



s.19(1)

s.24(1)

Labour Program  
Federal Contractors Program

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Soletech Inc	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 41-91	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 600 To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm</a>

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 5200 Hocheuga Road	City Montreal	Province Qc	Postal Code H1V 1G3
	Telephone Number 514-526-7725	Fax Number 514-788-3987	

EMPLOYMENT EQUITY CONTACT	
Name (print) Isabelle Frenette	Title VP Human Resources
Telephone Number 514-370-5280	E-mail Address ifrenette@solotech.com

CERTIFICATION
<p>The above-named organization:</p> <ul style="list-style-type: none"> <li>having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND</li> <li>intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes).</li> </ul> <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a></p> <p><b>Important note:</b> If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Jean-Francois Lacroix	Title VP Executive & CEO
Telephone Number 514-370-5220	E-mail Address jflacroix@solotech.com
Signature [REDACTED]	Date 2015-04-16

RETURN INSTRUCTIONS
<b>IMPORTANT</b>
<ul style="list-style-type: none"> <li>The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca</li> </ul>



## APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

### *Federal Contractors Program*

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As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: [ee-cmc@hrsdc-rhdcc.gc.ca](mailto:ee-cmc@hrsdc-rhdcc.gc.ca).

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I, the undersigned, on behalf of (legal name of organization) **Solotech Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050582**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) August 31, 2018, for the following reason(s):

(Please describe) **We are operating with reduced staff and the summer period is an extremely busy time for us because of the type of work we do. However, we will make every effort to meet the new deadline. To that end, we have chosen an external firm to help us in order to be able to submit all of the information to you in due form.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Isabelle Frenette**

Position Title: **Vice-President, Human Resources**

Email address: **ifrenettesolotech.com**

Telephone number: **514-370-5280**

Business address: **5200 Hochelaga Street, Montreal, Quebec, H1V 1G3**

Signature: \_\_\_\_\_



**From:** Yakibonge, Mauritius [NC] **On Behalf Of** EE-EME  
**Sent:** August 8, 2018 1:53 PM  
**To:** 'ifrenette@solotech.com' < ifrenette@solotech.com>  
**Cc:** Claude Deschenes < [Claude.Deschenes@solotech.com](mailto:Claude.Deschenes@solotech.com)>; 'Catherine Prince-Chevrier'.  
<[CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com)  
**Subject:** RE: Workforce Survey Questionnaire

Hello,

You have requested an extension of time to submit documentation to complete your organization's conformity assessment beyond the original deadline set by the Labour Program under the Federal Contractors Program.

As requested, we grant you an extension until **August 31, 2018**.

If you have any questions regarding your employment equity report, please contact us at [ee-eme@hrsd-rhdsc.gc.ca](mailto:ee-eme@hrsd-rhdsc.gc.ca).

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and  
Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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

**From:** Catherine Prince-Chevrier [mailto:[CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com)]  
**Sent:** August-08-18 10:42 AM  
**To:** Yakibonge, Mauritius [NC]  
**Cc:** Claude Deschenes  
**Subject:** RE: Workforce Survey Questionnaire

Hello,

As agreed, you will find attached the form duly completed by a member of the senior management.

Let me know if anything is missing.

We will send you our self-identification questionnaire shortly.

Thank you.

Catherine Prince-Chevrier

T 514-370-5224 C 514-232-3840 F 514 526-9659

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Women**

Employment Equity Occupational Group	Internal location	All employees #	Women				Difference #	Place of recruitment
			Representation #	Representation %	Availability %	Availability #		
<b>01: Senior Management</b>	National	6	0	0.0 %	27.4 %	2	-2	National
<b>02: Middle management and other directors</b>	National	24	2	8.3 %	38.9 %	9	-7	National
<b>03: Professionals</b>		15	1	6.7 %	31.1 %	5	-4	
1121: Human Resources Professionals	Toronto	1	1	100.0 %	73.8 %	1	0	Toronto
2174: Programmers and Interactive Media Developers	Montreal	3	0	0.0 %	16.3 %	0	0	Montreal
2174: Programmers and Interactive Media Developers	Quebec	1	0	0.0 %	12.4 %	0	0	Quebec
4021: College teachers and other vocational instructors	Montreal	1	0	0.0 %	53.8 %	1	-1	Montreal
5131: Producers, directors, choreographers and related occupations	Montreal	6	0	0.0 %	35.4 %	2	-2	Montreal
5131: Producers, directors, choreographers and related occupations	Quebec	3	0	0.0 %	21.7 %	1	-1	Quebec
<b>04: Semi-professional and technical staff</b>		401	41	10.2 %	14.9 %	60	-19	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Montreal	5	0	0.0 %	9.9 %	0	0	Montreal
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ottawa - Gatineau	1	0	0.0 %	13.1 %	0	0	Ottawa - Gatineau
2242: Maintenance Electronics Technicians (Household and Commercial)	Montreal	33	3	9.1 %	8.4 %	3	0	Montreal
2242: Maintenance Electronics Technicians (Household and Commercial)	Ottawa - Gatineau	1	0	0.0 %	6.9 %	0	0	Ottawa - Gatineau
2242: Maintenance Electronics Technicians (Household and Commercial)	Quebec	2	0	0.0 %	4.1 %	0	0	Quebec
2242: Maintenance Electronics Technicians (Household and Commercial)	Toronto	3	0	0.0 %	7.9 %	0	0	Toronto
2253 : Drafting Technologists and Technicians	Montreal	3	3	100.0 %	29.3 %	1	2	Montreal
2282: User Support Agents	Toronto	2	0	0.0 %	21.7 %	0	0	Toronto
5221 : Photographers	Montreal	1	0	0.0 %	34.6 %	0	0	Montreal
5225 : Audio and Video Recording Technicians	Montreal	219	19	8.7 %	15.0 %	33	-14	Montreal
5225 : Audio and Video Recording Technicians	Quebec	77	6	7.8 %	12.2 %	9	-3	Quebec
5225 : Audio and Video Recording Technicians	Saguenay	3	0	0.0 %	0.0 %	0	0	Saguenay
5225 : Audio and Video Recording Technicians	Toronto	35	6	17.1 %	17.9 %	6	0	Toronto
5227 : Support Staff in Motion Pictures, Broadcasting, Photography and Performing Arts		12	3	25.0 %	44.1 %	5	-2	Montreal

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Women**

Employment Equity Occupational Group	Location	All employees internal#	Representation		Women Availability		Differ- ence <sub>p</sub>	Place of recruitment
			#	%	%	#		
5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the Performing Arts		Saguenay3	1	33.3 %	0.0 %	0	1	Saguenay
5241 : Graphic designers and illustrators		Montreal1	0	0.0 %	45.8 %	0	0	Montreal
<b>05: Supervisors</b>		19	5	26.3 %	51.3 %	10	-5	
<b>Employment Equity Occupational Group</b>		Montreal14	5	35.7 %	50.8 %	7	-2	Montreal
<b>Employment Equity Occupational Group</b>		Quebec5	0	0.0 %	52.6 %	3	-3	Quebec
<b>06 : Foremen</b>		30	4	13.3 %	29.7 %	9	-5	
9222: Supervisors in Electronic Equipment Manufacturing		Montreal16	2	12.5 %	37.5 %	6	-4	Montreal
9222: Supervisors in Electronic Equipment Manufacturing		Quebec6	0	0.0 %	0.0 %	0	0	Quebec
9222: Supervisors in Electronic Equipment Manufacturing		Toronto8	2	25.0 %	36.4 %	3	-1	Toronto
<b>07: Administrative and Senior Clerical Staff</b>		33	24	72.7 %	80.5 %	27	-3	
<b>Employment Equity Occupational Group</b>		Montreal25	19	76.0 %	80.8 %	20	-1	Montreal
<b>Employment Equity Occupational Group</b>		Ottawa - Gatineau2	2	100.0 %	77.2 %	2	0	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>		Quebec3	1	33.3 %	80.9 %	2	-1	Quebec
<b>Employment Equity Occupational Group</b>		Toronto3	2	66.7 %	80.1 %	2	0	Toronto
<b>08: Specialized sales and service personnel</b>		20	4	20.0 %	39.5 %	8	-4	
6221: Technical Sales Specialists - Wholesale Trade		Montreal6	0	0.0 %	31.1 %	2	-2	Montreal
6221: Technical Sales Specialists - Wholesale Trade		Quebec4	0	0.0 %	32.4 %	1	-1	Quebec
6221: Technical Sales Specialists - Wholesale Trade		Toronto6	1	16.7 %	29.7 %	2	-1	Toronto
6222: Retail and Wholesale Buyers		Montreal1	0	0.0 %	51.9 %	1	-1	Montreal
6342 : Tailors, dressmakers, furriers and milliners		Toronto3	3	100.0 %	81.0 %	2	1	Toronto
<b>09: Skilled workers and artisans</b>		22	1	4.5 %	10.4 %	2	-1	
7246: Telecommunications Equipment Installers and Repairers		Montreal13	1	7.7 %	9.3 %	1	0	Montreal
7246: Telecommunications Equipment Installers and Repairers		Ottawa - Gatineau5	0	0.0 %	11.3 %	1	-1	Ottawa - Gatineau
7246: Telecommunications Equipment Installers and Repairers		Toronto3	0	0.0 %	14.0 %	0	0	Toronto

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Women**

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Differ- ence <sub>p</sub>	Place of recruitment
			#	%	%	#		
7294 : Painters and decorators (except interior decorators)	Montreal	1	0	0.0 %	9.2 %	0	0	Montreal
<b>10 : Office staff</b>		91	15	16.5 %	62.9 %	57	-42	
Employment Equity Occupational Group	Montreal	73	12	16.4 %	62.5 %	46	-34	Montreal
Employment Equity Occupational Group	Quebec	5	2	40.0 %	61.6 %	3	-1	Quebec
Employment Equity Occupational Group	Toronto	13	1	7.7 %	65.2 %	8	-7	Toronto
<b>11: Intermediate sales and service personnel</b>		18	1	5.6 %	62.0 %	11	-10	
Employment Equity Occupational Group	Montreal	13	1	7.7 %	61.8 %	8	-7	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	61.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Quebec	1	0	0.0 %	60.8 %	1	-1	Quebec
Employment Equity Occupational Group	Toronto	2	0	0.0 %	63.9 %	1	-1	Toronto
<b>12: Skilled Manual Workers</b>		32	5	15.6 %	18.8 %	6	-1	
Employment Equity Occupational Group	Montreal	29	5	17.2 %	18.4 %	5	0	Montreal
Employment Equity Occupational Group	Toronto	3	0	0.0 %	22.0 %	1	-1	Toronto
<b>Total</b>		711	103	14.5 %	28.9 %	206	-103	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Aboriginal**

Employment Equity Occupational Group	Internal location	All employees #	Representation		Aboriginal Availability		Differences #	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	6	0	0.0%	2.9%	0	0	National
<b>02: Middle management and other directors</b>	National	24	0	0.0%	2.2%	1	-1	National
<b>03: Professionals</b>		15	0	0.0%	0.4%	0	0	
1121: Human Resources Professionals	Toronto	1	0	0.0%	0.6%	0	0	Toronto
2174: Programmers and Interactive Media Developers	Montreal	3	0	0.0%	0.4%	0	0	Montreal
2174: Programmers and Interactive Media Developers	Quebec	1	0	0.0%	0.7%	0	0	Quebec
4021: College teachers and other vocational instructors	Montreal	1	0	0.0%	0.8%	0	0	Montreal
5131: Producers, directors, choreographers and related occupations	Montreal	6	0	0.0%	0.6%	0	0	Montreal
5131: Producers, directors, choreographers and related occupations	Quebec	3	0	0.0%	0.0%	0	0	Quebec
<b>04: Semi-professional and technical staff</b>		401	3	0.7%	0.2%	1	2	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Montreal	5	0	0.0%	0.6%	0	0	Montreal
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ottawa - Gatineau	1	0	0.0%	2.6%	0	0	Ottawa - Gatineau
2242: Maintenance Electronics Technicians (Household and Commercial)	Montreal	33	0	0.0%	0.5%	0	0	Montreal
2242: Maintenance Electronics Technicians (Household and Commercial)	Ottawa - Gatineau	1	0	0.0%	1.7%	0	0	Ottawa - Gatineau
2242: Maintenance Electronics Technicians (Household and Commercial)	Quebec	2	0	0.0%	0.0%	0	0	Quebec
2242: Maintenance Electronics Technicians (Household and Commercial)	Toronto	3	0	0.0%	0.7%	0	0	Toronto
2253 : Drafting Technologists and Technicians	Montreal	3	0	0.0%	1.5%	0	0	Montreal
2282: User Support Agents	Toronto	2	0	0.0%	0.4%	0	0	Toronto
5221 : Photographers	Montreal	1	0	0.0%	0.0%	0	0	Montreal
5225 : Audio and Video Recording Technicians	Montreal	219	2	0.9%	0.0%	0	2	Montreal
5225 : Audio and Video Recording Technicians	Quebec	77	1	1.3%	0.0%	0	1	Quebec
5225 : Audio and Video Recording Technicians	Saguenay	3	0	0.0%	0.0%	0	0	Saguenay
5225 : Audio and Video Recording Technicians	Toronto	35	0	0.0%	1.9%	1	-1	Toronto
5227 : Support Staff in Motion Pictures, Broadcasting, Photography and performing arts	Montreal	12	0	0.0%	0.0%	0	0	Montreal



**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Aboriginal**

Employment Equity Occupational Group	Location	All employees internal#	Representation		Aboriginal Availability		Difference	Place of recruitment
			#	%	%	#		
5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the Performing Arts		Saguenay3	0	0.0 %	0.0 %	0	0	Saguenay
5241 : Graphic designers and illustrators		Montreal1	0	0.0 %	1.0 %	0	0	Montreal
<b>05: Supervisors</b>		19	1	5.3 %	0.9 %	0	1	
<b>Employment Equity Occupational Group</b>		Montreal14	1	7.1 %	0.8 %	0	1	Montreal
<b>Employment Equity Occupational Group</b>		Quebec5	0	0.0 %	1.2 %	0	0	Quebec
<b>06 : Foremen</b>		30	0	0.0 %	0.0 %	0	0	
9222: Supervisors in Electronic Equipment Manufacturing		Montreal16	0	0.0 %	0.0 %	0	0	Montreal
9222: Supervisors in Electronic Equipment Manufacturing		Quebec6	0	0.0 %	0.0 %	0	0	Quebec
9222: Supervisors in Electronic Equipment Manufacturing		Toronto8	0	0.0 %	0.0 %	0	0	Toronto
<b>07: Administrative and Senior Clerical Staff</b>		33	0	0.0 %	0.9 %	0	0	
<b>Employment Equity Occupational Group</b>		Montreal25	0	0.0 %	0.7 %	0	0	Montreal
<b>Employment Equity Occupational Group</b>		Ottawa - Gatineau2	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>		Quebec3	0	0.0 %	0.7 %	0	0	Quebec
<b>Employment Equity Occupational Group</b>		Toronto3	0	0.0 %	0.8 %	0	0	Toronto
<b>08: Specialized sales and service personnel</b>		20	0	0.0 %	0.5 %	0	0	
6221: Technical Sales Specialists - Wholesale Trade		Montreal6	0	0.0 %	0.8 %	0	0	Montreal
6221: Technical Sales Specialists - Wholesale Trade		Quebec4	0	0.0 %	0.0 %	0	0	Quebec
6221: Technical Sales Specialists - Wholesale Trade		Toronto6	0	0.0 %	0.4 %	0	0	Toronto
6222: Retail and Wholesale Buyers		Montreal1	0	0.0 %	0.8 %	0	0	Montreal
6342 : Tailors, dressmakers, furriers and milliners		Toronto3	0	0.0 %	0.6 %	0	0	Toronto
<b>09: Skilled workers and artisans</b>		22	0	0.0 %	1.3 %	0	0	
7246: Telecommunications Equipment Installers and Repairers		Montreal13	0	0.0 %	0.7 %	0	0	Montreal
7246: Telecommunications Equipment Installers and Repairers		Ottawa - Gatineau5	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
7246: Telecommunications Equipment Installers and Repairers		Toronto3	0	0.0 %	0.7 %	0	0	Toronto

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Aboriginal**

Employment Equity Occupational Group	Internal location	All employees #	Representation		Aboriginal Availability		Difference	Place of recruitment
			#	%	%	#		
7294 : Painters and decorators (except interior decorators)	Montreal	1	0	0.0 %	0.6 %	0	0	Montreal
<b>10 : Office staff</b>		91	1	1.1 %	0.8 %	1	0	
Employment Equity Occupational Group	Montreal	73	1	1.4 %	0.8 %	1	0	Montreal
Employment Equity Occupational Group	Quebec	5	0	0.0 %	0.6 %	0	0	Quebec
Employment Equity Occupational Group	Toronto	13	0	0.0 %	0.7 %	0	0	Toronto
<b>11: Intermediate sales and service personnel</b>		18	0	0.0 %	1.1 %	0	0	
Employment Equity Occupational Group	Montreal	13	0	0.0 %	0.9 %	0	0	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Quebec	1	0	0.0 %	1.2 %	0	0	Quebec
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.6 %	0	0	Toronto
<b>12: Skilled Manual Workers</b>		32	1	3.1 %	0.8 %	0	1	
Employment Equity Occupational Group	Montreal	29	1	3.4 %	0.9 %	0	1	Montreal
Employment Equity Occupational Group	Toronto	3	0	0.0 %	0.7 %	0	0	Toronto
<b>Total</b>		711	6	0.8 %	0.5 %	3	3	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ- ence <sub>y</sub>	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
<b>01: Senior Management</b>	National	6	0	0.0 %	10.1 %	1	-1	National
<b>02: Middle management and other directors</b>	National	24	1	4.2 %	15.0 %	4	-3	National
<b>03: Professionals</b>		15	1	6.7 %	11.9 %	2	-1	
1121: Human Resources Professionals	Toronto	1	0	0.0 %	34.3 %	0	0	Toronto
2174: Programmers and Interactive Media Developers	Montreal	3	0	0.0 %	25.1 %	1	-1	Montreal
2174: Programmers and Interactive Media Developers	Quebec	1	1	100.0 %	7.6 %	0	1	Quebec
4021: College teachers and other vocational instructors	Montreal	1	0	0.0 %	12.6 %	0	0	Montreal
5131: Producers, directors, choreographers and related occupations	Montreal	6	0	0.0 %	8.2 %	0	0	Montreal
5131: Producers, directors, choreographers and related occupations	Quebec	3	0	0.0 %	0.0 %	0	0	Quebec
<b>04: Semi-professional and technical staff</b>		401	16	4.0 %	10.5 %	42	-26	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Montreal	5	0	0.0 %	17.8 %	1	-1	Montreal
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ottawa - Gatineau	1	1	100.0 %	23.5 %	0	1	Ottawa - Gatineau
2242: Maintenance Electronics Technicians (Household and Commercial)	Montreal	33	1	3.0 %	21.4 %	7	-6	Montreal
2242: Maintenance Electronics Technicians (Household and Commercial)	Ottawa - Gatineau	1	0	0.0 %	17.5 %	0	0	Ottawa - Gatineau
2242: Maintenance Electronics Technicians (Household and Commercial)	Quebec	2	0	0.0 %	1.4 %	0	0	Quebec
2242: Maintenance Electronics Technicians (Household and Commercial)	Toronto	3	0	0.0 %	49.7 %	1	-1	Toronto
2253 : Drafting Technologists and Technicians	Montreal	3	0	0.0 %	14.8 %	0	0	Montreal
2282: User Support Agents	Toronto	2	0	0.0 %	56.0 %	1	-1	Toronto
5221 : Photographers	Montreal	1	0	0.0 %	10.7 %	0	0	Montreal
5225 : Audio and Video Recording Technicians	Montreal	219	6	2.7 %	9.7 %	21	-15	Montreal
5225 : Audio and Video Recording Technicians	Quebec	77	4	5.2 %	0.0 %	0	4	Quebec
5225 : Audio and Video Recording Technicians	Saguenay	3	0	0.0 %	0.0 %	0	0	Saguenay
5225 : Audio and Video Recording Technicians	Toronto	35	4	11.4 %	23.9 %	8	-4	Toronto
5227 : Support Staff in Motion Pictures, Broadcasting, Photography and Performing Arts		12	0	0.0 %	8.1 %	1	-1	Montreal

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Members of Visible Minorities**

Employment Equity Occupational Group	Location	All employees internal#	Members of Visible Minorities				Differ ence <sub>p</sub>	Place of recruitment
			Representation #	Availability %	Availability %	Representation #		
5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the Performing Arts	Saguenay	3	0	0.0 %	0.0 %	0	0	Saguenay
5241 : Graphic designers and illustrators	Montreal	1	0	0.0 %	15.4 %	0	0	Montreal
<b>05: Supervisors</b>		19	0	0.0 %	12.9 %	2	-2	
<b>Employment Equity Occupational Group</b>	Montreal	14	0	0.0 %	16.7 %	2	-2	Montreal
<b>Employment Equity Occupational Group</b>	Quebec	5	0	0.0 %	2.3 %	0	0	Quebec
<b>06 : Foremen</b>		30	0	0.0 %	25.8 %	8	-8	
9222: Supervisors in Electronic Equipment Manufacturing	Montreal	16	0	0.0 %	17.9 %	3	-3	Montreal
9222: Supervisors in Electronic Equipment Manufacturing	Quebec	6	0	0.0 %	0.0 %	0	0	Quebec
9222: Supervisors in Electronic Equipment Manufacturing	Toronto	8	0	0.0 %	61.2 %	5	-5	Toronto
<b>07: Administrative and Senior Clerical Staff</b>		33	4	12.1 %	13.5 %	4	0	
<b>Employment Equity Occupational Group</b>	Montreal	25	2	8.0 %	12.2 %	3	-1	Montreal
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	2	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Quebec	3	0	0.0 %	1.5 %	0	0	Quebec
<b>Employment Equity Occupational Group</b>	Toronto	3	2	66.7 %	37.3 %	1	1	Toronto
<b>08: Specialized sales and service personnel</b>		20	1	5.0 %	24.0 %	5	-4	
6221: Technical Sales Specialists - Wholesale Trade	Montreal	6	0	0.0 %	12.4 %	1	-1	Montreal
6221: Technical Sales Specialists - Wholesale Trade	Quebec	4	0	0.0 %	2.4 %	0	0	Quebec
6221: Technical Sales Specialists - Wholesale Trade	Toronto	6	0	0.0 %	32.1 %	2	-2	Toronto
6222: Retail and Wholesale Buyers	Montreal	1	0	0.0 %	14.9 %	0	0	Montreal
6342 : Tailors, dressmakers, furriers and milliners	Toronto	3	1	33.3 %	62.9 %	2	-1	Toronto
<b>09: Skilled workers and artisans</b>		22	0	0.0 %	21.9 %	5	-5	
7246: Telecommunications Equipment Installers and Repairers	Montreal	13	0	0.0 %	23.2 %	3	-3	Montreal
7246: Telecommunications Equipment Installers and Repairers	Ottawa - Gatineau	5	0	0.0 %	8.8 %	0	0	Ottawa - Gatineau
7246: Telecommunications Equipment Installers and Repairers	Toronto	3	0	0.0 %	42.1 %	1	-1	Toronto

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ- ence <sub>p</sub>	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
7294 : Painters and decorators (except interior decorators)	Montreal	1	0	0.0 %	10.4 %	0	0	Montreal
<b>10 : Office staff</b>		91	1	1.1 %	21.0 %	19	-18	
Employment Equity Occupational Group	Montreal	73	1	1.4 %	17.4 %	13	-12	Montreal
Employment Equity Occupational Group	Quebec	5	0	0.0 %	2.0 %	0	0	Quebec
Employment Equity Occupational Group	Toronto	13	0	0.0 %	48.1 %	6	-6	Toronto
<b>11: Intermediate sales and service personnel</b>		18	0	0.0 %	24.1 %	4	-4	
Employment Equity Occupational Group	Montreal	13	0	0.0 %	22.2 %	3	-3	Montreal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	22.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Quebec	1	0	0.0 %	3.0 %	0	0	Quebec
Employment Equity Occupational Group	Toronto	2	0	0.0 %	48.9 %	1	-1	Toronto
<b>12: Skilled Manual Workers</b>		32	0	0.0 %	26.0 %	8	-8	
Employment Equity Occupational Group	Montreal	29	0	0.0 %	22.7 %	7	-7	Montreal
Employment Equity Occupational Group	Toronto	3	0	0.0 %	57.5 %	2	-2	Toronto
<b>Total</b>		711	24	3.4 %	14.6 %	104	-80	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Persons with disabilities**

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ- ence #	Place of recruitment
			Representation #	Availability %	Availability %	Representation %		
01/02 : Executives	National	30	0	0.0 %	4.3 %	1	-1	National
03: Professionals	National	15	0	0.0 %	3.8 %	1	-1	National
04: Semi-professional and technical staff	National	401	3	0.7 %	4.6 %	18	-15	National
05: Supervisors	National	19	0	0.0 %	13.9 %	3	-3	National
06 : Foremen	National	30	0	0.0 %	7.8 %	2	-2	National
07: Administrative and Senior Clerical Staff	National	33	0	0.0 %	3.4 %	1	-1	National
08: Specialized sales and service personnel	National	20	0	0.0 %	3.5 %	1	-1	National
09: Skilled workers and artisans	National	22	0	0.0 %	3.8 %	1	-1	National
10 : Office staff	National	91	0	0.0 %	7.0 %	6	-6	National
11: Intermediate sales and service personnel	National	18	0	0.0 %	5.6 %	1	-1	National
12: Skilled Manual Workers	National	32	1	3.1 %	4.8 %	2	-1	National
<b>Total</b>		<b>711</b>	<b>4</b>	<b>0.5 %</b>	<b>5.2 %</b>	<b>37</b>	<b>-33</b>	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data



Workplace Equity Information Management System - Solotech Inc.  
**Default Workforce Analysis System - Detailed Report**  
 Date: 2018-07-25

**Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
6. Foremen	CPEME	National
7.08: Specialized sales and service personnel 09: Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	
	CPEME	



**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-07-25

**Women**

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
01: Senior Management	6	0	0.0 %	27.4 %	2	-2
02: Middle management and other directors	24	2	8.3 %	38.9 %	9	-7
03: Professionals	15	1	6.7 %	32.9 %	5	-4
04: Semi-professional and technical staff	401	41	10.2 %	17.4 %	70	-29
05: Supervisors	19	5	26.3 %	51.3 %	10	-5
06 : Foremen	30	4	13.3 %	35.1 %	11	-7
07: Administrative and Senior Clerical Staff	33	24	72.7 %	80.5 %	27	-3
08: Specialized sales and service personnel	20	4	20.0 %	38.3 %	8	-4
09: Skilled workers and artisans	22	1	4.5 %	10.1 %	2	-1
10 : Office staff	91	15	16.5 %	62.9 %	57	-42
11: Intermediate sales and service personnel	18	1	5.6 %	62.0 %	11	-10
12: Skilled Manual Workers	32	5	15.6 %	18.8 %	6	-1
<b>Total</b>	<b>711</b>	<b>103</b>	<b>14.5 %</b>	<b>30.5 %</b>	<b>218</b>	<b>-115</b>

The total does not necessarily equal the sum of the components due to rounding.

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-07-25

**Aboriginal**

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	6	0	0.0 %	2.9 %	0	0
02: Middle management and other directors	24	0	0.0 %	2.2 %	1	-1
03: Professionals	15	0	0.0 %	1.9 %	0	0
04: Semi-professional and technical staff	401	3	0.7 %	0.8 %	3	0
05: Supervisors	19	1	5.3 %	0.9 %	0	1
06 : Foremen	30	0	0.0 %	0.0 %	0	0
07: Administrative and Senior Clerical Staff	33	0	0.0 %	0.9 %	0	0
08: Specialized sales and service personnel	20	0	0.0 %	1.0 %	0	0
09: Skilled workers and artisans	22	0	0.0 %	1.3 %	0	0
10 : Office staff	91	1	1.1 %	0.8 %	1	0
11: Intermediate sales and service personnel	18	0	0.0 %	1.1 %	0	0
12: Skilled Manual Workers	32	1	3.1 %	0.8 %	0	1
<b>Total</b>	<b>711</b>	<b>6</b>	<b>0.8 %</b>	<b>0.9 %</b>	<b>5</b>	<b>1</b>

The total does not necessarily equal the sum of the components due to rounding.

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-07-25

**Members of Visible Minorities**

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Differ ence #
		Representation #	Availability %	Representation %	Availability %	
01: Senior Management	6	0	0.0 %	10.1 %	1	-1
02: Middle management and other directors	24	1	4.2 %	15.0 %	4	-3
03: Professionals	15	1	6.7 %	17.7 %	3	-2
04: Semi-professional and technical staff	401	16	4.0 %	9.0 %	36	-20
05: Supervisors	19	0	0.0 %	12.9 %	2	-2
06 : Foremen	30	0	0.0 %	18.1 %	5	-5
07: Administrative and Senior Clerical Staff	33	4	12.1 %	13.5 %	4	0
08: Specialized sales and service personnel	20	1	5.0 %	17.5 %	4	-3
09: Skilled workers and artisans	22	0	0.0 %	16.3 %	4	-4
10 : Office staff	91	1	1.1 %	21.0 %	19	-18
11: Intermediate sales and service personnel	18	0	0.0 %	24.1 %	4	-4
12: Skilled Manual Workers	32	0	0.0 %	26.0 %	8	-8
<b>Total</b>	<b>711</b>	<b>24</b>	<b>3.4 %</b>	<b>13.2 %</b>	<b>94</b>	<b>-70</b>

The total does not necessarily equal the sum of the components due to rounding.

**Workplace Equity Information Management System - Solotech Inc.**  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-07-25

**Persons with disabilities**

Employment Equity Occupational Group	All employees #	Persons with disabilities		Differ ence #		
		Representation #	Availability %			
01/02 : Executives	30	0	0.0 %	4.3 %	1	-1
03: Professionals	15	0	0.0 %	3.8 %	1	-1
04: Semi-professional and technical staff	401	3	0.7 %	4.6 %	18	-15
05: Supervisors	19	0	0.0 %	13.9 %	3	-3
06 : Foremen	30	0	0.0 %	7.8 %	2	-2
07: Administrative and Senior Clerical Staff	33	0	0.0 %	3.4 %	1	-1
08: Specialized sales and service personnel	20	0	0.0 %	3.5 %	1	-1
09: Skilled workers and artisans	22	0	0.0 %	3.8 %	1	-1
10 : Office staff	91	0	0.0 %	7.0 %	6	-6
11: Intermediate sales and service personnel	18	0	0.0 %	5.6 %	1	-1
12: Skilled Manual Workers	32	1	3.1 %	4.8 %	2	-1
<b>Total</b>	<b>711</b>	<b>4</b>	<b>0.5 %</b>	<b>5.2 %</b>	<b>37</b>	<b>-33</b>

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - Solotech Inc.  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-07-25

**Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities**

<b>Employment Equity Occupational Group</b>	<b>Perform an analysis by</b>	<b>Place of recruitment</b>
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA

Workplace Equity Information Management System - Solotech Inc.  
**Default Workforce Analysis System - Summary Report**  
 Date: 2018-07-25

**Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
6. : Foremen	CPEME	National
7.08: Specialized sales and service personnel 09: Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National















**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Solotech inc.**

**2018-08-29**

Start Date of Flow Data		
YYYY	MM	DD
2018	07	25

End Date of Flow Data		
YYYY	MM	DD
-	-	-

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 3: Persons with Disabilities**

**Table 7: Persons with Disabilities**

**Table 11: Persons with Disabilities**

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

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	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
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for First/Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Group (EOG)	All Employees																		
	First/Previous Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
2018-07-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-07-25	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	6	-100.0%	3.0%	1	0.0%	5.0%	1	2	0	5.0%	0	2	1	27.4%	27.4%	-2	-1	0.0%	14.3%
02 Middle & Other Managers	24	-100.0%	3.0%	2	0.0%	5.0%	2	6	2	5.0%	0	8	2	38.9%	38.9%	-7	-6	8.3%	15.4%
03 Professionals	15	-100.0%	3.0%	1	0.0%	5.0%	2	3	1	5.0%	0	4	1	31.1%	31.1%	-4	-3	6.7%	12.5%
04 Semi-Professionals & Tech	401	-100.0%	3.0%	36	0.0%	5.0%	60	96	41	5.0%	6	30	14	14.9%	14.9%	-19	-16	10.2%	11.2%
05 Supervisors	19	-100.0%	3.0%	2	0.0%	5.0%	3	5	5	5.0%	1	7	3	50.0%	51.3%	-5	-4	26.3%	33.3%
06 Supervisors: Crafts & Trades	30	-100.0%	3.0%	3	0.0%	5.0%	5	8	4	5.0%	1	7	2	29.7%	29.7%	-5	-5	13.3%	15.2%
07 Administrative & Sr Clerical	33	-100.0%	3.0%	3	0.0%	5.0%	5	8	24	5.0%	4	9	0	0.0%	80.5%	-3	-9	72.7%	55.6%
08 Skilled Sales & Service	20	-100.0%	3.0%	2	0.0%	5.0%	3	5	4	5.0%	1	6	2	39.5%	39.5%	-4	-4	20.0%	22.7%
09 Skilled Crafts & Trades	22	-100.0%	3.0%	2	0.0%	5.0%	3	5	1	5.0%	0	1	1	10.4%	10.4%	-1	0	4.5%	8.3%
10 Clerical Personnel	91	-100.0%	3.0%	8	0.0%	5.0%	14	22	15	5.0%	2	49	11	50.0%	62.9%	-42	-38	16.5%	24.2%
11 Intermediate Sales & Service	18	-100.0%	3.0%	2	0.0%	5.0%	3	5	1	5.0%	0	11	3	50.0%	62.0%	-10	-8	5.6%	20.0%
12 Semi-Skilled Manual	32	-100.0%	3.0%	3	0.0%	5.0%	5	8	5	5.0%	1	3	2	18.8%	18.8%	-1	-1	15.6%	17.1%
13 Other Sales & Service	0	0.0%	0.0%	0	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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	711	-100.0%		0	0.0%		0	0	103	0.0%	0	-103	0		0.0%	103	103	14.5%	14.5%

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

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

Workforce Analysis) ÷ 2) x 100.

**Table 2: Women**

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	1	27.4	1	27.4	Please note that female executives are represented in two other Solotech companies (Solotech Quebec and Groupe Solotech).
02 Middle & Other Managers	2	38.9	2	38.9	
03 Professionals	1	31.1	1	31.1	
04 Semi-Professionals & Tech	14	14.9	14	14.9	
05 Supervisors	3	50.0	3	50.0	
06 Supervisors: Crafts & Trades	2	29.7	2	29.7	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	2	39.5	2	39.5	
09 Skilled Crafts & Trades	1	10.4	1	10.4	
10 Clerical Personnel	10	50.0	10	50.0	
11 Intermediate Sales & Service	3	50.0	3	50.0	
12 Semi-Skilled Manual	2	18.8	2	18.8	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Solotech inc.

2018-08-29

14	Other Manual Workers	0	0.0	0	0.0
Total					



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for First/Previous Goals**

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

**Table 3: Aboriginal Peoples  
First/Previous Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
	2018-07-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-07-25	Annually	Over 3 Years	Years	2018	2021						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	6	-100.0%	3.0%	1	0.0%	5.0%	1	2	0	5.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	24	-100.0%	3.0%	2	0.0%	5.0%	4	6	0	5.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	15	-100.0%	3.0%	1	0.0%	5.0%	2	3	0	5.0%	0	0	0	0.4%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	401	-100.0%	3.0%	36	0.0%	5.0%	60	96	3	5.0%	0	-2	0	0.2%	2	2	0.7%	0.7%	
05 Supervisors	19	-100.0%	3.0%	2	0.0%	5.0%	3	5	1	5.0%	0	-1	0	0.9%	1	1	5.3%	4.8%	
06 Supervisors: Crafts & Trades	30	-100.0%	3.0%	3	0.0%	5.0%	5	8	0	5.0%	0	0	0	0.0%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	33	-100.0%	3.0%	3	0.0%	5.0%	5	8	0	5.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	20	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	0	0	0.5%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	22	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	0	0	1.3%	0	0	0.0%	0.0%	
10 Clerical Personnel	91	-100.0%	3.0%	8	0.0%	5.0%	14	22	1	5.0%	0	0	0	0.8%	0	0	1.1%	1.0%	
11 Intermediate Sales & Service	18	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	0	0	1.1%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	32	-100.0%	3.0%	3	0.0%	5.0%	5	8	1	5.0%	0	-1	0	0.8%	1	1	3.1%	2.9%	
13 Other Sales & Service	0	0.0%	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%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>711</b>	<b>-100.0%</b>	<b>3.0%</b>	<b>0</b>	<b>0.0%</b>	<b>5.0%</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0.0%</b>	<b>0</b>	<b>199</b>	<b>0</b>	<b>28.9%</b>	<b>-199</b>	<b>-199</b>	<b>0.8%</b>	<b>0.8%</b>	

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

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	2.2	1	2.2	
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	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	

Federal Contractors Program Achievement Report

Part 3: Goals

Solotech inc.

2018-08-29

14	Other Manual Workers	0	0.0	0	0.0
Total					

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		All Employees																		
		First/Previous Short-term Goals																	Persons with Disabilities	
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Annually	Over 3 Years					
		2018-07-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-07-25	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02	Managers	30	-100.0%	3.0%	3	0.0%	5.0%	5	8	0	5.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
03	Professionals	15	-100.0%	3.0%	1	0.0%	5.0%	2	3	0	5.0%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%
04	Semi-Professionals & Tech	401	-100.0%	3.0%	36	0.0%	5.0%	60	96	3	5.0%	0	17	4	4.6%	4.6%	-15	-13	0.7%	1.6%
05	Supervisors	19	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	3	1	13.9%	13.9%	-3	-2	0.0%	4.8%
06	Supervisors: Crafts & Trades	30	-100.0%	3.0%	3	0.0%	5.0%	5	8	0	5.0%	0	3	1	7.8%	7.8%	-2	-2	0.0%	3.0%
07	Administrative & Sr Clerical	33	-100.0%	3.0%	3	0.0%	5.0%	5	8	0	5.0%	0	1	0	3.4%	3.4%	-1	-1	0.0%	0.0%
08	Skilled Sales & Service	20	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	1	0	3.5%	3.5%	-1	-1	0.0%	0.0%
09	Skilled Crafts & Trades	22	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%
10	Clerical Personnel	91	-100.0%	3.0%	8	0.0%	5.0%	14	22	0	5.0%	0	7	2	7.0%	7.0%	-6	-5	0.0%	2.0%
11	Intermediate Sales & Service	18	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	1	0	5.6%	5.6%	-1	-1	0.0%	0.0%
12	Semi-Skilled Manual	32	-100.0%	3.0%	3	0.0%	5.0%	5	8	1	5.0%	0	1	0	4.8%	4.8%	-1	-1	3.1%	2.9%
13	Other Sales & Service	0	0.0%	3.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	0.0%	3.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		711	-100.0%		0	0.0%		0	0	4	0.0%	0	33	0		5.2%	-33	-33	0.6%	0.6%

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01/02	Managers	0	4.3	0	4.3	
03	Professionals	0	3.8	0	3.8	
04	Semi-Professionals & Tech	4	4.6	4	4.6	
05	Supervisors	1	13.9	1	13.9	
06	Supervisors: Crafts & Trades	1	7.8	1	7.8	
07	Administrative & Sr Clerical	0	3.4	0	3.4	
08	Skilled Sales & Service	0	3.5	0	3.5	
09	Skilled Crafts & Trades	0	3.8	0	3.8	
10	Clerical Personnel	2	7.0	2	7.0	
11	Intermediate Sales & Service	0	5.6	0	5.6	
12	Semi-Skilled Manual	0	4.8	0	4.8	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total						

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

Solotech inc.

2018-08-29

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	All Employees																			First/Previous Short-term Goals																			Members of Visible Minorities																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																																						
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Annually		Over 3 Years	From - To						YYYY - YYYY																																					
	2018-07-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-07-25	Annually	Over 3 Years	2018	2021																																													
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%																																						
01 Senior Managers	6	-100.0%	3.0%	1	0.0%	5.0%	1	2	0	5.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%																																						
02 Middle & Other Managers	24	-100.0%	3.0%	2	0.0%	5.0%	4	6	1	5.0%	0	3	1	15.0%	15.0%	-3	-2	4.2%	7.7%																																						
03 Professionals	15	-100.0%	3.0%	1	0.0%	5.0%	2	3	1	5.0%	0	1	0	11.9%	11.9%	-1	-1	6.7%	6.3%																																						
04 Semi-Professionals & Tech	401	-100.0%	3.0%	36	0.0%	5.0%	60	96	16	5.0%	2	32	10	10.5%	10.5%	-26	-22	4.0%	5.5%																																						
05 Supervisors	19	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	3	1	12.9%	12.9%	-2	-2	0.0%	4.8%																																						
06 Supervisors: Crafts & Trades	30	-100.0%	3.0%	3	0.0%	5.0%	5	8	0	5.0%	0	9	2	25.8%	25.8%	-8	-7	0.0%	6.1%																																						
07 Administrative & Sr Clerical	33	-100.0%	3.0%	3	0.0%	5.0%	5	8	4	5.0%	1	2	0	13.5%	13.5%	0	-2	12.1%	8.3%																																						
08 Skilled Sales & Service	20	-100.0%	3.0%	2	0.0%	5.0%	3	5	1	5.0%	0	4	1	24.0%	24.0%	-4	-3	5.0%	9.1%																																						
09 Skilled Crafts & Trades	22	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	5	1	21.9%	21.9%	-5	-4	0.0%	4.2%																																						
10 Clerical Personnel	91	-100.0%	3.0%	8	0.0%	5.0%	14	22	1	5.0%	0	20	5	21.0%	21.0%	-18	-15	1.1%	6.1%																																						
11 Intermediate Sales & Service	18	-100.0%	3.0%	2	0.0%	5.0%	3	5	0	5.0%	0	5	1	24.1%	24.1%	-4	-4	0.0%	5.0%																																						
12 Semi-Skilled Manual	32	-100.0%	3.0%	3	0.0%	5.0%	5	8	0	5.0%	0	9	2	26.0%	26.0%	-8	-7	0.0%	5.7%																																						
13 Other Sales & Service	0	0.0%	0	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%	0.0%	0	0	#DIV/0!	#DIV/0!																																						
Total	711	-100.0%	0	0	0.0%	0	0	0	24	0.0%	0	-20	0	0.5%	0.5%	20	20	3.4%	3.4%																																						

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

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

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	10.1	0	10.1	
02 Middle & Other Managers	1	15.0	1	15.0	
03 Professionals	0	11.9	0	10.9	
04 Semi-Professionals & Tech	10	10.5	10	10.5	
05 Supervisors	1	12.9	1	12.9	
06 Supervisors: Crafts & Trades	2	25.8	2	25.8	
07 Administrative & Sr Clerical	0	0.0	1	13.5	
08 Skilled Sales & Service	1	24.0	1	24.0	
09 Skilled Crafts & Trades	1	21.9	1	21.9	
10 Clerical Personnel	5	21.0	5	21.0	
11 Intermediate Sales & Service	1	24.1	1	24.1	
12 Semi-Skilled Manual	2	26.0	2	26.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Solotech inc.

2018-08-29

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

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for Subsequent/Current Goals**

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

**Table 9: Women**

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

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

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

Workforce Analysis) ÷ 2) x 100.

**Table 10: Women**

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

Federal Contractors Program Achievement Report

Part 3: Goals

Solotech inc.

2018-08-29

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

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for Subsequent/Current Goals**

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

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

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

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

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

§ Workforce Analysis) ÷ 2) x 100.

**Table 12: Aboriginal Peoples**

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

Federal Contractors Program Achievement Report

Part 3: Goals

Solotech inc.

2018-08-29

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

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)		All Employees							Persons with Disabilities										
		Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		Number	Actual		Projected			Number	Over 3 Years		From - To	0						3	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual	Projected	Over 3 Years	From - To	0	3							
		--	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	0	3								
#	%	%	#	%	%	#	#	%	#	%	%	#	#	%	%				
01/02	Managers	0	-100.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#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	-100.0%		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	-100.0%		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	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)<sup>1/3</sup> - 1) x 100.

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

**Table 14: Persons with Disabilities**

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

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Solotech inc.**

**2018-08-29**

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

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

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

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

‡ Workforce Analysis) ÷ 2) x 100.

**Table 16: Members of Visible Minorities**

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

Federal Contractors Program Achievement Report

Part 3: Goals

Solotech inc.

2018-08-29

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

**Part 4: Results - Women**

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
01 Senior Managers	2018	6	0	0.0	27.4	2	-2	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
02 Middle & Other Managers	2018	24	2	8.3	38.9	9	-7	21.4																
	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
03 Professionals	2018	15	1	6.7	31.1	5	-4	21.4																
	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
04 Semi-Professionals & Technicians	2018	401	41	10.2	14.9	60	-19	68.6																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
05 Supervisors	2018	19	5	26.3	51.3	10	-5	51.3																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
06 Supervisors: Crafts & Trades	2018	30	4	13.3	29.7	9	-5	44.9																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Women			Goal	Women			Goal	Women				Goal	Women		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met					
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	0	0	0	0.0	1	0.0	27.4	0.0	1	0.0	27.4	0.0						
	3	0	0	0.0			0.0	0.0			0.0	0.0						
02 Middle & Other Managers	0	0	0	0.0	2	0.0	38.9	0.0	2	0.0	38.9	0.0						
	3	0	0	0.0			0.0	0.0			0.0	0.0						
03 Professionals	0	0	0	0.0	1	0.0	31.1	0.0	1	0.0	31.1	0.0						
	3	0	0	0.0			0.0	0.0			0.0	0.0						
04 Semi-Professionals & Technicians	0	0	0	0.0	14	0.0	14.9	0.0	14	0.0	14.9	0.0						
	3	0	0	0.0			0.0	0.0			0.0	0.0						
05 Supervisors	0	0	0	0.0	3	0.0	50.0	0.0	3	0.0	50.0	0.0						
	3	0	0	0.0			0.0	0.0			0.0	0.0						
06 Supervisors: Crafts & Trades	0	0	0	0.0	2	0.0	29.7	0.0	2	0.0	29.7	0.0						
	3	0	0	0.0			0.0	0.0			0.0	0.0						

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#			
07	Administrative & Senior Clerical	2018	33	24	72.7	80.5	27	-3	90.3	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	20	4	20.0	39.5	8	-4	50.6	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2018	22	1	4.5	10.4	2	-1	43.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	91	15	16.5	62.9	57	-42	26.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2018	18	1	5.6	62.0	11	-10	9.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	32	5	15.6	18.8	6	-1	83.1	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
		3	0	0	0.0			0.0	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0.0	2	0.0	39.5	0.0	2	0.0	39.5	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0.0	1	0.0	10.4	0.0	1	0.0	10.4	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
10	Clerical Personnel	0	0	0	0.0	10	0.0	50.0	0.0	10	0.0	50.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0.0	3	0.0	50.0	0.0	3	0.0	50.0	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0.0	2	0.0	18.8	0.0	2	0.0	18.8	0.0	
		3	0	0	0.0			0.0	0.0			0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & 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	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	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	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2018	711	103	14.5	0.0	0	103	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0

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

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



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2018	6	0	0.0	2.9	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	24	0	0.0	2.2	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2018	15	0	0.0	0.4	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
04 Semi-Professionals & Technicians	2018	401	3	0.7	0.2	1	2	374.1																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2018	19	1	5.3	0.9	0	1	584.8																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2018	30	0	0.0	0.0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	2018	33	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	20	0	0.0	0.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2018	22	0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	91	1	1.1	0.8	1	0	137.4	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	18	0	0.0	1.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	32	1	3.1	0.8	0	1	390.6	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

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

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	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	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual 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	0	0	0	0	0	0	0	0	0	0	0	0
Total	2018	711	6	0.8	28.9	205	-199	2.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

**Federal Contractors Program Achievement Report**

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

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	
01&02 Managers	2018	30	0	0.0	4.3	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2018	15	0	0.0	3.8	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	401	3	0.7	4.6	18	-15	16.3																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2018	19	0	0.0	13.9	3	-3	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2018	30	0	0.0	7.8	2	-2	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	0	0.0	4.3	0.0	0	0.0	4.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	3.8	0.0	0	0.0	3.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	4	0.0	4.6	0.0	4	0.0	4.6	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	1	0.0	13.9	0.0	1	0.0	13.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	1	0.0	7.8	0.0	1	0.0	7.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees		Persons with Disabilities								All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		
07	Administrative & Senior Clerical	2018	33	0	0.0	3.4	1	-1	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2018	20	0	0.0	3.5	1	-1	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	22	0	0.0	3.8	1	-1	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2018	91	0	0.0	7.0	6	-6	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	18	0	0.0	5.6	1	-1	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2018	32	1	3.1	4.8	2	-1	65.1	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

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

**Federal Contractors Program Achievement Report**

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

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference			
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
13 Other Sales & Service Personnel	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	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	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	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0
Total	2018	711	4	0.6	5.2	37	-33	10.8																
	0	0	0	0.0	0.0	0	0	0.0																

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

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

**Federal Contractors Program Achievement Report**

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

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2018	6	0	0.0	10.1	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2018	24	1	4.2	15.0	4	-3	27.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2018	15	1	6.7	11.9	2	-1	56.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2018	401	16	4.0	10.5	42	-26	38.0																	
	0	0	0	0.0	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	19	0	0.0	12.9	2	-2	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2018	30	0	0.0	25.8	8	-8	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	0	0	0	0.0	0	0.0	10.1	0.0	0	0.0	10.1	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	0	0	0	0.0	1	0.0	15.0	0.0	1	0.0	15.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	11.9	0.0	0	0.0	10.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	10	0.0	10.5	0.0	10	0.0	10.5	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	1	0.0	12.9	0.0	1	0.0	12.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	2	0.0	25.8	0.0	2	0.0	25.8	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2018	33	4	12.1	13.5	4	0	89.8	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
08	Skilled Sales & Service Personnel	2018	20	1	5.0	24.0	5	-4	20.8	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
09	Skilled Crafts & Trades Workers	2018	22	0	0.0	21.9	5	-5	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
10	Clerical Personnel	2018	91	1	1.1	21.0	19	-18	5.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
11	Intermediate Sales & Service Personnel	2018	18	0	0.0	24.1	4	-4	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0
12	Semi-Skilled Manual Workers	2018	32	0	0.0	26.0	8	-8	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals								Comments
		Flow Data					Short-term Goals					Long-term Goals								
		All Employees	Visible Minorities				Goal	Visible Minorities				Goal	Visible Minorities							
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met										
#	#	%	%	#	%	%	#	%	%	#	%	%								
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	13.5	0.0						
		3	0	0	0.0			0.0	0.0				0.0	0.0						
08	Skilled Sales & Service Personnel	0	0	0	0.0	1	0.0	24.0	0.0	0.0	1	0.0	24.0	0.0						
		3	0	0	0.0			0.0	0.0				0.0	0.0						
09	Skilled Crafts & Trades Workers	0	0	0	0.0	1	0.0	21.9	0.0	0.0	1	0.0	21.9	0.0						
		3	0	0	0.0			0.0	0.0				0.0	0.0						
10	Clerical Personnel	0	0	0	0.0	5	0.0	21.0	0.0	0.0	5	0.0	21.0	0.0						
		3	0	0	0.0			0.0	0.0				0.0	0.0						
11	Intermediate Sales & Service Personnel	0	0	0	0.0	1	0.0	24.1	0.0	0.0	1	0.0	24.1	0.0						
		3	0	0	0.0			0.0	0.0				0.0	0.0						
12	Semi-Skilled Manual Workers	0	0	0	0.0	2	0.0	26.0	0.0	0.0	2	0.0	26.0	0.0						
		3	0	0	0.0			0.0	0.0				0.0	0.0						



**Federal Contractors Program Achievement Report**

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

**Solotech inc.**

**2018-08-29**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & 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	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	0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2018	711	24	3.4	0.5	4	20	675.1																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Solotech inc.</b>
<b>2018-08-29</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

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

### **Operational Context**

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

**Additional Details**

Please provide any additional information (optional):

**From:** Claude Deschenes <[Claude.Deschenes@solotech.com](mailto:Claude.Deschenes@solotech.com)>  
**Sent:** September 6, 2018 9:21 AM  
**To:** Yakibonge, Mauritius [NC] <[maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca)>  
**Cc:** Catherine Prince-Chevrier <[CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com)>; [denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)  
**Subject:** TR: PCF Compliance Solotech Inc. - 050582

Hello Mr. Yakibonge,

Here are the documents requested for your points 1 to 3. Below are the answers to your questions in  
poir- The results of the workforce survey, including :

- o the number of employees surveyed; 762
- o the total number of self-identification questionnaires that were returned (completed  
(fully and partially and not completed); 629
- o the number of self-identification questionnaires that were returned duly completed.  
600

Come back to us if you have any additional questions.

Have a nice day,

---

Claude Deschenes  
Director compensation, pay and HRIS /  
Directeur compensation, pay and HRIS  
[cdeschenes@solotech.com](mailto:cdeschenes@solotech.com)



5200 Hochelaga Street, Montreal (Quebec) H1V 1G3  
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**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [mailto:[maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca)]  
**Sent:** September 5, 2018 9:50 AM  
**To:** [CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com)  
**Cc:** Denise Perron <[denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)>  
**Subject:** RE: PCF Compliance Solotech Inc. - 050582

Hello Mrs. Prince-Chevier,

Following the meeting we had on the phone, we have agreed that you will provide the following information :

- 1. A table of achievements with updated objectives.
- 2. A detailed justification as to why the default values have been changed with respect to relates to the place of
- 3. A workforce analysis (summary report) of your organization containing values by Failure to provide a place of
- 4. The results of the workforce survey, including :
  - o the number of employees who were
  - o the total number of self-identification questionnaires that were returned (completed fully and partially and not filled out);
  - o the number of self-identification questionnaires that were returned duly completed.

If you have any questions, do not hesitate to contact me.

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and  
Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

**From:** Catherine Prince-Chevrier [mailto:CPrinceChevrier@solotech.com]  
**Sent:** September-05-18 8:35 AM  
**To:** Yakibonge, Mauritius [NC]  
**Cc:** [denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)  
**Subject:** RE: PCF Compliance Solotech Inc.

Perfect. I will contact you at 9am  
Thank you.

.....  
Catherine Prince-Chevrier  
T 514-370-5224 C 514-232-3840 F 514 526-9659

**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) < [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) >  
**Added :** Wednesday, September 5, 2018 8:04 AM  
**To:** Catherine Prince-Chevrier < [CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com) >

**Cc :** Claude Deschenes <[Claude.Deschenes@solotech.com](mailto:Claude.Deschenes@solotech.com)>; [denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)  
**Subject:** RE: PCF Solotech Inc. Compliance

Hello Mrs. Prince-Chevrier,

I am available today at 9am for a meeting.

Thank  
you,

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and  
Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099



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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!

**From:** Catherine Prince-Chevrier [mailto:[CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com)]  
**Sent:** September-04-18 3:38 PM  
**To:** Denise Perron; Yakibonge, Mauritius [NC]  
**Cc:** Claude Deschenes  
**Subject:** RE: PCF Compliance Solotech Inc.

Hello,  
Is tomorrow 9am convenient for you?

.....  
Catherine Prince-Chevrier  
T 514-370-5224 C 514-232-3840 F 514 526-9659

**From :** Denise Perron <[denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)>  
**Posted:** Tuesday, September 4, 2018 3:10 PM  
**At:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca)  
**Cc:** Claude Deschenes <[Claude.Deschenes@solotech.com](mailto:Claude.Deschenes@solotech.com)>; Catherine Prince-  
Chevrier  
<[CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com)>  
**Subject:** RE: PCF Solotech Inc. Compliance  
Hello Mr. Yakibonge,

The person in charge of the file is Mrs Catherine Prince-Chevrier with whom you will be have already discussed I think.

I leave it to Mrs. Prince-Chevrier to set up a time with you and will join me at its convenience.

Looking forward to Denise

Denise Perron CRHA | President | GROUPE ÆQUITAS | [denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)  
1188 Union Avenue, Suite 109, Montreal, Quebec H3B 0E5 Canada | Tel: **514 844.1828**  
[www.groupeaequitas.com](http://www.groupeaequitas.com)

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**From:** [maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca) [mailto:[maurice.yakibonge@labour-travail.gc.ca](mailto:maurice.yakibonge@labour-travail.gc.ca)]  
**Sent:** September 4, 2018 2:43 PM  
**To:** Denise Perron <[denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)>  
**Cc:** [Claude.Deschenes@solotech.com](mailto:Claude.Deschenes@solotech.com); [CPrinceChevrier@solotech.com](mailto:CPrinceChevrier@solotech.com)  
**Subject:** RE: PCF Compliance Solotech Inc.

Hello Mrs. Perron,

Thank you for submitting the documentation for the first conformity assessment of Solotech Inc.

I would like to take the time to have a meeting with the equity person responsible for the and report to discuss documentation and reporting of accomplishments.  
Can you tell me when the person is available this week in order to schedule a phone meeting? I am usually at work between 8:30 and 4:30 and I will be available for a meeting at his convenience.

Thank you,

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel: 819-654-6099

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) / Tel.: 819-654-6099





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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

**From:** Dorval, Frederic F [NC] **On Behalf Of** EE-EME  
**Sent:** August-30-18 8:47 AM  
**To:** 'Denise Perron'  
**Cc:** Claude Deschenes; Catherine Prince-Chevrier; Yakibonge, Mauritius [NC].  
**Subject:** RE: PCF Compliance Solotech Inc.

Hello,

Please note that Mr. Yakibonge is out of the office this week and will follow up with you as soon as he returns the week of September 4th.

Yours sincerely,

**Employment Equity Team / Workplace Equity Team**

Workplace Equity Directorate, Labour Program Employment and  
Social Development Canada / Government of Canada [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!

**From:** Denise Perron [mailto:denise.perron@groupeaequitas.com]  
**Sent:** August 29, 2018 12:43 PM  
**To:** EE-EME  
**Cc:** Claude Deschenes; Catherine Prince-Chevrier; Yakibonge, Mauritius [NC].  
**Subject:** PCF Solotech Inc. compliance.

Sir, Madam,

On behalf of Solotech Inc. we are pleased to provide you with the information requested in the first conformity assessment of the Federal Contractors Program (FCP) application.

We understand that you have a copy of the **workforce survey questionnaire on hand**. (self-identification) that was used to identify and collect data on equity in

employment and participation rates. We add that staff members may, at any time, modify their self-identification to one or more designated groups.

You will therefore find in the appendix:

- The results of the workforce analysis (**Summary Table and Detailed Table**) which present the representation of the four designated groups within Solotech Inc. as of July 25, 2018.
  
- The **Achievement Report which includes** both short and long term **numerical targets**. The goals reflect a sincere desire to reduce gaps in the representation of designated groups. Solotech Inc. also intends to develop an action plan to ensure that the desire for better representation of designated groups is translated into action, even though it is always difficult to predict the rate of growth or turnover.

Please do not hesitate to contact me if you have any questions.

Best regards,

Denise Perron

Denise Perron CRHA | President | GROUPE ÆQUITAS | [denise.perron@groupeaequitas.com](mailto:denise.perron@groupeaequitas.com)  
1188 Union Avenue, Suite 109, Montreal, Quebec H3B 0E5 Canada | Tel: **514 844.1828**  
[www.groupeaequitas.com](http://www.groupeaequitas.com)

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## Federal Contractors Program Report of the First Compliance Assessment

**Employer Name:** Solotech Inc.

**Primary Location:** Montréal (Québec)

**Number of Employees:** 711

**Organization Overview:**

NAICS 4191 - Wholesale electronic markets, and agents and brokers

Solotech Inc works in advanced technology integration for the entertainment industry. They are specialised in audio, lighting, video, and control systems. The organisation is engaged in renting and selling audio, lighting, video, and rigging systems for festivals, television shows, touring and live shows, sports events, and corporate events.

**Key Dates – First Year Assessment**

Initiated: 2018-05-01

Received: 2018-08-29

Workforce Analysis: 2018-07-25

**COLLECTION OF WORKFORCE INFORMATION**

	#	%
Number of employees the questionnaire was sent to:	711	100
Number of questionnaires returned:	629	88
Number of completed questionnaires returned:	600	84

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about

themselves at any time

Observations:

- Employee Identifier: the questionnaire is completed online and each employee receives a confidential and unique identification code.
- The information on gender is obtained from personnel records.

## WORKFORCE ANALYSIS & GOAL SETTING

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

Observations:

- The geographic defaults for establishing external availability estimates were modified and the employer provided justifications. Given that the organisation is located in Montréal, the modification has a limited effect on the availability estimates.

## SUMMARY OF GOALS

### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-2	27.4	27.4	0	27.4
02	Middle & Other Managers	-7	38.9	38.9	8.3	38.9

03	Professionals	-4	31.1	31.1	6.7	31.1
04	Semi-Professionals & Technicians	-19	14.9	14.9	10.2	14.9
05	Supervisors	-5	50.0	50.0	26.3	51.3
06	Supervisors: Crafts & Trades	-5	29.7	29.7	13.3	29.7
07	Admin & Senior Clerical Personnel	-3	-	-	72.7	80.5
08	Skilled Sales & Service Personnel	-4	39.5	39.5	20.0	39.5
09	Skilled Crafts & Trades Workers	-1	10.4	10.4	4.5	10.4
10	Clerical Personnel	-42	50.0	50.0	16.5	62.9
11	Intermediate Sales & Service Personnel	-10	50.0	50.0	5.6	62.0
12	Semi-Skilled Manual Workers	-1	18.8	18.8	15.6	18.8

## Observations:

- No goal is required for EEOG 06 given that the current representation of women is above 50%.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2

Observations: none

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle & Other Managers	-3	15.0	15.0	4.2	15.0
03	Professionals	-1	11.9	11.9	6.7	11.9
04	Semi-Professionals & Technicians	-26	10.5	10.5	4.0	10.5
05	Supervisors	-2	12.9	12.9	0.0	12.9

06	Supervisors: Crafts & Trades	-8	25.8	25.8	0.0	25.8
08	Skilled Sales & Service Personnel	-4	24.0	24.0	5.0	24.0
09	Skilled Crafts & Trades Workers	-5	21.9	21.9	0.0	21.9
10	Clerical Personnel	-18	21.0	21.0	1.1	21.0
11	Intermediate Sales & Service Personnel	-4	24.1	24.1	0.0	24.1
12	Semi-Skilled Manual Workers	-8	26.0	26.0	0.0	26.0

Observations: none

### ***Persons with Disabilities***

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
1/2	Managers	-1	4.3	4.3	0.0	4.3
03	Professionals	-1	3.8	3.8	0.0	3.8
04	Semi-Professionals & Technicians	-15	4.6	4.6	0.7	4.6
05	Supervisors	-3	13.9	13.9	0.0	13.9
06	Supervisors: Crafts & Trades	-2	7.8	7.8	0.0	7.8
07	Admin & Senior Clerical Personnel	-1	3.4	3.4	0.0	3.4
08	Skilled Sales & Service Personnel	-1	3.5	3.5	0.0	3.5
09	Skilled Crafts & Trades Workers	-1	3.8	3.8	0.0	3.8
10	Clerical Personnel	-6	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	0.0	5.6
12	Semi-Skilled Manual Workers	-1	4.8	4.8	3.1	4.8

Observations: none

### **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:

- The workforce analysis indicates significant gaps in all designated groups for the occupational categories of semi-professional and technical personnel as well as admin

personnel. It may be beneficial for your organization to establish relationships with colleges, universities or other professional associations in your field in order to identify and hire students or qualified professionals. Promoting relationships with these organizations may allow Solotech Inc. to fill the gaps in representation through internships or permanent employment in the event of a vacancy.

- We encourage you to put special measures in place to ensure the achievement of your goals and to increase the representation of members of the designated groups. We recommend that Solotech Inc. focus on the first steps of the recruitment process to ensure that there are no barriers to employment equity.

**Name of Analyst: Maurice N. Yakibonge**

**Date: 2018-10-16**

Yakibonge, Maurice [NC] on behalf of EE-EME

November 14, 2018 10:15 AM

'isabelle.frenette@solotech.com'

'cdeschenes@solotech.com'

**Subject: Government of Canada Agreement Number: 050582 – Notification of Compliance with the Federal Contractors Program**

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

Dear Ms. Frenette,

I am writing to inform you that the compliance assessment initiated on May 1, 2018, has been completed. As a result of the assessment, Solotech Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the *Employment Equity Act*.

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

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

- The workforce analysis indicates significant gaps in all designated groups for the occupational categories of semi-professional and technical personnel as well as admin personnel. It may be beneficial for your organization to establish relationships with colleges, universities or other professional associations in your field in order to identify and hire students or qualified professionals. Promoting relationships with these organizations may allow Solotech Inc. to fill the gaps in representation through internships or permanent employment in the event of a vacancy.
- We encourage you to put special measures in place to ensure the achievement of your goals and to increase the representation of members of the designated groups. We recommend that Solotech Inc. focus on the first steps of the recruitment process to ensure that there are no barriers to employment equity.

#### **Next Steps**

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.



When Solotech is notified of a subsequent assessment, the following information will be required:

1. Workforce data (Form 1 to 6) at the national level.
2. A current workforce analysis; and
3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, Solotech will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact us at the following address: [ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)

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

Workplace Equity Team

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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