷Gx 100	Part 3: Goals	F = 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
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			New Entrants			G				oals	oals													
Employn	nent Equity		Fl	low Data		Short-term Goals				Long-term Goals														
Occupati	upational Group	Year	All	Aboriginal Peoples		Aborigin		il Peoples			Aboriginal Peoples							(Sommen	ts				
(EEOG)			Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	%											
13 Other Perso		2018	0	0	0.0	0	0.0	0.0 0.0	0.0	!	0.0	0.0	0.0											
	Manual	2021	0	0	0.0	()	0.0	0.0			0.0	0.0	0.0											
14 Work	1.	2021	0	0	0.0	7		0.0		.	7,10	0.0	0.0											
Total		2018 2021	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
			0	0	0.0			0.0	0.0			0.0	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
								1	Part 6: Re	esults -	Person	s with I	Disabiliti	ies									
									Sigi	naPoir	ıt Techi	nologies	Inc.										
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A B	C	D	E	F	G	Н	<u>I</u>	J	K	L	M	<u>N</u>	О	P	Q	R	<u> </u>	<u>T</u>	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x100	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÷Ux 100	U x F ÷ 100	V-X
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			1	Vorkf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			V	orkforce						Hires				I	Promotio				Τe	rminati		
(EEOG)		All Employees	Represei	station	Persons with Avail		Gap	EF Result	All Employees		Persons w	ith Disabilitie Expected	Difference	All Employees	4.0	Persons w	th Disabilitie Expected	Difference	All Employees	100	Persons w	th Disabilitie	Difference
	#	#	# :	%	%	#	t-ap #	E.F. Result	#	#	%	Expectea #	##	ii.	#	%	#.xpectea	Innerence #	#	#	%	r.xpected	Difference #
01& Managers	2018	25	2	8.0	4.3	1	ı	186.0															
02 Wanagers	2018	0	0	0.0	. 	<u> </u>	-	0.0	0	(0.0	0	0) 0	0	0.0	0	C	0	0	0.0	0	
03 Professionals	2018 2018	20 0	0	0.0	I	\$	ļ	0,0 0,0	0		0.0		0) (0	0.0	1 .		1 0	0	0,0		
. Semi-Professionals &	2018	21	<u> </u>	4.8	4	[103.5	V		7 0.0	1	U	,	' V	0.0	V V		1	V	0.0	V	
04 Technicians	2018	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	2018	6		0.0		:		0.0															
Supervisors: Crafts &	2018 2018	5	0	0.0	-		<u>``</u>	0.0	0	(0.0	U	0) (0	0.0	0		0	0	0.0	0	
06 Trades	2018	0	0	0.0		‡	I	0.0	0	(0.0	0	0	0	0	0.0	, o	(0	0	0.0	0	1
g-10-10-10-10-10-10-10-10-10-10-10-10-10-		******	g	*******	*********	,	¥******		·	ya													
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100											
		Ţ	Ų	Į.	Į.	Į.	_	Ţ	T T	Ţ	↓ ·	1											
		New	Entran	its				G	oals														
Employment Equity		F	low Data			Short-te	rm Goal	i	ı	Long-ter	rm Goals												
Occupational Group	Year	All	Person Disabi			Persons wit	h Disabilities		ı	ersons with	h Disabilities	_					(Commen	ats				
(EEOG)		Employees	Acti	ıal	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	H	a .	9/4	#	9/4	%	9/4	#	%	%	%											
01& Managers	2018	0	0	0.0		0.0	1	0.0	0	0.0		0.0											
02 Istanagers	2021	0	0	0.0	†	0.0	0.0 3.8	0.0 0.0	1	0.0	0.0	0.0											
03 Professionals	2018	0	0	0.0	L	0.0	0.0	0.0 0.0]	0.0	0.0	0.0											
04 Semi-Professionals &	2018	0	ļ	0.0	0	0.0	0,0	0,0	0	0.0		0,0											
Technicians	2021	0	0	0.0	<u> </u>		0.0	0.0			0.0	0.0											
05 Supervisors	2018 2021	0	0	0.0	•	0.0	14.0 0.0	0.0 0.0	1	0.0	0.0	0.0											
Supervisors: Crafts &	2018	0	ļ	0.0		0.0		0.0	0	0.0	-	0.0											
06 Trades	2021	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities SigmaPoint Technologies Inc. 43252 В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2018 3.4 Administrative & 0 0.0 0.0 Senior Clerical 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 3.5 0 0 0.0 Service Personnel 2018 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0 0 0.0 Trades Workers 2018 0.0 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 2018 1 8.3 7.0 119.0 10 Clerical Personnel 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0.0 0 0.0 0.0 Ω 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2018 167 10 6.0 4.8 124.8 12 Workers 0.0 0.0 0.0 0.0 0.0 0 0 0.0 Part 2: Part 2: Flow E = D xE = G xF ± I x 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent o Percent o Goal Goat Goal Actual Goal Met Goal Met Goal Met Goal Met % *4 % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.6 Administrative & 0.0 Senior Clerical 2021 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 10 Clerical Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Workers 2021 03 0.0 0.0 0.0 0.0 0.0

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A B	С	D	E .	<u></u>	G	H	<u>I</u>	J	K	L	M	N	0	P	Q	R	S	T	U	<u>V</u>	W	X	Y
Data sources:		Part 1: Workforce Analysis		E÷D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E+H x100	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	PxF + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ⊕ U x 100	U x F ÷ 100	V - X
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			N	/orkf	orce An	alysis									Flow D	ata A	nalysis						
Employment Equity Occupational Group	Year				orkforce/						Hires				,	ometio				Te	rminatio		
(EEOG)		All Employees	Represent		Persons with Availa		Gap	EE Result	All Employees	Act		th Disabilities Expected	Difference	All Employees	Actu		Expected	Difference	All Employees	Act		th Disabilitie Expected	Difference
	#	#	#	%	**	#	#	%	#	#	96	#	#	ij	и	%	# #	#	#	#	%	# #	# #
Other Sales & Service	2018	0	0	0.0	0.0	0	0	0.0															
Personnel	2018	0	0	0.0	0.0	<u> </u>		0.0	0	0	0.0	0	0	0	0	0.0	0	()	0	0	0.0	0	0
14 Other Manual Workers	2018	0	0	0.0	0.0		ļ	ļ										24		į	<i>2</i> 5 <i>2</i> 5		
WOIKEIS	2018 2018	0 273	0 § 14 §	0.0 5.1	I	, 	<u> </u>	0.0 104.7	0	0	0.0	U	······································	U	0	0.0	0	U	0	0	0.0	U	()
Total	2018	0	0	0.0	ŧ		!	0.0	0	0	0.0	0	0	g	0	0.0	0	O	0	0	0.0	0	0
		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		*********	;·····		······································	***************************************	(*************************************	¥***********		ş					***************************************			•			
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 = 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F = M x 100											
	********	J	ll	J	i	 L	i	<u>i</u>	lJ	اJ	T	jj											
		New	Entrant	S				G	oals														
Employment Equity		F	ow Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Group (EEOG)	Year	All Employees	Persons v Disabilit				h Disabilitie			Persons with	Disabilities						C	Commen	its				
(LLOG)	#	r.inproyees	Actua #	ı %	Goal	Percent of Goal Mer %	Goal	Percent of Goal Met	Goal #	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	2018		0	0.0	0	0.0	9.0	0.0		0.0	7 0 0.0	0.0											
Personnel	2021	0	0	0.0		710	0.0	I			0.0	0.0											
Other Manual	2018	0	0	0,0	0	0,0	0,0	0,0	0	0.0	0.0	0.0											
Workers	2021	0	0	0.0			0.0	ļ			0.0	0.0											
Total	2018 2021	0	0	0.0	0	0.0	0.0	!	0	0.0	0.0	0.0											
	2021	0	U	0.0			0.0	L 0.0		L	0.0	0.0											

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities SigmaPoint Technologies Inc. 43252 P T В \mathbf{C} D E F \mathbf{G} H M N 0 0 R U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $O \oplus P \times$ $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 0 - S U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # ٠.. # % % % % 2018 0.0 10.1 0 0.0 01 Senior Managers 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 20 1 5.0 15.0 -2 33.3 02 Managers 2018 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 20 45.0 141.5 2018 9 31.8 03 Professionals 2018 0.0 0.0 0.0 0 0 0 0.0 0 0.0 0 0.0 2018 21 3 14.3 31.4 -4 45.5 Semi-Professionals & 04 Technicians 2018 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 1.9 0.0 05 Supervisors 2018 0.0 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 0 0.0 23.8 -1 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: E ∞ D x Part 2: Flow E = G xF ± I x 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Long-term Goals Flow Data **Short-term Goals Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % 2018 0 0.0 0.0 10.1 0.0 0.0 10. 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0 0.0 2018 0.0 15.0 0.0 15.0 0.0 Middle & Other 0 0.0 0.0 Managers 2021 0.0 0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0.0 0.0 0.0 0.0 0.0 0 0 0.0 31.4 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 31.4 Technicians 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 23.8 0.0 0.0 23.8 0.0 Trades 2021 0.0 0.0 0.0 0 0.0 0.0

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									Sig	maPoin	t Tech	nologies	Inc.										
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A B	<u>C</u>	<u>D</u>	<u>E</u>	F	G	H	I	J	K	L	M	<u> N</u>	0	<u>P</u>	Q	R	S	<u> </u>	<u>l U</u>	V	W	X	<u>Y</u>
Data sources:		Part 1: Workforce	Part 1: Workforce		Part 1: Workforce	D x G ÷ 100	E-H	E÷H x100	Part 2: Flow Data Analysis	Part 2: Flow Data	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Frow Data	Q ÷ P x 100	PxF + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ⊕ U x 100	U x F ÷ 100	V-X
		Analysis L	Analysis		Analysis	T	L L	I		Analysis	T	<u> </u>	L	J.	Analysis L	L I	l	<u></u>		Analysis		L L	İ
		Ψ	· 1		rce An	•	•	•	<u> </u>	Ψ	•	•	•	Ψ	•	*	nalysis	•	*	<u> </u>	Ψ	Ψ	<u> </u>
Employment Equity	Year				orkforce						Hires					Promotio				Te	rminati	ons	
Occupational Group (EEOG)		All Employees	Donnorm	and an	Visible M Availa		<i>2</i> 1	EF Result	All Employees	4.0		Minorities	T nome	All Employees			Minorities	T some	All Employees	1	Visible	Minorities	n:e
7.77	#	#	Represer	ttation %	Availa %	initity #	Gap #	FF Result	#	Act	uat %	Expected #	Difference #	#	#	tual %	Expected #	Difference #	#	#	ual %	Expected #	Difference #
07 Administrative &	2018	14	0	0.0	1.6		0	0.0															
Senior Clerical Skilled Sales &	2018 2018	0	0 2	0.0 66.7	20.8		0	0.0 320.5	0	0	0.0	0	0) (0	0.0	0) (0 0	0	0.0	0	<u> </u>
08 Service Personnel	2018	0	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	2018	0	0 0	0.0	0.0		0	0.0 0.0	0	0	0.0		0			0.6			Δ 6	6	0.0		
	2018 2018	12	0	0.0	0.0 1.7		0	0.0	U	U	0.0	U	t.	, ,	0	0.0	' U	'	U U	0	0.0	U	<u>'</u>
10 Clerical Personnel	2018	0	0	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	2018 2018	0	0	0.0	0.0		0	0.0 0.0	()	0	0.0	0	() () 0	0.0	0) (0 0	0	0.0	n	ļ.,,
12 Semi-Skilled Manual	2018	167	14	8.4	1.6		11	524.0	-														
Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0) (0 0	0.0	0 0) (0 0	0	0.0	0	
***************************************		Part 2: Flow	Part 2:	E + D x	Port 3:	E÷Gx	Part 3:		*****************	E+Kx	Part 3:												
Data sources:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals	F = 1 x 100	Part 3: Goals	100	Goals	F ÷ M x 100											
***************************************					Į,	<u> </u>		Ψ			1	·	;										
			Entran	ts					oals														
Employment Equity Occupational Group	Year	Flo	ow Data Visible Mi	norities		Short-te Visible N	rm Goals	3		Long-teri Visible M								Commer	ate				
(EEOG)		All Employees	Acta		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					,	Commer	11.5				
	и	ij	4	*4	#	Goal Met	%	Goal Met	#	Goal Met	9/6	Goal Met											
07 Administrative &	2018	0	0	0.0	0	0.0	0.0	0.0	()	0.0	0.0	0.0											
Senior Clerical Skilled Sales &	2021 2018	0	0	0.0	0	0.0	0.0	0.0	Λ	0.0	0.0	0.0											
08 Service Personnel	2018	0	0	0.0	V	0.0	0.0	0.0	U	0.0	0.0												
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	2021 2018	0	0	0.0	0	0.0	0.0 0.0	0.0 0.0	0	0.0	0.0	 											
10 Clerical Personnel	2021	0	0	0.0			0.0	0.0			0.0	0,0											
11 Intermediate Sales & Service Personnel	2018 2021	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	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
	2021		0 3	0.0			0.0	0.0		1	0.0	0.0											

									Feder	al Contr	actors	Prograi	m Achie	vement	Report									
									Par	t 7: Resu	ilts - Mo	embers	of Visib	le Mino	rities									
										Sig	maPoin	t Techi	ologies	Inc.										
												43252												
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LAL	B	C		E		G	Н	I		K	<u>.</u> L	M	N		<u> </u>	Q	R	S		U			<u>X</u>	Y
Data s	ources;		Part 1: Workforce Analysis		E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E÷H x100	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
Ļ			Ţ	LL		Ţ	J	I	L		J	II	l	I	J	LJ	J	J	lI	II	J		lJ	iI
			-	N	/orkfo	orce An	alysis			-		-	-	-	-	Flow E	ata Ar	ialysis		-	-	-	-	*
	oloyment Equity	Year			W	orkforce						Hires				Pı	omotior				Ter	minatio	ons	
Occi (EE)	upational Group ()G)		All Employees	Represent		Visible V Avail		-		All Employees		Visible tual	Minorities	****	All Employees	Acn		Minorities		All Employees	Actu		Minorities	100
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Federal Contractors Program Achievement Report	
Part 8: Reasonable Efforts	
SigmaPoint Technologies Inc.	
43252	

Efforts

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Co

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

	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

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



2880 Marleau Ave., Cornwall, ON K6H 7E9

Self-Identification Questionnaire

Instructions:

A. Name:

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

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

- 1). The self-identification process is voluntary
- 2). The self-id questionnaire is available in alternate format, if required.

Please complete in full this form and return the questionnaire in the any of the boxes provided. This form will be kept in the strictness of confidence and as part of your private personnel file.

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

	Position:						
	Employee Num	ber:					
B.	Gender:	(please	circle one)	Female		Male	
				ext three sections, more than one gro		if any of the following app	ly to
C.	ABORINGINAL	_ PEOPL	ES				
Accord	ing to the <i>Emplo</i>	yment Ed	<i>quity Act</i> , an Aboriç	ginal person is a pe	rson who is India	an, Inuit or Metis.	
	Are you Aborigi (Please circle o		Yes		No		



2880 Marleau Ave., Cornwall, ON K6H 7E9

D. VISIBLE MINORITIES

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

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

- Black
- Non-white Latin American (including Indigenous people from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- No-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- People of mixed origin (e.g., with one parent in one of the visible minority groups listed above)

Are you a member of a visible minority? (Please circle	e one)
Yes No	

E. PERSONS WITH DISABILITIES

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

Examples of disabilities include, but are not limited to:

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

Are you a person with a disability? (Please circle one)	Yes	No	

2880 Marleau Ave., Cornwall, ON K6H 7E9

F. ADDITIONAL DATA FOR ACCOMMODATION PURPOSES

	ccom	modation measures; th			n the workplace. Note that if we implement our training, promotion and retention in our
G.	VOL	UNTARY EMPLOYEE	PARTICIATION		
	2) /	employment equity initi As part of our ongoing participate in various ac	atives. (Please circle or employment equity wor ctivities (e.g., committed	one) Yes k, from time to tin es, focus groups)	f-identification information used for particular No ne we ask designated group members to to provide feedback on new programs. If you rces for this kind of activity, please check
		Ye	S	No	
If you h	nave a				e would like to hear from you. Rest assured, ontaine@sigmapoint.com.
l.	EMP	PLOYEE SIGNATURE			
Signati	ıre: _				Date:
			Thank you for	your particip	pation!

From: Paula Fontaine <pfontaine@sigmapoint.com>

Sent: July 24, 2018 1:34 PM

To: Sharan, Neena [NC] <neena.sharan@labour-travail.gc.ca>

Subject: Achievement Report

Please find attached our Achievement Report. At the time, we employed 273 employees and we received 100% compliance. I'm also attaching the sample survey questions used. This document has now become part of our orientation and on boarding process so that we keep our records up to date with 100% compliance.

I'm sure we'll be speaking in the future...! Thanks again for all your help....you've been very patient with me! \odot

Please note, I am away for the remainder of this week on holidays, returning next Monday.

Paula Fontaine, CHRL Director of Human Resources SigmaPoint Technologies Inc.



Head Office: 2880 Marleau Avenue Cornwall, ON K6H 6B5 Main Line: 613-937-4462 Fax Line: 613-937-0950 Direct Line: 613-361-6279

Cell: 613-363-6769

Simplicity, Velocity, Value-Add

Please note that SigmaPoint will be closed for our summer shutdown from Monday July 23rd to Friday July 27th

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: SigmaPoint Technologies Inc.

Primary Location: Cornwall, Ontario

Number of Employees: 273 (All are located in Ontario).

Organization Overview:

NAICS: 3344 (Semiconductor and Other Electronic Component Manufacturing) SigmaPoint Technologies Inc. is an Electronic Manufacturing Services (EMS) provider. It provides end-to-end assembly services for highly complex electronic products within Computer, Telecommunications, Medical, Defense, Industrial, Alternative Energy and Transportation markets.

Key Dates – First Year Assessment

2018/05/11 Initiated: 2018/07/24 Received: 2018/06/01 WFA:

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to: Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
273	100
273	100
273	100

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- □ 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 advised that they had made the survey compulsory and thus was able to have 100% participation from their employees in completing and submitting the Self-id surveys.

The template of the Self-Id questionnaire used to collect data was missing 2 statements:

- 1). the questionnaire is available in alternate formats
- 2). answering the Self-Id questionnaire is voluntary.

Spoke to the employer concerning the missing statements from the survey and they added these two statements and provided a copy of the updated survey. Advised the employer that moving forward they need to use the new questionnaire and also to inform all the existing employees about these changes.

WORKFORCE ANALYSIS & GOAL SETTING

- 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).
- 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:

- All short and long term goals are set as per the market availability. Goals were set for each and every gap respectively.
- All goals are set in percentage format only.
- Employer advised that they will try and meet the goal set pending market availability, education and requirements of the business.

SUMMARY OF GOALS

Women

Workforce Analysis Results		Goals				
Employment Equity Occupational Group		***************************************	Short- term	Long- term	Representation	LMA
		Present		(3	Representation	LIVIA
(EEOG)	Gap	(1 to 3	years			
		***************************************	years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
07	Administrative & Senior Clerical		Not	Not		
0/	Personnel	-2	req	req	71.4	87.1

Observations:

The Workforce Analysis – Summary report dated June 1st, 2018, shows that only one gap exist in Women, in EEOG 07. The organization does not require to set any goals since the present representation is 71.4%, which is over 50%. This is in keeping with the program decision to not encourage organizations to seek representation levels of beyond 50% for women in order to discourage occupational segregation and ensure that those occupational groups are welcoming of all genders.

Aboriginal Peoples

Workforce Analysis Results			Goals			
		***************************************	Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)			(3	Representation	LIVIA
			(1 to 3	years		
		***************************************	years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
07	Administrative & Senior Clerical Personnel	-1	4.1	4.1	0.0	4.1
10	Clerical Personnel	-1	4.7	4.7	0.0	4.7
12	Semi-Skilled Manual Workers	-1	4.4	4.4	3.6	4.4

Observations:

For the three gaps identified as Aboriginal persons, the organization has set appropriate goals that are equal to the respective labour market availability for each EEOG.

Members of Visible Minorities

Workforce Analysis Results		Goals				
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group			(3	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle and Other Managers	-2	15.0	15.0	5.0	15.0
04	Semi-Professionals and Technicians	-4	31.4	31.4	14.3	31.4
06	Supervisors: Crafts and Trades	-1	23.8	23.8	0.0	23.8

Observations:

• For all the gaps identified as Visible Minorities persons, the organization has set appropriate goals that are equal to the respective labour market availability for each EEOG.

Person with Disabilities

Workforce Analysis Results		Goals				
		***************************************	Short- term	Long- term	Ponrocontation	1545
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	(1 to 3 years)	(3 years or more)	Representation	LMA
#	Description	#	# or %	# or %	%	%
03	Professionals	-1	3.8	3.8	0.0	3.8
05	Supervisors	-1	14.0	14.0	0.0	13.9

Observations:

 For the two gaps identified as Persons with Disabilities, the organization has set appropriate goals that are equal to the respective labour market availability for each EEOG.

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 your self-identification questionnaire was modified to include the required statements "the questionnaire is available in alternate formats and answering the Self-Id questionnaire is voluntary" after the survey was completed, we recommend that the organization communicate with all employees to advise that the questionnaire is available to them in alternate formats and that in future they can request the questionnaire in the format that is suitable as per their needs.
- SigmaPoint Technologies Inc. has minor gaps in Women, Indigenous Persons, Person with Disabilities and Members of Visible Minorities. As such, it may be beneficial for this organization to consider developing relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of this designated group for permanent full-time or permanent part-time employment when vacancies arise.

Name of Analyst: Neena Sharan Date: August 13, 2018.

From: Sharan, Neena [NC] On Behalf Of EE-EME

Sent: September 5, 2018 8:56 AM

To: 'danb@sigmapoint.com' <danb@sigmapoint.com'; 'pfontaine@sigmapoint.com'

<pfontaine@sigmapoint.com>

Subject: Government of Canada Agreement Number: 10000640 - Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Dan Bergeron:

I am writing to inform you that the compliance assessment initiated on June 01, 2018 has been completed. As a result of the assessment, SigmaPoint Technologies Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 the SigmaPoint Technologies Inc.'s employment equity program.

- Given that your self-identification questionnaire was modified to include the required statements "the questionnaire is available in alternate formats and answering the Self-Id questionnaire is voluntary" after the survey was completed, we recommend that the organization communicate with all employees to advise that the questionnaire is available to them in alternate formats and that in future they can request the questionnaire in the format that is suitable as per their needs.
- SigmaPoint Technologies Inc. has minor gaps in women, Indigenous peoples, persons with
 disabilities and members of visible minorities. As such, it may be beneficial for this organization to
 consider developing relationships with colleges, universities or other professional associations to
 identify and hire qualified students or professionals that are part of this designated group.

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. The next assessment will be initiated on June 01, 2018. 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 SigmaPoint Technologies Inc.is notified of a subsequent assessment, the following information will be required:

- 1. Workforce data (Form1 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, SigmaPoint

Technologies Inc.will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- · measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; 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 <u>Workplace Equity Information Management System</u> (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 Neena Sharan at neena.sharan@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish SigmaPoint Technologies Inc. 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



Joignez-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!