



Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Ultra Electronics Maritime Systems	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Canada 2012 Code Number. To find your organization's four-digit NAICS code please visit: http://www23.statcan.gc.ca/imdb/p3VD.pl?function=getVD&TVD=118464 334511	Total number of employees in Canada (Permanent Full-time and/or Part-time) 155 <input checked="" type="checkbox"/> Federally Regulated <input type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 40 Atlantic Street	City Dartmouth	Province NS	Postal Code B2Y 4N2
	Telephone Number 902-466-7491		

EMPLOYMENT EQUITY CONTACT			
Name (print) Paul Reeves	Title HR Director		
Telephone Number 902-461-3314	E-mail Address paul.reeves@ultra-ms.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	

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

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization			
Name (print) David Aulenback	Title VP of Finance		
Telephone Number 902-461-3339	E-mail Address david.aulenback@ultra-ms.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French	
Signature [REDACTED]	Date (YYYY-MM-DD) 2019-06-06		

Privacy

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

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

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

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

Workplace Equity Information Management System - Ultra Electronics Maritime Systems Inc.

Workforce Analysis - Detailed Report

Date: 2020-04-28

Women

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

Workforce Analysis - Detailed Report

Date: 2020-04-28

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Workplace Equity Information Management System - Ultra Electronics Maritime Systems Inc.

Workforce Analysis - Detailed Report

Date: 2020-04-28

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
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

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Workplace Equity Information Management System - Ultra Electronics Maritime Systems Inc.

Workforce Analysis - Detailed Report

Date: 2020-04-28

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities					Recruitment Area
			Representation		Availability		Gap #	
			#	%	%	#		
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

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Availability		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	-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

Workplace Equity Information Management System - Ultra Electronics Maritime Systems Inc.

Workforce Analysis - Detailed Report

Date: 2020-04-28

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
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	-1	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	-3	National
13 : Other Sales and Service Personnel	National	2	0	0.0 %	10.7 %	0	0	National
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

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 - 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



Workplace Equity Information Management System - Ultra Electronics Maritime Systems Inc.

Workforce Analysis - Summary Report

Date: 2020-04-28

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	8	1	12.5 %	27.6 %	2	-1
02 : Middle and Other Managers	29	9	31.0 %	39.4 %	11	-2
03 : Professionals	72	12	16.7 %	17.4 %	13	-1
04 : Semi-Professionals and Technicians	33	4	12.1 %	10.6 %	3	1
05 : Supervisors	1	0	0.0 %	59.4 %	1	-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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Ultra Electronics Maritime Systems Inc.

Workforce Analysis - Summary Report

Date: 2020-04-28

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2020-04-28

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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	-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	-1
13 : Other Sales and Service Personnel	2	1	50.0 %	14.8 %	0	1
Total	204	20	9.8 %	18.5 %	37	-17

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Ultra Electronics Maritime Systems Inc.

Workforce Analysis - Summary Report

Date: 2020-04-28

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		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	-3
13 : Other Sales and Service Personnel	2	0	0.0 %	10.7 %	0	0
Total	204	7	3.5 %	8.4 %	16	-9

Total may not equal sum of components due to rounding.



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 2: Flow Data Analysis

Ultra Electronics Maritime Systems Inc.

2020-04-27

Start Date of Flow Data		
YYYY	MM	DD
2020	04	28

End Date of Flow Data		
YYYY	MM	DD
2020	04	28

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

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

Federal Contractors Program Achievement Report

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 Date of Flow Data		
YYYY	MM	DD
2020	04	28

Data from Form 4 - Employees Hired



Table 4: Members of Visible Minorities

Data from Form 5 - Employees Promoted



Table 8: Members of Visible Minorities

Data from Form 6 - Employees Terminated

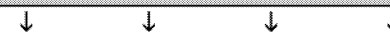


Table 12: Members of Visible Minorities

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

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

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

Federal Contractors Program Achievement Report

Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees																	First/Previous Short-term Goals				Women			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To												
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-04-28	Annually	Over 3 Years	2020	2023	2020	2023											
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%						
01 Senior Managers	8	-100.0%	12.5%	3	0.0%	5.0%	1	4	1	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	75.0%	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%	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%	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	24.0%	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	1	55.0%	2	2	0	55.8%	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%	0	0	#DIV/0!	#DIV/0!							
Total	203	-100.0%		0	0.0%		0	0	70	0.0%	0	-70	0	0.0%	70	70	34.5%	34.5%							

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	50.0		
02 Middle & Other Managers	50.0		
03 Professionals	19.0		
04 Semi-Professionals & Tech	0.0	10.6	We project growth within the next 18 months to 3 years. We've become 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 project growth within the next 18 months to 3 years. We've become a corporate sponsor of Women in Areospace to help with our female demographic.
07 Administrative & Sr Clerical	0.0	30.9	We project growth within the next 18 months to 3 years. We've become 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 project growth within the next 18 months to 3 years. We've become a corporate sponsor of Women in Areospace to help with our female demographic.
11 Intermediate Sales & Service	0.0	50.0	We project growth within the next 18 months to 3 years. We've become a corporate sponsor of Women in Areospace to help with our female demographic.
12 Semi-Skilled Manual	0.0	50.0	We project growth within the next 18 months to 3 years. We've become a corporate sponsor of Women in Areospace to help with our female demographic.
13 Other Sales & Service	0.0	50.0	We project growth within the next 18 months to 3 years. We've become a corporate sponsor of Women in Areospace to help with our female demographic.

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Federal Contractors Program Achievement Report

Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

14	Other Manual Workers		0.0		
Total			0.0		0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-04-28	Annually	Over 3 Years	Years	2020	2023						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	8	-100.0%	12.5%	3	0.0%	5.0%	1	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	0.0%	7.0%	15	58	1	7.0%	0	0	0	1.1%	0	0	1.4%	0.9%	
04 Semi-Professionals & Tech	33	-100.0%	25.0%	25	0.0%	6.0%	6	31	1	6.0%	0	1	0	4.2%	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	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%	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	3.9%	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	0	0	4.3%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	42	-100.0%	20.0%	25	0.0%	24.0%	30	55	2	24.0%	1	2	0	3.8%	0	-2	4.8%	1.5%	
13 Other Sales & Service	2	-100.0%	0.0%	0	0.0%	55.0%	3	3	0	55.0%	0	0	0	4.7%	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%	0	0	#DIV/0!	#DIV/0!	
Total	203	-100.0%		0	0.0%		0	0	6	0.0%	0	-6	0	0.0%	6	6	3.0%	3.0%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	2.4	We project growth within the next 18 months to 3 years.
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	8.0	We project 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	0.0	0.0	
12 Semi-Skilled Manual	0.0	3.8	We project growth within the next 18 months to 3 years.
13 Other Sales & Service	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

Federal Contractors Program Achievement Report

Part 3: Goals

Ultra Electronics Maritime Systems Inc.

2020-04-27

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)		All Employees																		
		First/Previous Short-term Goals																		
		Growth (New Positions)							Turnover (Replacement of Terminated Employees)			Persons with Disabilities								
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Annually	Over 3 Years		From - To	2020					
YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-04-28	Annually	Over 3 Years	2020-04-28	Annually	Over 3 Years	2020	2023	%	%	%	%	%	
#	%	%	#	%	%	#	#	#	%	#	#	%	#	%	%	#	#	%	%	
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	-100.0%	25.0%	25	0.0%	6.0%	6	31	2	6.0%	0	2	0	7.6%	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%	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	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%	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)^{1/3} - 1) x 100.

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
01/02	Managers	12.0		0.0		
03	Professionals	14.0		0.0		
04	Semi-Professionals & Tech	0.0		8.0		We project 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	Supervisors	0.0		27.5		We project 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	Supervisors: Crafts & Trades	0.0		10.0		We project 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	Administrative & Sr Clerical	10.0		11.5		We project 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	Skilled Sales & Service	0.0		0.0		
09	Skilled Crafts & Trades	0.0		0.0		
10	Clerical Personnel	0.0		9.3		We project 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	Intermediate Sales & Service	0.0		0.0		
12	Semi-Skilled Manual	12.0		0.0		
13	Other Sales & Service	0.0		0.0		
14	Other Manual Workers	0.0		0.0		
Total		0.0		0.0		

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-04-28	Annually	Over 3 Years	2020	2023							
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
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%	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%	0.0%
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%	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	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%	0	0	#DIV/0!	#DIV/0!	
Total	203	-100.0%		0	0.0%		0	0	20	0.0%	0	-20	0	0.0%	0.0%	20	20	9.9%	9.9%

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	15.0	0.0	
02 Middle & Other Managers	25.0	0.0	
03 Professionals	54.0	0.0	
04 Semi-Professionals & Tech	0.0	4.0	We project growth within the next 18 months to 3 years.
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	10.0	We project 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	0.0	0.0	
12 Semi-Skilled Manual	9.0	0.0	
13 Other Sales & Service	0.0	20.0	We project growth within the next 18 months to 3 years.

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14	Other Manual Workers		0.0		0.0
Total			0.0		0.0

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Ultra Electronics Maritime Systems Inc.

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																			
	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	YYYY - YYYY						
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2020-04-28	Annually	Over 3 Years	#	2020	2023	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	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%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-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%	0	0	0	#DIV/0!	#DIV/0!

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

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

Table 10: Women

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

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Total		0.0		0.0
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Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-04-28	Annually	Over 3 Years	Years	2020	2023						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%	
01 Senior 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!	
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	0	#DIV/0!	#DIV/0!	

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

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

Table 12: Aboriginal Peoples

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

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Total		0.0	0.0
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Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals																		
		All Employees							Persons with Disabilities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To					
		2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2020-04-28	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%		
01/02	Managers	0	-100.0%	12.5%	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	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	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	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	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	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	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	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	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	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	0	-100.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	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	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0	0	#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	0	#DIV/0!	#DIV/0!	

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

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

Table 14: Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Ultra Electronics Maritime Systems Inc.

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Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
	2020-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2020-04-28	Annually	Over 3 Years	2020	2023							
#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%			
01 Senior 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!	
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	0	#DIV/0!	#DIV/0!	

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

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

Table 16: Members of Visible Minorities

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

Federal Contractors Program Achievement Report

Part 3: Goals

Ultra Electronics Maritime Systems Inc.

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Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

Ultra Electronics Maritime Systems Inc.

2020-04-27

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#						
01 Senior Managers	2020	8	1	12.5	27.6	2	-1	45.3																	
	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	0	0
02 Middle & Other Managers	2020	29	9	31.0	39.4	11	-2	78.8																	
	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	0	0
03 Professionals	2020	71	12	16.9	17.5	12	0	96.6																	
	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	0	0
04 Semi-Professionals & Technicians	2020	33	4	12.1	10.6	3	1	114.4																	
	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	0	0
05 Supervisors	2020	1	0	0.0	59.4	1	-1	0.0																	
	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	0	0
06 Supervisors: Crafts & Trades	2020	3	2	66.7	18.2	1	1	366.3																	
	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	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	%				
01 Senior Managers	2020	0	0	0.0	0	0.0	50.0	0.0	0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
02 Middle & Other Managers	2020	0	0	0.0	0	0.0	50.0	0.0	0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
03 Professionals	2020	0	0	0.0	0	0.0	19.0	0.0	0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	10.6	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
05 Supervisors	2020	0	0	0.0	0	0.0	50.0	0.0	0	0.0	0.0	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	18.2	0.0	0.0	
	2023	0	0	0.0			0.0	0.0			0.0	0.0	0.0	

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Part 4: Results - Women

Ultra Electronics Maritime Systems Inc.

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2020	8	6	75.0	80.9	6	0	92.7																	
	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	0	0
08 Skilled Sales & Service Personnel	2020	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2020	2	0	0.0	1.5	0	0	0.0																	
	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	0	0
10 Clerical Personnel	2020	3	2	66.7	69.7	2	0	95.6																	
	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	0	0
11 Intermediate Sales & Service Personnel	2020	1	1	100.0	65.7	1	0	152.2																	
	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	0	0
12 Semi-Skilled Manual Workers	2020	42	32	76.2	12.3	5	27	619.4																	
	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	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			All Employees	Women			All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	30.9	0.0	
	2023	0	0	0.0			0.0	0.0				0.0	0.0	
08 Skilled Sales & Service Personnel	2020	0	0	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	
09 Skilled Crafts & Trades Workers	2020	0	0	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	
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	50.0	0.0	
	2023	0	0	0.0			0.0	0.0				0.0	0.0	
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	50.0	0.0	
	2023	0	0	0.0			0.0	0.0				0.0	0.0	
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	50.0	0.0	
	2023	0	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.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	#	%	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2020	2	1	50.0	55.8	1	0	89.6																
	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	0
14 Other Manual Workers	2020	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	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2020	203	70	34.5	0.0	70	0.0																	
	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		All Employees	Women			All Employees	Women				All Employees	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	50.0	0.0			
	2023	0	0	0.0			0.0	0.0			0.0	0.0			
14 Other Manual Workers	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			
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.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2020	8	0	0.0	3.2	0	0	0.0																	
	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
02 Middle & Other Managers	2020	29	1	3.4	2.7	1	0	127.7																	
	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
03 Professionals	2020	71	1	1.4	1.1	1	0	128.0																	
	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
04 Semi-Professionals & Technicians	2020	33	1	3.0	4.2	1	0	72.2																	
	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
05 Supervisors	2020	1	0	0.0	3.6	0	0	0.0																	
	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
06 Supervisors: Crafts & Trades	2020	3	1	33.3	0.0	0	1	0.0																	
	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

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2020	0	0	0.0	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	0.0	0.0
02 Middle & Other Managers	2020	0	0	0.0	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	0.0	0.0
03 Professionals	2020	0	0	0.0	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	0.0	0.0
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	2.4	0.0
	2023	0	0	0.0			0.0	0.0			0	0.0	0.0	0.0
05 Supervisors	2020	0	0	0.0	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	0.0	0.0
06 Supervisors: Crafts & Trades	2020	0	0	0.0	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	0.0	0.0

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Part 5: Results - Aboriginal Peoples

Ultra Electronics Maritime Systems Inc.

2020-04-27

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2020	8	0	0.0	4.0	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0																		
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0																		
09 Skilled Crafts & Trades Workers	2020	2	0	0.0	2.9	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0																		
10 Clerical Personnel	2020	3	0	0.0	3.9	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0																		
11 Intermediate Sales & Service Personnel	2020	1	0	0.0	4.3	0	0	0.0																		
	2020	0	0	0.0	0.0	0	0	0.0																		
12 Semi-Skilled Manual Workers	2020	42	2	4.8	3.8	2	0	125.3																		
	2020	0	0	0.0	0.0	0	0	0.0																		

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

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%							
07 Administrative & Senior Clerical	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	8.0	0.0								
	2023	0	0	0.0			0.0	0.0					0.0	0.0								
08 Skilled Sales & Service Personnel	2020	0	0	0.0	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								
09 Skilled Crafts & Trades Workers	2020	0	0	0.0	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								
10 Clerical Personnel	2020	0	0	0.0	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								
11 Intermediate Sales & Service Personnel	2020	0	0	0.0	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								
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	3.8	0.0								
	2023	0	0	0.0			0.0	0.0					0.0	0.0								

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Part 5: Results - Aboriginal Peoples

Ultra Electronics Maritime Systems Inc.

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference					
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
13 Other Sales & Service Personnel	2020	2	0	0.0	4.7	0	0	0.0																		
	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	0
14 Other Manual Workers	2020	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	2020	203	6	3.0	0.0	0	6	0.0																		
	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	0

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

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

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Part 6: Results - Persons with Disabilities

Ultra Electronics Maritime Systems Inc.

2020-04-27

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01&02 Managers	2020	37	0	0.0	5.0	2	-2	0.0																
	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
03 Professionals	2020	71	3	4.2	8.9	6	-3	47.5																
	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
04 Semi-Professionals & Technicians	2020	33	2	6.1	7.6	3	-1	79.7																
	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
05 Supervisors	2020	1	0	0.0	27.5	0	0	0.0																
	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
06 Supervisors: Crafts & Trades	2020	3	0	0.0	10.1	0	0	0.0																
	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

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	2020	0	0	0.0	0	0.0	12.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2020	0	0	0.0	0	0.0	14.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	8.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	27.5	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	10.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 6: Results - Persons with Disabilities

Ultra Electronics Maritime Systems Inc.

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2020	8	1	12.5	10.0	1	0	125.0																	
	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
08 Skilled Sales & Service Personnel	2020	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	0	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2020	2	0	0.0	7.8	0	0	0.0																	
	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
10 Clerical Personnel	2020	3	0	0.0	9.3	0	0	0.0																	
	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
11 Intermediate Sales & Service Personnel	2020	1	0	0.0	10.8	0	0	0.0																	
	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
12 Semi-Skilled Manual Workers	2020	42	1	2.4	10.3	4	-3	23.1																	
	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

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments		
		Flow Data		Short-term Goals				Long-term Goals								
		All Employees	Persons with Disabilities	Persons with Disabilities								Persons with Disabilities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	%	#	%	%	%	#	%	%	%					
07 Administrative & Senior Clerical	2020	0	0	0.0	0	0.0	10.0	0.0	0	0.0	11.5	0.0				
	2023	0	0	0.0		0.0	0.0	0.0			0.0	0.0				
08 Skilled Sales & Service Personnel	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	0.0				
09 Skilled Crafts & Trades Workers	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	0.0				
10 Clerical Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	9.3	0.0				
	2023	0	0	0.0		0.0	0.0	0.0			0.0	0.0				
11 Intermediate Sales & Service Personnel	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	0.0				
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	12.0	0.0	0	0.0	0.0	0.0				
	2023	0	0	0.0		0.0	0.0	0.0			0.0	0.0				

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2020	2	0	0.0	10.7	0	0	0.0																		
	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 Workers	2020	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	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total	2020	203	7	3.4	0.0	0	7	0.0																		
	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	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	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		
14 Other Manual Workers	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		
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 7: Results - Members of Visible Minorities

Ultra Electronics Maritime Systems Inc.

2020-04-27

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2020	8	0	0.0	11.5	1	-1	0.0																	
	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
02 Middle & Other Managers	2020	29	3	10.3	17.6	5	-2	58.8																	
	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
03 Professionals	2020	71	11	15.5	35.3	25	-14	43.9																	
	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
04 Semi-Professionals & Technicians	2020	33	1	3.0	3.3	1	0	91.8																	
	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
05 Supervisors	2020	1	0	0.0	6.9	0	0	0.0																	
	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
06 Supervisors: Crafts & Trades	2020	3	1	33.3	0.0	0	1	0.0																	
	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

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2020	0	0	0.0	0	0.0	15.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2020	0	0	0.0	0	0.0	25.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
03 Professionals	2020	0	0	0.0	0	0.0	54.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	4.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	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		
06 Supervisors: Crafts & Trades	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 7: Results - Members of Visible Minorities

Ultra Electronics Maritime Systems Inc.

2020-04-27

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2020	8	0	0.0	6.7	1	-1	0.0																
	2020	0	0	0.0	0.0	0	0	0.0																
08 Skilled Sales & Service Personnel	2020	0	0	0.0	0.0	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0																
09 Skilled Crafts & Trades Workers	2020	2	0	0.0	2.9	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0																
10 Clerical Personnel	2020	3	0	0.0	8.1	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0																
11 Intermediate Sales & Service Personnel	2020	1	0	0.0	11.3	0	0	0.0																
	2020	0	0	0.0	0.0	0	0	0.0																
12 Semi-Skilled Manual Workers	2020	42	3	7.1	9.3	4	-1	76.8																
	2020	0	0	0.0	0.0	0	0	0.0																

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	10.0	0.0		
	2023	0	0	0.0		0.0	0.0			0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	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	0.0		
09 Skilled Crafts & Trades Workers	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	0.0		
10 Clerical Personnel	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	0.0		
11 Intermediate Sales & Service Personnel	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	0.0		
12 Semi-Skilled Manual Workers	2020	0	0	0.0	0	0.0	9.0	0.0	0	0.0	0.0	0.0		
	2023	0	0	0.0		0.0	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

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference			
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2020	2	1	50.0	9.3	0	1	537.6																
	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
14 Other Manual Workers	2020	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	0	0	0	0	0	0	0	0	0	0	0	0
Total	2020	203	20	9.9	0.0	0	20	0.0																
	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

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	20.0	0.0		
	2023	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	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		
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 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.

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):



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. Gender Self Identification Questionnaire

Female Male

After reading the descriptions in each of the next three sections, answer “Yes” if any of the following apply to you. Please note that you may self-identify in more than one group.

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*

ULTRA

(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 Purposes

Please specify how we can accommodate you to help you participate fully in the workplace. Note that if we implement these accommodation measures, they will not have a negative impact on your hiring, training, promotion and retention in our organization.

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:	211	100
Number of questionnaires returned:	204	96.5
Number of completed questionnaires returned:	204	96.5

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

- The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.
- The questionnaire indicates that employees can update or change information about themselves at any time

Observations:

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

Observations:

- The 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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

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

in compliance in non-compliance

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

- Given that 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.

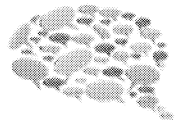
You may also visit our website to access a number of tools. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#). WEIMS can assist you in generating your workforce analysis and contains other data analysis tools, including the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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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



Un espace collaboratif pour les employeurs! Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne. Envoyez-nous un courriel pour vous joindre!

A collaborative space for employers! 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>
Sent: April 28, 2020 1:55 PM
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

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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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