



OFFICIAL USE ONLY
Agreement N°:

s.19(1)

Labour Program
Federal Contractors Program

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Tyco Electronics Canada ULC	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sciar/2007/list-liste-eng.htm 33441 (Semiconductor and Other Electronic Component Mftg)	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 108 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) Tyco Electronics Canada ULC 20 Esna Park Drive	City Markham	Province Ontario	Postal Code L3R 1E1
		Telephone Number 1-905-475-6222	

EMPLOYMENT EQUITY CONTACT			
Name (print) Anaheet F. Sethna	Title Manager, HR Operations		
Telephone Number 905-474-5529	E-mail Address anaheet.sethna@te.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Kevin Irons	Title Senior Manager, Controller		
Telephone Number 905-474-5560	E-mail Address kiron@te.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
[REDACTED]		Date (YYYY-MM-DD) 2016-05-17	

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program (FCP).

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, those additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdcc-rhdcc.gc.ca.



Federal Contractors Program

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

Contractors are required to conduct, develop and maintain:

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

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

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

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

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

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

Questions and Answers

Subsidiary vs. Division/Branch

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

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

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

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

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

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

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

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

Q3 When should a new Agreement be completed and signed?

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

Employment Status

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

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

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

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

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

Q3 How are students counted under the FCP?

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

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

Q4 How are other employees counted under the FCP?

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



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2017-11-03 to 2017-11-03

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	86	0	0	86	Edmonton	1	0	0	1
Québec	9	0	0	9	Montréal	8	0	0	8
New Brunswick	1	0	0	1	Toronto	82	0	0	82
British Columbia	1	0	0	1	Vancouver	1	0	0	1
Alberta	1	0	0	1	Ottawa - Gatineau	1	0	0	1
Total Employees in Canada				98	Oshawa	1	0	0	1
					St. Catharines - Niagara	1	0	0	1
					N.B. less CMA	1	0	0	1
					Ont. less CMAs	2	0	0	2
					Total Employees in Canada				98



Tyco Electronics Canada ULC (certificate # 060294)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-11-03 to 2017-11-03

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	3	3										
	3	1	1										
	2												
	1	1		1							1		1
	Total		5	4	1							1	
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 85,000 - \$89,999	4	1	1										
	3	1	1								1	1	
	2	3	3								1	1	
	1	4	3	1									
	Total		9	8	1							2	2
Professionals Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	5	5					1	1		1	1	
	3	7	7								4	4	
	2	14	7	7				1		1	4	2	2
	1	11	7	4							7	5	2
	Total		37	26	11				2	1	1	16	12
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 70,000 - \$74,999	4	2	1	1							1	1	
	3												
	2												
	1	2	1	1									
	Total		4	2	2							1	1



Tyco Electronics Canada ULC (certificate # 060294)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-11-03 to 2017-11-03

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 50,000 - \$54,999	4	1		1									
	3	1		1									
	2	1	1										
	1	1	1										
	Total	4	2	2									
Supervisors: Crafts and Trades Top Range: \$ 95,000 - \$99,999 Bottom Range: \$ 95,000 - \$99,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel Top Range: \$ 70,000 - \$74,999 Bottom Range: \$ 55,000 - \$59,999	4	2	1	1									
	3												
	2	2	1	1									
	1	2		2							1		1
	Total	6	2	4							1		1
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	5	4	1									
	3	7	7								3	3	
	2	4	2	2							2	1	1
	1	3	2	1							1	1	
	Total	19	15	4							6	5	1



Tyco Electronics Canada ULC (certificate # 060294)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2017-11-03 to 2017-11-03

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 70,000 - \$74,999	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
Clerical Personnel Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 40,000 - \$44,999	4	1		1							1		1
	3	1		1									
	2	7	4	3									
	1	2	1	1							1	1	
	Total	11	5	6							2	1	1
Total Number of Employees		98	67	31				2	1	1	29	21	8



Tyco Electronics Canada ULC (certificate # 060294)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2017-11-03 to 2017-11-03

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 40,000 - \$44,999	2	1	1							1	1	
\$ 45,000 - \$49,999	4	4								1	1	
\$ 50,000 - \$59,999	10	4	6									
\$ 60,000 - \$69,999	9	4	5							5	2	3
\$ 70,000 - \$84,999	19	10	9							7	4	3
\$ 85,000 - \$99,999	22	15	7				1		1	7	6	1
\$100,000 and over	32	29	3				1	1		8	7	1
Total Number of Employees	98	67	31				2	1	1	29	21	8

Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Detailed Report

Date: 2017-11-03

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers		5	1	20.0 %	26.7 %	1	0	
0013 : Senior managers - financial, communications and other business services	Ontario	5	1	20.0 %	26.7 %	1	0	Ontario
02 : Middle and Other Managers		9	1	11.1 %	27.1 %	2	-1	
0114 : Other administrative services managers	Ontario	1	1	100.0 %	52.7 %	1	0	Ontario
0125 : Other business services managers	Ontario	2	0	0.0 %	48.8 %	1	-1	Ontario
0211 : Engineering managers	Ontario	4	0	0.0 %	11.2 %	0	0	Ontario
0601 : Corporate sales managers	Ontario	1	0	0.0 %	30.0 %	0	0	Ontario
0911 : Manufacturing managers	Ontario	1	0	0.0 %	18.8 %	0	0	Ontario
03 : Professionals		37	11	29.7 %	19.5 %	7	4	
1111 : Financial auditors and accountants	Ontario	2	1	50.0 %	51.0 %	1	0	Ontario
1112 : Financial and investment analysts	Ontario	2	2	100.0 %	49.8 %	1	1	Ontario
1121 : Human resources professionals	Ontario	1	1	100.0 %	71.6 %	1	0	Ontario
1122 : Professional occupations in business management consulting	Ontario	1	1	100.0 %	43.1 %	0	1	Ontario
1123 : Professional occupations in advertising, marketing and public relations	Ontario	1	0	0.0 %	66.6 %	1	-1	Ontario
2132 : Mechanical engineers	Ontario	24	4	16.7 %	8.9 %	2	2	Ontario
2133 : Electrical and electronics engineers	Ontario	2	0	0.0 %	12.3 %	0	0	Ontario
2147 : Computer engineers (except software engineers and designers)	Ontario	1	0	0.0 %	11.7 %	0	0	Ontario
2171 : Information systems analysts and consultants	Ontario	3	2	66.7 %	28.8 %	1	1	Ontario
04 : Semi-Professionals and Technicians		4	2	50.0 %	18.6 %	1	1	
2232 : Mechanical engineering technologists and technicians	Ontario	1	1	100.0 %	6.3 %	0	1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	1	100.0 %	19.9 %	0	1	Ontario
2282 : User support technicians	Ontario	2	0	0.0 %	24.2 %	0	0	Ontario
05 : Supervisors		4	2	50.0 %	51.9 %	2	0	
1211 : Supervisors, general office and administrative support workers	Montréal	1	1	100.0 %	68.2 %	1	0	Montréal

Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Detailed Report

Date: 2017-11-03

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
1212 : Supervisors, finance and insurance office workers	Toronto	1	1	100.0 %	74.2 %	1	0	Toronto
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Toronto	2	0	0.0 %	32.5 %	1	-1	Toronto
06 : Supervisors: Crafts and Trades		1	0	0.0 %	5.3 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	1	0	0.0 %	5.3 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		6	4	66.7 %	80.1 %	5	-1	
Employment Equity Occupational Group	Toronto	6	4	66.7 %	80.1 %	5	-1	Toronto
08 : Skilled Sales and Service Personnel		19	4	21.1 %	28.2 %	5	-1	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	20.5 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	26.3 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	26.1 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Ontario	8	1	12.5 %	28.7 %	2	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	8	3	37.5 %	29.1 %	2	1	Québec
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	3.7 %	0	0	
7231 : Machinists and machining and tooling inspectors	Ontario	1	0	0.0 %	4.4 %	0	0	Ontario
7232 : Tool and die makers	Ontario	1	0	0.0 %	3.1 %	0	0	Ontario
10 : Clerical Personnel		11	6	54.5 %	65.2 %	7	-1	
Employment Equity Occupational Group	Toronto	11	6	54.5 %	65.2 %	7	-1	Toronto
Total		98	31	31.6 %	31.9 %	30	1	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Detailed Report

Date: 2017-11-03

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
01 : Senior Managers		5	0	0.0 %	0.6 %	0	0	
0013 : Senior managers - financial, communications and other business services	Ontario	5	0	0.0 %	0.6 %	0	0	Ontario
02 : Middle and Other Managers		9	0	0.0 %	1.0 %	0	0	
0114 : Other administrative services managers	Ontario	1	0	0.0 %	2.0 %	0	0	Ontario
0125 : Other business services managers	Ontario	2	0	0.0 %	1.1 %	0	0	Ontario
0211 : Engineering managers	Ontario	4	0	0.0 %	0.6 %	0	0	Ontario
0601 : Corporate sales managers	Ontario	1	0	0.0 %	1.0 %	0	0	Ontario
0911 : Manufacturing managers	Ontario	1	0	0.0 %	1.0 %	0	0	Ontario
03 : Professionals		37	0	0.0 %	0.4 %	0	0	
1111 : Financial auditors and accountants	Ontario	2	0	0.0 %	0.8 %	0	0	Ontario
1112 : Financial and investment analysts	Ontario	2	0	0.0 %	0.5 %	0	0	Ontario
1121 : Human resources professionals	Ontario	1	0	0.0 %	1.7 %	0	0	Ontario
1122 : Professional occupations in business management consulting	Ontario	1	0	0.0 %	0.8 %	0	0	Ontario
1123 : Professional occupations in advertising, marketing and public relations	Ontario	1	0	0.0 %	1.1 %	0	0	Ontario
2132 : Mechanical engineers	Ontario	24	0	0.0 %	0.3 %	0	0	Ontario
2133 : Electrical and electronics engineers	Ontario	2	0	0.0 %	0.3 %	0	0	Ontario
2147 : Computer engineers (except software engineers and designers)	Ontario	1	0	0.0 %	0.5 %	0	0	Ontario
2171 : Information systems analysts and consultants	Ontario	3	0	0.0 %	0.7 %	0	0	Ontario
04 : Semi-Professionals and Technicians		4	0	0.0 %	1.4 %	0	0	
2232 : Mechanical engineering technologists and technicians	Ontario	1	0	0.0 %	1.4 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	1.1 %	0	0	Ontario
2282 : User support technicians	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		4	0	0.0 %	0.7 %	0	0	
1211 : Supervisors, general office and administrative support workers	Montréal	1	0	0.0 %	0.0 %	0	0	Montréal

Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Detailed Report

Date: 2017-11-03

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area
			Representation #	Representation %			
1212 : Supervisors, finance and insurance office workers	Toronto	1	0	0.0 %	0.9 %	0	Toronto
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Toronto	2	0	0.0 %	0.9 %	0	Toronto
06 : Supervisors: Crafts and Trades		1	0	0.0 %	2.5 %	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	1	0	0.0 %	2.5 %	0	Ontario
07 : Administrative and Senior Clerical Personnel		6	0	0.0 %	0.8 %	0	
Employment Equity Occupational Group	Toronto	6	0	0.0 %	0.8 %	0	Toronto
08 : Skilled Sales and Service Personnel		19	0	0.0 %	1.1 %	0	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	2.0 %	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	2.5 %	0	British Columbia
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Ontario	8	0	0.0 %	1.0 %	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	8	0	0.0 %	1.0 %	0	Québec
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	1.8 %	0	
7231 : Machinists and machining and tooling inspectors	Ontario	1	0	0.0 %	2.7 %	0	Ontario
7232 : Tool and die makers	Ontario	1	0	0.0 %	0.9 %	0	Ontario
10 : Clerical Personnel		11	0	0.0 %	0.7 %	0	
Employment Equity Occupational Group	Toronto	11	0	0.0 %	0.7 %	0	Toronto
Total		98	0	0.0 %	0.8 %	0	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Detailed Report

Date: 2017-11-03

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation #	%	Availability %	Gap #		
01 : Senior Managers		5	1	20.0 %	14.9 %	1	0	
0013 : Senior managers - financial, communications and other business services	Ontario	5	1	20.0 %	14.9 %	1	0	Ontario
02 : Middle and Other Managers		9	2	22.2 %	21.7 %	2	0	
0114 : Other administrative services managers	Ontario	1	0	0.0 %	17.3 %	0	0	Ontario
0125 : Other business services managers	Ontario	2	1	50.0 %	22.8 %	0	1	Ontario
0211 : Engineering managers	Ontario	4	1	25.0 %	23.8 %	1	0	Ontario
0601 : Corporate sales managers	Ontario	1	0	0.0 %	17.2 %	0	0	Ontario
0911 : Manufacturing managers	Ontario	1	0	0.0 %	20.3 %	0	0	Ontario
03 : Professionals		37	16	43.2 %	35.1 %	13	3	
1111 : Financial auditors and accountants	Ontario	2	2	100.0 %	38.4 %	1	1	Ontario
1112 : Financial and investment analysts	Ontario	2	2	100.0 %	46.1 %	1	1	Ontario
1121 : Human resources professionals	Ontario	1	0	0.0 %	20.9 %	0	0	Ontario
1122 : Professional occupations in business management consulting	Ontario	1	0	0.0 %	29.2 %	0	0	Ontario
1123 : Professional occupations in advertising, marketing and public relations	Ontario	1	1	100.0 %	21.8 %	0	1	Ontario
2132 : Mechanical engineers	Ontario	24	11	45.8 %	33.5 %	8	3	Ontario
2133 : Electrical and electronics engineers	Ontario	2	0	0.0 %	40.7 %	1	-1	Ontario
2147 : Computer engineers (except software engineers and designers)	Ontario	1	0	0.0 %	45.7 %	0	0	Ontario
2171 : Information systems analysts and consultants	Ontario	3	0	0.0 %	41.7 %	1	-1	Ontario
04 : Semi-Professionals and Technicians		4	1	25.0 %	31.4 %	1	0	
2232 : Mechanical engineering technologists and technicians	Ontario	1	0	0.0 %	20.5 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	1	0	0.0 %	33.3 %	0	0	Ontario
2282 : User support technicians	Ontario	2	1	50.0 %	35.9 %	1	0	Ontario
05 : Supervisors		4	0	0.0 %	36.2 %	1	-1	
1211 : Supervisors, general office and administrative support workers	Montréal	1	0	0.0 %	15.4 %	0	0	Montréal

Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Detailed Report

Date: 2017-11-03

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area
			Representation #	%	Availability %		
1212 : Supervisors, finance and insurance office workers	Toronto	1	0	0.0 %	44.6 %	0	Toronto
1215 : Supervisors, supply chain, tracking and scheduling co-ordination occupations	Toronto	2	0	0.0 %	42.3 %	1	Toronto
06 : Supervisors: Crafts and Trades		1	0	0.0 %	11.9 %	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	1	0	0.0 %	11.9 %	0	Ontario
07 : Administrative and Senior Clerical Personnel		6	1	16.7 %	37.3 %	2	
Employment Equity Occupational Group	Toronto	6	1	16.7 %	37.3 %	2	Toronto
08 : Skilled Sales and Service Personnel		19	6	31.6 %	14.2 %	3	
6221 : Technical sales specialists - wholesale trade	Alberta	1	0	0.0 %	11.3 %	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	1	1	100.0 %	24.7 %	0	British Columbia
6221 : Technical sales specialists - wholesale trade	New Brunswick	1	0	0.0 %	0.0 %	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Ontario	8	4	50.0 %	20.8 %	2	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	8	1	12.5 %	8.5 %	1	Québec
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	21.0 %	0	
7231 : Machinists and machining and tooling inspectors	Ontario	1	0	0.0 %	22.9 %	0	Ontario
7232 : Tool and die makers	Ontario	1	0	0.0 %	19.0 %	0	Ontario
10 : Clerical Personnel		11	2	18.2 %	48.1 %	5	
Employment Equity Occupational Group	Toronto	11	2	18.2 %	48.1 %	5	Toronto
Total		98	29	29.6 %	29.7 %	28	1

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Detailed Report

Date: 2017-11-03

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
01/02 : Managers	National	14	0	0.0 %	4.3 %	1	-1	National
03 : Professionals	National	37	2	5.4 %	3.8 %	1	1	National
04 : Semi-Professionals and Technicians	National	4	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	4	0	0.0 %	13.9 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	1	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	6	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	19	0	0.0 %	3.5 %	1	-1	National
09 : Skilled Crafts and Trades Workers	National	2	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	11	0	0.0 %	7.0 %	1	-1	National
Total		98	2	2.0 %	4.6 %	5	-3	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2017-11-03

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

The settings identified are better reflective of the locations in which the company recruits for specific EEOGs. In addition, in certain EEOGs, the NOC codes were used to perform the analysis. This has to do with tailorizing the data and is in keeping with the Guidelines of the EE Act.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2017-11-03

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Summary Report

Date: 2017-11-03

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	5	1	20.0 %	26.7 %	1	0
02 : Middle and Other Managers	9	1	11.1 %	27.1 %	2	-1
03 : Professionals	37	11	29.7 %	19.5 %	7	4
04 : Semi-Professionals and Technicians	4	2	50.0 %	18.6 %	1	1
05 : Supervisors	4	2	50.0 %	51.9 %	2	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	5.3 %	0	0
07 : Administrative and Senior Clerical Personnel	6	4	66.7 %	80.1 %	5	-1
08 : Skilled Sales and Service Personnel	19	4	21.1 %	28.2 %	5	-1
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	3.7 %	0	0
10 : Clerical Personnel	11	6	54.5 %	65.2 %	7	-1
Total	98	31	31.6 %	31.9 %	30	1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Summary Report

Date: 2017-11-03

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	5	0	0.0 %	0.6 %	0	0
02 : Middle and Other Managers	9	0	0.0 %	1.0 %	0	0
03 : Professionals	37	0	0.0 %	0.4 %	0	0
04 : Semi-Professionals and Technicians	4	0	0.0 %	1.4 %	0	0
05 : Supervisors	4	0	0.0 %	0.7 %	0	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	2.5 %	0	0
07 : Administrative and Senior Clerical Personnel	6	0	0.0 %	0.8 %	0	0
08 : Skilled Sales and Service Personnel	19	0	0.0 %	1.1 %	0	0
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	1.8 %	0	0
10 : Clerical Personnel	11	0	0.0 %	0.7 %	0	0
Total	98	0	0.0 %	0.8 %	0	0

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Summary Report

Date: 2017-11-03

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	5	1	20.0 %	14.9 %	1	0
02 : Middle and Other Managers	9	2	22.2 %	21.7 %	2	0
03 : Professionals	37	16	43.2 %	35.1 %	13	3
04 : Semi-Professionals and Technicians	4	1	25.0 %	31.4 %	1	0
05 : Supervisors	4	0	0.0 %	36.2 %	1	-1
06 : Supervisors: Crafts and Trades	1	0	0.0 %	11.9 %	0	0
07 : Administrative and Senior Clerical Personnel	6	1	16.7 %	37.3 %	2	-1
08 : Skilled Sales and Service Personnel	19	6	31.6 %	14.2 %	3	3
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	21.0 %	0	0
10 : Clerical Personnel	11	2	18.2 %	48.1 %	5	-3
Total	98	29	29.6 %	29.7 %	28	1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Tyco Electronics Canada ULC

Workforce Analysis - Summary Report

Date: 2017-11-03

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	14	0	0.0 %	4.3 %	1	-1
03 : Professionals	37	2	5.4 %	3.8 %	1	1
04 : Semi-Professionals and Technicians	4	0	0.0 %	4.6 %	0	0
05 : Supervisors	4	0	0.0 %	13.9 %	1	-1
06 : Supervisors: Crafts and Trades	1	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	6	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	19	0	0.0 %	3.5 %	1	-1
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	11	0	0.0 %	7.0 %	1	-1
Total	98	2	2.0 %	4.6 %	5	-3

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-11-03

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

The settings identified are better reflective of the locations in which the company recruits for specific EEOGs. In addition, in certain EEOGs, the NOC codes were used to perform the analysis. This has to do with tailorizing the data and is in keeping with the Guidelines of the EE Act.

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2017-11-03

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Tyco Electronics Canada ULC

2018-05-28

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2017	11	03

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD

Table 1: Women

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	5	1	26.7
02	Middle & Other Managers	9	1	27.1
03	Professionals	37	11	19.5
04	Semi-Professionals & Technicians	4	2	18.6
05	Supervisors	4	2	51.9
06	Supervisors: Crafts & Trades	1	0	5.3
07	Administrative & Senior Clerical Personnel	6	4	80.1
08	Skilled Sales & Service Personnel	19	4	28.2
09	Skilled Crafts & Trades Workers	2	0	3.7
10	Clerical Personnel	11	6	65.2
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		98	31	31.9

Table 5: Women

Subsequent/Current Workforce Analysis			
All Employees	Women		
	Representation	Availability*	
#	#	%	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	
0	0	0.0	

*** Source:**
2006 Census of Canada

*** Source:**

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Tyco Electronics Canada ULC

43248

Start Date of Flow Data		
YYYY	MM	DD

End Date of Flow Data		
YYYY	MM	DD

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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↓ ↓ ↓ ↓

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Table 1: Women

Table 5: Women

Table 9: Women

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

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
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	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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Tyco Electronics Canada ULC

43248

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

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

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

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
0	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Tyco Electronics Canada ULC

43248

Start Date of Flow Data		
YYYY	MM	DD
0	0	0

End Date of Flow Data		
YYYY	MM	DD
0	0	0

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

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Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees																			First/Previous Short-term Goals																			Women																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																																						
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To						From - To																																					
	2017-11-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-11-03	Annually	Over 3 Years	2017	2020																																													
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%																																							
01 Senior Managers	5	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0	0	26.7%	0	0	20.0%	20.0%																																						
02 Middle & Other Managers	9	-100.0%	0.0%	0	0.0%	5.0%	1	1	1	5.0%	0	1	1	50.0%	27.1%	-1	0	11.1%	22.2%																																						
03 Professionals	37	-100.0%		0	0.0%		0	0	11	0.0%	0	-4	0	19.5%	4	4	29.7%	29.7%																																							
04 Semi-Professionals & Tech	4	-100.0%		0	0.0%		0	0	2	0.0%	0	-1	0	18.6%	1	1	50.0%	50.0%																																							
05 Supervisors	4	-100.0%		0	0.0%		0	0	2	0.0%	0	0	0	51.9%	0	0	50.0%	50.0%																																							
06 Supervisors: Crafts & Trades	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	5.3%	0	0	0.0%	0.0%																																							
07 Administrative & Sr Clerical	6	-100.0%		0	0.0%		0	0	4	0.0%	0	1	0	80.1%	-1	-1	66.7%	66.7%																																							
08 Skilled Sales & Service	19	-100.0%	0.0%	0	0.0%	5.0%	3	3	4	5.0%	1	2	2	50.0%	28.2%	-1	0	21.1%	26.3%																																						
09 Skilled Crafts & Trades	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.7%	0	0	0.0%	0.0%																																							
10 Clerical Personnel	11	-100.0%		0	0.0%		0	0	6	0.0%	0	1	0	65.2%	-1	-1	54.5%	54.5%																																							
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																																							
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																																							
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#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	98	-100.0%		0	0.0%		0	0	31	0.0%	0	0	0	31.9%	0	0	31.6%	31.6%																																							

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	50.0	0	27.1	market availability is 27.1%
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	2	50.0	0	28.2	market availability is 28.2%
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	

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13	Other Sales & Service	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

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Data for First/Previous Goals

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

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

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
	2017-11-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-11-03	Annually	Over 3 Years	Years	2017	2020						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	5	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.6%	0	0	0.0%	0.0%
02 Middle & Other Managers	9	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.0%	0	0	0.0%	0.0%	
03 Professionals	37	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.4%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	4	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.4%	0	0	0.0%	0.0%	
05 Supervisors	4	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	2.5%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	6	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	19	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.1%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	1.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	11	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#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	98	-100.0%	0.0%	0	0.0%	5.0%	15	15	0	5.0%	0	1	1	4.0%	0.8%	-1	0	0.0%	1.0%

† 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 4: Aboriginal Peoples

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

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14	Other Manual Workers	0	0.0	0	0.0
Total		1	4.0	0	0.0

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)		All Employees																		
		First/Previous Short-term Goals																		
		Growth (New Positions)							Turnover (Replacement of Terminated Employees)			Persons with Disabilities								
		Number	Actual			Projected			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					
2017-11-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-11-03	Annually	Over 3 Years	#	2017	2020	%	#	#	%	%		
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02	Managers	14	-100.0%	0.0%	0	0.0%	5.0%	2	2	0	5.0%	0	1	1	25.0%	4.3%	-1	0	0.0%	7.1%
03	Professionals	37	-100.0%	0	0.0%	0	0	0	0	2	0.0%	0	-1	0	3.8%	1	1	5.4%	5.4%	
04	Semi-Professionals & Tech	4	-100.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	4.6%	0	0	0.0%	0.0%	
05	Supervisors	4	-100.0%	0.0%	0	0.0%	5.0%	1	1	0	5.0%	0	1	1	50.0%	13.9%	-1	0	0.0%	25.0%
06	Supervisors: Crafts & Trades	1	-100.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%	
07	Administrative & Sr Clerical	6	-100.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	19	-100.0%	0.0%	0	0.0%	5.0%	3	3	0	5.0%	0	1	1	17.0%	3.5%	-1	0	0.0%	5.3%
09	Skilled Crafts & Trades	2	-100.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%	
10	Clerical Personnel	11	-100.0%	0.0%	0	0.0%	5.0%	2	2	0	5.0%	0	1	1	25.0%	7.0%	-1	0	0.0%	9.1%
11	Intermediate Sales & Service	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		98	-100.0%	0	0.0%	0	0	0	0	2	0.0%	0	3	0	4.6%	-3	-3	2.0%	2.0%	

† 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 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	1	25.0	0	4.3	market availability is 4.3%
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	1	50.0	0	13.9	market availability is 13.9%
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	1	17.0	0	3.5	market availability is 3.5%
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	1	25.0	0	7.0	market availability is 7.0%
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	

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13	Other Sales & Service	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees																			First/Previous Short-term Goals																			Members of Visible Minorities																		
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years																																						
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years						From - To	YYYY - YYYY																																				
	2017-11-03	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-11-03	Annually	Over 3 Years	Years	2017	2020																																												
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%																																							
01 Senior Managers	5	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0	0	14.9%	0	0	20.0%	20.0%																																						
02 Middle & Other Managers	9	-100.0%		0	0.0%		0	0	2	0.0%	0	0	0	21.7%	0	0	22.2%	22.2%																																							
03 Professionals	37	-100.0%		0	0.0%		0	0	16	0.0%	0	-3	0	35.1%	3	3	43.2%	43.2%																																							
04 Semi-Professionals & Tech	4	-100.0%		0	0.0%		0	0	1	0.0%	0	0	0	31.4%	0	0	25.0%	25.0%																																							
05 Supervisors	4	-100.0%	0.0%	0	0.0%	5.0%	1	1	0	5.0%	0	1	1	100.0%	36.2%	-1	0	0.0%	25.0%																																						
06 Supervisors: Crafts & Trades	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	11.9%	0	0	0.0%	0.0%																																							
07 Administrative & Sr Clerical	6	-100.0%	0.0%	0	0.0%	5.0%	1	1	1	5.0%	0	1	1	100.0%	37.3%	-1	0	16.7%	33.3%																																						
08 Skilled Sales & Service	19	-100.0%		0	0.0%		0	0	6	0.0%	0	-3	0	14.2%	3	3	31.6%	31.6%																																							
09 Skilled Crafts & Trades	2	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	21.0%	0	0	0.0%	0.0%																																							
10 Clerical Personnel	11	-100.0%	0.0%	0	0.0%	5.0%	2	2	2	5.0%	0	3	2	100.0%	48.1%	-3	-1	18.2%	36.4%																																						
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																																							
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!																																							
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#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	98	-100.0%		0	0.0%		0	0	29	0.0%	0	0	0	29.7%	0	0	29.6%	29.6%																																							

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	100.0	0	36.2	market availability is 36.2%
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	100.0	0	37.3	market availability is 37.3%
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	2	100.0	0	48.1	market availability is 48.1%
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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

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Part 3: Goals

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Data for Subsequent/Current Goals

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

Table 9: Women

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

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

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

Table 10: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

43248

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

43248

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

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

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{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 12: Aboriginal Peoples

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

Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

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Total		0.0		0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

43248

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

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

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)^{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 14: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

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

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

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

‡ Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Tyco Electronics Canada ULC

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Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2017	5	1	20.0	26.7	1	0	74.9																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	9	1	11.1	27.1	2	-1	41.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2017	37	11	29.7	19.5	7	4	152.5																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	4	2	50.0	18.6	1	1	268.8																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2017	4	2	50.0	51.9	2	0	96.3																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	1	0	0.0	5.3	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments						
		Flow Data				Short-term Goals				Long-term Goals										
		All Employees	Women			All Employees	Women			All Employees	Women									
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met							
#	#	%	%	#	%	%	#	%	%	#	%	%								
01 Senior Managers	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
	3	0	0	0.0				0	0	0.0				0	0	0.0				
02 Middle & Other Managers	0	0	0	0.0	1	0	0.0	50.0	0	0	0.0	27.1	0	0	0.0					
	3	0	0	0.0				0	0	0.0				0	0	0.0				
03 Professionals	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
	3	0	0	0.0				0	0	0.0				0	0	0.0				
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
	3	0	0	0.0				0	0	0.0				0	0	0.0				
05 Supervisors	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
	3	0	0	0.0				0	0	0.0				0	0	0.0				
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
	3	0	0	0.0				0	0	0.0				0	0	0.0				

Federal Contractors Program Achievement Report

Part 4: Results - Women

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2017	6	4	66.7	80.1	5	-1	83.2	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2017	19	4	21.1	28.2	5	-1	74.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017	2	0	0.0	3.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	11	6	54.5	65.2	7	-1	83.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Women				All Employees	Women				All Employees	Women									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%							
07	Administrative & Senior Clerical	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0							
08	Skilled Sales & Service Personnel	0	0	0	0.0	2	0.0	50.0	0.0	0	0.0	28.2	0.0	0	0.0							
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							
10	Clerical Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							
11	Intermediate Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0							

Federal Contractors Program Achievement Report

Part 4: Results - Women

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
Total	2017	98	31	31.6	31.9	31	0	99.2																	
	0	0	0	0.0	0.0	0	0	0.0																	

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

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

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2017	5	0	0.0	0.6	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2017	9	0	0.0	1.0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2017	37	0	0.0	0.4	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	4	0	0.0	1.4	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2017	4	0	0.0	0.7	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	1	0	0.0	2.5	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

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Part 5: Results - Aboriginal Peoples

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	2017	6	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2017	19	0	0.0	1.1	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017	2	0	0.0	1.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	11	0	0.0	0.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

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

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Part 5: Results - Aboriginal Peoples

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Aboriginal Peoples									All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	
Total	2017	98	0	0.0	0.8	1	-1	0.0																		
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples				Goal	Aboriginal Peoples		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met			Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0			0.0	0.0	
14 Other Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0			0.0	0.0	
Total	0	0	0	0.0	1	0.0	4.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0				0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01&02 Managers	2017	14	0	0.0	4.3	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	2017	37	2	5.4	3.8	1	1	142.2																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	2017	4	0	0.0	4.6	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	2017	4	0	0.0	13.9	1	-1	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2017	1	0	0.0	7.8	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	0	0	0	0.0	1	0.0	25.0	0.0	0	0.0	4.3	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	0	0	0	0.0	1	0.0	50.0	0.0	0	0.0	13.9	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	3	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07	Administrative & Senior Clerical	2017	6	0	0.0	3.4	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	
08	Skilled Sales & Service Personnel	2017	19	0	0.0	3.5	1	-1	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017	2	0	0.0	3.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	11	0	0.0	7.0	1	-1	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
		0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments									
		Flow Data		Short-term Goals				Long-term Goals															
		All Employees	Persons with Disabilities	Persons with Disabilities								Persons with Disabilities											
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
#	#	%	%	#	%	%	%	#	%	%	%												
07	Administrative & Senior Clerical	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	0	0	0	0	0.0	1	0.0	17.0	0.0	0	0.0	3.5	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
10	Clerical Personnel	0	0	0	0	0.0	1	0.0	25.0	0.0	0	0.0	7.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
11	Intermediate Sales & Service Personnel	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	0	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
		3	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis											
		Workforce										Hires				Promotions				Terminations			
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities		
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference		
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0
	0	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	0	0
Total	2017	98	2	2.0	4.6	5	-3	44.4															
	0	0	0	0.0	0.0	0	0	0.0															

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

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

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	
01 Senior Managers	2017	5	1	20.0	14.9	1	0	134.2																	
	0	0	0	0.0	0.0	0	0	0.0																	
02 Middle & Other Managers	2017	9	2	22.2	21.7	2	0	102.4																	
	0	0	0	0.0	0.0	0	0	0.0																	
03 Professionals	2017	37	16	43.2	35.1	13	3	123.2																	
	0	0	0	0.0	0.0	0	0	0.0																	
04 Semi-Professionals & Technicians	2017	4	1	25.0	31.4	1	0	79.6																	
	0	0	0	0.0	0.0	0	0	0.0																	
05 Supervisors	2017	4	0	0.0	36.2	1	-1	0.0																	
	0	0	0	0.0	0.0	0	0	0.0																	
06 Supervisors: Crafts & Trades	2017	1	0	0.0	11.9	0	0	0.0																	
	0	0	0	0.0	0.0	0	0	0.0																	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Visible Minorities			Goal	Visible Minorities			Goal	Visible Minorities				Goal	Visible Minorities		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met					
#	#	#	%	#	%	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
	3	0	0	0.0														
02 Middle & Other Managers	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
	3	0	0	0.0														
03 Professionals	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
	3	0	0	0.0														
04 Semi-Professionals & Technicians	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
	3	0	0	0.0														
05 Supervisors	0	0	0	0.0	1	0.0	100.0	0.0	0.0	0	0.0	36.2	0.0					
	3	0	0	0.0														
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0		
	3	0	0	0.0														

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Part 7: Results - Members of Visible Minorities

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07	Administrative & Senior Clerical	2017	6	1	16.7	37.3	2	-1	44.7	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
08	Skilled Sales & Service Personnel	2017	19	6	31.6	14.2	3	3	222.4	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2017	2	0	0.0	21.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
10	Clerical Personnel	2017	11	2	18.2	48.1	5	-3	37.8	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Visible Minorities			Goal	Visible Minorities			Goal	Visible Minorities				Goal	Visible Minorities		
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met					
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%			
07	Administrative & Senior Clerical	0	0	0	0.0	1	0.0	100.0	0.0	0	0.0	37.3	0.0					
		3	0	0	0.0			0.0	0.0			0.0	0.0					
08	Skilled Sales & Service Personnel	0	0	0	0.0	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					
09	Skilled Crafts & Trades Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
		3	0	0	0.0			0.0	0.0			0.0	0.0					
10	Clerical Personnel	0	0	0	0.0	2	0.0	100.0	0.0	0	0.0	48.1	0.0					
		3	0	0	0.0			0.0	0.0			0.0	0.0					
11	Intermediate Sales & Service Personnel	0	0	0	0.0	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					
12	Semi-Skilled Manual Workers	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
		3	0	0	0.0			0.0	0.0			0.0	0.0					

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Tyco Electronics Canada ULC

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2017	0	0	0.0	0.0	0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2017	0	0	0.0	0.0	0	0	0	0.0																
	0	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2017	98	29	29.6	29.7	29	0	99.6																	
	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Tyco Electronics Canada ULC
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Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

TYCO ELECTRONICS CANADA ULC
First Compliance Assessment
under the Federal Contractors
Program (FCP)

November 2017

Employment Equity Workforce Questionnaire and Survey Results

Introduction:

Tyco Electronics Canada ULC received a federal contract in excess of \$1M from the Federal Government of Canada. As such, the Company is required to implement an employment equity program as part of the Federal Contractors Program (FCP).

While the Company had been subject to the FCP in the past, the FCP has undergone changes in the last few years. And even though Tyco Electronics Canada ULC had maintained aspects of its employment equity compliance over the years, the Company decided to start completely afresh after receiving its most recent federal contract.

The Company, and particularly the Manager, HR Operations, Ms. Anaheet Sethna worked closely with an Employment Equity Consultant, Shenaz Modi of MODI HR Consulting in fulfilling the requirements of the FCP's first year assessment. Shenaz had worked with Tyco Electronics Canada ULC approximately 12 years ago, and has been specializing directly in employment equity compliance for over 25 years.

Communications to Employees Prior to the Employment Equity Questionnaire:

The Company initially started working on a *communication plan* to ensure that all employees were aware that they would be receiving a confidential employment equity questionnaire on May 15th, 2017. Communications were dually signed and distributed by both Kevin Irons (Controller) and Anaheet Sethna (Manager, HR Operations); both of whom are members of senior management within the Company's Canadian operations. Ensuring that members of senior management were supportive of the employment equity survey and employment equity in general was recognized as being crucial to achieving the highest possible survey response rate.

By utilizing a thorough communication strategy, the goal was to ensure all employees were:

1. educated about the Federal Contractors Program;
2. understood why they were being asked to voluntarily supply information relating to designated group status(es);
3. understood how information collected would be used;
4. understood who would have access to the data; and
5. understood the importance of the survey and achieving a high response rate.

The Company utilized the information provided on ESDC's website for Federal Contractors to ensure that both the questionnaire and information provided to all employees was in strict compliance with what was required by both the website and the *Employment Equity Act*.

Definitions utilized on the employment equity questionnaires for Aboriginal peoples, persons with disabilities, and members of visible minorities were taken directly from the *Employment Equity Act* and Regulations. The Company chose to put a question on gender on the questionnaire. However, as required in the legislation, gender was taken from HR records for each employee regardless of whether an employee returned their questionnaire. Therefore the accuracy rate for gender is 100%. The

accuracy for the other three designated groups came directly from the responses obtained from the returned questionnaires.

Survey Results:

In May 2017, all employees received their employment equity questionnaire via email along with a question and answer form to assist in further answering any questions they may have had relating to the survey. As required in the *Employment Equity Act*, the Company had indicated on the questionnaire that if any employee required any material in an alternate format, including the questionnaire, they could contact the Manager, HR Operations, and the Company would comply with their request. In addition, employees were also informed that if they had any questions or concerns, they could confidentially contact the Manager, HR Operations. Overall, the employment equity questionnaire was very well received by employees.

A general reminder was sent out to employees approximately one week after the employment equity survey. A few days later, another reminder was sent out to prompt employees to complete and return their questionnaire if they had not already done so, or to contact the Manager, HR Operations, if they required another questionnaire.

By the end of May, the Manager, HR Operations, sent individual reminders to each employee who had not returned their questionnaire. These combined actions had a positive effect overall, and the Company was able to raise its “return” and “response” rates to 85.1%. In total, all employees who returned their questionnaires responded to the questions.

Overall, there are currently 101 permanent full-time employees. Three of those employees are on disability leave, therefore the Workplace Equity Information Management System (WEIMS) did not retrieve information on those employees during the compilation of summary and detailed data reports due to the different employee status code that is assigned to them. Hence, the total number of permanent full-time employees at the moment in the WEIMS reports is 98.

Since May, the data has been kept up-to-date so that any new employee joining the Company is provided with an employment equity questionnaire, with follow-up mechanisms in place. In addition, if any employee should leave the Company, for whatever reason, their termination or departure date would be recorded and they would cease to be counted in the overall numbers.

In summary, the survey results are as follows:

1. Total number of employees surveyed = 101
2. Total number of employees that did not return survey = 15
3. Total number of blank, partially and fully completed questionnaires returned = 86
4. Total number of fully completed questionnaire returned = 86

Maintaining Data:

As mentioned earlier, going forward, the WEIMS database will be kept up-to-date, and as new employees are hired, they will be provided with an employment equity questionnaire and supporting

information to read. Follow-up procedures will be carried out to ensure the highest response rates possible are maintained.

In addition, all employees will be reminded periodically that they may request a new employment equity questionnaire at any time by contacting the Manager, HR Operations. Ensuring that all employees are aware that they may request a new questionnaire is particularly important for employees who may acquire certain disabilities.

Furthermore, if employees should leave the Company, their departure date will be inputted onto the spreadsheet and on WEIMS. And finally, if an employee is promoted and meets the criteria as set out in the *Employment Equity Act* and Regulations for promotions, their information will be inputted. The criteria for a promotion are the following:

1. The move from one position to another must be permanent and cannot be a temporary or acting assignment;
2. The promotion must result in a higher salary or higher salary scale; and
3. Within the organizational hierarchy, the move must be higher.

If the above three criteria are met, then the date of the promotion must be inputted into the promo.txt file and entered directly into WEIMS. Most importantly, the new job description should be reviewed and a new National Occupational Classification (NOC) code should be assigned. In the vast majority of cases, a promotion and new job description will require a new NOC code.

National Occupational Classification Codes (NOC Codes):

As part of the project, each job position and job description within the Company was carefully reviewed and assigned a four-digit numerical code based on skill level and skill type. The 2011 version of the National Occupational Classification system was used, as this is the version that is currently compatible with WEIMS.

Summary and Detailed WEIMS Reports:

As already mentioned, in recent years, there have been some changes in the FCP. For example, FCP employers are not required to attach salaries to individual employees. However, Tyco Electronics Canada ULC chose to include salaries in order to examine whether there are any clustering issues relating to the designated groups within lower salary quartiles within Employment Equity Occupational Groups (EEOG). Being a Federal Contractor under the old FCP, the Company recognized the usefulness of these data.

Due to the fact that individual salaries are in the WEIMS database, the Company is requesting that ESDC Officers accept electronic WEIMS forms for privacy reasons. Should there be any concerns with this request, please contact Anaheet Sethna, HR Operations.

Analytical Framework and Summary of the Workforce Analysis:

The Employment Equity Guidelines encourage employers to carefully identify the analytical framework before analyzing the data. Identifying an analytical framework that is as close as possible to the realities of the Company is extremely important. The Company reviewed the default settings for Women, Aboriginal Peoples, and Members of Visible Minorities. After careful review of the particular jobs within the EEOGs and the areas from which the Company recruits, it made sense to change some of the default settings to better reflect the realities of the Company and its recruitment areas specific to the EEOGs. Therefore, changes were made to EEOG 01, 02, 03, and 05. No changes were made to the default settings for Persons with Disabilities as WEIMS does not enable employers to make any changes for this designated group.

The data show that the Company has employees in ten of the fourteen EEOGs. There are small under-representations for women, persons with disabilities and members of visible minorities.

For Women, there is a gap of one woman in EEOG 02 (Middle and Other Managers) and a gap of one woman in EEOG 08 (Skilled Sales and Service Personnel). Short-term goals have been identified for these two areas. It should be noted that although there are small gaps of one in both EEOG 07 (Administrative and Senior Clerical) and EEOG 10 (Clerical Personnel), the Company is not required to treat these as under-representations as women are already over-concentrated within both of these EEOGs within the external availability data, and the purpose of employment equity is not to try and duplicate these over-concentrations.

There are no gaps or under-representations for Aboriginal Peoples, however the Company will make efforts to send job postings to Aboriginal organizations as part of its recruitment process going forward.

Members of Visible Minorities have gaps or under-representations in three of the ten EEOGs. There is a gap of one in EEOG 05 (Supervisors), as well as another gap of one in EEOG 07 (Administrative and Senior Clerical Personnel). There is a gap of three in EEOG 10 (Clerical Personnel). Short term numerical goals (3 year goals) have been set for this designated group.

Persons with disabilities have gaps of one in five separate EEOGs. They include a gap of one in the combined EEOGs of 01 (Senior Management) and 02 (Middle Management). WEIMS always combines these two EEOGs together for persons with disabilities.

In addition to the above, there is a gap of one person with a disability in EEOG 05 (Supervisors), EEOG 08 (Skilled Sales and Service Personnel), and EEOG 10 (Clerical Personnel).

Short-Term (3 Year) Goals and Longer Term Goals:

Short-term (3 year) goals have been identified for all of the areas where there are under-representations and while the turnover is low at Tyco Electronics Canada ULC, every effort will be made to address these under-representations where possible. There will also be qualitative goals such as outreach recruitment that will be undertaken to try and assist the Company in closing some of the gaps.

Attached in a separate document are the three-year short-term goals set by the Company to address the under-representations of designated groups within the EEOGs in which they are under-represented. A

spreadsheet was used, that takes into account an estimated 5% turnover per year in each EEOG. While even 5% is high, the Company needed to be realistic in terms of how potential turnover could possibly affect its overall numbers of designated group members.

In an effort to evaluate progress, Senior Management will review its progress and goals every six months.

As for long-term goals (those that are greater than three years), Tyco Electronics Canada ULC will aim to close all of its gaps (under-representations) by 2023. The Company will also ensure that it makes every effort to make all of its workplaces inclusive to all people. Senior Management will ensure that employment equity and the Company's commitment to the Federal Contractors Program is maintained and that progress is reviewed at least every six months. In addition, the Company will embark on an outreach recruitment program particularly in areas where there are under-representations of designated groups.

Tyco Electronics Canada ULC is fully committed to employment equity and making all of its work sites in Canada truly welcoming of all peoples, and fulfilling the requirements under the Federal Contractors Program (FCP).

Further Inquiries:

If any further information is required pertaining to any of the above, kindly contact:

Anaheet Sethna
Manager, HR Operations
Tyco Electronics Canada ULC
Telephone: (905) 474-5529 or anaheet.sethna@te.com

Federal Contractors Program Report of the First Compliance Assessment

Employer Name: Tyco Electronics Canada ULC

Primary Location: Markham, Ontario

Number of Employees: 98

Ontario – 86

Quebec – 9

New Brunswick – 1

British Columbia – 1

Alberta – 1

The employer advised that there are currently 101 permanent full-time employees. Three (3) of those employees are on disability leave and therefore the Workplace Equity Information Management System (WEIMS) did not retrieve the information on those employees during the compilation of summary and detailed data reports since a different employee status code is assigned to them. Hence, the WFA report shows the total number of permanent full-time employees and permanent part-time employees is 98.

Organization Overview:

NAICS : 3344 - Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers
Tyco Electronics Canada ULC designs and manufactures connectors and other electronic equipments. The company is based in Markham, Canada. Tyco Electronics Canada ULC operates as a subsidiary of TE Connectivity Ltd.

Key Dates – First Year Assessment

Initiated: 2017-12-01

Received: 2018-06-01

WFA: 2017-11-03

COLLECTION OF WORKFORCE INFORMATION

	#	%
Number of Surveys Handed Out:	101	100
Number of Surveys Returned:	86	85.1
Number of Completed Surveys Returned:	86	85.1

- The questionnaire includes appropriate definitions.
- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.

- The questionnaire has an employee identifier.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

The self-identification questionnaire was reviewed and found to be in compliance by the Workplace Equity Division of the Labour Program.

WORKFORCE ANALYSIS & GOAL SETTING

- The workforce analysis was done using WEIMS.
- The organization selected the occupational defaults for establishing external availability estimates or provided reasonable justifications.

As per the WFA dated November 2017, the organization changed the occupational defaults for EEOGs 01, 02, 03 and 05. The justification provided by the organization concerning the change in defaults for EEOG 01, 02, 03 and 05, is that the Company is situated in Toronto and upon review of the Detailed Summary report is shows that all the employees hired in the mentioned EEOG's were from Ontario and thus the company changed the default from National to Provincial. By doing this the company thinks that it reflects the realities of the Company and its recruitment areas specific to the EEOGs.

- The organization selected the geographic defaults for establishing external availability estimates or provided reasonable justifications.

As per the WFA dated November 2017, the organization changed the occupational defaults for EEOG 01, 02, 03 and 05. Looking at the detailed report, these changes are justifiable since the employees for EEOG 01, EEOG 02 and EEOG 03 were recruitment from the province while the employees in EEOG 05 were hired from different provinces, thus CMA.

- The organization appears to have properly coded its positions using the 2011 National Occupational Classification (NOC).
- The organization has set a goal for every designated group in every occupational group where a gap was identified.
- The organization has demonstrated that it has considered the following in setting its short-term goals: the degree of under-representation, the availability, anticipated

growth or reduction and anticipated turnover in order to set a goal in each occupational group where a gap was identified.

- The goals set are sufficient to ensure reasonable progress by being above, or at minimum, equal to availability.

The company advised that three of their employees are on long term disability and thus the Workforce Analysis-Summary report indicates that they only have 98 employees.

SUMMARY OF GOALS

Women

Workforce Analysis Results			Goals		Represent ation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	50.0	27.1	11.1	27.1
07	Administrative and Senior Clerical Personnel	-	Not req	Not req	66.7	80.1
08	Skilled Sales & Service	-1	28.7	28.7	21.1	28.2
10	Clerical Personnel	-1	Not req	Not req	54.5	65.2

The organization has set appropriate short-term and long-term goals in all four EEOGs where a gap was uncovered.

With regards to EEOGs 07 and 10, the company was not required to set any goals though availability is 80.1% and 65.2%. The present representation in both these EEOG's is 66.7% and 54.5% respectively. Thus in keeping with the program decision not to encourage organizations to seek representation levels of beyond 50% for women in order to discourage occupational segregation and ensure that those occupational groups are welcoming of all genders. For the other two EEOG's (02 and 08), goals were set at labour market availability.

The data submitted by the organization reveals limited anticipated opportunities for hires in EEOGs where gaps were found. However, the goals set at availability will serve them well should an unexpected vacancy occur.

Aboriginal Peoples

There are no gaps in this designated group. Therefore no goals need to be set.

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
01/02	Managers	-1	25.0	4.3	0.0	4.3
05	Supervisors	-1	50.0	13.9	0.0	13.9
08	Skilled Sales & Service	-1	17.0	3.5	0.0	3.5
10	Clerical	-1	25.0	7.0	0.0	7.0

The short term goals for the gaps identified in EEOG 01/02, EEOG 05, EEOG 08 and EEOG 10, are all set above the labour market availability, while the long term goals are set at the labour market availability. This is acceptable since by doing so they will either eliminate or reduce the gap thus ensuring reasonable progress is achieved in the short-term and maintained in the long-term.

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3 years or more)	%
05	Supervisors	-1	100.0	36.2	0.0	36.2
07	Administrative & Sr. Clerical	-1	100.0	37.3	16.7	37.3
10	Clerical Personnel	-3	100.0	48.1	18.2	48.1

The short term goals for the gaps identified in EEOG 05, EEOG 07 and EEOG 10, are all set above the labour market availability, while the long-term goals are set at the labour market availability. It was explained to the employer that the short term goals that is set above the LMA and is at 100% is not realistic since by setting the short term goal at 100%, it can be read

as all the future hires in this category is going to be 100% from this designated group. However, the organization insisted on setting the goals above LMA.

Also the organization explained that their short term goals are set by identifying all of the areas where there are under-representations. They also stated that even though the turnover is low at Tyco Electronics Canada ULC, every effort will be made by the organization to address these under-representations where possible. They will also have qualitative goals such as outreach recruitment that will be undertaken by the organization in order to try and assist the Company in closing some of the gaps. The Company is trying to be realistic in terms of how potential turnover could possibly affect its overall numbers of designated group members. This is acceptable since by doing so they will either eliminate or reduce the gap and be in par or above the market availability.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Tyco Electronics Canada ULC has minor gaps for women, members of visible minorities and person with disabilities. As such, the organization may want to support its hiring and promotion goals with a plan containing measures to attract and retain designated group employees as stated on the narrative report: "In addition, the Company will embark on outreach recruitment program particularly in areas where there are under-representations of designated groups." As a federal contractor under the Federal Contractors Program (FCP), Tyco is encouraged to adopt measures best suited to the organization in order to ensure reasonable progress towards achieving its goals.

Name of Analyst: Neena Sharan

Date: August 08, 2018

Nyirasafari, Ange AN [NC]

From: Sharan, Neena [NC] on behalf of EE-EME
Sent: August 22, 2018 3:13 PM
To: 'Sethna, Anaheet F'; 'kiron@te.com'
Subject: Government of Canada Agreement Number: 060294 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Kevin Irons:

I am writing to inform you that the compliance assessment initiated on January 12, 2018 has been completed. As a result of the assessment, Tyco Electronics Canada ULC 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 Tyco Electronics Canada ULC's employment equity program.

- Tyco Electronics Canada ULC has minor gaps for women, members of visible minorities and person with disabilities. As such, the organization may want to support its hiring and promotion goals with a plan containing measures to attract and retain designated group employees as stated on the narrative report: "In addition, the Company will embark on outreach recruitment program particularly in areas where there are under-representations of designated groups." As a federal contractor under the Federal Contractors Program (FCP), Tyco is encouraged to adopt measures best suited to the organization in order to ensure reasonable progress towards achieving its goals.

Next Steps

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on January 12, 2021. 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 Tyco Electronics Canada ULC is notified of a subsequent assessment, the following information will be required:

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

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

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

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

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

Should you require any further information regarding your organization's obligations under the FCP, please contact Neena Sharan at neena.sharan@labour-travail.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Tyco Electronics Canada ULC 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
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Join the online **Workplace Equity, Diversity and Inclusion Forum (WEDIF)**, a collaborative space for employers. Send us an email to join!