Labour Program Federal Contractors Program Emploi et Développement social Canada

PROTECTED WHEN COMPLETED - 8

OFFICIAL USE	ONLY		***************************************
Agreement	Nº:	***********	***************************************

s.19(1)

s.24(1)

# **Agreement to Implement Employment Equity**

☐ New Agreement		nust be complet	**						
Revised Agreement									
[47], varyon v A. overnour					***************************************				
Legal Name of Organization	UKG	MIZATION	Parent company	/ is located outsic	la Canada				
Ultra Electronics Maritime	Systems		r aren company	y is rocaled outsic	e Valiava				
			***************************************	✓ Yes	□No				
Operating Name (if different from Legal Name	of Organization)		Business Num	ber		***************************************			
				employees in Ca -time and/or Part		155			
Organization's North American Industry Classi Number. To find your organization's four-digit http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun 334511	NAICS code please visit:	sda 2012 Code	Federally Regulated Provincially Regulated						
	HEA	DOFFICE	<u> </u>						
Address (building number, street, suite, etc.)		City		Province	Postal C	lode			
40 Atlantic Street		Dartmouth		NS	B2Y 4	N2			
		Telephone Number							
		902-466-7491							
	EMPLOYMENT	EQUITY CONT	ACT	•••••••••••••••••••••••••••••••••••••••					
Name (print) Paul Reeves		Title HR Director				stal Code 2Y 4N2  Correspondence French  Procurement ployment equity to sign a sorty to sign a			
Telephone Number	E-mail Address			Preferred Langu	age of Corre	spondence			
902-461-3314	paul.reeves@ultra	-ms.com				rench			
	CERT	IFICATION	***************************************	·		***************************************			
The above-named organization:			***************************************	***************************************		***************************************			
<ul> <li>having a combined workforce of 100 e</li> </ul>	or more permanent full-time	e and/or permanen	t part-time emp	loyees in Cana	da, AND				
<ul> <li>intending to bid on, or being in receipt supply arrangement, valued at \$1,000</li> </ul>			contract, standir	ng offer or contr	act issued	under a			
hereby certifies its commitment to implem instrument, in keeping with the Federal C please contact the Labour Program at the	ontractors Program require	ements. For more in	nformation on h	yond the period low to implemen	of the product employm	urement ent equity			
<b>Important note:</b> If an audit of the Agreem the procurement instrument(s) with the Go	ent to Implement Employn overnment of Canada may	nent Equity uncove be terminated.	rs misrepresen	tation on the pa	rt of the or	ganization,			
	SIGI	VATORY		•••••••••••••••••••••••••••••••••••••••					
NOTE: The signatory must be the Chief I contract on behalf of the organiza	Executive Officer OR an au	rthorized person in	an executive p	osition with lega	al authority	to sign a			
Name (print)		Title			***************************************				
David Aulenback	-	VP of Financ	:e			***************************************			
Telephone Number	E-mail Address				-				
902-461-3339	david.aulenback@			[√] Engl	ish []	French			
Signa		Date (YYYY-MM-DC	))						
1		2019-06-06							
Priva									
The information you provide on this form is coll Contractors Program (FCP).									
Completion of this form is mandatory. Refusal to to Bid List, loss of the right to bid on federal go	vernment goods or services or	xitracts of any value	and may also res	ult in the terminal	ion of the co	ntract.			
The information you provide may be used and/ disclosures of your personal information will ne	ver result in an administrative	decision being made	aluation purposes about you.	. However, these	additional u	ses and/or			
	RETURNII	VSTRUCTIONS				***************************************			
IMPORTANT									
The signed Agreement to Implement	t Employment Equity for	m must be sent to	the Labour P	rogram by e-m	ail at:				

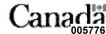


# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

#### Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability Gap	Recruitment Area
		#	#	%	%	# #	
01 : Senior Managers	National	8	1	12.5 %	27.6 %	2 -	National
02 : Middle and Other Managers	National	29	9	31.0 %	39.4 %	11 -	National
03 : Professionals		72	12	16.7 %	17.4 %	13 -	
1111 : Financial auditors and accountants	National	2	1	50.0 %	56.0 %	1	National
1121 : Human resources professionals	National	2	2	100.0 %	73.2 %	1	National
1122 : Professional occupations in business management consulting	National	1	1	100.0 %	42.7 %	0	l National
2111 : Physicists and astronomers	National	2	1	50.0 %	18.2 %	0	l National
2132 : Mechanical engineers	National	15	2	13.3 %	9.5 %	1	l National
2133 : Electrical and electronics engineers	National	23	1	4.3 %	10.7 %	2 -	National
2141 : Industrial and manufacturing engineers	National	4	0	0.0 %	20.4 %	1 -	National
2147 : Computer engineers (except software engineers and designers)	National	3	0	0.0 %	11.1 %	0	National
2148 : Other professional engineers, n.e.c.	National	8	1	12.5 %	19.9 %	2 -	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	27.7 %	0	National
2172 : Database analysts and data administrators	National	3	2	66.7 %	33.0 %	1	l National
2173 : Software engineers and designers	National	8	1	12.5 %	16.0 %	1 (	) National
04 : Semi-Professionals and Technicians		33	4	12.1 %	10.6 %	3	I
2232 : Mechanical engineering technologists and technicians	Nova Scotia	3	1	33.3 %	6.6 %	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	2	1	50.0 %	19.0 %	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	21	1	4.8 %	7.6 %	2 -	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	1	0	0.0 %	7.3 %	0	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	4	1	25.0 %	22.3 %	1	) Nova Scotia
2281 : Computer network technicians	Nova Scotia	2	0	0.0 %	17.7 %	0	) Nova Scotia
05 : Supervisors		1	0	0.0 %	59.4 %	1 .	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	59.4 %	1 .	Halifax



# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

#### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
06 : Supervisors: Crafts and Trades		3	2	66.7 %	18.2 %	1	1	
9222 : Supervisors, electronics manufacturing	Nova Scotia	3	2	66.7 %	18.2 %	1	1	Nova Scotia
07 : Administrative and Senior Clerical Personnel		8	6	75.0 %	80.9 %	6	0	
Employment Equity Occupational Group	Halifax	8	6	75.0 %	80.9 %	6	0	Halifax
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	1.5 %	0	0	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	2	0	0.0 %	1.5 %	0	0	Nova Scotia
10 : Clerical Personnel		3	2	66.7 %	69.7 %	2	0	
Employment Equity Occupational Group	Halifax	3	2	66.7 %	69.7 %	2	0	Halifax
11 : Intermediate Sales and Service Personnel		1	1	100.0 %	65.7 %	1	0	
Employment Equity Occupational Group	Halifax	1	1	100.0 %	65.7 %	1	0	Halifax
12 : Semi-Skilled Manual Workers		42	32	76.2 %	12.3 %	5	27	
Employment Equity Occupational Group	Halifax	42	32	76.2 %	12.3 %	5	27	Halifax
13 : Other Sales and Service Personnel		2	1	50.0 %	55.8 %	1	0	
Employment Equity Occupational Group	Halifax	2	1	50.0 %	55.8 %	1	0	Halifax
Total		204	70	34.3 %	22.7 %	46	24	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

### **Aboriginal Peoples**

				Aborig	ginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	8	0	0.0 %	3.2 %	0	0	National
02 : Middle and Other Managers	National	29	1	3.4 %	2.7 %	1	0	National
03 : Professionals		72	1	1.4 %	1.1 %	1	0	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.4 %	0	0	National
1121 : Human resources professionals	National	2	0	0.0 %	3.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	1.6 %	0	0	National
2111 : Physicists and astronomers	National	2	0	0.0 %	0.5 %	0	0	National
2132 : Mechanical engineers	National	15	0	0.0 %	1.0 %	0	0	National
2133 : Electrical and electronics engineers	National	23	0	0.0 %	1.0 %	0	0	National
2141 : Industrial and manufacturing engineers	National	4	0	0.0 %	0.9 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	3	0	0.0 %	0.8 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	8	0	0.0 %	2.1 %	0	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	1.3 %	0	0	National
2172 : Database analysts and data administrators	National	3	0	0.0 %	1.5 %	0	0	National
2173 : Software engineers and designers	National	8	1	12.5 %	0.6 %	0	1	National
04 : Semi-Professionals and Technicians		33	1	3.0 %	4.2 %	1	0	
2232 : Mechanical engineering technologists and technicians	Nova Scotia	3	0	0.0 %	4.1 %	0	0	Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	2	0	0.0 %	6.9 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	21	1	4.8 %	4.2 %	1	0	Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	1	0	0.0 %	4.2 %	0	0	Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	4	0	0.0 %	2.5 %	0	0	Nova Scotia
2281 : Computer network technicians	Nova Scotia	2	0	0.0 %	4.3 %	0	0	Nova Scotia
05 : Supervisors		1	0	0.0 %	3.6 %	0	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.6 %	0	0	Halifax



# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

#### **Aboriginal Peoples**

				Abori	ginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
06 : Supervisors: Crafts and Trades		3	1	33.3 %	0.0 %	0	1	
9222 : Supervisors, electronics manufacturing	Nova Scotia	3	1	33.3 %	0.0 %	0	1	Nova Scotia
07 : Administrative and Senior Clerical Personnel		8	0	0.0 %	4.0 %	0	0	
Employment Equity Occupational Group	Halifax	8	0	0.0 %	4.0 %	0	0	Halifax
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	2.9 %	0	0	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	2	0	0.0 %	2.9 %	0	0	Nova Scotia
10 : Clerical Personnel		3	0	0.0 %	3.9 %	0	0	
Employment Equity Occupational Group	Halifax	3	0	0.0 %	3.9 %	0	0	Halifax
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	4.3 %	0	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	4.3 %	0	0	Halifax
12 : Semi-Skilled Manual Workers		42	2	4.8 %	3.8 %	2	0	
Employment Equity Occupational Group	Halifax	42	2	4.8 %	3.8 %	2	0	Halifax
13 : Other Sales and Service Personnel		2	0	0.0 %	4.7 %	0	0	
Employment Equity Occupational Group	Halifax	2	0	0.0 %	4.7 %	0	0	Halifax
Total		204	6	2.9 %	2.7 %	5	1	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

#### **Members of Visible Minorities**

				Members o	f Visible Mino	rities	
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability G	ap Recruitment Area
		#	#	%	%	#	#
01 : Senior Managers	National	8	0	0.0 %	11.5 %	1	-1 National
02 : Middle and Other Managers	National	29	3	10.3 %	17.6 %	5	-2 National
03 : Professionals		72	11	15.3 %	35.3 %	25	-14
1111 : Financial auditors and accountants	National	2	0	0.0 %	32.3 %	1	-1 National
1121 : Human resources professionals	National	2	0	0.0 %	16.7 %	0	0 National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	26.4 %	0	0 National
2111 : Physicists and astronomers	National	2	0	0.0 %	20.7 %	0	0 National
2132 : Mechanical engineers	National	15	3	20.0 %	30.7 %	5	-2 National
2133 : Electrical and electronics engineers	National	23	7	30.4 %	39.6 %	9	-2 National
2141 : Industrial and manufacturing engineers	National	4	0	0.0 %	33.9 %	1	-1 National
2147 : Computer engineers (except software engineers and designers)	National	3	0	0.0 %	42.7 %	1	-1 National
2148 : Other professional engineers, n.e.c.	National	8	0	0.0 %	27.2 %	2	-2 National
2171: Information systems analysts and consultants	National	1	1	100.0 %	38.6 %	0	1 National
2172 : Database analysts and data administrators	National	3	0	0.0 %	35.5 %	1	-1 National
2173 : Software engineers and designers	National	8	0	0.0 %	46.7 %	4	-4 National
04 : Semi-Professionals and Technicians		33	1	3.0 %	3.3 %	1	0
2232 : Mechanical engineering technologists and technicians	Nova Scotia	3	0	0.0 %	0.0 %	0	0 Nova Scotia
2233 : Industrial engineering and manufacturing technologists and technicians	Nova Scotia	2	0	0.0 %	6.9 %	0	0 Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	21	1	4.8 %	2.4 %	1	0 Nova Scotia
2242 : Electronic service technicians (household and business equipment)	Nova Scotia	1	0	0.0 %	4.2 %	0	0 Nova Scotia
2253 : Drafting technologists and technicians	Nova Scotia	4	0	0.0 %	5.8 %	0	0 Nova Scotia
2281 : Computer network technicians	Nova Scotia	2	0	0.0 %	8.7 %	0	0 Nova Scotia
05 : Supervisors		1	0	0.0 %	6.9 %	0	0
Employment Equity Occupational Group	Halifax	1	0	0.0 %	6.9 %	0	0 Halifax



# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

#### **Members of Visible Minorities**

				Members o	f Visible Mind	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
06 : Supervisors: Crafts and Trades		3	1	33.3 %	0.0 %	0	1	
9222 : Supervisors, electronics manufacturing	Nova Scotia	3	1	33.3 %	0.0 %	0	1	Nova Scotia
07 : Administrative and Senior Clerical Personnel		8	0	0.0 %	6.7 %	1		
Employment Equity Occupational Group	Halifax	8	0	0.0 %	6.7 %	1	-1	Halifax
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	2.9 %	0	0	
7231: Machinists and machining and tooling inspectors	Nova Scotia	2	0	0.0 %	2.9 %	0	0	Nova Scotia
10 : Clerical Personnel		3	0	0.0 %	8.1 %	0	0	
Employment Equity Occupational Group	Halifax	3	0	0.0 %	8.1 %	0	0	Halifax
11 : Intermediate Sales and Service Personnel		1	0	0.0 %	11.3 %	0	0	
Employment Equity Occupational Group	Halifax	1	0	0.0 %	11.3 %	0	0	Halifax
12 : Semi-Skilled Manual Workers		42	3	7.1 %	9.3 %	4	-1	
Employment Equity Occupational Group	Halifax	42	3	7.1 %	9.3 %	4	-1	Halifax
13 : Other Sales and Service Personnel		2	1	50.0 %	14.8 %	0	1	
Employment Equity Occupational Group	Halifax	2	1	50.0 %	14.8 %	0	1	Halifax
Total		204	20	9.8 %	18.5 %	37	-17	

Total may not equal sum of components due to rounding.

Sources: 2016 Census and employer's internal data



# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

#### **Persons with Disabilities**

				Persons	with Disabilit	ties		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	37	0	0.0 %	5.0 %	2	-2	National
03 : Professionals	National	72	3	4.2 %	8.9 %	6	-3	National
04 : Semi-Professionals and Technicians	National	33	2	6.1 %	7.6 %	3		National
05 : Supervisors	National	1	0	0.0 %	27.5 %	0	0	National
06 : Supervisors: Crafts and Trades	National	3	0	0.0 %	10.1 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	8	1	12.5 %	10.0 %	1	0	National
09 : Skilled Crafts and Trades Workers	National	2	0	0.0 %	7.8 %	0	0	National
10 : Clerical Personnel	National	3	0	0.0 %	9.3 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	1	0	0.0 %	10.8 %	0	0	National
12 : Semi-Skilled Manual Workers	National	42	1	2.4 %	10.3 %	4		National
13 : Other Sales and Service Personnel	National	2	0	0.0 %	10.7 %	0	0	National
				0 # 4/				
Total		204	7	3.5 %	8.4 %	16	-9	

Total may not equal sum of components due to rounding.

Sources: 2017 Canadian Survey on Disability and employer's internal data



### **Workforce Analysis - Detailed Report**

Date: 2020-04-28

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

Oct 2016 update - to recognize where we have and will recruit different types of employees from.

June 2017 update - review of where we have and will recruit different types of employees from.

Jan 2018 - update review of where we have and will recruit different types of employees from.

Jan 2020 - Updated to reflect where we have and will recruit different types of employees from.

Apr 2020 - Restored to Default as per advised.

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

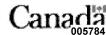


# **Workforce Analysis - Detailed Report**

Date: 2020-04-28

#### 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

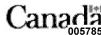


# **Workforce Analysis - Summary Report**

Date: 2020-04-28

#### Women

	Women					
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	8	1	12.5 %	27.6 %	2	•
02 : Middle and Other Managers	29	9	31.0 %	39.4 %	11	-2
03 : Professionals	72	12	16.7 %	17.4 %	13	
04 : Semi-Professionals and Technicians	33	4	12.1 %	10.6 %	3	1
05 : Supervisors	1	0	0.0 %	59.4 %	1	
06 : Supervisors: Crafts and Trades	3	2	66.7 %	18.2 %	1	1
07 : Administrative and Senior Clerical Personnel	8	6	75.0 %	80.9 %	6	0
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	1.5 %	0	0
10 : Clerical Personnel	3	2	66.7 %	69.7 %	2	0
11 : Intermediate Sales and Service Personnel	1	1	100.0 %	65.7 %	1	0
12 : Semi-Skilled Manual Workers	42	32	76.2 %	12.3 %	5	27
13 : Other Sales and Service Personnel	2	1	50.0 %	55.8 %	1	0
Total	204	70	34.3 %	22.7 %	46	24



# **Workforce Analysis - Summary Report**

Date: 2020-04-28

#### **Aboriginal Peoples**

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	8	0	0.0 %	3.2 %	0	0	
02 : Middle and Other Managers	29	1	3.4 %	2.7 %	1	0	
03 : Professionals	72	1	1.4 %	1.1 %	1	0	
04 : Semi-Professionals and Technicians	33	1	3.0 %	4.2 %	1	0	
05 : Supervisors	1	0	0.0 %	3.6 %	0	0	
06 : Supervisors: Crafts and Trades	3	1	33.3 %	0.0 %	0	1	
07 : Administrative and Senior Clerical Personnel	8	0	0.0 %	4.0 %	0	0	
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	2.9 %	0	0	
10 : Clerical Personnel	3	0	0.0 %	3.9 %	0	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	4.3 %	0	0	
12 : Semi-Skilled Manual Workers	42	2	4.8 %	3.8 %	2	0	
13 : Other Sales and Service Personnel	2	0	0.0 %	4.7 %	0	0	
Total	204	6	2.9 %	2.7 %	5	1	



# **Workforce Analysis - Summary Report**

Date: 2020-04-28

#### **Members of Visible Minorities**

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	8	0	0.0 %	11.5 %	1	-1	
02 : Middle and Other Managers	29	3	10.3 %	17.6 %	5	-2	
03 : Professionals	72	11	15.3 %	35.3 %	25	-14	
04 : Semi-Professionals and Technicians	33	1	3.0 %	3.3 %	1	0	
05 : Supervisors	1	0	0.0 %	6.9 %	0	0	
06 : Supervisors: Crafts and Trades	3	1	33.3 %	0.0 %	0	1	
07 : Administrative and Senior Clerical Personnel	8	0	0.0 %	6.7 %	1		
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	2.9 %	0	0	
10 : Clerical Personnel	3	0	0.0 %	8.1 %	0	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	11.3 %	0	0	
12 : Semi-Skilled Manual Workers	42	3	7.1 %	9.3 %	4		
13 : Other Sales and Service Personnel	2	1	50.0 %	14.8 %	0	1	
Total	204	20	9.8 %	18.5 %	37	-17	
• • • • • • • • • • • • • • • • • • • •	,		0.0		<u>.</u>		



# **Workforce Analysis - Summary Report**

Date: 2020-04-28

#### Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	37	0	0.0 %	5.0 %	2	-2	
03 : Professionals	72	3	4.2 %	8.9 %	6	-3	
04 : Semi-Professionals and Technicians	33	2	6.1 %	7.6 %	3	-1	
05 : Supervisors	1	0	0.0 %	27.5 %	0	0	
06 : Supervisors: Crafts and Trades	3	0	0.0 %	10.1 %	0	0	
07 : Administrative and Senior Clerical Personnel	8	1	12.5 %	10.0 %	1	0	
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	7.8 %	0	0	
10 : Clerical Personnel	3	0	0.0 %	9.3 %	0	0	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	10.8 %	0	0	
12 : Semi-Skilled Manual Workers	42	1	2.4 %	10.3 %	4		
13 : Other Sales and Service Personnel	2	0	0.0 %	10.7 %	0	0	
Total	204	7	3.5 %	8.4 %	16	-9	



### **Workforce Analysis - Summary Report**

Date: 2020-04-28

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

Oct 2016 update - to recognize where we have and will recruit different types of employees from.

June 2017 update - review of where we have and will recruit different types of employees from.

Jan 2018 - update review of where we have and will recruit different types of employees from.

Jan 2020 - Updated to reflect where we have and will recruit different types of employees from.

Apr 2020 - Restored to Default as per advised.

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

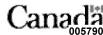


# **Workforce Analysis - Summary Report**

Date: 2020-04-28

#### 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 Ultra Electronics Maritime Systems Inc.

2020-04-27

Data from Firs	t/Previous Wor	kforce Analysis
Ţ	Ţ	Ţ

Data fi	rom Firs	t/Previou	s Workf	orce Anal	ysis
YYYY	ř	MN	1	D	D
2020		04		2	8

Data from Su	bsequent/Curre Analysis	ent Workforce
1	Ţ	<b>\</b>

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	04	28

Table 5: Women
Subsequent/Current Workforce Analysis

Women

All Employees

		Table 1: Women				
		First/Pr	evious Workforce /	Analysis		
Emple	syment Equity Occupational Group (EEOG)	All Employees	Woi	men		
Empr	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	8	1	27.6		
02	Middle & Other Managers	29	9	39.4		
03	Professionals	71	12	17.5		
04	Semi-Professionals & Technicians	33	4	10.6		
05	Supervisors	1	0	59.4		
06	Supervisors: Crafts & Trades	3	2	18.2		
07	Administrative & Senior Clerical Personnel	8	6	80.9		
08	Skilled Sales & Service Personnel	0	0	0.0		
09	Skilled Crafts & Trades Workers	2	0	1.5		
10	Clerical Personnel	3	2	69.7		
11	Intermediate Sales & Service Personnel	1	1	65.7		
12	Semi-Skilled Manual Workers	42	32	12.3		
13	Other Sales & Service Personnel	2	1	55.8		
14	Other Manual Workers	0	0	0.0		
Total	•	203	70	0.0		

	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	ol	0.0
0	0	0.0

* Source:			
2016 Censu	IS		

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# Part 1: Workforce Analysis

# Ultra Electronics Maritime Systems Inc.

2020-04-27

# Data from First/Previous Workforce Analysis

2020	04	28
VVVV	MM	DD
Data from Fi	rst/Previous Work	force Analysis

# Data from Subsequent/Current Workforce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	04	28

Table 6: Aboriginal Peoples
Subsequent/Current Workforce Analysis

Representation

**Aboriginal Peoples** 

Availability\*

0.0 0.0 0.0 0.0

			2: Aboriginal Po	
Emple	yment Equity Occupational Croup (FEOC)	All Employees	Aborigina	l Peoples
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	8	0	3.2
02	Middle & Other Managers	29	1	2.7
03	Professionals	71	1	1.1
04	Semi-Professionals & Technicians	33	1	4.2
05	Supervisors	1	0	3.6
06	Supervisors: Crafts & Trades	3	1	0.0
07	Administrative & Senior Clerical Personnel	8	0	4.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	2	o	2.9
10	Clerical Personnel	3	0	3.9
11	Intermediate Sales & Service Personnel	1	0	4.3
12	Semi-Skilled Manual Workers	42	2	3.8
13	Other Sales & Service Personnel	2	0	4.7
14	Other Manual Workers	0	0	0.0
Total		203	6	0.0

203	6	0.0	0	0	0.0
0	0	0.0	0	0	0.0
2	0	4.7	0	0	0.0
42	2	3.8	0	0	0.0
1	0	4.3	0	0	0.0
3	0	3.9	0	0	0.0
2	0	2.9	0	0	0.0
0	0	0.0	0	0	0.0
8	0	4.0	0	0	0.0
3	1	0.0	0	0	0.0
1	0	3.6	0	0	0.0

All Employees

#

* Sou	rce:				
2016	Cens	sus			

0	

# Part 1: Workforce Analysis

# Ultra Electronics Maritime Systems Inc.

2020-04-27

# Data from First/Previous Workforce Analysis

1

2020	04	28
VVVV	MM	DD
Data from Fi	rst/Previous Work	force Analysis

# Data from Subsequent/Current Workforce Analysis

2020	04	28
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities
		First/Pr	evious Workforce A	<b>Analysis</b>
Emple	yment Equity Occupational Group (EEOG)	All Employees	Members of Vis	ible Minorities
Linbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	8	0	11.5
02	Middle & Other Managers	29	3	17.6
03	Professionals	71	11	35.3
04	Semi-Professionals & Technicians	33	1	3.3
05	Supervisors	1	ol	6.9
06	Supervisors: Crafts & Trades	3	1	0.0
07	Administrative & Senior Clerical Personnel	8	0	6.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	2	o	2.9
10	Clerical Personnel	3	0	8.1
11	Intermediate Sales & Service Personnel	1	ol	11.3
12	Semi-Skilled Manual Workers	42	3	9.3
13	Other Sales & Service Personnel	2	1	9.3
14	Other Manual Workers	0	0	0.0
Total		203	20	0.0

Table 7: Me	mbers of Visible	Minorities
Subsequent	Current Workford	e Analysis
All Employees	Members of Visi	ible Minorities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
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:	
2016 Censu	

* Source:		
0		

# Part 1: Workforce Analysis

# Ultra Electronics Maritime Systems Inc.

2020-04-27

# Data from First/Previous Workforce Analysis

**\** 

2020	04	28
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

Data from Su	bsequent/Curr	ent Workforce
	Analysis	
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2020	04	28

			Persons with Di	
F1-	TEOC	All Employees	Persons with	Disabilities
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	37	0	5.0
03	Professionals	71	3	8.9
04	Semi-Professionals & Technicians	33	2	7.6
05	Supervisors	1	0	27.5
06	Supervisors: Crafts & Trades	3	0	10.1
07	Administrative & Senior Clerical Personnel	8	1	10.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	2	0	7.8
10	Clerical Personnel	3	0	9.3
11	Intermediate Sales & Service Personnel	1	0	10.8
12	Semi-Skilled Manual Workers	42	1	10.3
13	Other Sales & Service Personnel	2	0	10.7
14	Other Manual Workers	0	0	0.0
Total		203	7	0.0

Table 8:	Persons with Dis	abilities
Subsequen	t/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
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:				
2017 Cana	dian Survey	on Disabili	ty	

ý	k	٤	Š	)	u	r	C	e.																									

# Part 2: Flow Data Analysis

# Ultra Electronics Maritime Systems Inc.

### 2020-04-27

0

Start	Date of Flow	Data
YYYY	MM	DD
2020	04	28

YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

0

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

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

Full-time	National	Part-time	National
All Employees Promoted	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

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

# Part 2: Flow Data Analysis

# Ultra Electronics Maritime Systems Inc.

### 2020-04-27

Start	Date of Flow	Data
YYYY	MM	DD
2020	04	28

2020	04	28
YYYY	MM	DD
End I	Date of Flow	Data

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

Data from Form 6 - Employees Terminated

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		J	J.	J
	Tal	ole 2: Abor	iginal Ped	ples
		/ National		/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0

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

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

# Part 2: Flow Data Analysis

# Ultra Electronics Maritime Systems Inc.

### 2020-04-27

Start	Date of Flow	Data
YYYY	MM	DD
2020	04	28

End I	Date of Flow	Data
YYYY	MM	DD
2020	04	28

Data from Form 4 - Employees Hired

0

Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

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

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

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

# Part 2: Flow Data Analysis

Ultra Electronics Maritime Systems Inc.

2020-04-27

0

2020	04	28
YYYY	MM	DD
Start	Date of Flow	Data

2020	04	28
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

0

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

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

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

#### Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

									Data 1	or First/I	Previous (	Goals							
A B	C	D	E	F	G	H	I	J	K	L	M	lN	0	P	Q	R	S	#:	L
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) → (C + F)
3	<b>J</b>	ļ	<u>,                                     </u>	<b></b>	J	<u>_</u>	<del>.</del>	<b></b>	ļ	<b>.</b>	<u></u>	<u> </u>	<b></b>	↓ ↓	1	J	<u> </u>	<b></b>	······································
									Table 1: Women										
									First/	Previous St	iort-term C	ioals							
				All Em	ployees		-		Women										
	Number	Grov	wth (New Posit	ions)	Turnover (Re		Terminated		Number Turnover (Replacement of			3 Year Goals							
Employment Equity		XX XXX 00 August Producted August			Employees)	Projected Hires Over 3			YYYY-MM-DD Terminated Employees)		Hires Required			Present   Present Gam		Projected	Present	Projected	
Occupational Group (EEOG)	7777-MM-00	YYY-MM-DD Actual Projected Actual		Proj		Years	7777-1111-00			Over 3	1111	-1111	Availability	rresent Gap	Gap	Representation	Representation in 3 Years		
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-04-28	Annually	Over 3 Years	Years	2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	9/6	%
01 Senior Managers	8	-100.0%	12.5%	3	0.0%	5.0%	1	4	ı	5.0%	0	2	2	50.0%	27.6%	-1	0	12.5%	27.3%
02 Middle & Other Managers	29	-100.0%	20.0%	17	0.0%	4.0%	3	20	9	4.0%	1	10	10	50.0%	39.4%	-2	0	31.0%	39.1%
03 Professionals	71	-100.0%	20.0%	43	0.0%	7.0%	15	58	12	7.0%	3	11	11	19.0%	17.5%	0	0	16.9%	17.5%
04 Semi-Professionals & Tech	33	-100.0%	25.0%	25	0.0%	6.0%	6	31	4	6.0%	1	3	0		10.6%	1	-3	12.1%	5.2%
05 Supervisors	1	-100.0%	100.0%	3	0.0%	40.0%	1	4	0	40.0%	0	2	2	50.0%	59.4%	-1	0	0.0%	50.0%
06 Supervisors: Crafts & Trades	3	+100.0%	70.0%	6	0.0%	20.0%	2	8	2	20.0%	1	1	0		18.2%	1	-1	66.7%	11.1%
07 Administrative & Sr Clerical	8	-100.0%	35.0%	8	0.0%	12.0%	3	11	6	12.0%	2	9	0		80.9%	0	-9		25.0%
08 Skilled 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!
09 Skilled Crafts & Trades	2	-100.0%	60.0%	4	0.0%	30,0%	2	6	0	30.0%	0	0	0		1.5%	0	0	0.0%	0.0%
10 Clerical Personnel	3	-100.0%	0.0%	0	0.0%	30.0%	3	3	2	30.0%	2	2	0		69.7%	0	-2	66.7%	0.0%
11 Intermediate Sales & Service	1	-100.0%	0.0%	0	0.0%		0	0	1	0.0%	0	0	0		65.7%	0	0	100.0%	100.0%
12 Semi-Skilled Manual	42	-100.0%	20.0%	25	0.0%	24.0%	30	55	32		23	-1	0		12.3%	27	1	76.2%	13.4%
13 Other Sales & Service	2	-100.0%	0.0%	0	0.0%	55.0%	3	3		55.0%	2	2	0		55.8%	1 0	-2	50.0%	-50.0%
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	203	+100.0%		0	0.0%		0	0	70	0.0%	1 0	-70	0		0.0%	70	70	34.5%	34.5%

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

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

					Table 2: Women	
Employment Equity		Wom	en			
Occupational Group (EEOG)	Short-tern	1 Goals	Long-tern	n Goals	Comments	
Occupational Group (EEGG)		%		%		
01 Senior Managers		50.0				
02 Middle & Other Managers		50.0				
03 Professionals		19.0				
04 Semi-Professionals & Tech		0.0		10.6	We progect growth within the next 18 months to 3 years. We've became a corporate sponsor of Women in Areospace to help with our female demographic.	
05 Supervisors		50,0				
06 Supervisors: Crafts & Trades		0.0		18.2	We progect growth within the next 18 months to 3 years. We've became a corporate sponsor of Women in Areospace to help with our female demographic.	
07 Administrative & Sr Clerical		0.0		30,9	We progect growth within the next 18 months to 3 years. We've became a corporate sponsor of Women in Areospace to help with our female demographic.	
08 Skilled Sales & Service		0.0				
09 Skilled Crafts & Trades		0.0				
10 Clerical Personnel		0.0		50.0	We progect growth within the next 18 months to 3 years. We've became a corporate sponsor of Women in Areospace to help with our female demographic.	
11 Intermediate Sales & Service		0,0		50,0	We progect growth within the next 18 months to 3 years. We've became a corporate sponsor of Women in Areospace to help with our female demographic.	
12 Semi-Skilled Manual		0.0		50.0	We progect growth within the next 18 months to 3 years. We've became a corporate sponsor of Women in Areospace to help with our female demographic.	
13 Other Sales & Service		0.0		50.0	We progect growth within the next 18 months to 3 years. We've became a corporate sponsor of Women in Areospace to help with our female demographic.	005799

	Federal Contractors Program Achievement Report	
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	Ultra Electronics Maritime Systems Inc.	
	2020-04-27	***************************************
14 Other Manual Workers	0.0	
Total	0.0	

#### Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

									Data	or First/I	revious (	Goals							
A B			IE	F	I G	II	I	J	K	L	M	N	0	P	Ω	R	S	**************************************	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) → (C + F)
	1	I	<u> </u>	<b></b>	J	1	J	1	Ţ	<u> </u>	<u> </u>	<b>.</b>	J	i	ļ	<u> </u>	<b>J</b>	<b></b>	······································
										e 3: Abori	.5.7	<b></b>							
									First/	Previous SI	iort-term C	loals							
				All En	iployees				Aboriginal Peoples										
	Number	Grov	vth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	3 Year Goals Hires From To							
Employment Equity	YYYY-MM-DD	Actual	Book	ected	Actual	•	Anticipated Projected Hires Over 3		Terminated Employees)		Required	Required		Present	Present Gap	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	11111111111	Actuar	1100		Actuat	1101	Over 3	Years	1111-1111-111		Over 3	Over 3 Years		1	Availability	. resem can	Gap	Representation	Years
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Years		2020-04-28	Annually	Years		2020	2023					
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	9/6	%	#	#	%	%
01 Senior Managers	8	-100,0%	12.5%	3	0.0%	5.0%	Į.	4	0	5.0%	0	0	0		3.2%	0	0	0.0%	0.0%
02 Middle & Other Managers	29	-100.0%	20.0%	17	0.0%	4.0%	3	20	1	4.0%	0	0	0		2.7%	0	0	3.4%	2.2%
03 Professionals	71	-100.0%	20.0%	43		7.0%	15	58	1	7.0%	0	0	0		1.1%	0	0	1.4%	0.9%
04 Semi-Professionals & Tech	33		25.0%	25	1 1	6.0%	6	31	I	6.0%	0	1	0		4.2%	0	-1	3.0%	1.7%
05 Supervisors	1	-100.0%	100.0%	3	1	40.0%	1	4	0	40.0%	0	0	0		3.6%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	3	-100.0%	70.0%	6	0.0%	20,0%	2	8	1	20.0%	1	0	0		0.0%	1	0	33.3%	0.0%
07 Administrative & Sr Clerical	8	-100.0%	35.0%	8	0.0%	12.0%	3	11	0	12.0%	0	1	0		4.0%	0	-1	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	20.007	0	0	(	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	-100.0%	60.0%	4	0.0%	30.0%	2	0		30.0%	0	0	0		2.9%	0	0	0.0%	0.0%
10 Clerical Personnel	.3	-100.0%	0.0%	0	0.0%	30.0%	3	3	0	30.0%	0	0	0		3.9%	0	0	0.0%	0.0%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	42	-100.0% -100.0%	20.0%	25	0.0% 0.0%	24.0%	0 30		1	0.0% 24.0%	1 ,	0	0		4.3% 3.8%	0	9	0.0% 4.8%	0.0% 1.5%
13 Other Sales & Service	42	-100.0%	0.0%	43	0.0%	24.0% 55.0%	30	23	2	55.0%	n	2	0		3.8% 4.7%	0	-2 0	4.8% 0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	53.076	0	n		0.0%	l "	0	0		0.0%	"	0	#DIV/0!	#DIV/0!
Total	203		V.V/0	0	0.0%		0	0	6	0.0%	0	-6	0		0.0%	6	6	3.0%	3.0%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

					Table 4: Aboriginal Peoples
Employment Equity		Aboriginal	Peoples		
Occupational Group (EEOG)	Short-tern	n Goals	Long-term G	oals	Comments
Occupational Group (EEGG)		%		%	
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		2.4 V	Ve progect growth within the next 18 months to 3 years.
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trade	28	0.0		0.0	
07 Administrative & Sr Clerica	al .	0.0		8,0 V	Ve progect growth within the next 18 months to 3 years.
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	ce	0,0		0.0	
12 Semi-Skilled Manual		0.0		3.8 V	Ve progect growth within the next 18 months to 3 years.
13 Other Sales & Service		0.0		0,0	005801

			Federal Com	tractors Program Achiev	ement Report			
				Part 3: Goals				
			Ultra E	Electronics Maritime Syst	ems Inc.			
				2020-04-27				
14 Other Manual Workers	(	0.0						
Total	(	0.0						

#### Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

									Data f	or First/F	revious (	Goals								
$\begin{array}{c} \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\$	C	D	E	F	G	II	I	J	K	L	M	N	0	P	Q	R	S	T	U	
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F÷I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
3-140-01-01-01-01-01-01-01-01-01-01-01-01-01	Ţ	<u> </u>	<u> </u>	<b>J</b>	<u> </u>	1	1	Ţ	1	<b>1</b>	<u> </u>	J	Ţ	<del>J</del>	Ţ	<u> </u>	<u> </u>	J		
										Persons										
									First/	Previous Sh	iort-term G	ioals								
				All Em	ployees		-							Persons with Disabilities						
	Number	Grow	vth (New Posit	ions)	Turnover (Re		Terminated		Number Turnover (Replacement of					r Goals						
Employment Equity						Employees)		Anticipated		Terminated Employees)		Hires Required		From - To	Present		Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	7777-MM-00	Actual	Proje		Actual	Proje		Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	-	Availability	Present Gap	Gap	Representation	Years	
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-04-28	Annually	Over 3 Years	Vears	2020	2023						
	#	%	%	#	%	%	#	#	ŧŧ.	%	#	#	#	%	%	H	ti .	%	%	
01/02 Managers	37	-100.0%	18.0%	20	0.0%	4.0%	4	24	0	4.0%	0	3	3	12.0%	5.0%	-2	0	0.0%	5.3%	
03 Professionals	71	-100.0%	20.0%	43	0.0%	7.0%	15	58	3	7.0%	1	8	8	14.0%	8.9%	-3	0	4.2%	8.8%	
04 Semi-Professionals & Tech	33		25.0%	25		6.0%	6	31	2	6.0%	0	2	0		7.6%	-1	-2	6.1%	3.4%	
05 Supervisors	1	-100.0%	100.0%	3	0.0%	40.0%	1	4	0	40.0%	0	1	0		27.5%	0	-1	0.0%	0.0%	
06 Supervisors: Crafts & Trades	3	-100.0%	70.0%	6	0.0%	20.0%	2	8	0	20.0%	0	1	0		10.1%	0	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	8	+100.0%	35.0%	8	0.0%	12.0%	3	11	1	12.0%	0	1	1	10.0%	10.0%	0	0	12.5%	12.5%	
08 Skilled 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!	
09 Skilled Crafts & Trades	2	-100.0%	60.0%	4	0.0%	30.0%	2	6	0	30.0%	0	0	0		7.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	3	-100.0%	0.0%	0	0.0%	30.0%	3	3	0	30.0%	0	0	0		9.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	1	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		10.8%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	42	-100.0%	20.0%	25	0.0%	24.0%	30	55	1	24.0%	1	7	7	12.0%	10.3%	-3	0	2.4%	10.4%	
13 Other Sales & Service	2	-100.0%	0.0%	0	0.0%	55.0%	3	3	0	55.0%	0	0	0		10.7%	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	#DIV/0!	#DIV/0!	
Total	203	-100.0%		0	0.0%		0	0	7	0.0%	0	-7	0		0.0%	7	7	3.4%	3.4%	

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

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

Workforce Analysis) + 2) x 100.

	orkiotee Amarysis) · 2/ / 10				Table 6: Persons with Disabilities	
	nent Equity	Pe Short-ter	ersons with Disabilitie	s rm Goals	Comments	
Occupati	ional Group (EEOG)	Shortter	% Long K	%	Comments	
01/02 Ma	anagers		12.0	0.0		
03 Pro	ofessionals		14.0	0.0		
04 Ser	mi-Professionals & Tech		0,0	8.0	We progect growth within the next 18 months to 3 years. We will be renovation and expanding our current facility and will create and more accessible facility.	
05 Suj	pervisors		0.0	27.5	We progect growth within the next 18 months to 3 years. We will be renovation and expanding our current facility and will create and more accessible facility.	
06 Su	pervisors: Crafts & Trades		0.0	10.0	We progect growth within the next 18 months to 3 years. We will be renovation and expanding our current facility and will create and more accessible facility.	
07 Ad	Iministrative & Sr Clerical		10.0	11.5	We progect growth within the next 18 months to 3 years. We will be renovation and expanding our current facility and will create and more accessible facility.	
08 Ski	illed Sales & Service		0.0	0.0		
09 Ski	illed Crafts & Trades		0.0	0.0		
10 Cle	erical Personnel		0.0	9.3	We progect growth within the next 18 months to 3 years. We will be renovation and expanding our current facility and will create and more accessible facility.	
11 Int	termediate Sales & Service		0.0	0.0		
12 Sei	mi-Skilled Manual		12.0	0.0		
13 Otl	her Sales & Service		0,0	0,0		
14 Otl	her Manual Workers		0.0	0.0		
Total			0.0	0.0		005803

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Part 3: Goals
Ultra Electronics Maritime Systems Inc.
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#### Part 3: Goals

Ultra Electronics Maritime Systems Inc.

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									Data	or First/I	Previous (	Goals							
A B		D	I.E.	F	G	H		J	<u>K</u>	L	M	N	0	P	<u>Q</u>	R	Is	#:	L.
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry		From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНхЗ	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
\$	<b></b>	<u> </u>	,	J	······································	<u>_</u>	<del></del>	1	, <u>1</u>	<b>.</b>	<u></u>	<b></b>	Į	↓ ↓	Ţ	<b>J</b>	<u></u>	<u> </u>	<u></u>
	Table 7: Members of Visible Minorities																		
		First/Previous Short-term Goals																	
		All Employees Members of Visible Minorities																	
	Number	Grov	wth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R.	eplacement of	3 Year Goals							
Employment Equity						Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proje	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	14413	2020-04-28	Annually	Over 3 Years	Years	2020	2023					1.21.
	и	%	%	#	9/6	%	#	ti	ı.	%	#	£.	żź	%	%	it	ti	%	%
01 Senior Managers	8	-100.0%	12.5%	3	0.0%	5.0%	1	4	0	5.0%	0	1	1	15.0%	11.5%	-1	- 0	0.0%	9.1%
02 Middle & Other Managers	29	-100.0%	20.0%	17	0.0%	4.0%	3	20	3	4.0%	0	5	5	25.0%	17.6%	-2	0	10.3%	17.4%
03 Professionals	71	-100.0%	20.0%	43	0.0%	7.0%	15	58	11	7.0%	2	31	31	54.0%	35.3%	-14	0	15.5%	35.1%
04 Semi-Professionals & Tech	33	-100.0%	25.0%	25	0.0%	6.0%	6	31	1	6.0%	0	1	0		3.3%	. 0	-1	3.0%	1.7%
05 Supervisors	1	-100.0%	100.0%	3	0.0%	40.0%	1	4	0	40.0%	0	0	0		6.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	3	+100.0%	70.0%	6	0.0%	20.0%	2	8	1	20.0%	1	0	0		0.0%	1	0	33.3%	0.0%
07 Administrative & Sr Clerical	8	-100.0%	35.0%	8	0.0%	12.0%	3	11	0	12.0%	0	1	0		6.7%	-1	-1	0.0%	0.0%
08 Skilled 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!
09 Skilled Crafts & Trades	2	-100.0%	60.0%	4	0.0%	30.0%	2	6	0	30.0%	0	0	0		2.9%	0	0	0.0%	0.0%
10 Clerical Personnel	3	-100.0%	0.0%	0	0.0%	30.0%	3	3	0	30.0%	0	0	0		8.1%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		11.3%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	42	-100.0%	20.0%	25	0.0%	24.0%	30	55	3	24.0%	2	5	5	9.0%	9.3%	-1	0	7.1%	9.0%
13 Other Sales & Service	2	-100.0%	0.0%	0	0.0%	55.0%	3	3	1	55.0%	2	1	0		9.3%	1	-1	50.0%	-50.0%
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	203	+100.0%		0	0.0%		0	0	20	0.0%	0	-20	0		0.0%	20	20	9.9%	9.9%

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

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

				Table 8: Members of Visible Minorities								
Paradamana Fanisa	Membe	ers of Visit	ole Minorities									
Employment Equity Occupational Group (EEOG)	Short-term	Goals	Long-term Goals	Comments								
Occupational Group (EEGG)		%	%									
01 Senior Managers		15.0	0.0									
02 Middle & Other Manager	s	25.0	0,0									
03 Professionals		54.0	0.0									
04 Semi-Professionals & Tec	h	0.0	4.0	We progect growth within the next 18 months to 3 years.								
05 Supervisors		0.0	0.0									
06 Supervisors: Crafts & Tra	des	0.0	0.0									
07 Administrative & Sr Cleri	cal	0.0	10,0	We progect growth within the next 18 months to 3 years.								
08 Skilled Sales & Service		0.0	0,0									
09 Skilled Crafts & Trades		0.0	0,0									
10 Clerical Personnel		0.0	0.0									
11 Intermediate Sales & Serv	ice	0,0	0,0									
12 Semi-Skilled Manual		9.0	0.0									
13 Other Sales & Service		0.0	20.0	We progect growth within the next 18 months to 3 years.								

			Federal Contr	ractors Program Achiever	nent Report		
				Part 3: Goals			
			Ultra Ele	ectronics Maritime Syster	ms Inc.		
				2020-04-27			
14 Other Manual Workers	0,0	0.0					
Total	0.0	0.0					

#### Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

									Data for	Subseque	nt/Curre	nt Goals							
$\begin{array}{c} A & B \\ \hline \end{array}$	C	D	E	F	G	H	I	J	<u>K</u>	L	M	N	O	P	<u> </u>	R	S	T	L. L.
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	2 " "	K ÷ C	(K - M + O) ÷ (C + F)
39-440	Ţ	Ţ	Ţ	<u> </u>	1	1	Ţ	J	Ţ	<b>1</b>	<b>J</b>	J	<u> </u>	Ţ	J	Ţ	<u> </u>	Ţ	<u> </u>
										Table 9:									
		Subsequent/Current Short-term Goals																	
		All Employees Women																	
	Number	Grov	vth (New Posit	tions)	•	placement ( Employees)	of Terminated		Number	Turnover (R	enlacement of	Hires		r Goals					
Employment Equity					ļ	• •		Anticipated Hires Over 3		Terminated		Required		n - To	Present		Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proj	ected	Actual	Pro	ijected	Years	YYYY-MM-DD			Over 3		- 1111	Availability	Present Gap	Gap	Representation	Years
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-04-28	Annually	Over 3 Years	Years	2020	2023					
	ii.	%	%	tt	%	9%	44	H		%	#	£	it	9/4	%	±	ŧi	%	9/0
01   Senior Managers	()	-100,0%		0	0.0%	70	0	0		0.0%	0	0			0.0%	. ()	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	. 0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	+100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%		- 0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

					Table 10: Women
Employment Equity Occupational Group (EEOG)		Short-tern	Women n Goals   1	ong-term Goals	Comments
L	-		%	%	
0.1	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
0.3	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0,0	0.0	
0.5	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	005807
14	Other Manual Workers		0.0	0.0	-005807

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Ultra Electronics Maritime Systems Inc.
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Total	<b>还是</b>

#### Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

Economic									Data for	Subseque	nt/Currei	nt Goals									
A B	C	D	E	F	G	H	I	J	K	L	M	N	ĺO	P	<u>Q</u>	R	S	T.	U		
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	1 2 44	K ÷ C	(K - M + O) + (C + F)		
\$	<b></b>	J	<b></b>	<b></b>	<u></u>	Ψ	<b>J</b>	<b></b>	<u>†</u>	<b></b>	<u> </u>	<b></b>	<u> </u>	↓ ↓	1	.i	<u> </u>	<b></b>	<u></u>		
	Table 11: Aboriginal Peoples																				
		Subsequent/Current Short-term Goals																			
	All Employees													Aboriginal Peoples							
	Number	Growth (New Positions)				rnover (Replacement of Terminated Employees)			Number	Number Turnover (Replacement of		Hires		ar Goals							
Employment Equity	VVVV-MM-DD	Actual	Proi	ected	Actual		iected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated Employees)		Required		- 1111	Present	Present Gap	Projected	Present	Projected Representation in 3		
Occupational Group (EEOG)				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability	,	Gap	Representation	Years		
	2020-04-28	Annually	Annually	Years	Annually	Annually	Years		2020-04-28	Annually	Years		2020	2023							
	#	%	%	#	9/0	%	#	Ħ	#	%	#	#	#	%	%	#	#	%	9/6		
01 Senior Managers	0	-100.0%	12.5%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	201 17 (7)	#DIV/0!		
02 Middle & Other Managers	0	-100.0%	20.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
03 Professionals	0	-100.0%	20.0%	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%	25.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
05 Supervisors	0	-100.0%	100.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	0	+100.0%	70.0%	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%	35.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
08 Skilled Sales & Service	0	0.0%	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%	60.0% 0.0%	U	0.0%		0	0	0	0.0%	0	U	0		0.0%	0	1 0	#DIV/0!	#DIV/0!		
10 Clerical Personnel	0	-100.0%	0.0%	U	0.0%		\ \ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\	U	0	0.0%	0	0	0		0.0%	1 0	0	#DIV/0!	#DIV/0!		
11 Intermediate Sales & Service	0	-100.0%	20.0%	0	0.0%		0	0	9	0.0%	0	0	0		0.0%		0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	0	-100.0% -100.0%	0.0%	0	0.0% 0.0%		"	0	"	0.0% 0.0%	0	0	0		0.0% 0.0%	9 0	1 0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!		
12 Other Culture & Committee																	1 13				
13 Other Sales & Service 14 Other Manual Workers	0	-100.0%	0.0%	0	0.0%		\ \ \ \ \ \	n	,	0.0%	0	Δ	0		0.0%			#DIV/0!	#DIV/0!		

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

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

						Table 12: Aboriginal Peoples
Fm	ployment Equity		Aboriginal			
	upational Group (EEOG)	Short-teri		Long-te	rm Goals	Comments
			%		%	
01	Senior Managers		0.0		0.0	
02	Middle & Other Managers		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		0.0		0.0	
06	Supervisors: Crafts & 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		1 o.oF	-003003

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	Ultra Electronics Maritime Systems Inc.
	2020-04-27
Total	0.0

# Federal Contractors Program Achievement Report Part 3: Goals

Ultra Electronics Maritime Systems Inc.

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									Data for	Subseque	nt/Currei	nt Goals							
A	C	D	E	F	G	II	I	J	K	L	M	N	0	P	Q	R	<u>S</u>	T	U I
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry C	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	1	Ţ	1	1	Ų	1	1	1	1	1	4	Ţ	1	ţ	1	1	1	1	<b>J</b>
										: Persons									
									Subsequi	ent/Current	Short-tern	n Goals							
				All Em											th Disabilitie	s			
	Number	Grow	th (New Position	ns)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals					
Employment Equity								Anticipated Hires Over 3		Terminated		Required		n - To	Present		Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Project		Actual	Proj	ected	Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Years
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2020-04-28	Annually	Over 3 Years	Years	2020	2023					
	#	%	%	#	9/0	9/6	#	#	#	%	#	#	#	%	%	#	#	9/0	9/0
01/02 Managers	0	-100,0%	12.5%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	20.0%	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%	20.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%	25.0%	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%	100.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%	70.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	35.0%	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%	60.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
12 Semi-Skilled Manual	0	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%	20.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		- 0	0	0	0.0%	0	0	0		0.0%	- 0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

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

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

Workforce Analysis) ± 2) x 100.

Workforce Analysis) = 2) x 10	V.			
				Table 14: Persons with Disabilities
Employment Equity	Persons with	ı Disabilities		
Occupational Group (EEOG)	Short-term Goals	Long-ter	m Goals	Comments
Occupational Group (EEOG)	<sup>6</sup> / <sub>0</sub>		%	
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	ol .	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	0.0	005811

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									Data for	Subseque	nt/Curre	nt Goals							
A		D	E	F	G	H	I	J	K	L	M	N	O	ÈP	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C
\$	<b></b>	<u>T</u>	<b>.</b>	<b></b>		1	Į	<b>J</b>	<b></b>	, T	<u> </u>	<b>J</b>	ļ	↓	· · · · · · · · · · · · · · · · · · ·	.i	<b></b>	<b></b>	J
								٦	able 15: <b>N</b>	1embers o	of Visible	Minoritie	28						
									Subsequ	ent/Curren	t Short-teri	n Goals							
				All En	nployees								M	embers of '	isible Minor	ities			
	Number	Gres	vth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnovar (D	eplacement of		3 Yea	r Goals					
Employment Equity						Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-00	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	*****	2020-04-28	Annually	Over 3 Years	Years	2020	2023					11413
	#	%	%	#	9/0	%	#	#	#	%	#	#	Ħ	9/4	%	#	#	%	%
01 Senior Managers	()	-100,0%	12.5%	(	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%	20.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	20.0%	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%	25.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%	100.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%	70.0%	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%	35.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	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%	60.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%	20.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	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	#DIV/0!	#DIV/0!

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

					Table 16: Members of Visible Minorities
	ployment Equity cupational Group (EEOG)	Mem Short-teri	bers of Visil m Goals	ties rm Goals	Comments
	•		%	%	
01	Senior Managers		0.0	0.0	
02	Middle & Other Managers		0.0	0.0	
03	Professionals		0.0	0.0	
04	Semi-Professionals & Tech		0.0	0.0	
0.5	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	005812
14	Other Manual Workers		0.0	0.0	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Ultra Electronics Maritime Systems Inc.
	2020-04-27
Total	<b>还是</b>

#### Federal Contractors Program Achievement Report Part 4: Results - Women Ultra Electronics Maritime Systems Inc. 2020-04-27 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U V W Part 1: Part 1: Part 2: Part 2: $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow E-H K x G ÷ 100 P x F + 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data Q - S Flow Data x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % # % % % % 2020 12.5 27.6 45.3 1 01 Senior Managers 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2020 29 9 31.0 39.4 11 -2 78.8 02 Managers 2020 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 71 12 12 2020 16.9 17.5 96.6 03 Professionals 2020 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 2020 4 12.1 10.6 114.4 Semi-Professionals & 04 Technicians 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2020 0 0.0 59.4 0.0 05 Supervisors 2020 0.0 0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2020 2 66.7 18.2 366.3 06 Trades 2020 0.0 0.0 0.0 0.0 0.0 0.0 0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % % % 2020 50.0 0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2023 0.0 0.0 0.0 0.0 0 0.0 2020 0.0 50.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 2023 0.0 0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 19.0 0.0 0.0 0.0 0.0 03 Professionals 2023 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 10.6 0.0 Semi-Professionals & 2020 0.0 0.0 Technicians 2023 0.0 0.0 0 0.0 0.0 0.0 2020 0 0.0 50.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2023 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 18.2 0.0 Trades 2023 0.0 0.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 4: Results - Women Ultra Electronics Maritime Systems Inc. 2020-04-27 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V + U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % % % % 2020 75.0 80.9 92.7 Administrative & 6 Senior Clerical 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2020 0 0.0 0.0 0 0.0 Service Personnel 2020 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2020 0 0.0 1.5 0.0 Trades Workers 2020 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2020 2 66.7 69.7 95.6 10 Clerical Personnel 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2020 1 100.0 65.7 152.2 Intermediate Sales & Service Personnel 2020 0.0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2020 42 32 76.2 12.3 27 619.4 12 Workers 2020 0.0 0.0 0.0 0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 <sup>‡</sup> Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % ٠, % 2020 30.9 Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2023 0.0 0.0 0.0 0 0.0 0.0 2020 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 0.0 2023 0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2023 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 50.0 0.0 2020 0.0 0.0 0.0 10 Clerical Personnel 2023 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 50.0 0.0 Intermediate Sales & 2020 0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 50.0 0.0 Semi-Skilled Manual Workers 2023 0.0 0.0 0.0 0.0 0.0 0

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									Ultra Ele	ectronic	s Mari	time Sys	tems In	e.									
										20	020-04-	27											
A B	С	D	E	F	G	н	I	J	K	L	М	N I	O	P	0	R	s	T	U	v	W	X	Y
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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+Px 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V-X
		Ţ	Ţ	1	Ţ	1	Ţ	<u> </u>	Ţ	1	1	<u> </u>	Ţ	1	<u> </u>	<u> </u>	<u> </u>	Ţ	1	1	1	<u> </u>	J
			1	Vorkfo	rce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			W	orkforce						Hires				I	'romotio				Tei	minatio		
Occupational Group (EEOG)		All Employees	Represe		Wor Availa			EE Result	All Employees		tual	omen	Difference	All Employees		\\ tual	omen	Difference	All Employees	Actu		omen	N. Sec.
\	Ħ	#	geprese	%	evana %	######################################	Gap #	EF RESHI	#	#	, uai - %	Expected #	##	ä	4	wai %	Expected #	инегенсе	#	# :	## %	Expected #	Difference
Other Sales & Service	2020	2	1	50.0	55.8	1	()	89.6															
Personnel	2020	0	0	0.0	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	2020	0	0	0.0	0.0		0	0.0								<u> </u>				į			
Workers	2020 2020	0	0 <u>1</u> 70	0.0 34.5	0.0	t	0	0.0	()	0	0.0	0	0	0	0	0.0	0	0	0	01	0,0	0	0
Total	2020	203 0	0	0.0	0.0		70 0	0.0 0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
,1100000000000000000000000000000000000		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			<b></b>	·•	<b></b>			£		***************************************	<b>I</b>	
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÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F + M x 100											
		J			I		J	J.	T	↓ 	J	J											
		New	Entrar	its				G	oals														
Employment Equity		Fl	ow Data			Short-ter	m Goal	ŝ		Long-ter	m Goals												
Occupational Group	Year	All	Won	ien		Wor	nen			Won	ien						C	ommen	ts				
(EEOG)		Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	9/6	#	%	%	%	#	9,6	6/6	%											
13 Other Sales & Service Personnel	2020 2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	50.0	0.0											
Other Manual	2023	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers Wandan	2023	0	0	0.0	J	0.0	0.0	0.0	Ü	0.0	0.0	0.0											***************************************
Total	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2023	0	0	0.0			0.0	0.0			0.0	0.0											

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Ultra Electronics Maritime Systems Inc. 2020-04-27 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2020 0.0 3.2 0 0.0 01 Senior Managers 2020 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2020 29 1 3.4 2.7 127.7 02 Managers 2020 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 71 2020 13 1.4 1.1 128.0 03 Professionals 2020 0 0.0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 2020 1 3.0 4.2 72.2 Semi-Professionals & Technicians 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2020 0 0.0 3.6 0.0 05 Supervisors 2020 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2020 33.3 0.0 0 0.0 06 Trades 2020 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % ٠. ٠, % 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2023 0.0 0.0 0.0 0.0 0.0 0 2020 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 0.0 0.0 2023 0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2023 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 2.4 0.0 Semi-Professionals & 2020 0.0 0.0 0.0 Technicians 2023 0.0 0.0 0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2023 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2023 0.0 0.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Ultra Electronics Maritime Systems Inc. 2020-04-27 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2020 0.0 4.0 Administrative & 0 0.0 Senior Clerical 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2020 0 0.0 0.0 0 0.0 Service Personnel 2020 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2020 0 0.0 2.9 0 0.0 Trades Workers 2020 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 0 2020 0 0.0 3.9 0 0.0 10 Clerical Personnel 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2020 0 0.0 4.3 0.0 Intermediate Sales & Service Personnel 2020 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2020 42 2 4.8 3.8 125.3 12 Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % ٠. ٠, % 2020 Administrative & 0 0.0 0.0 0.0 0.0 8.0 0.0 Senior Clerical 2023 0.0 0.0 0.0 0.0 0 0.0 2020 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 0.0 2023 0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2023 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 10 Clerical Personnel 2023 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2020 0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2020 0 0.0 0.0 0.0 0.0 0.0 3.8 0.0 Workers 2023 0.0 0.0 0.0 0.0 0.0 0

									Feder	al Contr	actors l	Progra	m Achie	vement	Report									
										Part 5	Result	s - Abo	riginal	Peoples										
										Ultra Ele	ectronic	s Mari	time Sys	stems In	c.									
											20	020-04	-27											
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	V	w	X	Y
Data sources:	5-45-45-45-45-45-45-45-45-45-45-45-45-45	***************************************	Part 1: Workforce Analysis		E+D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	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
			Ţ	Ţ	1	<u> </u>	Ţ	<u> </u>	Ţ	Į į	Ţ	1	1	Ψ.	Ţ	<u> </u>	Ţ	Ţ	Ţ	1	1	1	Ţ	<u> </u>
				W	orkfo	orce An	alysis									Flow	Data A	nalysis						
Employment		Year			W	orkforce						Hires				P	romotio				Te	rminati		
Occupationa (EEOG)	a Group		All Employees	Representa	et an	Aborigina Availa		e-	EF Result	All Employees		Aborig tual	nal Peoples	Difference	All Employees	Ac		inal Peoples	Difference	All Employees	1	Aborigi ual	nal Peoples	Nier.
		#	#	gepresent.	%	Avans %	10mmy #	Gap #	EE RESHI	#	a a	tuai %	Expected #	Unnerence #	ii	4	- % - %	Expected #	Innerence #	#	#	war %	Expected #	Difference #
, Other Sale	es & Service	2020	2	0	0.0	4.7	0	0	0.0															
13 Personnel		2020	0	0	0.0	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 Mar	nual	2020	0	0	0.0	0.0		0	0.0	<b></b>														
Workers		2020	0	0	0.0	0.0		0	0.0	<b></b>	()	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total		2020 2020	203	6	3.0 0.0	0.0		6	0.0	<b>1</b>	0	0.0		n		0	0.0				0	0.0		0
L		2020	<u></u>	L 9i	0.0	0.0		<u> </u>	0.0	<u> </u>		. 0.0	<u> </u>	<u> </u>	1	<u> </u>	0.0	1	<u> </u>	1	L	0.0		
Data sources:	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	ê÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Gosis	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F = M x 100											
			Ţ	Ţ	1	Ţ	Ų	Ţ	Ţ	1	1	1	1											
			New	Entrant	s				C	ioals														
Employmen	t Equity	Year	F	ow Data				rm Goals	ì		Long-ter													
Occupationa (EEOG)	al Group		All	Abortginal P	coples		Aborigin Percent of	at Peoples	Percent of		Aborigina Percent of	·	Percent of					(	Commen	ts				
(EEOG)			Employees	Actual		Goal	Goal Met	Goal	Goal Met	Goul	Goal Met	Goal	Goal Met											
		#	#	#	%	#	6/8	94	*/*	#	%	%	%											
13 Other Sale Personnel		2020 2023	0	0	0.0	0	0.0	0.0 0.0	0.0 0.0	L	0.0	0.0	0.0											
. Other Ma		2023	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
14 Workers		2023	0	0	0.0	J	3.0	0.0	0.0	<b>.</b>	5.5	0.0	0.0											
Total		2020	0	0	0.0	0	0.0	0.0	0.0	L	0.0	0.0	0.0											
		2023	0	0	0.0			0.0	0.0			0.0	0.0											

										al Contr					-									
									l	Part 6: R	esults -	Person	s with I	Disabiliti	ies									
										Ultra Ele	ectronic	s Mari	time Sys	stems In	ic.									
											2	020-04	-27											
A	В	С	D	E	F	G	Н	I	J	K	L	М	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sour	00000000000000000000000000000000000000	***************************************	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part I: Workforce Analysis	D x G ÷ 100	E-H	E+H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q+Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V - X
			1	Ų.	<b>1</b>	<u> </u>	1	Ţ	Ţ	<b>.</b>	1	Ţ	<b>\</b>	1	Ţ	Ų	Į.	T T	1	Ţ	1	↓	Ţ	Ų.
						force Ar	•											nalysis						
	oyment Equity pational Group	Year			V	Vorkforce						Hires				P	'romotio				Te	rminati		
(EEO			All Employees	Renres	entation	Persons wit	n Disabilite ability	Gap	EE Result	All Employees	Ac	Persons w	ith Disabilitie Expected	Difference	All Employees	Ac	rersons w	ith Disabilitie Expected	Difference	All Employees	Act		th Disabilitie Expected	Difference
		#	#	#	%	%	#	#	%	£	#	%	#	#	ü	4	9,0	#	#	H	#	%	#	4
01& Ma	anagers	2020 2020	37 0	0	<b>.</b>		\$	-2 0	0.0	0	0	0.0	0	(	1	0	0.0			1	0	0.0	0	Α
<b> </b>	ofessionals	2020	71	3	4.2	2 8.9	6		47.5				· ·		/		<u> </u>		` \	, ,			V	, ,
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#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Ultra Electronics Maritime Systems Inc. 2020-04-27 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % % % 2020 12.5 10.0 125.0 Administrative & 1 Senior Clerical 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2020 0 0.0 0.0 0 0.0 Service Personnel 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2020 0 0.0 7.8 0 0.0 Trades Workers 2020 0.0 0.0 0 0.0 0 0.0 0.0 0 0.0 0 2020 0 0.0 9.3 0 0.0 10 Clerical Personnel 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2020 0 0.0 10.8 0.0 Intermediate Sales & Service Personnel 2020 0.0 0 0.0 0.0 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2020 42 2.4 10.3 23.1 12 Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent o Percent of Percent o Percent of Goal Goal Goal Actual Goal Met Goal Met Goal Met Goal Met % 9/4 % % % % 2020 0 0.0 0.0 10.0 0.0 0.0 11.5 Administrative & 0.0 Senior Clerical 2023 0 0.0 0.0 0.0 0.0 0.0 2020 Skilled Sales & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2023 0 0.0 0.0 0.0 0.0 0.0 2020 0.0 0.0 0.0 0.0 0.0 9.3 0.0 0 10 Clerical Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2020 12.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Workers 2023 0 0.0 0.0 0.0 0.0 0.0

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#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Ultra Electronics Maritime Systems Inc. 2020-04-27 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 P x F + 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data Q - S Flow Data x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2020 0.0 11.5 0 0.0 01 Senior Managers 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2020 29 3 10.3 17.6 -2 58.8 02 Managers 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 25 71 15.5 35.3 -14 43.9 2020 11 03 Professionals 2020 0.0 0.0 0.0 0 0 0 0.0 0 0.0 0 0.0 2020 1 3.0 3.3 91.8 Semi-Professionals & Technicians 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2020 0 0.0 6.9 0.0 05 Supervisors 2020 0.0 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2020 33.3 0.0 0 0.0 Trades 2020 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % % ٠, % 2020 15.0 0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2023 0.0 0.0 0.0 0.0 0 0.0 2020 0.0 25.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 2023 0.0 0.0 0 0.0 0.0 0.0 54.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2023 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 4.0 0.0 Semi-Professionals & 2020 0.0 0.0 Technicians 2023 0 0.0 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2023 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2023 0.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Ultra Electronics Maritime Systems Inc. 2020-04-27 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 1 Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % % % % 2020 0.0 Administrative & 0 6.7 0.0 Senior Clerical 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2020 0 0.0 0.0 0 0.0 Service Personnel 2020 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2020 0 0.0 2.9 0.0 Trades Workers 2020 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2020 0 0.0 8.1 0 0 0.0 10 Clerical Personnel 2020 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2020 0 0.0 11.3 0.0 Intermediate Sales & Service Personnel 2020 0.0 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2020 42 7.1 9.3 76.8 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % % ٠, % 2020 Administrative & 0 0.0 0.0 0.0 0.0 0.0 10.0 0.0 Senior Clerical 2023 0.0 0.0 0.0 0.0 0.0 0 2020 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 0.0 0.0 2023 0 0.0 0.0 0.0 2020 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2023 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 2020 0.0 0.0 0.0 10 Clerical Personnel 2023 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2020 0 0.0 Service Personnel 2023 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2020 0 0.0 0.0 9.0 0.0 0.0 0.0 0.0 Workers 2023 0.0 0.0 0.0 0.0 0.0 0

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# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Ultra Electronics Maritime Systems Inc. 2020-04-27

# **Efforts**

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

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

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

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please 1	provide any additional information (optional):



# **Employment Equity Self Identification Questionnaire**

#### Instructions

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

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

Self-identification—sections B, C, D and E—and completion of sections F, G and H is voluntary. However, it is mandatory to complete Section A, sign in Section I, and return the questionnaire to human resources, even if you choose not to fill out any additional information.

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

This questionnaire is available in Braille, large print or audio format upon request.

A.	Name:		_
	Employee number: _		
	Employment status:	Full-time employee ☐	
		Part-time employee ☐	
		Temporary employee	
B. Ge	nder Self Identificati	on Questionnaire	
Fema	le □ Male □		
	_	•	next three sections, answer "Yes" it te that you may self-identify in more



#### C. Aboriginal Peoples

According to the *Employment Equity Act*, an Aboriginal person is a person who is Indian, Inuit or Métis.

Are you an Aboriginal person? Yes ☐ No ☐

#### D. Visible Minorities

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

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

- Black
- Non-white Latin American (including Indigenous people from Central and South America)
- East Asian (e.g., Chinese, Japanese, Korean)
- South Asian/East Indian (e.g., Indian, Pakistani, Bangladeshi, or East Indian from Guyana, Trinidad or East Africa)
- Southeast Asian (e.g., Burmese, Cambodian, Filipino, Laotian, Thai, Vietnamese)
- Non-white West Asian, North African or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan)
- People of mixed origin (e.g., with one parent in one of the visible minority groups listed above).

Are you a member of a visible minority? Yes ☐ No ☐

#### E. Persons with Disabilities

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

Examples of disabilities include, but are not limited to:

- Coordination or dexterity impairment
  - (e.g., difficulty using hands or arms, such as grasping objects or using a keyboard)
- Mobility impairment
  - (e.g., difficulty moving from one office to another, walking long distances or using stairs)
- · Blindness or visual impairment



(e.g., unable to see or difficulty seeing, glaucoma; however, do not include yourself if you can see well with glasses or contact lenses)

Speech impairment

(unable to speak or difficulty speaking and being understood)

 Deafness or hearing impairment (unable to hear or difficulty hearing)

· Other disabilities

(e.g., learning, developmental and other types of disabilities)

Are you a person with a disability? Yes ☐ No ☐

F. Additional Data for Accommodation
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Please	specify	how	we can	accomi	modate	you	to help	you	participate	fully	in the
workpla	ice. Note	that if	f we imp	lement t	hese ac	comn	nodation	meas	sures, they	will no	t have
a negat	ive impa	ct on y	our hirir	ng, traini	ng, pror	notior	n and ret	entior	n in our org	anizati	ion.
•	·								Ū		

## **G. Voluntary Employee Participation**

1) As part of our ongoing employment equity work, from time to time we ask designated group members to participate in various activities (e.g., committees, focus groups) to provide feedback on new programs. If you agree to be contacted directly by the employment equity contact for this kind of activity, please check "Yes" below.

Yes ☐ No ☐

#### H. Employee Comments

If you have any comments/feedback on our employment equity program, we would like to hear from you. Rest assured, all comments will be kept confidential. Please contact Paul Reeves on 3314 or e-mail (paul.reeves@ultra-ms.com)

#### I. Employee Signature

Signature:	Date:	
•		***************************************

Thank you for your participation!

# **Federal Contractors Program Report of the First Compliance Assessment**

Employer Name: Ultra Electronics Maritime Systems Inc.

Primary Location: Halifax, Nova Scotia

Number of Employees: 204

Nova Scotia 204

## **Organization Overview:**

NAICS # 3345 (Navigational, Measuring, Electromedical, and Control Instruments Manufacturing)

Ultra Electronics Maritime Systems (UEMS) is a division of Ultra Electronics Canada Defence Inc. a wholly owned subsidiary of Ultra Electronics Holdings UK plc. Maritime Systems develops and manufactures advanced electronic and electromechanical systems for critical applications in extreme environments.

## **Key Dates – First Year Assessment**

Initiated: 2020-05-28 Received: 2020-05-29 Workforce 2020-04-28

Analysis:

## **COLLECTION OF WORKFORCE INFORMATION**

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

Number of completed questionnaires returned:

#	%
211	100
204	96.5
204	96.5

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- The questionnaire includes a question on gender if this information cannot be obtained from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.

- voluntary.
- be shared with others within the organization in order to carry-out employment equity obligations.
- themselves at any time

#### Observations:

 The organization's self-identification questionnaire and the accompanying documentation included all required elements. Further, the organization achieved a return and response rate that is above the standard 80% benchmark.

#### **WORKFORCE ANALYSIS & GOAL SETTING**

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

#### Observations:

- The company has set long and short-term goal as per the labour market availability for all occupational groups.
- All goals were set in percentage format.

## SUMMARY OF GOALS

#### Women

	Workforce Analysis Results			als		
Emp	ployment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.6	27.6	12.5	27.6
02	Middle & Other Managers	-2	39.4	39.4	31.0	39.4
03	Professionals	-1	19.0	19.0	16.7	17.5
05	Supervisors	-1	50.0	50.0	0.0	59.4

#### Observations:

- EEOG 05 Although the market availability is higher, the short and long-term goals is set appropriately at 50.0% in order to avoid segregation.
- All other short and long-term goals are set at market availability.

# **Aboriginal Peoples**

# Observations:

No goals required to be set since no gap exists.

## Persons with Disabilities

		Go	als			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
01/02	Managers	-2	5.0	5.0	0.0	5.0
03	Professionals	-3	8.9	8.9	4.2	8.9
12	Semi-Skilled Manual Workers	-3	10.3	10.3	2.4	10.3

# Observations:

• All other short and long-term goals are set at market availability.

# **Members of Visible Minorities**

Workforce Analysis Results	Goals	Representation	LMA	
			1	

Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	11.5	11.5	0.0	11.5
02	Middle & Other Managers	-2	17.6	17.6	10.3	17.6
03	Professionals	-14	35.3	35.3	15.3	35.3
07	Admin. & Senior Clerical Personnel	-1	6.7	6.7	0.0	6.7
12	Semi-Skilled Manual Workers	-1	9.3	9.3	7.1	9.3

#### Observations:

• All other short and long-term goals are set at market availability.

#### **RECOMMENDATION**

I recommend that the employer be found:

 $\boxtimes$  in compliance  $\square$  in non-compliance

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

• Given that Ultra Electronics Maritime Systems Inc. has few gaps in Women, Persons with Disabilities and Members of Visible Minorities group, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that identify as part of a designated group.

Name of Analyst: Neena Sharan

Date: June 2, 2020

## Nyirasafari, Ange AN [NC]

 From:
 Sharan, Neena N [NC]

 Sent:
 June 22, 2020 11:41 AM

To: 'david.aulenback@ultra-ms.com'; 'paul.reeves@ultra-ms.com'; 'Ott, Nicole'

Subject: Subject: Government of Canada Agreement Number: V020001 – Notification of

Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear David Aulenback:

I am writing to inform you that the compliance assessment initiated on May 28, 2020 has been completed. As a result of the assessment, Ultra Electronics Maritime Systems Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

 Given that Ultra Electronics Maritime Systems Inc. has few gaps in Women, Persons with Disabilities and Members of Visible Minorities group, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that identify as part of a designated group.

#### **Next Steps**

Under the terms of the FCP, your organization will be subject to a subsequent compliance assessment four years after the award date of your initial goods or services contract and every three years thereafter. The next assessment will be initiated on May 29, 2023. 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 Ultra Electronics Maritime Systems Inc. is notified of a subsequent assessment, the following information will be required:

- 1. Workforce data (Form1 to 6) at the national level.
- 2. A current workforce analysis; and
- 3. A completed Achievement Report that includes revised short-term and long-term numerical goals for any remaining gaps in representation.

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

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

the implementation of initiatives to foster a diverse and inclusive workplace;

- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are 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 <u>Workplace Equity Information Management System</u> (WEIMS). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the Achievement Report, as well as a series of training modules.

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Ultra Electronics Maritime Systems Inc. continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



<u>Un espace collaboratif pour les employeurs!</u> Joignez-vous au Forum de l'équité, la diversité et

l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyer-nous <u>un courriel</u> pour vous joindre!

<u>A collaborative space for employers!</u> Join the online Workplace Equity, Diversity and Inclusion

Forum (WEDIF). Send us an email to join!

# Nyirasafari, Ange AN [NC]

From: Ott. Nicole < Nicole.Ott@Ultra-MS.com>

April 28, 2020 1:55 PM Sent:

To: EE-EME

Subject: First Compliance - Agreement #V020001

Attachments: Employment Equity Self Identification Questionnaire UPDATED TEMPLATE.docx;

Workforce Analysis - Summary Report April 28 2020.pdf; Workforce Analysis -

Detailed Report April 28 2020.pdf; Achievement Report Submission.xlsx

Categories: Neena Responding

A blank copy of your final Workforce Survey Questionnaire that was used to gather your employment equity data from your employees. Please see attached.

- Workforce Survey Results the following three numbers should be included in the body of your email:
  - The number of self-identification questionnaires sent out to employees or the number of permanent full-time and permanent part-time employees who were surveyed. 188
  - The total number of blank, partially and fully completed self-identification questionnaires that were returned, 173 Fully completed.
  - The number of fully completed self-identification questionnaires returned. 15 not returned.
- Workforce Analysis a copy of your Summary Report and Detailed Report. Also, please indicate if you have granted Labour Program ESDC officers access to view your workforce analysis results in the body of your email. See attached. We granted Labour Program ESDC Officers access.
- Achievement Report a completed Achievement Report file in Excel format that includes your numerical short-term and long-term goals. See attached.

Nicole Ott HR Consultant, Maritime Systems



Ultra Maritime 40 Atlantic Street, Dartmouth Nova Scotia, B2Y 4N2, Canada T: 902-461-3327 M: 902-943-4544 F: 902-446-0906 ultra.group

You may have noticed our new branding. It is an exciting time for Ultra. Our new brand reflects a new era for our business and a commitment to deliver outstanding value; from the start to the very end of everything we do. If you have any questions, please don't hesitate to reach out.

This e-mail from Ultra Electronics Holdings plc and any attachments to it are confidential to the intended recipient and may also be privileged. If you have received it in error please notify the sender and delete it from your system. If you are not the intended recipient you must not copy it or use it for any purpose nor disclose or distribute its contents to any other person. All communications may be subject to interception or monitoring for operational and/or security purposes. Please rely on your own virus checking as the sender cannot accept any liability for any damage arising

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