Labour Program

Federal Contractors Program

OFFICIAL USE ONLY Agreement N°:

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

✓ New Agreement				
Revised Agreement				
	ORGANIZATION			
Legal Name of Organization		Parent company is	located outsid	e Canada
Soletech Inc			Yes	✓ No
Operating Name (if different from Legal Name of Organiza	ation)	Procurement Bus	iness Number	*
		Total number of en (Full-Time/Part-Tin		nada 600
Organization's North American Industry Classification Sys $41-91$	stem (NAICS) Code Nº	To find your organi	ization's NAICS atcan.gc.ca/su	6 Code Number please bjects-sujets/standard- an02l-eng.htm
Official use only (if information above is incorrect)				
Procurement Business Number	Total number of employees in Cana	da	Organization's	NAICS Code No
	HEAD OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
5200 Hocheaga Road	Montreal		Qc	H1V 1G3
	Telephone Number	er .	Fax Number	
	514-526-772	5	514-788	-3987
E	EMPLOYMENT EQUITY CON	TACT		
Name (print)	Title			
Isabelle Frenette	VP Human Re	sources		
Telephone Number 514-370-5280	E-mail Address	olotech.com		
J14-370-3280	intendence	Olocech.com		
	CERTIFICATION			
The above-named organization: • having a combined workforce of 100 or more per 12 weeks or more in Canada, AND	ermanent full-time, permanent par	-time and tempora	ry employees	having worked
 intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or n 		contract, standing	offer or contr	act issued under a
Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/labour/ed	s Program requirements. For more			
Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement to Important note: If an audit of the Agreement note: If an		rers misrepresentat	ion on the pa	rt of the organization,
	SIGNATORY		•••••	
NOTE: The signatory must be the Chief Executive contract on behalf of the organization.	Officer OR an authorized person	n an executive pos	ition with lega	al authority to sign a
Name (print) Jean-Francais Lacroix	Title VP Executiv	e & CEO		
Telephone Number 514-370-5220	E-mail Address	olotech.com		
Si:	Date			
	2015-04-16			
	RETURN INSTRUCTIONS			
IMPORTANT				

• 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



Emploi et Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

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-eme@hrsdc-rhdcc.gc.ca.

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: <u>Isabelle Frenette</u> Position Title: <u>Vice-President, Human Resources</u>

Email address: <u>ifrenettesolotech.com</u>

Telephone number: <u>514-370-5280</u>

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>; 'Catherine Prince-Chevrier'.

<CPrinceChevrier@solotech.com</pre>

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, <u>please</u> contact us at <u>eeeme@hrsdc-rhdsc.gc.ca.</u>

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada 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 / Tel.: 819-654-6099



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

From: Catherine Prince-Chevrier [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



Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Women

		Women						
Employment Equity Occupational Group	Internal	All employees	Repres	sentation	Availa	bility	Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
01: Senior Management	National	6	0	0.0 %	27.4 %	2	-2	National
02: Middle management and other directors	National	24	2	8.3 %	38.9 %	9	.7	National
03: Professionals		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 %	75	-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
04: Semi-professional and technical staff		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	\$	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 %	9	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

Page 1 of 12 2018-09-05





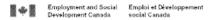
Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Women

				1	Women				
22. Supprisor Occupations in Motion Pictures. Broadcasting. Photography and the enforming Arts 24.1 - Geophie designers and illustrators Montreal Montreal	Employment Equity Occupational Group	Location		•			•		Place of recruitment
set communic Arts Montreal1 0 0.0% 45.8% 0 0 Montreal2 41: Graphic designers and illustrators Montreal3 5 20.3% 51.3% 10 \$ Employment Equity Occupational Group Montreal4 5 30.7% 50.8% 7 22 Montreal3 Employment Equity Occupational Group Quebec 4 13.3% 29.7% 9 5 Expressions in Electronic Equipment Manufacturing Montreal16 2 12.5% 37.5% 6 9 Montreal2 222: Supervisors in Electronic Equipment Manufacturing Quebec 0 0.0% 0.0% 0									
Supervisors	5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the Performing Arts		Saguenay3	1	33.3 %	0.0 %	0	1	Saguenay
Perployment Equity Occupational Group	5241 : Graphic designers and illustrators		Montreal1	0	0.0 %	45.8 %	0	0	Montreal
Employment Equity Occupational Group	05: Supervisors		19	5	26.3 %	51.3 %	10	-5	
Foremen 10	Employment Equity Occupational Group		Montreal14	5	35.7 %	50.8 %	7	-2	Montreal
2222: Supervisors in Electronic Equipment Manufacturing Montreal 16 2 12.5 % 37.5 % 6 4 Montreal 2222: Supervisors in Electronic Equipment Manufacturing Cuebec 0 0.0 %	Employment Equity Occupational Group		Quebec5	0	0.0 %	52.6 %	3	-3	Quebec
2222 Supervisors in Electronic Equipment Manufacturing Quebec6 0 0.0 % 0	06 : Foremen		30	4	13.3 %	29.7 %	9	-5	
222: Supervisors in Electronic Equipment Manufacturing Torontos 2 25.0 % 36.4 % 3 1 Toronto 7: Administrative and Senior Clerical Staff 33 24 72.7 % 80.5 % 27 3 Employment Equity Occupational Group Montreal25 19 76.0 % 80.8 % 20 11 Montreal Employment Equity Occupational Group Ottawa - Gatineau 2 100.0 % 77.2 % 2 0 Ottawa - Gatineau Employment Equity Occupational Group Quebec 4 20.0 % 80.1 % 2 0 Ottawa - Gatineau Employment Equity Occupational Group Toronto3 2 66.7 % 80.1 % 2 0 Ottawa - Gatineau Employment Equity Occupational Group Toronto3 2 66.7 % 80.1 % 2 0 Toronto 8: Specialized sales and service personnel 2 0 4 20.0 % 31.1 % 2 Montreal 221: Technical Sales Specialists - Wholesale Trade Quebec 1 16.7 % 29.7 %	9222: Supervisors in Electronic Equipment Manufacturing		Montreal16	2	12.5 %	37.5 %	6	-4	Montreal
Final parametric propertic propert	9222: Supervisors in Electronic Equipment Manufacturing		Quebec6	0	0.0 %	0.0 %	0	0	Quebec
Employment Equity Occupational Group	9222: Supervisors in Electronic Equipment Manufacturing		Toronto8	2	25.0 %	36.4 %	3	-1	Toronto
Employment Equity Occupational Group Ottawa - Gatineau2 2 100.0 % 77.2 % 2 0 Ottawa - Gatineau2 Employment Equity Occupational Group Quebec3 1 33.3 % 80.9 % 2 1 Quebec Employment Equity Occupational Group Toronto3 2 66.7 % 80.1 % 2 0 Toronto 8: Specialized sales and service personnel 20 4 20.0 % 39.5 % 8 4 221: Technical Sales Specialists - Wholesale Trade Montreal6 0 0.0 % 32.4 % 1 31 Quebec 221: Technical Sales Specialists - Wholesale Trade Quebec4 0 0.0 % 32.4 % 1 31 Quebec 221: Technical Sales Specialists - Wholesale Trade Toronto6 1 16.7 % 29.7 % 2 1 Toronto 222: Retail and Wholesale Buyers Montreal1 0 0.0 % 51.9 % 1 Montreal 34: Tallors, dressmakers, furriers and milliners Toronto 3 10.0 % 81.0 % 2 1	07: Administrative and Senior Clerical Staff		33	24	72.7 %	80.5 %	27	-3	
Employment Equity Occupational Group Quebec3 1 33.3 % 80.9 % 2 -1 Quebec Employment Equity Occupational Group Toronto3 2 66.7 % 80.1 % 2 0 Toronto 8: Specialized sales and service personnel 20 4 20.0 % 39.5 % 8 -4 221: Technical Sales Specialists - Wholesale Trade Montreal6 0 0.0 % 31.1 % 2 -2 Montreal 221: Technical Sales Specialists - Wholesale Trade Quebec4 0 0.0 % 32.4 % 1 -1 Quebec 221: Technical Sales Specialists - Wholesale Trade Toronto6 1 16.7 % 29.7 % 2 -1 Toronto 222: Retail and Wholesale Buyers Montreal 0 0.0 % 51.9 % 1 -1 Montreal 342: Tailors, dressmakers, furriers and milliners Toronto 3 100.0 % 81.0 % 2 1 Toronto 35: Skilled workers and artisans 2 1 4.5 % 10.4 % 2 -1	Employment Equity Occupational Group		Montreal25	19	76.0 %	80.8 %	20	-1	Montreal
Employment Equity Occupational Group Toronto3 2 66.7 % 80.1 % 2 0 Toronto 8: Specialized sales and service personnel 20 4 20.0 % 39.5 % 8 4 221: Technical Sales Specialists - Wholesale Trade Montreal6 0 0.0 % 31.1 % 2 2 Montreal 221: Technical Sales Specialists - Wholesale Trade Quebec4 0 0.0 % 32.4 % 1 1 Quebec 221: Technical Sales Specialists - Wholesale Trade Toronto6 1 16.7 % 29.7 % 2 -1 Toronto 222: Retail and Wholesale Buyers Montreal1 0 0.0 % 51.9 % 1 -1 Montreal 342: Tailors, dressmakers, furriers and milliners Toronto3 3 100.0 % 81.0 % 2 1 Toronto 9: Skilled workers and artisans 22 1 4.5 % 10.4 % 2 1 246: Telecommunications Equipment Installers and Repairers Montreal1 1 7.7 % 9.3 % 1 0	Employment Equity Occupational Group		Ottawa - Gatineau2	2	100.0 %	77.2 %	2	0	Ottawa - Gatineau
8: Specialized sales and service personnel 20 4 20.0 % 39.5 % 8 4 221: Technical Sales Specialists - Wholesale Trade Montreal6 0 0.0 % 31.1 % 2 -2 Montreal 221: Technical Sales Specialists - Wholesale Trade Quebec4 0 0.0 % 32.4 % 1 -1 Quebec 221: Technical Sales Specialists - Wholesale Trade Toronto6 1 16.7 % 29.7 % 2 -1 Toronto 222: Retail and Wholesale Buyers Montreal1 0 0.0 % 51.9 % 1 -1 Montreal 342 : Tailors, dressmakers, furriers and milliners Toronto3 3 100.0 % 81.0 % 2 1 Toronto 9: Skilled workers and artisans 2 1 4.5 % 10.4 % 2 -1 246: Telecommunications Equipment Installers and Repairers Montreal13 1 7.7 % 9.3 % 1 0 Montreal 246: Telecommunications Equipment Installers and Repairers Ottawa - Gatineau5 0 0.0 % 11.3 %	Employment Equity Occupational Group		Quebec3	1	33.3 %	80.9 %	2	-1	Quebec
221: Technical Sales Specialists - Wholesale Trade Montreal6 0 0.0 % 31.1 % 2 2 Montreal 221: Technical Sales Specialists - Wholesale Trade Quebec4 0 0.0 % 32.4 % 1 -1 Quebec 221: Technical Sales Specialists - Wholesale Trade Toronto6 1 16.7 % 29.7 % 2 -1 Toronto 222: Retail and Wholesale Buyers Montreal1 0 0.0 % 51.9 % 1 -1 Montreal 342: Tailors, dressmakers, furriers and milliners Toronto3 3 100.0 % 81.0 % 2 1 Toronto 9: Skilled workers and artisans 22 1 4.5 % 10.4 % 2 -1 246: Telecommunications Equipment Installers and Repairers Montreal13 1 7.7 % 9.3 % 1 0 Montreal 246: Telecommunications Equipment Installers and Repairers Ottawa - Gatineau5 0 0.0 % 11.3 % 1 -1 Ottawa - Gatineau	Employment Equity Occupational Group		Toronto3	2	66.7 %	80.1 %	2	0	Toronto
221: Technical Sales Specialists - Wholesale Trade Quebec4 0 0.0% 32.4% 1 -1 Quebec 221: Technical Sales Specialists - Wholesale Trade Toronto6 1 16.7% 29.7% 2 -1 Toronto 222: Retail and Wholesale Buyers Montreal1 0 0.0% 51.9% 1 -1 Montreal 342: Tailors, dressmakers, furriers and milliners Toronto3 3 100.0% 81.0% 2 1 Toronto 9: Skilled workers and artisans 22 1 4.5% 10.4% 2 -1 246: Telecommunications Equipment Installers and Repairers Montreal13 1 7.7% 9.3% 1 0 Montreal 246: Telecommunications Equipment Installers and Repairers Ottawa - Gatineau5 0 0.0% 11.3% 1 -1 Ottawa - Gatineau	08: Specialized sales and service personnel		20	4	20.0 %	39.5 %	8	-4	
221: Technical Sales Specialists - Wholesale Trade Toronto6 1 16.7 % 29.7 % 2	6221; Technical Sales Specialists - Wholesale Trade		Montreal6	0	0.0 %	31.1 %	2	-2	Montreal
222: Retail and Wholesale Buyers Montreal1 0 0.0 % 51.9 % 1 -1 Montreal 342 : Tailors, dressmakers, furriers and milliners Toronto3 3 100.0 % 81.0 % 2 1 Toronto 9: Skilled workers and artisans 2 1 4.5 % 10.4 % 2 -1 246: Telecommunications Equipment Installers and Repairers Montreal13 1 7.7 % 9.3 % 1 0 Montreal 246: Telecommunications Equipment Installers and Repairers Ottawa - Gatineau5 0 0.0 % 11.3 % 1 -1 Ottawa - Gatineau	6221: Technical Sales Specialists - Wholesale Trade		Quebec4	0	0.0 %	32.4 %	1	-1	Quebec
342 : Tailors, dressmakers, furriers and milliners	6221: Technical Sales Specialists - Wholesale Trade		Toronto6	1	16.7 %	29.7 %	2	-1	Toronto
9: Skilled workers and artisans 22 1 4.5 % 10.4 % 2 -1 246: Telecommunications Equipment Installers and Repairers Montreal13 1 7.7 % 9.3 % 1 0 Montreal 246: Telecommunications Equipment Installers and Repairers Ottawa - Gatineau5 0 0.0 % 11.3 % 1 -1 Ottawa - Gatineau	6222: Retail and Wholesale Buyers		Montreal1	0	0.0 %	51.9 %	1	-1	Montreal
246: Telecommunications Equipment Installers and Repairers Montreal13 1 7.7 % 9.3 % 1 0 Montreal 246: Telecommunications Equipment Installers and Repairers Ottawa - Gatineau5 0 0.0 % 11.3 % 1 -1 Ottawa - Gatineau	6342 : Tailors, dressmakers, furriers and milliners		Toronto3	3	100.0 %	81.0 %	2	1	Toronto
246; Telecommunications Equipment Installers and Repairers Ottawa - Gatineau5 0 0.0 % 11.3 % 1 -1 Ottawa - Gatineau	09: Skilled workers and artisans		22	1	4.5 %	10.4 %	2	-1	
	7246: Telecommunications Equipment Installers and Repairers		Montreal13	1	7.7 %	9.3 %	1	0	Montreal
246: Telecommunications Foundations Founda	7246: Telecommunications Equipment Installers and Repairers		Ottawa - Gatineau5	0	0.0 %	11.3 %	1	-1	Ottawa - Gatineau
2 00 /2 170 /0 0 1000000 1700 /0 170 /0 0 10000000000	7246; Telecommunications Equipment Installers and Repairers		Toronto3	0	0.0 %	14.0 %	0	0	Taranto

2018-09-05 Page 2 of 12





Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Women

Women								
Employment Equi	ity Occupational Group	Internal location	All employees	Repres	entation	Availa		Place of recruitment
		location	#	#	%	%	# ence#	
7294 : Painters and	d decorators (except interior decorators)	Montreal	1	0	0.0 %	9.2 %	0 0	Montreal
10 : Office staff			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
11: Intermediate s	sales and service personnel		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	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
12: Skilled Manua	l Workers		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
Total			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



Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Aboriginal

				Abo	original			Place of recruitment
Employment Equity Occupational Group	Internal	All employees	Represe	entation	Availab	oility	Differ	
	location	#	#	%	%	#	ence _#	
01: Senior Management	National	6	0	0.0 %	2.9 %	0	0	National
02: Middle management and other directors	National	24	0	0.0 %	2.2 %	1	-1	National
03: Professionals		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	*	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
04: Semi-professional and technical staff		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	18	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	15	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 Montreal performing arts		12	0	0.0 %	0.0 %	0	0	Montreal

Page 4 of 12 2018-09-05





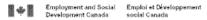
Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Aboriginal

		Aboriginal						
Employment Equity Occupational Group	Location	All employees internal#	Represe	ntation %	Availab %	ility #	Differ ence _#	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
95; Supervisors		19	1	5.3 %	0.9 %	0	1	
Employment Equity Occupational Group		Montreal14	1	7.1 %	0.8 %	0	1	Montreal
Employment Equity Occupational Group		Quebec5	0	0.0 %	1.2 %	0	0	Quebec
06 : Foremen		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
07: Administrative and Senior Clerical Staff		33	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group		Montreal25	0	0.0 %	0.7 %	0	0	Montreal
Employment Equity Occupational Group		Ottawa - Gatineau2	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group		Quebec3	0	0.0 %	0.7 %	0	0	Quebec
Employment Equity Occupational Group		Toronto3	0	0.0 %	0.8 %	0	0	Toronto
08: Specialized sales and service personnel		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
09: Skilled workers and artisans		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

2018-09-05 Page 5 of 12





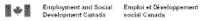
Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Aboriginal

				Aboriginal					
Employment Eq	juity Occupational Group	Internal location	All employees	Represe	entation	Availab	ility	Differ	Place of recruitment
		iocation	#	#	%	%	#	ence,	
7294 : Painters a	and decorators (except interior decorators)	Montreal	\$	0	0.0 %	0.6 %	0	0	Montreal
10 : Office staff			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
11: Intermediate	sales and service personnel		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
12: Skilled Manu	ual Workers		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
*			~		0.0 %	0.50			
Total			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



Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Members of Visible Minorities

						Visible Mind	orities		
Employment Equity Occupational Group	Internal location	All employees	#	Repres	entationAv	ailability %	#	Differ ence _{st}	Place of recruitment
						,,,			
01: Senior Management	National		6	0	0.0 %	10.1 %	1	• 1	National
02: Middle management and other directors	National		24	1	4.2 %	15.0 %	4	-3	National
03: Professionals			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		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
04: Semi-professional and technical staff		4	101	16	4.0 %	10.5 %	42	-26	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Montreal		5	0	0.0 %	17.8 %	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		Toronto
5221 : Photographers	Montreal		1	0	0.0 %	10.7 %	0	0	Montreal
5225 : Audio and Video Recording Technicians	Montreal	2	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
							1		

Page 7 of 12 2018-09-05





Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Members of Visible Minorities

Employment Equity Occupational Group	Location	All employees internal#		Tembers of entationAva	Visible Mino allability %	orities Diff # enc	
5227: Support Occupations in Motion Pictures, Broadcasting, Photography and the		Saguenay3	0	0.0 %	0.0 %	0	0 Saguenay
Performing Arts 5241 : Graphic designers and illustrators		Montreal1	0	0.0 %	15.4 %	0	0 Montreal
05: Supervisors		19	0	0.0 %	12.9 %	2	*
Employment Equity Occupational Group		Montreal14	0	0.0 %	16.7 %	2	-2 Montreal
Employment Equity Occupational Group		Quebec5	0	0.0 %	2.3 %	0	0 Quebec
06 : Foremen		30	0	0.0 %	25.8 %	8	
9222: Supervisors in Electronic Equipment Manufacturing		Montreal16	0	0.0 %	17.9 %	3	3 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 %	61.2 %	5	5 Toronto
07: Administrative and Senior Clerical Staff		33	4	12.1 %	13.5 %	4	0
Employment Equity Occupational Group		Montreal25	2	8.0 %	12.2 %	3	Montreal
Employment Equity Occupational Group		Ottawa - Gatineau2	0	0.0 %	12.2 %	0	0 Ottawa - Gatineau
Employment Equity Occupational Group		Quebec3	0	0.0 %	1.5 %	0	0 Quebec
Employment Equity Occupational Group		Toronto3	2	66.7 %	37.3 %	1	1 Toronto
08: Specialized sales and service personnel		20	1	5.0 %	24.0 %	5	•
6221; Technical Sales Specialists - Wholesale Trade		Montreal6	0	0.0 %	12.4 %	1	-1 Montreal
6221: Technical Sales Specialists - Wholesale Trade		Quebec4	0	0.0 %	2.4 %	0	0 Quebec
6221: Technical Sales Specialists - Wholesale Trade		Toronto6	0	0.0 %	32.1 %	2	2 Toronto
6222: Retail and Wholesale Buyers		Montreal1	0	0.0 %	14.9 %	0	0 Montreal
6342 : Tailors, dressmakers, furriers and milliners		Toronto3	1	33.3 %	62.9 %	2	-1 Toronto
09: Skilled workers and artisans		22	0	0.0 %	21.9 %	5	•
7246: Telecommunications Equipment Installers and Repairers		Montreal13	0	0.0 %	23.2 %	3	-3 Montreal
7246: Telecommunications Equipment Installers and Repairers		Ottawa - Gatineau5	0	0.0 %	8.8 %	0	0 Ottawa - Gatineau
7246: Telecommunications Equipment Installers and Repairers		Toronto3	0	0.0 %	42.1 %	1	-1 Toronto

2018-09-05 Page 8 of 12





Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Members of Visible Minorities

			M	embers of				
Employment Equity Occupational Group	Internal	All employees	Represe	entationAv	ailability		Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
7294 : Painters and decorators (except interior decorators)	Montreal	ş	0	0.0 %	10.4 %	0	0	Montreal
10 : Office staff		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
11: Intermediate sales and service personnel		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
12: Skilled Manual Workers		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
Total		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





Default Workforce Analysis System - Detailed Report Date: 2018-07-25

Persons with disabilities

Employment Equity Occupational Group	Internal	All employees	Represe	Persons entationAva	with disabili	ities	Differ	Place of recruitment
Emporment Equity Cocceptational Group	location	#	#	%	%	#	ence#	race of reoralitiess
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: Semí-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		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
Total		711	4	0.5 %	5.2 %	37	-33	

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

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2018-07-25

Reasons why an occupational category or area of recruitment has been changed.

- 3.Partly because of language, the recruitment pool is not at the Canadian level but rather at the provincial level.
- 4.The recruitment of semi-professional and technical staff is done at the regional level. Technicians do not move from one region to another (moving expenses are not covered for this type of employment).
- 06. Recruitment of foremen (as well as supervisors) is done at the regional level. Foremen do not move from one region to another (and moving expenses are not covered for this type of employment).
- 8.Recruitment of sales and service staff (20 people) is done at the regional level. These employees do not move from one region to another for a job (moving expenses are not covered for this type of employment).
- 9.Recruitment of skilled workers and artisans (22 people) is done at the regional level. These employees do not move from one region to another for a job (moving expenses are not covered for this type of employment).

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

Employment Equity Occupational Group 01: Senior	Perform an analysis by	Place of recruitment
Managers	EEOG	National
02: Middle and Other Managers 03: Professionals	CPEME	National
04: Semi-Professional and Technical Personnel	CNP	CMA (National
05: Supervisors	CNP	CMA (default
6. Foremen	CPEME	B m Xincial)
7.08: Specialized sales and service personnel 09:	CNP	CMA (default
Skilled workers and craftspeople	CNP	Brexincial)
10 : Clerical staff	CPEME	CMA (default
1111: Intermediate sales and service personnel 12:	CNP	CMA (default
Skilled manual workers	CPEME	Emxincial)
	CPEME	CMA
	CPEME	CMA
	CPEME	CMA
	CPEME	
	CPEME	
2018-09-05	CPEME1 of 12	Canada
	CPEME	



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 :	СРЕМЕ	National
Supervisors	CPEME	National
6. Foremen	CPEME	National
7.08: Specialized sales and service personnel 09:	CPEME	National
Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	СРЕМЕ	National
Skilled manual workers	CPEME	National
	CPEME	National
	CPEME	
	СРЕМЕ	



Default Workforce Analysis System - Summary Report Date: 2018-07-25

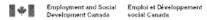
Women

				Women		
Employment Equity Occupational Group	All employees	Repres	sentation	Avail	ability	Differ
	#	#	%	%	#	ence _#
01: Senior Management	6	0	0.0 %	27.4 %	2	2
02: Middle management and other directors	24	2	8.3 %	38.9 %	9	1
03: Professionals	15	1	6.7 %	32.9 %	5	4
04: Semi-professional and technical staff	401	41	10.2 %	17.4 %	70	-40
05: Supervisors	19	5	26.3 %	51.3 %	10	-5
06 : Foremen	30	4	13.3 %	35.1 %	11	-1
07: Administrative and Senior Clerical Staff	33	24	72.7 %	80.5 %	27	•
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
Total	711	103	14.5 %	30.5 %	218	-115

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

2018-09-05





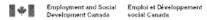
Default Workforce Analysis System - Summary Report Date: 2018-07-25

Aboriginal

Forthern A. Forth Organical Court	A.O		Aboriginal Representation Availability			25×84	
Employment Equity Occupational Group	All employees	#	entation %	%	#	Differ ence _#	
01: Senior Management	6	0	0.0 %	2.9 %	0	0	
02: Middle management and other directors	24	0	0.0 %	2.2 %	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	
Total	711	6	0.8 %	0.9 %	5	1	
Otto	7.13	· ·	0.0 10	0.0 /0			

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

2018-09-05



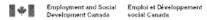
Default Workforce Analysis System - Summary Report Date: 2018-07-25

Members of Visible Minorities

Members of Visible Minorities							
Employment Equity Occupational Group	All employees	Repres	entationAva	ailability		Differ	
	#	#	%	%	#	ence#	
01: Senior Management	6	0	0.0 %	10.1 %	1	-1	
02: Middle management and other directors	24	1	4.2 %	15.0 %	4	-	
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	•	
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	
Total	711	24	3.4 %	13.2 %	94	-70	

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

2018-09-05



Default Workforce Analysis System - Summary Report Date: 2018-07-25

Persons with disabilities

			Persons	with disabili	ities	
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ
	#	#	%	%	#	ence _#
01/02 : Executives	30	0	0.0 %	4.3 %	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	•
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
Total	711	4	0.5 %	5.2 %	37	-33

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

2018-09-05

Default Workforce Analysis System - Summary Report

Date: 2018-07-25

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

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
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



Employment and Social Emploi et Développement Development Canada social Canada

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	СРЕМЕ	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 :	CPEME	National
Supervisors	CPEME	National
6. : Foremen	CPEME	National
7.08: Specialized sales and service personnel 09:	CPEME	National
Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	СРЕМЕ	National
	CPEME	National
	CPEME	
	СРЕМЕ	
	CPEME	
	СРЕМЕ	
	СРЕМЕ	

Canada

Page 6 of 6 2018-09-05

Data from Fir	st/Previous Wor	kforce Analysis
Ţ	J	1

Data from Fi	rst/Previous Work	orce Analysis
YYYY	MM	DD
2018	07	25

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	07	25

Data from Subse	quent/Current Wo	rkforce Analysis
VVVV	MM	DD.
****	.,,,,,	00

Data from Subsequent/Current Workforce Analysis

]	Гable 1: Women				
		First/Previous Workforce Analysis					
F1	essent Fasite Occupational Custo (FFOC)	All Employees	Women				
cmba	oyment Equity Occupational Group (EEOG)		Representation	Availability*			
		#	#	%			
01	Senior Managers	6	0	27.4			
02	Middle & Other Managers	24	2	38.9			
03	Professionals	15	1	31.1			
04	Semi-Professionals & Technicians	401	41	14.9			
05	Supervisors	19	5	51.3			
06	Supervisors: Crafts & Trades	30	4	29.7			
07	Administrative & Senior Clerical Personnel	33	24	80.5			
08	Skilled Sales & Service Personnel	20	4	39.5			
09	Skilled Crafts & Trades Workers	22	1	10.4			
10	Clerical Personnel	91	15	62.9			
11	Intermediate Sales & Service Personnel	18	1	62.0			
12	Semi-Skilled Manual Workers	32	5	18.8			
13	Other Sales & Service Personnel	0	ol	0.0			
14	Other Manual Workers	0	0	0.0			
Total		711	103	0.0			

* Source:				
	us of Car	nada		

,	Гable 5: Women						
Subsequent	Subsequent/Current Workforce Analysis						
All Employees	Women						
	Representation	Availability*					
#	#	%					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					
0	0	0.0					

S	rce													
			**********	*******	 	 	 	 	******	 	 	 	******	
														8

Data from Fir	st/Previous Wor	kforce Analysis
Ţ	J	Ţ

2018	07	25
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

		Table	2: Aboriginal Po	eoples
		First/Pr	evious Workforce A	Analysis
Frankright Grant (FFOC)		All Employees	Aborigina	I Peoples
cmp	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	2.9
02	Middle & Other Managers	24	이	2.2
03	Professionals	15	ol	0.4
04	Semi-Professionals & Technicians	401	3	0.2
05	Supervisors	19	1	0.9
06	Supervisors: Crafts & Trades	30	ol	0.0
07	Administrative & Senior Clerical Personnel	33	ol	0.9
08	Skilled Sales & Service Personnel	20	o	0.5
09	Skilled Crafts & Trades Workers	22	ol	1.3
10	Clerical Personnel	91	1	8.0
11	Intermediate Sales & Service Personnel	18	ol	1.1
12	Semi-Skilled Manual Workers	32	1	9.0
13	Other Sales & Service Personnel	0	ol	0.0
14	Other Manual Workers	0	o	0.0
Γotal		711	6	28.9

- 1	* Sour	ce:				
	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					
١	2006 C	ensus	of Can	ada		

Data from !	Subsequent/Curro Analysis	ent Workforce
J	J	Ţ

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
0	0	0

Table	Table 6: Aboriginal Peoples							
Subsequent	Subsequent/Current Workforce Analysis							
All Employees	Aboriginal Peoples							
	Representation	Availability*						
#	#	%						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	o	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	0	0.0						
0	o	0.0						
0	0	0.0						

	oure							
0								

Data from Fir	st/Previous Wor	kforce Analysis
J	L	L

Data from Fi	rst/Previous Workt MM	orce Analysis DD
2018	07	25

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

0	0	0
YYYY	MM	DD
Data from Subs	equent/Current Wo	orkforce Analysis

		Table 3: Me	mbers of Visible	Minorities .		
		First/Previous Workforce Analysis				
Employment Equity Occupational Group (EEOG)		All Employees	Members of Vis	ible Minorities		
rmhio	yment Equity Occupational Group (EEGG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	6	0	10.1		
02	Middle & Other Managers	24	1	15.0		
03	Professionals	15	1	11.9		
04	Semi-Professionals & Technicians	401	16	10.5		
05	Supervisors	19	0	12.9		
06	Supervisors: Crafts & Trades	30	0	25.8		
07	Administrative & Senior Clerical Personnel	33	4	13.5		
08	Skilled Sales & Service Personnel	20	1	24.0		
09	Skilled Crafts & Trades Workers	22	0	21.9		
10	Clerical Personnel	91	1	21.0		
11	Intermediate Sales & Service Personnel	18	0	24.1		
12	Semi-Skilled Manual Workers	32	0	26.0		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	0	0	0.0		
Total	•	711	24	0.5		

	mbers of Visible /Current Workforc		
All Employees	Members of Visi	ble Minorities	
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	

	Source:	
١	06 Census of Canada	

* Source	e:		
0			

Data from First	t/Previous Wor	kforce Analysis
↓	\downarrow	\downarrow

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	07	25

Data from Fit	rst/Previous Workt MM	force Analysis DD
2018	07	25

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
0	0	0

Table 8: Persons with Disabilities

Data from Subsequent/Current Workforce Analysis

		Table 4:	Persons with Di	sabilities
		First/Pr	evious Workforce A	Analysis
F1-	amont Faulty Occupational Course (FFOC)	All Employees	Persons with	Disabilities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	30	0	4.3
03	Professionals	15	0	3.8
04	Semi-Professionals & Technicians	401	3	4.6
05	Supervisors	19	0	13.9
06	Supervisors: Crafts & Trades	30	0	7.8
07	Administrative & Senior Clerical Personnel	33	0	3.4
08	Skilled Sales & Service Personnel	20	0	3.5
09	Skilled Crafts & Trades Workers	22	0	3.8
10	Clerical Personnel	91	0	7.0
11	Intermediate Sales & Service Personnel	18	0	5.6
12	Semi-Skilled Manual Workers	32	1	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		711	4	5.2

Subsequent/Current Workforce Analysis All Employees Persons with Disabilities							
All Employees	Persons with	Disabilities					
_	Representation	Availability*					
#	#	%					
0	0	0					
0	0	0					
0	0	0					
0	ol	0					
0	0	0					
0	0	0					
0	0	0					
0	0	0					
0	0	0					
0	0	0					
0	ol	0					
0	0	0					
0	0	0					
0	0	0					

* Source:	
2012 Canadian Survey on Disabil	ity

k	S	i)	u	1	•																												
	333	333	333																															

Part 2: Flow Data Analysis

Solotech inc.

2018-08-29

0

Start	Date of Flow	Data
YYYY	MM	DD
2018	07	25

-	-	ייט
VVVV	MAM	nn
End l	Date of Flow	Data

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

			Table 1:	Women	
		Full-time	/ National	Part-time	/ National
Employment (EEOG)	Equity Occupational Group	All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01 Senior M	anagers	0	0	0	0
02 Middle &	Other Managers	0	0	0	0
03 Profession	nals	0	0	0	0
04 Semi-Pro	fessionals & Technicians	0	0	0	0
05 Superviso	ors	0	0	0	0
06 Superviso	ors: Crafts & Trades	0	0	0	0
07 Administr	rative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sa	ales & Service Personnel	0	l ol	0	0
09 Skilled C	rafts & Trades Workers	0	0	0	0
10 Clerical P	ersonnel	0	l ol	0	0
11 Intermedi	ate Sales & Service Personnel	0	0	0	0
12 Semi-Skil	lled Manual Workers	0	l ol	0	0
13 Other Sal	es & Service Personnel	0	0	0	0
14 Other Ma	nual Workers	0	0	0	0

0

0

Total

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

	Table 9:	Women	
Full-time	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Part 2: Flow Data Analysis

Solotech inc.

0

2018-08-29

Start	Date of Flov	Data
YYYY	MM	DD
2018	07	25

End I	Date of Flow	Data
YYYY	MM	DD
**	idet	see:

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

Table 2: Aboriginal Peoples Full-time / National Part-time / National **Employment Equity Occupational Group** All ΑII Aboriginal Aboriginal Employees Employees (EEOG) Peoples Hired Peoples Hired Hired Hired # # # # 01 Senior Managers 02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Technicians 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers 10 Clerical Personnel 11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel 14 Other Manual Workers

Total

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples 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
0	0	0	0

Table 10: Aboriginal Peoples				
Full-time / National		Part-time	/ National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
O	n	Λ	Λ	

Part 2: Flow Data Analysis

Solotech inc.

2018-08-29

Start	Date of Flov	Data
YYYY	MM	DD
2018	07	25

End I	Date of Flow	Data
YYYY	MM	DD
	-	we

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	1	1	1	ı
	Table	3: Persons	with Dies	hilitios
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
98 Skilled Sales & Service Personnel	0	0	0	0
99 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	C
13 Other Sales & Service Personnel	0	0	0	(
14 Other Manual Workers	0	0	0	(

Total

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
0	0	0	0

Table 11: Persons with Disabilities			
Full-time / National		Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	Ħ	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Part 2: Flow Data Analysis

Solotech inc.

2018-08-29

Start	Date of Flov	Data
YYYY	MM	DD
2018	07	25

-		**
YYYY	Date of Flow MM	Data DD
** **	S 4 C 202	r s .

Data from Form 4 - Employees Hired

4 - Employees De

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

Ţ

	Table 4:	Members o	bers of Visible Minorities			
	Full-time / National Part-time / National			/ National		
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired		
	#	#	#	#		
01 Senior Managers	0	0	0	0		
02 Middle & Other Managers	0	0	0	0		
03 Professionals	0	0	0	0		
04 Semi-Professionals & Technicians	0	0	0	0		
05 Supervisors	0	0	0	0		
06 Supervisors: Crafts & Trades	0	0	0	0		
07 Administrative & Senior Clerical Personnel	0	0	0	0		
08 Skilled Sales & Service Personnel	0	0	0	0		
09 Skilled Crafts & Trades Workers	0	0	0	0		
10 Clerical Personnel	0	0	0	0		
11 Intermediate Sales & Service Personnel	0	0	0	0		
12 Semi-Skilled Manual Workers	0	0	0	0		
13 Other Sales & Service Personnel	0	0	0	0		
14 Other Manual Workers	0	0	0	0		
Total	0	0	0	0		

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

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

									Data 1	or First/I	revious (Goals							
A B	C	D	E	F	G	H	I	J	K	lL	M	N	0	P	Q	R		<u>T</u>	
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	$\mathbf{F}+\mathbf{I}$	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
300000000000000000000000000000000000000	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ţ	J	J.	J	Ţ	J	Ţ	4
										Table 1:									
									First/	Previous SI	iort-term (loals							
				All En	iployees										omen				
	Number	Growth (New Positions)				Turnover (Replacement of Terminated Employees)			Number	Turnover (Replacement of		Hires	3 Year Goals Hires From - To						
Employment Equity	VVVV-MM-DD	Actual	Proje	ortad	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required	7777		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	111111111111111111111111111111111111111	Actual	1100	Over 3	Actual	110)	Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-07-25	Annually	Annually	Years	Annually	Annually	Years		2018-07-25	Annually	Years		2018	2021					
	Ħ	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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%	4	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	1	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	20.50	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%		0	4	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	2	1	5.0%	9	1 40	1	10.4%	10.4%	42	20	4.5%	8.3%
10 Clerical Personnel	91	-100.0%	3.0% 3.0%	8	0.0%	5.0%	14	22	10	5.0%	2	49	11	50.0% 50.0%	62.9% 62.0%	-42 -10		16.5%	24.2% 20.0%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	32	-100.0% -100.0%	3.0%	4	0.0%	5.0% 5.0%	3	3	1	5.0% 5.0%	U	11	3	18.8%	18.8%	-10	-8	5.6% 15.6%	17.1%
13 Other Sales & Service	32	-100.0%	0.0%	3	0.0%	3.076) ,	0	3	0.0%	1	3	2	18.870	0.0%	-1	- '	#DIV/0!	#DIV/0!
13 Other Sales & Service 14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		"		0	0.0%	n	1 0	0		0.0%	"	l "	#DIV/0!	#DIV/0:
Total	711	-100.0%	0.078	0	0.0%		1 0	0	103	0.0%	0	-103	0		0.0%	103	103		14.5%

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

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

						Table 2: Women
E	oloyment Equity		Wom	en		
	upational Group (EEOG)	Short-term	Goals	Long-term Goals		Comments
	upational Group (EEGG)	%			%	
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	004937

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Solotech inc.
	2018-08-29
14 Other Manual Works	ers 0 0.0 0 0.0
Total	

Federal Contractors Program Achievement Report	
Part 3: Goals	
Solotech inc.	
2018-08-29	

									Data 1	or First/I	Previous (Goals							
A B	C	D	E	F	G	H	L	J	K	L	M	N	0	P	<u>Q</u>	R	S	T	U
Data sources:	From Workforce Analysis	From Wørkforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	± 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) → (C + F)
	Ļ	<u></u>	ļ	1	J	1	J	1	<u>, </u>	ļ	<u> </u>	J	J	<u> </u>	ļ	Ţ	J	J	
											iginal Peo								
									First/	Previous SI	iort-term G	loals							
				All En	iployees										nal Peoples	-			
Number Growth (New Positions) Turnover (Replacement of Terminated Number Turnover (Replacement of Turnover (Replacement																			
Employment Equity			1		Employees) Actual Projected			Anticipated			l Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proj		Actual	Proj		Hires Over 3 Years	VVVV-MM-DB		1	Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 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					
	#	9/a	%	#	%	%	#	#	H	%	#	#	Ħ	%	%	Ħ	ti.	%	%
01 Senior Managers	6	-100.0%	3.0%	1	0.0%	5.0%	1	2	0	5.0%	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		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		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		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	1	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	20000.9	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		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		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	#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	711	+100.0%		()	0.0%		0	0	6	0.0%	0	199	0		28.9%	-199	-199	0.8%	0.8%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10.

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

Workforce Analysis) ÷ 2) x 100.

Workforce Analysis) · 2) X IV	70.			
			Table 4: Aboriginal Peoples	
Facilities & Facilities	Aborigina	l Peoples		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments	
Occupational Group (EEGG)	%	%		
01 Senior Managers	0,0	0.0		
02 Middle & Other Managers	1 2.2	1 2.2		
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 0.0		004030

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Solotech inc.
	2018-08-29
14 Other Manual Works	ers 0 0.0 0 0.0
Total	

Federal Contractors Program Achievement Report	
Part 3: Goals	
Solotech inc.	
2018-08-29	

									Data f	or First/F	revious (Goals							
а В В	C	D	<u>E</u>	F	G	H	<u> </u>	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	Ţ	Ţ	Ţ	1	Ţ	1	Ţ	J.	Ţ	Ţ	Ţ	1	Ţ	Į.	Ţ	Ţ	Ţ	J	Ţ
											with Disa								
									First/	Previous Sh	ort-term G	oals							
				All En	iployees									Persons wi	th Disabilitie	8			
	Number	Grov	vth (New Posit	ionsi		ver (Replacement of Terminated			Number	Turnover (Replacement of			3 Yea	r Goals					
Employment Equity						Employees)		Anticipated		Terminated		Hires Required	Fron	n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- ۲۲۲۲	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-07-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-07-25	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/6
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		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	_	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	0.0%	0.0%
08 Skilled Sales & Service	20	-100.0%	3.0%	2	0.0%	5.0%	3	3	0	5.0%	0		U	3.5%	3.5%	1 -!	-1	0.0%	0.0%
09 Skilled Crafts & Trades	22 91	-100.0%	3.0% 3.0%	2	0.0%	5.0%] 3	3	t)	5.0%	0	1	0	3.8%	3.8%	-!	-1	0.0%	0.0%
10 Clerical Personnel 11 Intermediate Sales & Service	18	-100.0% -100.0%	3.0%	8	0.0%	5.0% 5.0%	14	42	0	5.0% 5.0%	0	,	2	7.0% 5.6%	7.0% 5.6%	1 -0	-5 -1	0.0% 0.0%	2.0% 0.0%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	32	-100.0%	3.0%	2	0.0%	5.0%	ء ا	٥	1	5.0%	0	1	0	3.07a 4.8%	4.8%	1 1	-1	3.1%	2.9%
13 Other Sales & Service	34 0	0.0%	3.0%	3	0.0%	5.0%	1 0	0	1	5.0%	0	,	0	4,070	0.0%	1 0		#DIV/0!	#DIV/0!
14 Other Manual Workers	n	0.0%	3.0.0	0	0.0%	3.07.0	0	0	6	0.0%	n	n	n		0.0%		0	#DIV/0!	#DIV/0!
Total	711			0	0.0%		0	0	4	0.0%	0	33	0		5.2%	-33	-33	0.6%	0.6%

Total 711 -100.0% 0 0.0% 0 0 4 0.0% 0 33 0

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

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

			-	able 6: Persons with Disabilities	
	Persons with	Disabilities			
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term Goals		Comments	
	9/6	%			
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			
14 Other Manual Workers	0,0	0.0			
otal					004941

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 f	or First/P	revious (Soals								
A	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 [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)	
300 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	Ţ	Ţ	Ļ	Ţ	Ų	Ţ	J	J	↓	J	Ţ	J	Ţ	Į.	Ţ	Ţ	Ţ	J	4	
									Гable 7: М				S .							
									First/	Previous Sh	iort-term G	oals								
				All Em	iployees								Members of Visible Minorities							
	Number	Gray	vth (New Positio	ons)		Turnover (Replacement of Terminated Employees)			Number	Turnover (Replacement of		Hires		r Goals						
Employment Equity			Projec					Anticipated Hires Over 3		Terminated	Employees)	Required	YYYY		Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	YYYY-MM-DD	Actual	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			Years	1		ı	Over 3	1111		Availability	rresem Gap	Gap	Representation	Years			
	2018-07-25	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-07-25	Annually	Over 3 Years	Years	2018	2021						
	#	%	9/0	#	%	%	#	#	Ħ	%	#	#	Ħ	%	%	#	ti.	%	9/0	
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	į	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	-l	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%	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	I	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		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 0	8	()	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%		1 0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0!	
14 Other Manual Workers	711	+100.0%		0	0.0%		1 0	0	()	0.0%	0	0	U		0.0%	L U	0	#DIV/U	#DIV/0!	

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

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

•					Table 8: Members of Visible Minorities
Employment Equity	Mem Short-teri	bers of Visi m Goals		ties m Goals	Comments
Occupational Group (EEOG)		%		%	
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	004943

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Solotech inc.
	2018-08-29
14 Other Manual Worker Total	S 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 3: Goals Solotech inc. 2018-08-29

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	E	F	G	H	I	J	K	L	M	N	0	P	<u>Q</u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
\$.	<u> </u>	<u>, </u>	1	J	1	J	ļ	J	J	Ţ	ļ J	ļ	↓	1	Ţ	J.		······································
										Table 9:									
									Subsequ	ent/Current	Short-terr	n Goals							
				All En	ployees										omen				
	Number	Gre	wth (New Posit	ions)		placement o Employees)	acement of Terminated		Number	Turnover (Replacement of			3 Year Goals						
Employment Equity Occupational Group (EEOG)					-			Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
	VVVV-MM-DD	Actual	Proje		Actual	Pre		Hires Over 3 Years	AAAA-MM-DB			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	ŧŧ	%	9/6	4	%	%	44	H.		9/6	44	44	++	%	%	#	#	9/4	9/6
01 Senior Managers	()	-100,0%		()	0.0%	,,	0	. 0	0	0.0%	0	0		, °	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	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%	1	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%		1 0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

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

			Table 10: Women
Employment Equity	Women	6.1	C
Occupational Group (EEOG)	Short-term Goals Long-te	rm Goals	Comments
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trade	s 0.0	0.0	
07 Administrative & Sr Clerica	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	e 0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	004945
14 Other Manual Workers	0.0	0.0	004343

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Solotech inc.
	2018-08-29
Total	0.0

Federal Contractors Program Achievement Report Part 3: Goals Solotech inc. 2018-08-29

									Data for	Subseque	nt/Curre	nt Goals							
$ \begin{array}{c} \begin{array}{c} \\ \\ \end{array} \begin{array}{c} A \\ \end{array} \begin{array}{c} \\ \end{array} \end{array} \begin{array}{c} \\ \end{array} \end{array} \begin{array}{c} \\ \end{array} \begin{array}{c} $	C	D	E	F	G	H	I	<u> </u>	K	L	M	N	0	<u>P</u>	<u>Q</u>	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
3344204374474484443744374437443744374437443744	Ţ	Ţ	Ţ	1	Ų	Ţ	J	Ţ	J	Ţ	Ţ	J	J	J	Ţ	Ţ	Ų	Ţ	J
										11: Abor									
					 				Subsequ	ent/Curren	t Short-teri	m Goals							
	All Employees												111		nal Peoples				
	Number	Grow	th (New Posit	ions)		urnover (Replacement of Terminated Employees)			Number		eplacement of	Hires		3 Year Goals From - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD		l Employees)	Required	Required VXXX VX		Procent		Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Over 1			Dec 3			Years		. Over 3		Over 3 Years			Availability		Gap	Representation	Years
	-	Annually	Annually	Years	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	0	-100,0%		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	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0			0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	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	1 0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0			0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	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	#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	1 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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		1 0	0	0	0.0%	0	0	9 0		0.0%	1 0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		1 0	0	(0.0%	0	0	1 0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	+100.0%		0	0.0%		1 0	1 0	(0.0%	0	0	<u>(</u>		0.0%	1 0	0	#DIV/0!	#DIV/0!

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal m Goals	m Goals	Comments
•		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0.0	0.0	004947
14 Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Solotech inc.
	2018-08-29
Total	0.0

Federal Contractors Program Achievement Report	
Part 3: Goals	
Solotech inc.	
2018-08-29	

									Data for	Subseque	nt/Currei	nt Goals							
A	C	<u>D</u>	E	F	G	H	<u> </u>	J.	K	L	M	N	O	P	Q	R	S	Ť	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F F	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
3-143-43-43-43-43-43-43-43-43-43-43-43-43-4	Ţ	Ţ	Ţ	1	Ţ	1	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	<u> </u>
										: Persons									
									Subsequi	ent/Current	Short-teri	n Goals		ъ .	a produce				
	All Employees Turnover (Replacement of Terminated									1			7.5	r Goals	th Disabilities				
	Number Growth (New Positions)					Employees) Anticipated			Number	Turnover (Replacement of		Hires		n - To					
Employment Equity	7777-MM-00	Actual	Proi	ected		Actual Projected			YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		- ALTON		Over 3	- Actum		Over 3	Hires Over 3 Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
		Annually	Annually	Years	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/6
01/02 Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	+100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100,0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1/3} 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workforce Milarysis) · 2/ X i				Table 14. Bearing with Disabilities
			-	Table 14: Persons with Disabilities
Employment Equity	ļ	rsons with Disabilitie		
Occupational Group (EEOG)	Short-teri	m Goals Long-to	erm Goals	Comments
(Actipational Group (EEOG)		9/6	%	
01/02 Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0,0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	
13 Other Sales & Service		0,0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		0.0	0.0	004949

Federal Contractors Program Achievement Report	
Part 3: Goals	
Solotech inc.	
2018-08-29	

									Data for	Subseque	nt/Curre	nt Goals							
$ \begin{array}{c} \begin{array}{c} \\ \\ \end{array} \begin{array}{c} A \\ \end{array} \begin{array}{c} \\ \end{array} \end{array} \begin{array}{c} \\ \end{array} \end{array} \begin{array}{c} \\ \end{array} \begin{array}{c} $	C	D	E	F	G	H	I	<u> </u>	K	L	M	N	0	P	Q	R	S	T	<u>U</u>
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
3344304074474484441440445444444444444444444444444444	Ţ	Ţ	Ţ	1	Ų	Ţ	J	J	J	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ţ	J	Ţ	<u> </u>
								,	Fable 15: N				es						
					 				Subsequ	ent/Curren	t Short-teri	m Goals							
				All En	ployees			T		1				r Goals	isible Minor	mes			
	Number	Grow	th (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number		eplacement of	Hires		n - To					
Employment Equity	YYYY-MM-DD	Actual	Proi	ected	Actual	•	jected	Anticipated Hires Over 3	YYYY-MM-DD		l Employees)	Required		- 17777	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		-111001		Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	-	Annually	Annually	Years	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	#	Ħ	%	%
01 Senior Managers	0	-100,0%		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	· C	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	4 0	0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	1 0	0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0		0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0		0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	-100.0%		(0.0%		0		(0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%		{	0.0%		0		0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0		0	0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		()	0.0%		0	1 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	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		1 0		0	0.0%	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		0	0.0%		1 0	1 0	(0.0%	0	0	0)	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	+100.0%		0	0.0%		1 0	1 ((0.0%	0	0	1 (1	0.0%	0	1 0	#DIV/0!	#DIV/0!

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 100.

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

			Table 16: Members of Visible Minorities
Employment Equity	Members of Visible Minor Short-term Goals Long-te	rities erm Goals	Comments
Occupational Group (EEOG)	%	%	
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	004950
14 Other Manual Workers	0.0	0.0	004350

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Solotech inc.
	2018-08-29
Total	0.0

Federal Contractors Program Achievement Report Part 4: Results - Women Solotech inc. 2018-08-29 T В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 P x F ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % # % % % % 2018 0.0 27.4 0.0 0 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 2 8.3 38.9 9 -7 21.4 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 21.4 2018 15 13 6.7 31.1 03 Professionals 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2018 401 41 10.2 14.9 60 -19 68.6 Semi-Professionals & 04 Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 19 5 26.3 51.3 10 -5 51.3 05 Supervisors 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 30 4 13.3 29.7 44.9 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 E ∞ D x Part 2: Flow E = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % 27.4 27.4 0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 38.9 0.0 38.9 0.0 Middle & Other 0 0.0 0.0 Managers 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 31.1 0.0 0.0 31.1 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 14.9 0.0 0.0 Semi-Professionals & 0 14 0.0 0.0 14.9 Technicians 3 0.0 0.0 0 0.0 0.0 0.0 0 0 0.0 50.0 0.0 0.0 50.0 0.0 0.0 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 29.7 0.0 0.0 29. 0.0 Trades 3 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 В \mathbf{C} D E F \mathbf{G} H M N 0 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Employees Availability Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % # % % % % 2018 24 72.7 80.5 90.3 Administrative & 33 27 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 20 4 20.0 39.5 -4 50.6 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 22 43.7 Skilled Crafts & 2018 13 4.5 10.4 -1 Trades Workers 0 0.0 0.0 0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2018 91 15 16.5 62.9 57 -42 26.2 10 Clerical Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2018 1 5 5.6 62.0 11 -10 9.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0 0.0 O 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 32 15.6 18.8 -1 83.1 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: Flow E = D xE = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % ٠, % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 39.5 0.0 39.5 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 10.4 0.0 0.0 10.4 0.0 Trades Workers 3 0.0 0.0 0.0 0.0 0 0.0 50.0 0.0 50.0 0.0 0 0 0.0 10 0.0 0.0 Clerical Personnel 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 50.0 0.0 50.0 0.0 Intermediate Sales & 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 18.8 0.0 0.0 18.8 0.0 Semi-Skilled Manual Workers 3 0.0 0.0 0.0 0.0 0 0.0

									Feder	al Contr	actors	Progra	m Achie	vement	Report									
													- Wome											
											So	lotech	inc.											
					***************************************						2	018-08-	-29											
				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	FT:					00000000000000000000000000000000000000		?~~~~			в	7			×*************************************			**************		020000000000
LAI	B	С	D	E	<u></u>	G	H	<u> </u>	J	K	<u> </u>	M	<u> </u>	<u>O</u>	<u>P</u>	Q	R	S	<u>T</u>	<u>U</u>	V	W	<u> </u>	Y
Data s	ources:		Part 1: Workforce Analysis		E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E + H 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 ÷ 10	V-X
ŧ	*******************************		Ţ	<u>.</u>				¥	ļ	↓↓	.i	J	¥		J	i		J		l			.i	i↓
				N	/orkfo	orce An	alysis									Flow I)ata Ar	alysis						
	oloyment Equity	Year			W	orkforce						Hires				P	romotior				Te	rminat		
(EE	upational Group OG)		All Employees	Represent	ation	Wo Avail:		0	EE Result	All Employees		W tual	omen	Difference	All Employees	Act		omen	Difference	All Employees	Act		Vomen	Difference
ľ	/	#	#	gepresent #	%	Avan.	######################################	Gap #	E.E. Result	#	#	- 144 - 144	Expected #	##	и	# #	uat _{Po}	Expected #	Difference #	#	#	%	Expected #	Difference
1 [5 1	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)) (
14	Other Manual	2018	0	0	0.0	0.0		0				İ						,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						
	Workers	0	0	01	0.0	0.0		0		(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0)) 0
Tota		2018 0	711 0	103 0	14.5 0.0	0.0 0.0		103 0		(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0		0
Data s	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F + M x 100											
\$	043434343434343434343434343434343434343		······································	i	Ţ		i			i	.	J												
			New	Entrant	:S				G	oals														
	oloyment Equity	Year	Fl	ow Data			Short-te		i		Long-ter													
Occ (EE	upational Group OG)	r car	All Employees	Wome Actua		Goal	Wo Percent of Goal Met	men Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					C	Commen	ts				
		#	#	#	%	#	%	%	%	#	%	%	%											
1 1 1 1	Other Sales & Service Personnel	0 3	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
\vdash	Other Manual	0	0	0	0.0	0	0.0	0.0		(0.0	0.0	0.0											
1 14 1	Workers	3	0	0	0.0			0.0	0.0			0.0	0.0											
Tota	ı	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 T В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % # % % % % 2018 0.0 2.9 0 0.0 01 Senior Managers 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 24 0 0.0 2.2 -1 0.0 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 2018 15 0 3 0.0 0.4 0 0 03 Professionals 0 0 0.0 0.0 0.0 -0 0 0.0 0 0.0 ΩĖ 0.0 2018 401 3 0.7 0.2 374.1 Semi-Professionals & 04 Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 19 1 5 5.3 0.9 0 584.8 05 Supervisors 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 30 0 0.0 0.0 0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 0 E ∞ D x Part 2: Flow E = G xF ± I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Long-term Goals Flow Data **Short-term Goals Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2.2 0.0 2.2 0.0 Middle & Other 0 0.0 0.0 Managers 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 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 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 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 3 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 В \mathbf{C} D E F \mathbf{G} H M N 0 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # ٠.. # % % % % 2018 0.0 0.9 Administrative & 33 0 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 20 0 0.0 0.5 0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 22 Skilled Crafts & 2018 0 3 0.0 1.3 0 0 0.0 Trades Workers 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 1 1.1 0.8 137.4 10 Clerical Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 1.1 0.0 Intermediate Sales & Service Personnel 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 32 3.1 0.8 0 390.6 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF ± Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 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 Skilled Crafts & Trades Workers 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 Clerical Personnel 3 0.0 0.0 0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 3 0.0 0.0 0.0 0.0 0.0 0

									Feder	al Contr	actors I	Prograi	n Achie	vement	Report									
											: Result													
											So	lotech i	nc.											
											20	018-08-	29										,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
							,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			*************				000000000		T	40000000000000000000000000000000000000			9000000000	
LAL	B	С	D j	E	F	G	H	<u> </u>	J	K	L	M	N	0	P	Q	R	S		U	<u> </u>	W	<u>X</u>	Y
Data so	ntroes:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E+H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L∻K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ⊕ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	0 V-X
š	***************************************		T T		Ţ	Ų.	T.	· · · · · ·	<u> </u>	J.	Į	1	<u> </u>	Ţ	<u> </u>	·	J	·	Ţ	<u> </u>	<u> </u>	·	<u> </u>	J.
				1	Vorkfo	rce An	alysis									Flow	Data A	nalysis						
	loyment Equity pational Group	Year			W	orkforce					1	Hires				P	romotio				To	rminati		
(EEC			All Employees	Represer	itation	Aborigio Availe		Gap	EE Result	All Employees	Act	Aborigi	nal Peoples Expected	Difference	All Employees	Ac		nal Peoples Expected	Difference	All Employees	Ac	Aborig	Expected	Difference
		#	#	#	%	%	#	#	%	#	#	96	и	#	ij	#	%	#	#	#	#	%	#	¥
1 [5 1	Other Sales & Service	2018	0	0	0.0	0.0		0	0.0			0.4												
1	Personnel Other Manual	0 2018	0	0	0.0	0.0		0	0.0	0	0	0.0	()	0	0	0	0.0	0	()	U	0	0.0	-) 0
	Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	O	0	0	0,0		0 0
Total		2018 0	711	6	0.8 0.0	28.9 0.0	205 0	-199	2.9 0.0	0	0	0.0	0	Λ	0	0	0,0		n	0	0	0.0		0
L			<u>VI</u>	V ₂	0.01	0.0		<u> </u>	0.0	0	1	0.0	· ·			<u></u>	0.0	<u></u>		1	<u> </u>	. 0.0	<u> </u>	4
Data so	atroes:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F = 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷M x 100											
į	>4>4>4>4>4>4>4>4>4>4>4>4>4		i				L	i	LL	L	J	I	J											
			New	Entran	ts	-		•	G	oals	•	•	•											
Emp	loyment Equity		Fl	ow Data			Short-te	rm Goal	i		Long-ter	m Goals												
	pational Group	Year	All	Aboriginal	Peoples			al Peoples			Aberiginal	Peoples		Comments										
(EEC	OG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	M 61 86 1	#	# 0	#	%	#	%	%	%	#	% 0.0	%	% 0.0											
1 151	Other Sales & Service Personnel	3	0	0	0.0	0	0.0	0.0	0.0	()	0.0	0.0	0.0											
	Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	Workers	3	0	0	0.0	n	0.0	0.0	0.0	n		0.0	0.0											
Total		0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 3 0 0 0.0 0.0 0.0 0.0 0.0 0.0																						

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
]	Part 6: R	esults -	Persor	is with I	Disabilit	ies									
										So	lotech	inc.											
										2	018-08	-29											
A B	С	D	E	F	G	н	I	J	K	L	М	l N	0	P	О	R	s	T	U	V	w	X	Y
***************************************	***************************************	Part 1:	Part I:	**********	Part 1:		***************		****************	Part 2:	***************************************	***************************************			Part 2:	***************************************	•	*****************	***************************************	Part 2:			
Data sources:		Workforce Analysis	Workforce Analysis	E + D x 100	Workforce Analysis	D x G ÷ 100	E-H	E ÷ H x 100	Part 2; Flow Data Analysis	Flow Data Analysis	L + K x 100	K.x G ÷ 100	L-N	Part 2: Flow Data Analysis	Flow Data	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Flow Data Analysis	V÷Ux 100	U x F ÷ 100	V-X
š	***************************************	`J	ļ	1	, <u>†</u>	<u> </u>	<u> </u>	Ţ	<u> </u>	<u> </u>	<u> </u>	,	, <u>†</u>	<u> </u>	<u> </u>	, T	<u> </u>	<u> </u>	<u> </u>	<u> </u>		<u> </u>	·
Employment Equity					orce An	•								· · · · · · · · · · · · · · · · · · ·			nalysis		1				
Occupational Group	Year	All		·	orkforce Persons with		4		All		Hires Persons v	ith Disabilitie	,	All	1	Persons v	OHS eith Disabiliti	es	All	16	rminatio	ONS ith Disabilitie	es
(EEOG)		Employees	Represe		Avail		Gap	EE Result	Employees		tual	Expected	Difference	Employees		tual	Expected	Difference	Employees		tual	Expected	Difference
010	2018	# 30	# ()	%	4.3	# ,	# -1	9.0	#	#	%	#	#	H	#	%	#	#	#	#	%	#	4
01& Managers	0	0	0			\$		0.0	0	C),0	0	() () 0	0.0) (0	0	0.0	0	0
03 Professionals	2018	15				•	1	0.0															
Semi-Professionals &	2018	0 401	0 3		4	.	4	0.0 16.3	0	0	9.0	0	{) (0	0.0	() (0	0	0.0	0	0
04 Technicians	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				.	1	0.0 0.0	0	0	0.6		(1 (0.0) (1) ()	0	0.0		1 0
06 Supervisors: Crafts &	2018	30			7.8	2	1				V.3	<u> </u>		<i>'</i>	1		1	<u> </u>	,	, , , , , , , , , , , , , , , , , , ,	0.0		'
Trades	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	Part 2: Flow Data	E+Dx	Part 3:	E+Gx	Part 3:	E - 1 v 100	Part 3: Goals	E+Kx	Part 3:	F + M x 100											
		Data Analysis	Analysis	100	Goals	100	Goals	: : : :	I I	100	Goals	<u>.</u>											
		J.	↓ Entrai	<u> </u>	<u> </u>	<u> </u>	•	<u> </u>	↓ loals														
			low Data	113		Short-te	rm Goal:			Long-ter	m Goals												
Employment Equity Occupational Group	Year	All	Person Disab		 		h Disabilities			Persons with								Commen	its				
(EEOG)		Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	*6	%	%	#	%	9/4	%											
01& 02 Managers	0	0	0		Learning and the second	0.0	4	0.0 0.0	0	0.0	4.3												
03 Professionals	0	0	0		-	0.0	0.0 3.8	0.0	0	0.0	3.8												
	3	0	0		-		0.0	0.0		ļ	0.0												
04 Semi-Professionals & Technicians	3	0	0	0.0	* Announcement of the control of	0.0	4.6 0.0	0.0	4	0.0	4.6												
05 Supervisors	0	0	0	0.0		0.0	13.9	0.0	1	0.0	13.9												
Supervisors: Crafts &	3 0	0	0	0.0		0.0	7.8	0.0	1	0.0	7.8												
06 Trades	3	0	0	0.0		0.0	0.0	0.0	<u> </u>	0.0	0.0												

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Solotech inc. 2018-08-29 В \mathbf{C} D E F \mathbf{G} H M N 0 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % % % 2018 0.0 3.4 Administrative & 33 0 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 20 0 0.0 3.5 -1 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2018 0 3 0.0 3.8 -1 0.0 Trades Workers 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 0 0.0 7.0 -6 0.0 10 Clerical Personnel 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 5.6 0.0 Intermediate Sales & Service Personnel 0 0.0 0 0.0 0.0 O 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 32 3.1 4.8 -1 65.1 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Part 2: Flow E = D xE = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent o Percent o Goal Goat Goal Actual Goal Met Goal Met Goal Met Goal Met % *4 % % % % 0 0 0.0 0.0 3.4 0.0 0.0 3.4 Administrative & 0.0 Senior Clerical 3 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0 0.0 0.0 3.5 0.0 0.0 3.5 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 3.8 0.0 0.0 3.8 0.0 Skilled Crafts & Trades Workers 3 0 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 7.0 0.0 0.0 7.0 0.0 0 10 Clerical Personnel 3 0 0.0 0.00.0 0.0 0.0 0 0 0.0 0.0 5.6 0.0 0.0 5.6 0.0 Intermediate Sales & Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 4.8 Semi-Skilled Manual 0 0 0.0 4.8 0.0 Workers 3 03 0.0 0.0 0.0 0.0 0.0

										ral Conti Part 6: R														
										art v. K		lotech		/ISADIIIU	<u> </u>									
												018-08												
A	В	С	D	E	F	G	Н	I	J	K	L	М	<u>N</u>	0	P	Q	R	S	T	U	V	<u>W</u>	X	Y
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 x100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V - X
***************************************			1	1	1	1	<u> </u>	1	1	<u> </u>	1	1	1	Ţ	<u></u>	<u> </u>	1	<u> </u>	1	1	↓	1	1	<u> </u>
				1		orce An	•											nalysis		,				
	ment Equity tional Group	Year				orkforce						Hires	ith Disabilitie			F	romotio	HS ith Disabilitie			Te	rminatio	DHS ith Disabilitie	
(EEOG)			All Employees	Represer		,	ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Acti		Expected	Difference
		#	#	#	٧,	%	#	#	٧,	#	#	%	и	#	ij	4	%	#	#	#	#	%	#	#
1 1 4 1	r Sales & Service	2018 0	0	0	0.0			0	0.0) ()			Λ		0	0.7		Α			0.0		
Othe	r Manual	2018	0	0	0.0		<u> </u>	0	 		1 0	0.0	0	U	U	- 0	0.0	V V	0	U	0	0.0	- ·	0
14 Work		0	0	0	0.0		ŧ	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		<u> </u>	-33	!	4														
L		0	0	0	0.0	0.0	0	0	0.0	(0	0.0	0 0	0	1 0	0	0.0	0	0	1 0	0	0.0	0	1 0
Data sources	š:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F = 1 x 100	Part 3: Goals	E ÷ K × 100	Part 3: Goals	F + M x 100											
\$	*****************	***************************************	1		Ţ		j	i	↓	¥¥		1	,	i										
			New	/ Entran	ts				(Coals														
Employ	ment Equity		F	low Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupat	tional Group	Year	All	Persons Disabil			Persons wit	h Disabilitie			Persons with	Disabilities						C	ommen	ts				
(EEOG))		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	%	%	%	#	%	%	**											
1 141	r Sales & Service onnel	0 3	0	0	0.0	Lancas and a second	0.0	0.0	!	L	0.0).0).0												
 	r Manual	0	0	0	0.0	·	0,0	0.0	 	4	0.0													
Work	kers	3	0	0	0.0	·		0.0	<u> </u>	-		0.0												
Total		0	0	0	0.0	L	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 T В \mathbf{C} D E F \mathbf{G} H M N 0 P 0 U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 P x F ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 ī Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % # % % % % 2018 0.0 10.1 0.0 0 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 24 1 4.2 15.0 -3 27.8 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 56.0 2018 15 13 6.7 11.9 -1 03 Professionals 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2018 401 16 4.0 10.5 42 -26 38.0 Semi-Professionals & Technicians 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2018 19 0 0.0 12.9 -2 0.0 05 Supervisors 0 0.0 0.0 0 0.0 0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 30 0 0.0 25.8 -8 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 E ∞ D x Part 2: Flow E = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Long-term Goals Flow Data **Short-term Goals Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % 10. 0 0.0 0.0 10.1 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 15.0 0.0 15.0 0.0 Middle & Other 0 0.0 0.0 Managers 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 11.9 0.0 0.0 10.9 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 10.5 0.0 0.0 Semi-Professionals & 0 10 0.0 0.0 10.5 Technicians 3 0.0 0.0 0 0.0 0.0 0.0 0.0 12.9 12.9 0 0 0.0 0.0 0.0 0.0 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 25.8 0.0 0.0 25.8 0.0 Trades 3 0.0 0.0 0.0 0.0 0 0.0

									al Conti														
								Par	t 7: Rest	ılts - Mo	embers	of Visib	de Mino	rities									
											lotech i												
										2	018-08-	-29											
A B	C	D	E	F	G	Н	Ĭ I	J	K	L	М	N	О	P	Q	R	s	T	U	v i	W	X	Y
Data sources:	X8X8>8X8X8X8	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E+H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F ÷ 100	V - X
	***********	Ţ	<u> </u>	Ţ	·	Į	λ .	-		<u> </u>	1	<u>, </u>	· · · · · ·	<u> </u>	<u> </u>	J.	, <u>†</u>	Ţ	<u> </u>		J	1	·
				Workf	orce An	alysis									Flow	Data A	nalysis						
Employment Equity Occupational Group	Year			V	Vorkforce						Hires				P	rometio				Te	rminatio		
(EEOG)		All Employees	Represe	entation	Visible 5 Avail		Gap	EE Result	All Employees	Ac	Visible tual	Minorities Expected	Difference	All Employees	Ac	V ISIDIC tual	Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference
	#	μ	¥	%	%	#	ů.	%	#	н	%	ů	#	ü	Ц	%	#	¥	#	#	%	#	4
07 Administrative & Senior Clerical	2018	33	4 0		13.5		0	89.8 0.0	() 0	0.0	0		1 0	0	0.0			n	0	0.0		· · · · · · · · · · · · · · · · · · ·
08 Skilled Sales &	2018	20	1	<u></u>	- 		-4	20.8	١,	1	0.0	()	()	7		0.0			0	0:	920		,
Service Personnel	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				-5 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		I	5.2															
Intermediate Sales &	2018	0 18	0		· 		-4	0.0	(0	0.0	U	U) 0	0	0.0	0	U	0	0	0.0	0	ξ.
Service Personnel	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 0	0		26.0		-8 0	0.0	(0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	(
\$	*********	**************						**************************************	**************************************	· · · · · · · · · · · · · · · · · · ·		***************************************	<u> </u>							•			
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F÷1x100	Part 3: Goals	E + K x 100	Part 3; Goals	F÷Mx 100											
** ***********************************	***********		L	J	L	LL	J	LL	<u></u>	.iJ	L	j											
		New	Entra	nts				G	ioals														
Employment Equity	Year	F	low Data				rm Goal	S		Long-ter													
Occupational Group (EEOG)	i cai	All	Visible V			Visible ! Percent of	linorities	Percent of		Visible M Percent of		Percent of					C	ommen	its				
(EEOG)		Employees	Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
and Administrative &	0	# 0	# 0	0.0	# ()	0.0	9,0	0.0	#	0.0	13.5	0.0											
07 Senior Clerical	3	0	0	}	· k	0.0	0.0	ŧ		0.0	0.0	0.0											
08 Skilled Sales & Service Personnel	0	0	0			0.0	Į	0.0		0.0	24.0	0.0											
oo Skilled Crafts &	0	0	0	0.0	1	0.0	ł	0.0	1	0.0	0.0 21.9												
Trades Workers	3	0	0		200000000000000000000000000000000000000	0.0	0.0 21.0	0.0		0.0	0.0 21.0	0.0											
10 Clerical Personnel	3	0	0		-k	5.0	0.0	0.0		0.0	0.0	0,0											
11 Intermediate Sales & Service Personnel	0	0	0			0.0	24.1	0.0		0.0	24.1	0.0											
Semi-Skilled Manual	0	0	0	,	-	0.0	0.0 26.0	0.0	2	2 0.0	0.0 26.0	0.0											
Workers Wardan	3	0	0				0.0	0.0	L		0.0												

										al Contr					-									
									Par	t 7: Resu				le Mino	rities									
												lotech i												
												018-08-	29											
	В	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sour	rces;	***********	Part 1: Workforce Analysis		E+D x100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E+H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F + 100	V - X
***************************************			Ţ	<u> </u>	Ţ	1	1	1	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	Ţ	,1	1	1		Ţ	<u> </u>	Ţ
				N		orce An	•									Flow)ata A	nalysis						
	oyment Equity pational Group	Year			W	orkforce						Hires				P	romotio				Ter	minatio		
(EEO			All Employees	Represent	ation	Visible M Availa		Gap	EE Result	All Employees	Aci	Visible	Minorities Expected	Difference	All Employees	Ac	Visible ual	Minorities Expected	Difference	All Employees	Actu		Minorities Expected	Difference
		#	#	#	%	%	#	#	*%	#	#	%	μ	#	ü	#	%	#	¥	#	#	%	#	4
1 [5 1		2018	0	0	0.0	0.0	0	0	0.0															
Pe	ersonnel	()	0	0	0.0	0.0		0	0,0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 1/1/1	ther Manual orkers	2018 0	0 n	0	0.0	0.0		0		(1 0	0.0	0	n		0	0.0	0	0	0	0	0,0	0	n
		2018	711	24	3.4	0.5		20			,	0.0			· ·	<u> </u>	0.0	V	Ü	V		0.0	, v	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	0.0	0	0
Data sou	roes:	*************	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Gosis	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F = M x 100											
*********	>454945454545454545464646464646464646	********	Ţ		Ţ	Ļ	1		.	<u> </u>	1	1	<u> </u>											
			New	Entrant	S				G	oals														
	oyment Equity	Year	F	low Data			Short-te		i		Long-ter													
Occup (EEO	oational Group G)	1041	All Employees	Visible Min- Actua		Goal	Visible N Percent of Goal Met	linorities Goal	Percent of Goal Met	Goal	Visible M Percent of Goal Met	inorities Goal	Percent of Goal Met					C	Commen	ts				
		Ħ	#	#	9/6	#	%	%	%	#	%	%	%											
1 1 1 1	ther Sales & Service ersonnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	ther Manual	3	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0											
	orkers	3	0	0	0.0	J		0.0				0.0	0.0											
Total		0 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											

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

Efforts

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

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

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

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

From: Claude Deschenes < <u>Claude.Deschenes@solotech.com</u>>

Sent: September 6, 2018 9:21 AM

To: Yakibonge, Mauritius [NC] < maurice.yakibonge@labour-travail.gc.ca>

Cc: Catherine Prince-Chevrier < CPrinceChevrier@solotech.com>; 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:

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

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



5200 Hochelaga Street, Montreal (Quebec) H1V 1G3
T +1 514 370-5279 Cell +1-514-806-0829 F +1 514 526-9659
Montreal | Toronto | Quebec | Las Vegas | Nashville | DeKalb | Los Angeles

CONFIDENTIALITY NOTICE: This message may contain legally privileged or confidential information. If you are not the intended recipient or believe that you have received this message in error, we would appreciate it if you would notify the sender and destroy the contents of this message without disclosure to any third party or reproduction.

Confidentiality: This message is intended only for the use of the individual or entity to which it is addressed and may contain information which is confidential and privileged. Confidentiality and privilege are not lost by this email having been sent to the wrong person. If you are not the intended recipient or the person responsible to deliver it to the intended recipient, please notify us by email and delete this document immediately. Any distribution, reproduction or other of this email by unintended recipient is prohibited.

From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent: September 5, 2018 9:50 AM **To:** CPrinceChevrier@solotech.com

Cc: Denise Perron < 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 / Tel: 819-654-6099

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) on ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindrel Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative Join the online workplace county, some 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 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 < maurice.yakibonge@labour-

travail.gc.ca>

Added: Wednesday, September 5, 2018 8:04 AM

To: Catherine Prince-Chevrier < CPrinceChevrier@solotech.com

Cc: Claude Deschenes < Claude.Deschenes@solotech.com>; 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 / Tel: 819-654-6099

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



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

From: Catherine Prince-Chevrier [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>

Posted: Tuesday, September 4, 2018 3:10 PM At: maurice.yakibonge@labour-travail.gc.ca

Cc: Claude Deschenes < Claude. Deschenes@solotech.com>; Catherine Prince-

Chevrier

< 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

Heave 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 1188 Union Avenue, Suite 109, Montreal, Quebec H3B 0E5 Canada | Tel: **514 844.1828** www.groupeaequitas.com

This email is confidential and may be protected by professional secrecy. Any use, reproduction, distribution, publication, modification or retransmission, in any form, even partial, of this e-mail and its content is strictly prohibited. If you receive this e-mail in error, please notify us and destroy it immediately. This email is confidential and may be privileged. It is strictly forbidden to use, reproduce, circulate, publish, modify or retransmit, in any way, even partially, this email and its content. If you receive this email by mistake, please advise us and destroy it immediately

From: 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>

 $\textbf{Cc:} \ Claude. Deschenes @ solotech.com; \underline{CPrinceChevrier @ solotech.com}$

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 / Tel: 819-654-6099

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindrel 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 <u>eeeeme@hrsdc-rhdcc.gc.ca</u>

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindrel 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 1188 Union Avenue, Suite 109, Montreal, Quebec H3B 0E5 Canada | Tel: **514** 844.1828 www.groupeaequitas.com

This email is confidential and may be protected by professional secrecy. Any use, reproduction, distribution, publication, modification or retransmission, in any form, even partial, of this e-mail and its content is strictly prohibited. If you receive this e-mail in error, please notify us and destroy it immediately. This email is confidential and may be privileged. It is strictly forbidden to use, reproduce, circulate, publish, modify or retransmit, in any way, even partially, this email and its content. If you receive this email by mistake, please advise us and destroy it immediately.

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 2018-08-29 Received: Workforce Analysis: 2018-07-25

COLLECTION OF WORKFORCE INFORMATION

Number of employees the questionnaire was sent to:

Number of questionnaires returned:

Number of completed questionnaires returned:

#	%
711	100
629	88
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 includes a question on gender if this information cannot be obtained from payroll or personnel records.
- 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 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.
- 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			
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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				
			Short-	Long-	Representation	LMA
Er	Employment Equity Occupational Group (EEOG)		term	term		LIVIA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2

Observations: none

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group		Gap	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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			
Employment Equity Occupational Group (EEOG)		Can	Short- term	Long- term	Representation	LMA
		Gap	(1 to 3 years)	(+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:

 \boxtimes in compliance \square 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 (Form1 to 6) at the national level.
- 2. A current workforce analysis: and
- 3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If reasonable progress has not been made, 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the 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

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



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

