Employment and Employet et Social Development Canada Dévelopment social Canada

Labour Program Federal Contractors Program PROTECTED WHEN COMPLETED - B

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A	greem	ent	N°:			

Agreement to Implement Employment Equity

New Agreement	(All sections	must be comple	ted)							
Revised Agreement										
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				Yes	☑ No					
Operating Name (if different from Legal Nam-	e of Organization)	**************************************	Business Nun	nber						
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Organization's North American industry Class To find your organization's four-digit NAICS of	sification System (NAICS) Coo	ie Number		·*··						
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Address (building number, street, suite, etc.) 3 Bailey Drive		City	***************************************	Province	Postal Code					
2 partely prive		Fredericton NB E3B5A3 Telephone Number								
		506-453-4646	:							

Name (print)	EMPLOYMEN	TEQUITY CONTA	ACT	····						
Monique Dunlap		Human Resour	ces Consul	tant (Empl	ovment)					
Telephone Number	E-mail Address	***************************************			age of Correspond	lence				
506-458-7674	mdunlap@unb.ca			[Z] English	French	1				
	CERT	IFICATION								
The above-named organization.		······································				****				
hereby certifies its commitment to implem instrument, in keeping with the Federal Colease refer to: http://www.esdc.gc.ca/eng/mportant.note: If an audit of the Agreem the procurement instrument(s) with the Green	Contractors Program requing Mabour/equality/fcp/index, rent to Implement Employs	ements For more in shtml . nent Equity uncover	iformation on h	low to implemen	nt employment e	quity				
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NOTE: The signatory must be the Chief is contract on behalf of the organization.	Executive Officer OR an au Nion	ilharized person in i	an executive po	osition with lega	l authority to sign	a a				
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he information you provide on this form is colli- contractors Program (FCP)	acted under the authority of se	ection 42 of the Employ	ymen! Equity Act	to determine you	r eligibility for the F	ederal				
empletion of this form is mandatory. Refusal to Bid List loss of the right to bid on federal gov	o provide personal information arminent goods or services co	will result in the organistics of any value a	nization singme t nd may also resu	being placed on it	re FCP Limited Elig	gibility				
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	RETURN IN	ISTRUCTIONS		, , , , , , , , , , , , , , , , , , ,	**************************************					
IPORTANT						************				
 The signed Agreement to Implement e-mail at: ee-eme@hrsdc-rhdcc.gc.d 	t Employment Equity for ca.	m must be sent to	the Labour Pr	rogram by		ļ				

Federal Contractors Program

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

Contractors are required to conduct, develop and maintain:

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

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

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

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

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

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

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Questions and Answers

Subsidiary vs. Division/Branch

- Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?
 - A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the

primary business is legally responsible for the obligations and debts of

the division.

Branch: A branch is an office that is not located at/with the company's

corporate headquarters but is part of the organization.

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

- Q2 If an organization that is not subject to the Federal Contractors
 Program (FCP) is taken over by (or merged with) an organization that
 is subject to the Program, does it become subject to the FCP as well?
 - A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

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

- Q3 When should a new Agreement be completed and signed?
 - A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

- Q1 Who is considered to be a permanent full-time employee under the FCP?
 - A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.
- Q2 Who is considered to be a permanent part-time employee under the FCP?
 - A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

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

Q3 How are students counted under the FCP?

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

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

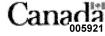
Q4 How are other employees counted under the FCP?

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

Workforce Analysis - Detailed Report

Date: 2018-08-13

Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	7	2	28.6 %	27.4 %	2	0	National
02 : Middle and Other Managers	National	82	46	56.1 %	38.9 %	32	14	National
03 : Professionals		850	419	49.3 %	48.4 %	411	8	
1111 : Financial auditors and accountants	National	6	6	100.0 %	55.1 %	3	3	National
1112 : Financial and investment analysts	National	17	15	88.2 %	50.1 %	9	6	National
1114 : Other financial officers	National	8	7	87.5 %	44.1 %	4	3	National
1121 : Human resources professionals	National	5	5	100.0 %	71.1 %	4	1	National
1122 : Professional occupations in business management consulting	National	2	1	50.0 %	42.0 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	19	13	68.4 %	66.4 %	13	0	National
2111 : Physicists and astronomers	National	1	0	0.0 %	16.0 %	0	0	National
2112 : Chemists	National	1	1	100.0 %	40.6 %	0	1	National
2115 : Other professional occupations in physical sciences	National	2	2	100.0 %	16.8 %	0	2	National
2121 : Biologists and related scientists	National	1	1	100.0 %	50.9 %	1	0	National
2122 : Forestry professionals	National	1	1	100.0 %	17.0 %	0	1	National
2132 : Mechanical engineers	National	2	0	0.0 %	9.0 %	0	0	National
2134 : Chemical engineers	National	1	0	0.0 %	24.5 %	0	0	National
2146 : Aerospace engineers	National	1	1	100.0 %	12.1 %	0	1	National
2147 : Computer engineers (except software engineers and designers)	National	3	1	33.3 %	12.6 %	0	1	National
2148 : Other professional engineers, n.e.c.	National	5	0	0.0 %	15.8 %	1		National
2171 : Information systems analysts and consultants	National	21	5	23.8 %	28.3 %	6	-1	National
2172 : Database analysts and data administrators	National	12	5	41.7 %	35.2 %	4	1	National
2173 : Software engineers and designers	National	2	0	0.0 %	17.4 %	0	0	National
2174 : Computer programmers and interactive media developers	National	25	5	20.0 %	17.9 %	4	1	National
2175 : Web designers and developers	National	11	3	27.3 %	32.9 %	4	-1	National



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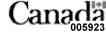
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
3011 : Nursing co-ordinators and supervisors	National	2	2	100.0 %	88.2 %	2	0	National
3012 : Registered nurses and registered psychiatric nurses	National	4	4	100.0 %	92.9 %	4	0	National
3112 : General practitioners and family physicians	National	3	2	66.7 %	42.4 %	1	1	National
1124 : Allied primary health practitioners	National	1	1	100.0 %	91.5 %	1	0	National
144 : Other professional occupations in therapy and assessment	National	1	1	100.0 %	76.5 %	1	0	National
011 : University professors and lecturers	National	512	217	42.4 %	43.3 %	222	-5	National
012 : Post-secondary teaching and research assistants	National	11	4	36.4 %	52.6 %	6	-2	National
021 : College and other vocational instructors	National	1	0	0.0 %	53.8 %	1	-1	National
033 : Educational counsellors	National	2	1	50.0 %	76.3 %	2	-1	National
153 : Family, marriage and other related counsellors	National	8	7	87.5 %	74.6 %	6	1	National
156 : Employment counsellors	National	2	2	100.0 %	74.6 %	1	1	National
161 : Natural and applied science policy researchers, consultants and program officers	National	1	1	100.0 %	41.0 %	0	1	National
163 : Business development officers and marketing researchers and consultants	National	5	3	60.0 %	50.7 %	3	0	National
164 : Social policy researchers, consultants and program officers	National	10	7	70.0 %	67.3 %	7	0	National
165 : Health policy researchers, consultants and program officers	National	2	1	50.0 %	73.5 %	1	0	National
166 : Education policy researchers, consultants and program officers	National	108	75	69.4 %	71.2 %	77	-2	National
167 : Recreation, sports and fitness policy researchers, consultants and program officers	National	1	0	0.0 %	70.2 %	1	-1	National
169 : Other professional occupations in social science, n.e.c.	National	2	0	0.0 %	58.1 %	1	-1	National
111 : Librarians	National	22	14	63.6 %	83.1 %	18	-4	National
112 : Conservators and curators	National	2	1	50.0 %	59.7 %	1	0	National
113 : Archivists	National	1	1	100.0 %	64.5 %	1	0	National
122 : Editors	National	2	2	100.0 %	62.7 %	1	1	National
124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	1	1	100.0 %	55.0 %	1	0	National
4 : Semi-Professionals and Technicians		126	43	34.1 %	29.4 %	37	6	



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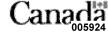
		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
2211 : Chemical technologists and technicians	New Brunswick	8	1	12.5 %	51.9 %	4	-3	New Brunswick
2212 : Geological and mineral technologists and technicians	New Brunswick	5	2	40.0 %	22.0 %	1	1	New Brunswick
2221 : Biological technologists and technicians	New Brunswick	23	14	60.9 %	49.1 %	11	3	New Brunswick
2223 : Forestry technologists and technicians	New Brunswick	3	0	0.0 %	5.9 %	0	0	New Brunswick
2231 : Civil engineering technologists and technicians	New Brunswick	3	0	0.0 %	9.6 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	New Brunswick	6	0	0.0 %	0.0 %	0	0	New Brunswick
2234 : Construction estimators	New Brunswick	7	2	28.6 %	10.9 %	1	1	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	New Brunswick	14	1	7.1 %	6.2 %	1	0	New Brunswick
2243 : Industrial instrument technicians and mechanics	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2253 : Drafting technologists and technicians	New Brunswick	2	0	0.0 %	15.0 %	0	0	New Brunswick
2254 : Land survey technologists and technicians	New Brunswick	1	0	0.0 %	26.5 %	0	0	New Brunswick
2255 : Technical occupations in geomatics and meteorology	New Brunswick	2	0	0.0 %	38.0 %	1		New Brunswick
2262 : Engineering inspectors and regulatory officers	New Brunswick	1	1	100.0 %	14.3 %	0	1	New Brunswick
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	3	0	0.0 %	21.7 %	1		New Brunswick
2281 : Computer network technicians	New Brunswick	13	3	23.1 %	13.9 %	2	1	New Brunswick
2282 : User support technicians	New Brunswick	4	2	50.0 %	33.0 %	1	1	New Brunswick
3219 : Other medical technologists and technicians (except dental health)	New Brunswick	1	1	100.0 %	92.9 %	1	0	New Brunswick
4213 : NOC 2006 - Employment Counsellors	New Brunswick	1	1	100.0 %	49.9 %	0	1	New Brunswick
4214 : Early childhood educators and assistants	New Brunswick	3	3	100.0 %	98.2 %	3	0	New Brunswick
5211 : Library and public archive technicians	New Brunswick	3	3	100.0 %	87.0 %	3	0	New Brunswick
5225 : Audio and video recording technicians	New Brunswick	2	0	0.0 %	15.7 %	0	0	New Brunswick
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	New Brunswick	5	2	40.0 %	0.0 %	0	2	New Brunswick
5241 : Graphic designers and illustrators	New Brunswick	3	3	100.0 %	39.7 %	1	2	New Brunswick
5252 : Coaches	New Brunswick	10	3	30.0 %	40.0 %	4	-1	New Brunswick



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			Women					
mployment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation		ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
254 : Program leaders and instructors in recreation, sport and fitness	New Brunswick	1	1	100.0 %	66.5 %	1	0	New Brunswick
: Supervisors		8	6	75.0 %	65.7 %	5	1	
Employment Equity Occupational Group	N.B. less CMA	8	6	75.0 %	65.7 %	5	1	N.B. less CMA
: Supervisors: Crafts and Trades		6	0	0.0 %	4.5 %	0	0	
202 : Contractors and supervisors, electrical trades and telecommunications occupations	New Brunswick	1	0	0.0 %	7.8 %	0	0	New Brunswick
203 : Contractors and supervisors, pipefitting trades	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
205 : Contractors and supervisors, other construction trades, installers, repairers and ervicers	New Brunswick	1	0	0.0 %	3.8 %	0	0	New Brunswick
303 : Supervisors, printing and related occupations	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
255 : Contractors and supervisors, landscaping, grounds maintenance and horticulture ervices	New Brunswick	1	0	0.0 %	7.9 %	0	0	New Brunswick
212 : Supervisors, petroleum, gas and chemical processing and utilities	New Brunswick	1	0	0.0 %	7.6 %	0	0	New Brunswick
: Administrative and Senior Clerical Personnel		241	220	91.3 %	86.1 %	208	12	
Employment Equity Occupational Group	N.B. less CMA	241	220	91.3 %	86.1 %	208	12	N.B. less CMA
: Skilled Crafts and Trades Workers		46	1	2.2 %	2.6 %	1	0	
231 : Machinists and machining and tooling inspectors	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
241 : Electricians (except industrial and power system)	New Brunswick	9	1	11.1 %	2.1 %	0	1	New Brunswick
251 : Plumbers	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
271 : Carpenters	New Brunswick	4	0	0.0 %	2.6 %	0	0	New Brunswick
272 : Cabinetmakers	New Brunswick	1	0	0.0 %	8.3 %	0	0	New Brunswick
91 : Roofers and shinglers	New Brunswick	1	0	0.0 %	2.9 %	0	0	New Brunswick
294 : Painters and decorators (except interior decorators)	New Brunswick	3	0	0.0 %	11.0 %	0	0	New Brunswick
311 : Construction millwrights and industrial mechanics	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
313 : Refrigeration and air conditioning mechanics	New Brunswick	7	0	0.0 %	0.0 %	0	0	New Brunswick
21 : Automotive service technicians, truck and bus mechanics and mechanical repairers	New Brunswick	1	0	0.0 %	0.5 %	0	0	New Brunswick
981 : Printing press operators	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick



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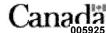
Date: 2018-08-13

Women

Employment Equity Occupational Group	Internal Location	All Employees	Representation		Ava	illability	Gap	Recruitment Area
		#	#	%	%	#	#	
7384 : Other trades and related occupations, n.e.c.	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
9241 : Power engineers and power systems operators	New Brunswick	9	0	0.0 %	4.8 %	0	0	New Brunswick
10 : Clerical Personnel		121	97	80.2 %	72.6 %	88	9	
Employment Equity Occupational Group	N.B. less CMA	121	97	80.2 %	72.6 %	88	9	N.B. less CMA
11 : Intermediate Sales and Service Personnel		22	2	9.1 %	71.8 %	16	-14	
Employment Equity Occupational Group	N.B. less CMA	21	1	4.8 %	71.9 %	15	-14	N.B. less CMA
Employment Equity Occupational Group	Saint John	1	1	100.0 %	68.1 %	1	0	Saint John
12 : Semi-Skilled Manual Workers		5	0	0.0 %	15.8 %	1	-1	
Employment Equity Occupational Group	N.B. less CMA	5	0	0.0 %	15.8 %	1	-1	N.B. less CMA
13 : Other Sales and Service Personnel		22	4	18.2 %	61.1 %	13	-9	
Employment Equity Occupational Group	N.B. less CMA	22	4	18.2 %	61.1 %	13	-9	N.B. less CMA
14 : Other Manual Workers		10	0	0.0 %	25.1 %	3	-3	
Employment Equity Occupational Group	N.B. less CMA	10	0	0.0 %	25.1 %	3	-3	N.B. less CMA
Total		1546	840	54.3 %	52.8 %	817	23	

Total may not equal sum of components due to rounding.

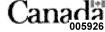
Sources: 2011 National Household Survey and employer's internal data



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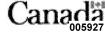
			Aboriginal Peoples					
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	entation %	Availa %	ability #	Gap #	Recruitment Area
01 : Senior Managers	National	7	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	82	1	1.2 %	2.2 %	2	-1	National
03 : Professionals		850	15	1.8 %	1.9 %	16	-1	
1111 : Financial auditors and accountants	National	6	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	17	0	0.0 %	0.9 %	0	0	National
1114 : Other financial officers	National	8	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	5	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	19	1	5.3 %	2.1 %	0	1	National
2111 : Physicists and astronomers	National	1	0	0.0 %	0.0 %	0	0	National
2112 : Chemists	National	1	0	0.0 %	0.6 %	0	0	National
2115 : Other professional occupations in physical sciences	National	2	0	0.0 %	0.7 %	0	0	National
2121 : Biologists and related scientists	National	1	0	0.0 %	1.7 %	0	0	National
2122 : Forestry professionals	National	1	0	0.0 %	2.7 %	0	0	National
2132 : Mechanical engineers	National	2	0	0.0 %	0.7 %	0	0	National
2134 : Chemical engineers	National	1	0	0.0 %	0.6 %	0	0	National
2146 : Aerospace engineers	National	1	0	0.0 %	0.6 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	3	0	0.0 %	0.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	5	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	21	0	0.0 %	1.1 %	0	0	National
2172 : Database analysts and data administrators	National	12	0	0.0 %	1.3 %	0	0	National
2173 : Software engineers and designers	National	2	0	0.0 %	0.6 %	0	0	National
2174 : Computer programmers and interactive media developers	National	25	0	0.0 %	1.0 %	0	0	National
2175 : Web designers and developers	National	11	0	0.0 %	1.5 %	0	0	National



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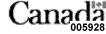
		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	entation %	Availa %	ability #	Gap #	Recruitment Area
3011 : Nursing co-ordinators and supervisors	National	2	0	0.0 %	3.0 %	0	0	National
3012 : Registered nurses and registered psychiatric nurses	National	4	0	0.0 %	2.3 %	0	0	National
3112 : General practitioners and family physicians	National	3	0	0.0 %	0.8 %	0	0	National
3124 : Allied primary health practitioners	National	1	0	0.0 %	4.1 %	0	0	National
1144 : Other professional occupations in therapy and assessment	National	1	0	0.0 %	2.1 %	0	0	National
011 : University professors and lecturers	National	512	8	1.6 %	1.3 %	7	1	National
012 : Post-secondary teaching and research assistants	National	11	0	0.0 %	1.6 %	0	0	National
021 : College and other vocational instructors	National	1	0	0.0 %	2.4 %	0	0	National
033 : Educational counsellors	National	2	1	50.0 %	6.0 %	0	1	National
153 : Family, marriage and other related counsellors	National	8	0	0.0 %	7.2 %	1		National
156 : Employment counsellors	National	2	0	0.0 %	7.8 %	0	0	National
161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	2.7 %	0	0	National
163 : Business development officers and marketing researchers and consultants	National	5	0	0.0 %	2.0 %	0	0	National
164 : Social policy researchers, consultants and program officers	National	10	0	0.0 %	6.2 %	1		National
165 : Health policy researchers, consultants and program officers	National	2	1	50.0 %	4.4 %	0	1	National
166 : Education policy researchers, consultants and program officers	National	108	4	3.7 %	4.3 %	5		National
167 : Recreation, sports and fitness policy researchers, consultants and program officers	National	1	0	0.0 %	4.8 %	0	0	National
169 : Other professional occupations in social science, n.e.c.	National	2	0	0.0 %	4.7 %	0	0	National
111 : Librarians	National	22	0	0.0 %	2.0 %	0	0	National
112 : Conservators and curators	National	2	0	0.0 %	2.5 %	0	0	National
113 : Archivists	National	1	0	0.0 %	3.1 %	0	0	National
122 : Editors	National	2	0	0.0 %	1.6 %	0	0	National
124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	1	0	0.0 %	2.1 %	0	0	National
4 : Semi-Professionals and Technicians		126	0	0.0 %	1.9 %	2	•2	



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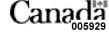
		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availa	•	Gap	Recruitment Area
		#	#	%	%	#	#	
2211 : Chemical technologists and technicians	New Brunswick	8	0	0.0 %	0.0 %	0	0	New Brunswick
2212 : Geological and mineral technologists and technicians	New Brunswick	5	0	0.0 %	0.0 %	0	0	New Brunswick
2221 : Biological technologists and technicians	New Brunswick	23	0	0.0 %	6.5 %	1	-1	New Brunswick
2223 : Forestry technologists and technicians	New Brunswick	3	0	0.0 %	2.9 %	0	0	New Brunswick
2231 : Civil engineering technologists and technicians	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
2232 : Mechanical engineering technologists and technicians	New Brunswick	6	0	0.0 %	0.0 %	0	0	New Brunswick
2234 : Construction estimators	New Brunswick	7	0	0.0 %	0.0 %	0	0	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	New Brunswick	14	0	0.0 %	1.2 %	0	0	New Brunswick
2243 : Industrial instrument technicians and mechanics	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
253 : Drafting technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
254 : Land survey technologists and technicians	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
255 : Technical occupations in geomatics and meteorology	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2262 : Engineering inspectors and regulatory officers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	3	0	0.0 %	8.3 %	0	0	New Brunswick
281 : Computer network technicians	New Brunswick	13	0	0.0 %	1.0 %	0	0	New Brunswick
282 : User support technicians	New Brunswick	4	0	0.0 %	4.2 %	0	0	New Brunswick
3219 : Other medical technologists and technicians (except dental health)	New Brunswick	1	0	0.0 %	1.1 %	0	0	New Brunswick
213 : NOC 2006 - Employment Counsellors	New Brunswick	1	0	0.0 %	2.8 %	0	0	New Brunswick
214 : Early childhood educators and assistants	New Brunswick	3	0	0.0 %	3.0 %	0	0	New Brunswick
211 : Library and public archive technicians	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
225 : Audio and video recording technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
227 : Support occupations in motion pictures, broadcasting, photography and the erforming arts	New Brunswick	5	0	0.0 %	0.0 %	0	0	New Brunswick
241 : Graphic designers and illustrators	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick
5252 : Coaches	New Brunswick	10	0	0.0 %	0.0 %	0	0	New Brunswick



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			Aboriginal Peoples					
Employment Equity Occupational Group	Internal Location	All Employees #	Repre:	sentation %	Availa %	ability #	Gap #	Recruitment Area
5254 : Program leaders and instructors in recreation, sport and fitness	New Brunswick	1	0	0.0 %	2.0 %	0	0	New Brunswick
05 : Supervisors		8	0	0.0 %	2.9 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	8	0	0.0 %	2.9 %	0	0	N.B. less CMA
06 : Supervisors: Crafts and Trades		6	1	16.7 %	0.0 %	0	1	
202 : Contractors and supervisors, electrical trades and telecommunications occupations	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
203 : Contractors and supervisors, pipefitting trades	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
205 : Contractors and supervisors, other construction trades, installers, repairers and	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
ervicers 303 : Supervisors, printing and related occupations	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
255 : Contractors and supervisors, landscaping, grounds maintenance and horticulture	New Brunswick	1	1	100.0 %	0.0 %	0	1	New Brunswick
212 : Supervisors, petroleum, gas and chemical processing and utilities	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
7 : Administrative and Senior Clerical Personnel		241	5	2.1 %	2.7 %	7	-2	
Employment Equity Occupational Group	N.B. less CMA	241	5	2.1 %	2.7 %	7	-2	N.B. less CMA
9 : Skilled Crafts and Trades Workers		46	1	2.2 %	1.9 %	1	0	
231 : Machinists and machining and tooling inspectors	New Brunswick	3	0	0.0 %	2.1 %	0	0	New Brunswick
241 : Electricians (except industrial and power system)	New Brunswick	9	0	0.0 %	1.7 %	0	0	New Brunswick
251 : Plumbers	New Brunswick	3	0	0.0 %	4.2 %	0	0	New Brunswick
271 : Carpenters	New Brunswick	4	0	0.0 %	3.2 %	0	0	New Brunswick
272 : Cabinetmakers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
291 : Roofers and shinglers	New Brunswick	1	0	0.0 %	2.0 %	0	0	New Brunswick
294 : Painters and decorators (except interior decorators)	New Brunswick	3	0	0.0 %	2.4 %	0	0	New Brunswick
311 : Construction millwrights and industrial mechanics	New Brunswick	2	0	0.0 %	0.5 %	0	0	New Brunswick
313 : Refrigeration and air conditioning mechanics	New Brunswick	7	0	0.0 %	0.0 %	0	0	New Brunswick
321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	New Brunswick	1	0	0.0 %	2.8 %	0	0	New Brunswick
381 : Printing press operators	New Brunswick	1	1	100.0 %	0.0 %	0	1	New Brunswick



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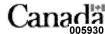
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Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
7384 : Other trades and related occupations, n.e.c.	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
9241 : Power engineers and power systems operators	New Brunswick	9	0	0.0 %	3.2 %	0	0	New Brunswick
10 : Clerical Personnel		121	0	0.0 %	3.0 %	4	-4	
Employment Equity Occupational Group	N.B. less CMA	121	0	0.0 %	3.0 %	4	-4	N.B. less CMA
11 : Intermediate Sales and Service Personnel		22	0	0.0 %	3.3 %	1		
Employment Equity Occupational Group	N.B. less CMA	21	0	0.0 %	3.4 %	1		N.B. less CMA
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.6 %	0	0	Saint John
12 : Semi-Skilled Manual Workers		5	0	0.0 %	3.0 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	5	0	0.0 %	3.0 %	0	0	N.B. less CMA
13 : Other Sales and Service Personnel		22	0	0.0 %	3.9 %	1		
Employment Equity Occupational Group	N.B. less CMA	22	0	0.0 %	3.9 %	1		N.B. less CMA
14 : Other Manual Workers		10	0	0.0 %	4.6 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	10	0	0.0 %	4.6 %	0	0	N.B. less CMA
Total		1546	23	1.5 %	2.2 %	34	-11	

Total may not equal sum of components due to rounding.

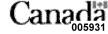
Sources: 2011 National Household Survey and employer's internal data



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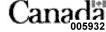
		Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area	
		#	#	%	%	#	#		
01 : Senior Managers	National	7	0	0.0 %	10.1 %	1	-1	National	
02 : Middle and Other Managers	National	82	3	3.7 %	15.0 %	12	-9	National	
03 : Professionals		850	110	12.9 %	19.5 %	166	-56		
1111 : Financial auditors and accountants	National	6	0	0.0 %	27.5 %	2	-2	National	
1112 : Financial and investment analysts	National	17	1	5.9 %	35.4 %	6	-5	National	
1114 : Other financial officers	National	8	0	0.0 %	21.7 %	2	-2	National	
1121 : Human resources professionals	National	5	0	0.0 %	14.1 %	1	-1	National	
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	21.6 %	0	0	National	
1123 : Professional occupations in advertising, marketing and public relations	National	19	0	0.0 %	16.9 %	3	-3	National	
2111 : Physicists and astronomers	National	1	0	0.0 %	22.9 %	0	0	National	
2112 : Chemists	National	1	1	100.0 %	37.3 %	0	1	National	
2115 : Other professional occupations in physical sciences	National	2	1	50.0 %	19.3 %	0	1	National	
2121 : Biologists and related scientists	National	1	0	0.0 %	17.2 %	0	0	National	
2122 : Forestry professionals	National	1	1	100.0 %	2.8 %	0	1	National	
2132 : Mechanical engineers	National	2	0	0.0 %	28.6 %	1	-1	National	
2134 : Chemical engineers	National	1	1	100.0 %	30.8 %	0	1	National	
2146 : Aerospace engineers	National	1	1	100.0 %	25.0 %	0	1	National	
2147 : Computer engineers (except software engineers and designers)	National	3	1	33.3 %	38.2 %	1	0	National	
2148 : Other professional engineers, n.e.c.	National	5	0	0.0 %	27.3 %	1	-1	National	
2171 : Information systems analysts and consultants	National	21	1	4.8 %	31.4 %	7	-6	National	
2172 : Database analysts and data administrators	National	12	3	25.0 %	32.3 %	4	-1	National	
2173 : Software engineers and designers	National	2	0	0.0 %	40.5 %	1	-1	National	
2174 : Computer programmers and interactive media developers	National	25	8	32.0 %	31.5 %	8	0	National	
2175 : Web designers and developers	National	11	1	9.1 %	22.8 %	3	-2	National	
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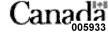
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
3011 : Nursing co-ordinators and supervisors	National	2	0	0.0 %	11.8 %	0	0	National
3012 : Registered nurses and registered psychiatric nurses	National	4	0	0.0 %	18.3 %	1		National
3112 : General practitioners and family physicians	National	3	0	0.0 %	28.1 %	1		National
3124 : Allied primary health practitioners	National	1	0	0.0 %	15.9 %	0	0	National
3144 : Other professional occupations in therapy and assessment	National	1	0	0.0 %	12.4 %	0	0	National
1011 : University professors and lecturers	National	512	81	15.8 %	19.1 %	98	-17	National
012 : Post-secondary teaching and research assistants	National	11	3	27.3 %	31.6 %	3	0	National
021 : College and other vocational instructors	National	1	0	0.0 %	13.4 %	0	0	National
033 : Educational counsellors	National	2	0	0.0 %	14.7 %	0	0	National
153 : Family, marriage and other related counsellors	National	8	0	0.0 %	10.5 %	1	-1	National
156 : Employment counsellors	National	2	0	0.0 %	15.5 %	0	0	National
161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	13.6 %	0	0	National
163 : Business development officers and marketing researchers and consultants	National	5	0	0.0 %	21.9 %	1		National
164 : Social policy researchers, consultants and program officers	National	10	0	0.0 %	18.5 %	2		National
165 : Health policy researchers, consultants and program officers	National	2	0	0.0 %	21.0 %	0	0	National
166 : Education policy researchers, consultants and program officers	National	108	3	2.8 %	12.4 %	13	-10	National
167 : Recreation, sports and fitness policy researchers, consultants and program officers	National	1	0	0.0 %	10.6 %	0	0	National
169 : Other professional occupations in social science, n.e.c.	National	2	2	100.0 %	9.9 %	0	2	National
111 : Librarians	National	22	1	4.5 %	11.9 %	3	-2	National
112 : Conservators and curators	National	2	0	0.0 %	5.4 %	0	0	National
113 : Archivists	National	1	0	0.0 %	6.4 %	0	0	National
122 : Editors	National	2	0	0.0 %	13.2 %	0	0	National
124 : NOC 2006 - Professional Occupations in Public Relations and Communications	National	1	0	0.0 %	19.9 %	0	0	National
4 : Semi-Professionals and Technicians		126	8	6.3 %	1.4 %	2	6	



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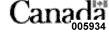
		Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	•	entation	Availa	•	Gap	Recruitment Area		
		#	#	%	%	#	#			
2211 : Chemical technologists and technicians	New Brunswick	8	3	37.5 %	0.0 %	0	3	New Brunswick		
2212 : Geological and mineral technologists and technicians	New Brunswick	5	2	40.0 %	0.0 %	0	2	New Brunswick		
2221 : Biological technologists and technicians	New Brunswick	23	2	8.7 %	4.6 %	1	1	New Brunswick		
2223 : Forestry technologists and technicians	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick		
2231 : Civil engineering technologists and technicians	New Brunswick	3	0	0.0 %	2.6 %	0	0	New Brunswick		
2232 : Mechanical engineering technologists and technicians	New Brunswick	6	0	0.0 %	0.0 %	0	0	New Brunswick		
2234 : Construction estimators	New Brunswick	7	0	0.0 %	0.0 %	0	0	New Brunswick		
2241 : Electrical and electronics engineering technologists and technicians	New Brunswick	14	1	7.1 %	0.0 %	0	1	New Brunswick		
2243 : Industrial instrument technicians and mechanics	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick		
2253 : Drafting technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick		
2254 : Land survey technologists and technicians	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick		
2255 : Technical occupations in geomatics and meteorology	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick		
2262 : Engineering inspectors and regulatory officers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick		
2263 : Inspectors in public and environmental health and occupational health and safety	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick		
2281 : Computer network technicians	New Brunswick	13	0	0.0 %	3.1 %	0	0	New Brunswick		
2282 : User support technicians	New Brunswick	4	0	0.0 %	3.0 %	0	0	New Brunswick		
3219 : Other medical technologists and technicians (except dental health)	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick		
4213 : NOC 2006 - Employment Counsellors	New Brunswick	1	0	0.0 %	2.1 %	0	0	New Brunswick		
4214 : Early childhood educators and assistants	New Brunswick	3	0	0.0 %	1.7 %	0	0	New Brunswick		
5211 : Library and public archive technicians	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick		
5225 : Audio and video recording technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick		
5227 : Support occupations in motion pictures, broadcasting, photography and the performing arts	New Brunswick	5	0	0.0 %	0.0 %	0	0	New Brunswick		
5241 : Graphic designers and illustrators	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick		
5252 : Coaches	New Brunswick	10	0	0.0 %	0.0 %	0	0	New Brunswick		



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		Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		ability	Gap	Recruitment Area	
		#	#	%	%	#	#		
5254 : Program leaders and instructors in recreation, sport and fitness	New Brunswick	1	0	0.0 %	5.3 %	0	0	New Brunswick	
05 : Supervisors		8	0	0.0 %	2.2 %	0	0		
Employment Equity Occupational Group	N.B. less CMA	8	0	0.0 %	2.2 %	0	0	N.B. less CMA	
06 : Supervisors: Crafts and Trades		6	0	0.0 %	0.0 %	0	0		
7202 : Contractors and supervisors, electrical trades and telecommunications occupations	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
7203 : Contractors and supervisors, pipefitting trades	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
7303 : Supervisors, printing and related occupations	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
8255 : Contractors and supervisors, landscaping, grounds maintenance and horticulture services	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
9212 : Supervisors, petroleum, gas and chemical processing and utilities	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
07 : Administrative and Senior Clerical Personnel		241	9	3.7 %	1.0 %	2	7		
Employment Equity Occupational Group	N.B. less CMA	241	9	3.7 %	1.0 %	2	7	N.B. less CMA	
09 : Skilled Crafts and Trades Workers		46	3	6.5 %	0.6 %	0	3		
7231 : Machinists and machining and tooling inspectors	New Brunswick	3	0	0.0 %	0.0 %	0	0	New Brunswick	
7241 : Electricians (except industrial and power system)	New Brunswick	9	1	11.1 %	0.0 %	0	1	New Brunswick	
7251 : Plumbers	New Brunswick	3	0	0.0 %	1.9 %	0	0	New Brunswick	
7271 : Carpenters	New Brunswick	4	0	0.0 %	0.5 %	0	0	New Brunswick	
7272 : Cabinetmakers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
7291 : Roofers and shinglers	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick	
7294 : Painters and decorators (except interior decorators)	New Brunswick	3	1	33.3 %	0.0 %	0	1	New Brunswick	
7311 : Construction millwrights and industrial mechanics	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick	
7313 : Refrigeration and air conditioning mechanics	New Brunswick	7	0	0.0 %	0.0 %	0	0	New Brunswick	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	New Brunswick	1	0	0.0 %	1.4 %	0	0	New Brunswick	
7381 : Printing press operators	New Brunswick	1	1	100.0 %	0.0 %	0	1	New Brunswick	



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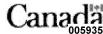
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Members of Visible Minorities

				Members o	f Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
7384 : Other trades and related occupations, n.e.c.	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
9241 : Power engineers and power systems operators	New Brunswick	9	0	0.0 %	2.0 %	0	0	New Brunswick
10 : Clerical Personnel		121	2	1.7 %	1.9 %	2	0	
Employment Equity Occupational Group	N.B. less CMA	121	2	1.7 %	1.9 %	2	0	N.B. less CMA
11 : Intermediate Sales and Service Personnel		22	3	13.6 %	1.8 %	0	3	
Employment Equity Occupational Group	N.B. less CMA	21	3	14.3 %	1.7 %	0	3	N.B. less CMA
Employment Equity Occupational Group	Saint John	1	0	0.0 %	2.8 %	0	0	Saint John
12 : Semi-Skilled Manual Workers		5	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	5	0	0.0 %	0.7 %	0	0	N.B. less CMA
13 : Other Sales and Service Personnel		22	2	9.1 %	2.0 %	0	2	
Employment Equity Occupational Group	N.B. less CMA	22	2	9.1 %	2.0 %	0	2	N.B. less CMA
14 : Other Manual Workers		10	1	10.0 %	0.8 %	0	1	
Employment Equity Occupational Group	N.B. less CMA	10	1	10.0 %	0.8 %	0	1	N.B. less CMA
Total		1546	141	9.1 %	12.1 %	185	-44	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

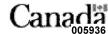
Date: 2018-08-13

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	89	3	3.4 %	4.3 %	4	-1	National
03 : Professionals	National	850	35	4.1 %	3.8 %	32	3	National
04 : Semi-Professionals and Technicians	National	126	5	4.0 %	4.6 %	6	-1	National
05 : Supervisors	National	8	0	0.0 %	13.9 %	1	-1	National
06 : Supervisors: Crafts and Trades	National	6	1	16.7 %	7.8 %	0	1	National
07 : Administrative and Senior Clerical Personnel	National	241	15	6.2 %	3.4 %	8	7	National
09 : Skilled Crafts and Trades Workers	National	46	4	8.7 %	3.8 %	2	2	National
10 : Clerical Personnel	National	121	6	5.0 %	7.0 %	8	-2	National
11 : Intermediate Sales and Service Personnel	National	22	1	4.5 %	5.6 %	1	0	National
12 : Semi-Skilled Manual Workers	National	5	0	0.0 %	4.8 %	0	0	National
13 : Other Sales and Service Personnel	National	22	2	9.1 %	6.3 %	1	1	National
14 : Other Manual Workers	National	10	2	20.0 %	5.3 %	1	1	National
Total		1546	74	4.8 %	4.2 %	64	10	

Total may not equal sum of components due to rounding.

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

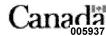


Workforce Analysis - Detailed Report

Date: 2018-08-13

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
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
14 : Other Manual Workers	EEOG	CMA

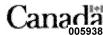


Workforce Analysis - Detailed Report

Date: 2018-08-13

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
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
14 : Other Manual Workers	EEOG	National



Workforce Analysis - Summary Report

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Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	7	2	28.6 %	27.4 %	2	0
02 : Middle and Other Managers	82	46	56.1 %	38.9 %	32	14
03 : Professionals	850	419	49.3 %	48.4 %	411	8
04 : Semi-Professionals and Technicians	126	43	34.1 %	29.4 %	37	6
05 : Supervisors	8	6	75.0 %	65.7 %	5	1
06 : Supervisors: Crafts and Trades	6	0	0.0 %	4.5 %	0	0
07 : Administrative and Senior Clerical Personnel	241	220	91.3 %	86.1 %	208	12
09 : Skilled Crafts and Trades Workers	46	1	2.2 %	2.6 %	1	0
10 : Clerical Personnel	121	97	80.2 %	72.6 %	88	9
11 : Intermediate Sales and Service Personnel	22	2	9.1 %	71.8 %	16	-14
12 : Semi-Skilled Manual Workers	5	0	0.0 %	15.8 %	1	
13 : Other Sales and Service Personnel	22	4	18.2 %	61.1 %	13	-9
14 : Other Manual Workers	10	0	0.0 %	25.1 %	3	-3
Total	1546	840	54.3 %	52.8 %	817	23



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Aboriginal Peoples

	Aboriginal Peoples								
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap			
	#	#	%	%	#	#			
01 : Senior Managers	7	0	0.0 %	2.9 %	0	0			
02 : Middle and Other Managers	82	1	1.2 %	2.2 %	2				
03 : Professionals	850	15	1.8 %	1.9 %	16	-1			
04 : Semí-Professionals and Technicians	126	0	0.0 %	1.9 %	2	-2			
05 : Supervisors	8	0	0.0 %	2.9 %	0	0			
06 : Supervisors: Crafts and Trades	6	1	16.7 %	0.0 %	0	1			
07 : Administrative and Senior Clerical Personnel	241	5	2.1 %	2.7 %	7	-2			
09 : Skilled Crafts and Trades Workers	46	1	2.2 %	1.9 %	1	0			
10 : Clerical Personnel	121	0	0.0 %	3.0 %	4	-4			
11 : Intermediate Sales and Service Personnel	22	0	0.0 %	3.3 %	1	-1			
12 : Semi-Skilled Manual Workers	5	0	0.0 %	3.0 %	0	0			
13 : Other Sales and Service Personnel	22	0	0.0 %	3.9 %	1	-1			
14 : Other Manual Workers	10	0	0.0 %	4.6 %	0	0			
Total	1546	23	1.5 %	2.2 %	34	-11			



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Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap		
	#	#	%	%	#	#		
01 : Senior Managers	7	0	0.0 %	10.1 %	1	•		
02 : Middle and Other Managers	82	3	3.7 %	15.0 %	12	-9		
03 : Professionals	850	110	12.9 %	19.5 %	166	-56		
04 : Semi-Professionals and Technicians	126	8	6.3 %	1.4 %	2	6		
05 : Supervisors	8	0	0.0 %	2.2 %	0	0		
06 : Supervisors: Crafts and Trades	6	0	0.0 %	0.0 %	0	0		
07 : Administrative and Senior Clerical Personnel	241	9	3.7 %	1.0 %	2	7		
09 : Skilled Crafts and Trades Workers	46	3	6.5 %	0.6 %	0	3		
10 : Clerical Personnel	121	2	1.7 %	1.9 %	2	0		
11 : Intermediate Sales and Service Personnel	22	3	13.6 %	1.8 %	0	3		
12 : Semi-Skilled Manual Workers	5	0	0.0 %	0.7 %	0	0		
13 : Other Sales and Service Personnel	22	2	9.1 %	2.0 %	0	2		
14 : Other Manual Workers	10	*	10.0 %	0.8 %	0	1		
Total	1546	141	9.1 %	12.1 %	185	-44		

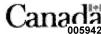


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Persons with Disabilities

			Persons	with Disabili	ties	
Employment Equity Occupational Group	All Employees	Representation		Avail	lability	Gap
	#	#	%	%	#	#
01/02 : Managers	89	3	3.4 %	4.3 %	4	-1
03 : Professionals	850	35	4.1 %	3.8 %	32	3
04 : Semi-Professionals and Technicians	126	5	4.0 %	4.6 %	6	-1
05 : Supervisors	8	0	0.0 %	13.9 %	1	-1
06 : Supervisors: Crafts and Trades	6	1	16.7 %	7.8 %	0	1
07 : Administrative and Senior Clerical Personnel	241	15	6.2 %	3.4 %	8	7
09 : Skilled Crafts and Trades Workers	46	4	8.7 %	3.8 %	2	2
10 : Clerical Personnel	121	6	5.0 %	7.0 %	8	-2
11 : Intermediate Sales and Service Personnel	22	1	4.5 %	5.6 %	1	0
12 : Semi-Skilled Manual Workers	5	0	0.0 %	4.8 %	0	0
13 : Other Sales and Service Personnel	22	2	9.1 %	6.3 %	1	1
14 : Other Manual Workers	10	2	20.0 %	5.3 %	4	1
Total	1546	74	4.8 %	4.2 %	64	10



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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
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
14 : Other Manual Workers	EEOG	СМА

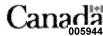


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WFA Defaults - Persons with Disabilities

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
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
14 : Other Manual Workers	EEOG	National



Data from First	t/Previous Wor	kforce Analysis
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Data from Su	bsequent/Curro Analysis	ent Workforce
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Data from Fir	st/Previous Workf	orce Analysis
YYYY	MM	DD
2018	08	13

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

			Гable 1: Women	
		First/Pr	evious Workforce A	knalysis
F1	Frit Orandinal Com (FFOC)	All Employees	Won	nen
cmp	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	7	2	27.4
02	Middle & Other Managers	82	46	38.9
03	Professionals	850	419	48.4
04	Semi-Professionals & Technicians	126	43	29.4
05	Supervisors	8	6	65.7
06	Supervisors: Crafts & Trades	6	0	4.5
07	Administrative & Senior Clerical Personnel	241	220	86.1
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	46	1	2.6
10	Clerical Personnel	121	97	72.6
11	Intermediate Sales & Service Personnel	22	2	71.8
12	Semi-Skilled Manual Workers	5	0	15.8
13	Other Sales & Service Personnel	22	4	61.1
14	Other Manual Workers	10	0	25.1
Total		1,546	840	52.8

	<u> Fable 5: Women</u>	
Subsequen	t/Current Workford	e Analysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:			
2011 Nationa	l Household S	urvey	

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Part 1: Workforce Analysis	
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Data from Firs	t/Previous Wor	kforce Analysis
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1 1	Data from Sub	osequent/Curre Analysis	ent Workforce
	↓	\	↓

2018	08	13
YYYY	MM	DD
Data from Fir	rst/Previous Work	orce Analysis

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

		Table	2: Aboriginal Po	eoples
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Aborigina	d Peoples
			Representation	Availability*
		#	#	%
01	Senior Managers	7	0	2.9
02	Middle & Other Managers	82	1	2.2
03	Professionals	850	15	1.9
04	Semi-Professionals & Technicians	126	0	1.9
05	Supervisors	8	0	2.9
06	Supervisors: Crafts & Trades	6	0	0.0
07	Administrative & Senior Clerical Personnel	241	1	2.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	46	5	1.9
10	Clerical Personnel	121	1	3.0
11	Intermediate Sales & Service Personnel	22	0	3.3
12	Semi-Skilled Manual Workers	5	0	3.0
13	Other Sales & Service Personnel	22	0	3.9
14	Other Manual Workers	10	0	4.6
Total		1,546	23	2.2

Table 6: Aboriginal Peoples		
Subsequen	t/Current Workford	e Analysis
All Employees	Aborigina	l Peoples
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:	
2011 National Household	Survey

		0	* Source:
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Data from Firs	t/Previous Wor	kforce Analysis
1	1	1

Data from Sub	osequent/Curr Analysis	ent Workforce
1	1	1

2018	08	13
YYYY	MM	DD
Data from Fi	rst/Previous Work	orce Analysis

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

		Table 3: Me	mbers of Visible	e Minorities				
		First/Pr	evious Workforce A	Analysis				
F1		All Employees	Members of Visible Minorities					
rmpie	oyment Equity Occupational Group (EEOG)		Representation	Availability*				
		#	#	%				
01	Senior Managers	7	0	10.1				
02	Middle & Other Managers	82	3	15.0				
03	Professionals	850	110	19.5				
04	Semi-Professionals & Technicians	126	8	1.4				
05	Supervisors	8	0	2.2				
06	Supervisors: Crafts & Trades	6	o	0.0				
07	Administrative & Senior Clerical Personnel	241	9	1.0				
08	Skilled Sales & Service Personnel	0	o	0.0				
09	Skilled Crafts & Trades Workers	46	3	0.6				
10	Clerical Personnel	121	2	1.9				
11	Intermediate Sales & Service Personnel	22	3	1.8				
12	Semi-Skilled Manual Workers	5	o	0.7				
13	Other Sales & Service Personnel	22	2	2.0				
14	Other Manual Workers	10	1	0.8				
Γotal		1,546	141	12.1				

	embers of Visible t/Current Workfore	
All Employees	Members of Visi	-
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

* Source:	
2011 National Household	Survey

*	Source:			
0				

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Data from Firs	st/Previous Wor	kforce Analysis
1	4	1

Data from Sul	osequent/Curi Analysis	rent Workforce
Ψ		1

Data from Fir	rst/Previous Work!	orce Analysis
YYYY	MM	DD
2018	08	13

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

		Table 4:	Persons with Dis	sabilities
		First/Pr	evious Workforce A	malysis
Familia		All Employees	Persons with	Disabilities
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	º/o
01/02	Managers	89	3	4.3
03	Professionals	850	35	3.8
04	Semi-Professionals & Technicians	126	5	4.6
05	Supervisors	8	0	13.9
06	Supervisors: Crafts & Trades	6	1	7.8
07	Administrative & Senior Clerical Personnel	241	15	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	46	4	3.8
10	Clerical Personnel	121	6	7.0
11	Intermediate Sales & Service Personnel	22	1	5.6
12	Semi-Skilled Manual Workers	5	0	4.8
13	Other Sales & Service Personnel	22	2	6.3
14	Other Manual Workers	10	2	5.3
Total		1,546	74	4.2

Table 8:	Persons with Dis	abilities
Subsequen	t/Current Workforc	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	o	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	o	0.0
0	o	0.0
0	0	0.0
0	0	0.0

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Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

University of New Brunswick

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	Start	Date	of Flow	v Data	a
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	ŀ	and I	Date	of F	low	Data	ı
١	/YY	Y	1	им		I	DD

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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

Total

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

	Table 9:	Women	
Full-time /	/ National	Part-time	/ National
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
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Part 2: Flow Data Analysis

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0	0	0
YYYY	MM	DD
Start	Date of Flov	v Data

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End	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

rabie 2	: Abor	iginai Peo	pies
Full-time / Na	tional	Part-time	/ Nation
		4 H FT 1	

		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group OG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	0	0	0	0
04	Semi-Professionals & Technicians	0	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	О	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
Tot	al	0	0	0	0

Tab	le 6: Abor	iginal Peo	ples
Full-time /	National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
О	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Tabl	e 10: Abo	riginal Pec	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

University of New Brunswick

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0	0	0
YYYY	MM	DD
Start	Date of Flov	v Data

0	0	0
YYYY	ММ	DD
End l	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

																										E		

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

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

	Table 1	1: Person	s with Disa	bilities
	Full-time	/ National	Part-time	/ National
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
1	#	#	#	#
0	0	0	0	(
o	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(
	0	0	0	(

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Start	Date of Flow	Data
YYYY	MM	DD
0	0	0

0	0	0
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

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

Table 8:	Members o	of Visible N	linorities				
Full-time	/ National	Part-time	/ National				
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted				
#	#	#	#				
0	()	0	C				
0	0	0	0				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
0	0	0	C				
ol	0	0	C				

Promoted

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	(

Federal Contractors Program Achievement Report	
Part 3: Goals	
University of New Brunswick	
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									Data f	or First/P	revious (Goals							
ABB	C	D	E	F	G	H	I	J	Ī K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C×E×3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	K×L×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)
	J.	Ţ	Ţ	Ų.	1	J.	Ţ	J	Ţ	↓	1	↓	1	1	1	4	Ţ	J.	Į.
										Table 1:									
									First/	Previous Sh	ort-term G	oals							
				All Ell	ployees			1							omen	1			
	Number	Gree	vth (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated		Number	Hires		ir Goals m - To							
Employment Equity Occupational	YYYY-MM-DD	Actual	Proj	naturi	Actual	Proje	d	Anticipated Hires Over 3	YYYY-MM-00	Terminated	Employees)	Required		- 7777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1 1 1 1 - 11 11 - 111/	Actual	110		Acteur	,,,,,		Years				Over 3 Years		1	Availability		Gap	Representation	Years
	2018-08-13	Annually	Annually	Over 3 Venrs	Annually	Annually	Over 3 Years		2018-08-13	Annually	Over 3 Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-100.0%	0.0%	0	0,0%	0.0%	0	(2	0.0%	0	0	()	27.4%	0	0	28.6%	28.6%
02 Middle & Other Managers	82	-100.0%	0.0%	0	0.0%	0.0%	0	(46	0.0%	0	-14	()	38.9%	14	14	56.1%	56.1%
03 Professionals	850	-100.0%	0.0%	0	0.0%	0.0%	0	(419	0.0%	0	-8	()	48.4%	8	8	49.3%	49.3%
04 Semi-Professionals & Tech	126	-100.0%	0.0%	0	0.0%	0.0%	0	(43	0.0%	0	-6	()	29.4%	6	6	34.1%	34.1%
05 Supervisors	8	-100.0%	0.0%	0	0.0%	0.0%	0	() 6	0.0%	0	-1	()	65.7%	1	Į	75.0%	75.0%
06 Supervisors: Crafts & Trades	6	-100.0%	0.0%	0	0.0%	0.0%	0	(0	0.0%	0	0	()	4.5%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	241	-100.0%	0.0%	0	0.0%	0.0%	0	(220	0.0%	0	-12	()	86.1%	12	12	91.3%	91.3%
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	46	~100.0%	0.0%	0	0.0%	0.0%	0	,	1 07	0.0%	0	1	,	"	2.6%	0	0	2.2%	2.2%
10 Clerical Personnel 11 Intermediate Sales & Service	121	-100.0% -100.0%	0.0% 0.0%	0	0.0%	0.0% 5.0%	0	,	1 9/	0.0% 5.0%	U	-9		50.0%	72.6% 71.8%	-14	13	80.2% 9.1%	80.2% 18.2%
12 Semi-Skilled Manual	22	-100.0%	0.0%	0	0.0%	5.0%	3		2 2	5.0%	0	14	,	15.8%	15.8%	-14	-1.2 1	9.1%	18.2% 0.0%
13 Other Sales & Service	22	-100.0%	0.0%	0	0.0%	5.0%	1 2		4	5.0%	,	10	,	50.0%	61.1%	-1	-1 0	18.2%	22.7%
14 Other Manual Workers	10	-100.0%	0.0%	n	0.0%	5.0%	3		1 6	5.0%	n	3	1	25.1%	25.1%	_3	-0 -2	0.0%	10.0%
Total	1.546	-100.0%	0.078	0	0.0%	2.070	0	- (840	0.0%	0	-24	1) 22.178	52.8%	24		54.3%	54.3%

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 1) x 100.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

						Table 2: Women
r			Wom	en		
	oyment Equity Occupational p (EEOG)	Short-term Goals Long-term Goals		rm Goals	Comments	
	p (cacoo)	#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0,0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	50.0	0	50.0	Our Security Department has been proactive in targeted recruitment of females as it is important to our student population

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12 Se	emi-Skilled Manual	0	15.8	0	15.8 We have 5 Heavy Equipment Operators within this EEOG with the projected turnover rate very low. The applicant pool for these position is typically very small.						
13 0	ther Sales & Service	0	50.0	0	50.0 We are hopeful to fill this gap within our Cleaner occupation (NOC 6733)						
14 0	ther Manual Workers	0	25.1	0	25.1 This is a difficult positon to recruit with very few female applicants.						
Total		0	0.0	0	0.0						

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										Data f	or First/P	revious (Goals							
A	B	C	D	E	F	G	H	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data s	sources:	From Workforce Analysis	From Workforce Analysis [?]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	K×L×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)
		1	↓	<u> </u>	<u> </u>	1	Ų.	ļ	1	1	1	1	1	1	1	<u> </u>		<u> </u>	J.	Į
											3: Abori									
										First/	Previous Sh	ort-term G	ioals							
					All Em	ployees									**	nal Peoples				
		Number	Grow	th (New Positi	ons)	Turnover (Re	placement of Employees)	Terminated		Number Turnover (Replacement of Hires				3 Year Goals From - To						
Empl	oyment Equity Occupational	YYYY-MM-DD	4	Proje		l	Proje		Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - 16 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Grou	p (EEOG)	1111-111-111	Actual	710)4		Actual	rigi	·	Years	1111-314-00			Over 3 Years	,,,,,	- 1 1 1 1 	Availability	rresent Gap	Gap	Representation	Years
		2018-08-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-08-13	Annually	Over 3 Years	1 cars	2018	2021					
		#	%	%	#	%	%	#	#	Ħ	%	#	Ħ	#	%	%	#	Ħ	%	%
01	Senior Managers	7	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	(2.9%	0	0	0.0%	0.0%
02	Middle & Other Managers	82	-100.0%	0.0%	0	0.0%	5.0%	12	12	1	5.0%	0	1	(2.2%	2.2%	-1	-1	1.2%	1.2%
03	Professionals	850	-100.0%	0.0%	0	0.0%	5.0%	128	1	15	5.0%	2	3	2	1.9%	1.9%	-1	-1	1.8%	1.8%
04	Semi-Professionals & Tech	126	-100.0%	0.0%	0	0.0%	5.0%	19	19	0	5.0%	0	2		1.9%	1.9%	-2	~2	0.0%	0.0%
	Supervisors Supervisors: Crafts & Trades	8	-100.0% -100.0%	0.0% 0.0%	0	0.0% 0.0%	0.0% 0.0%	0	0	0	0.0% 0.0%	0	0			2.9% 0.0%	0	()	0.0% 0.0%	0.0%
06	Administrative & Sr Clerical	241	-100.0%	0.0%	9	0.0%	5.0%	36	36	1	5.0%	0	"	,	2.7%	2.7%	0	0	0.0%	0.0% 0.8%
08	Skilled Sales & Service	241	0.0%	U.U∵a	0	0.0%	0.0%	30	30	, ,	0.0%	0	^ن ا	,	2.770	0.0%	-0 0	-3	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	46	~100.0%	0.0%	0	0.0%	0.0%	0	"	5	0.0%	0	4			1.9%		4	10.9%	10.9%
10	Clerical Personnel	121	-100.0%	0.0%	0	0.0%	5.0%	18	18	1	5.0%	0	3	ĺ	3.0%	3.0%	-3	-2	0.8%	1.7%
111	Intermediate Sales & Service	22	-100.0%	0.0%	0	0.0%	5.0%	3	3	0	5.0%	0	li	ĺ	3.3%	3.3%	-1	-1	0.0%	0.0%
12	Semi-Skilled Manual	5	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0			3.0%	0	0	0.0%	0.0%
1	Other Sales & Service	22	-100.0%	0.0%	0	0.0%	5.0%	3	3	0	5.0%	0	1	0	3.9%	3.9%	-1	-1	0.0%	0.0%
14	Other Manual Workers	10	~100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		4.6%	0	0	0.0%	0.0%

0.0%

1,546 -100.0%

Total

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

0.0%

2.2%

-11

						Table 4: Aboriginal Peoples
			Aborigina	l Peoples		
Employment Equity Occupational Group (EEOG)		Short-te	rm Goals	Long-te	m Goals	Comments
1			%	#	6/6	
01	Senior Managers	(0.0	0	0.0	
02	Middle & Other Managers	(2.2	. 0	2.2	We will improve our recruiting activities by connecting with local organizations.
03	Professionals		1.9	0	1.9	
04	Semi-Professionals & Tech	(1.5	0	1.9	
05	Supervisors	(0.0	0	0.0	
06	Supervisors: Crafts & Trades	(0.0	0	0.0	
07	Administrative & Sr Clerical	(2.3	0	2.7	
08	Skilled Sales & Service	(0.0	0	0.0	
09	Skilled Crafts & Trades	(0.0	0	0.0	
10	Clerical Personnel	(3.0	0	3.0	
11	Intermediate Sales & Service	(3.3	0	3.3	

1.5%

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12 Semi-Skilled Manual	0	0.0	0.0									
13 Other Sales & Service	0	3.9	0 3.9									
14 Other Manual Workers	0	0.0	0.0									
Total	0	0.0	0.0									

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Data for First/Previous Goals

A B	С	D	E	F	G	H	I	J	j K	L	M	l N	0	P	Q	R	S	T	L
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×L×3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K + C	(K - M + O) + (C + F)
	J	Ţ	Ţ	Ţ	Ţ	Ļ	Ţ	Į.	Į.	Ţ	Ţ	Ţ	Ţ	1	Į.	Ų.	Į.	Ţ	Į.
										Persons									
									First/	Previous St	ort-term G	ioals							
				All Er	aployees									Persons wi	th Disabilitie	i	,		
	Number	Gran	wth (New Positi	ione)		eplacement of	Terminated		Number				3 Yea	Goals					
Employment Equity Occupational		****				Employees)		Anticipated			eplacement of l'Employees)	Hires Required	From	1 - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	D Actual Projected			Actual Projected I			Hires Over 3	VVVV-MM-00			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
•	2018-08-13	Annually	Annually	Over 3 Vears	Annually	Annually	Over 3 Years	Years	2018-08-13	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	96	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	89	-100.0%	0.0%	(0.0%	5.0%	13	13	3	5.0%	()	1	1	4.3%	4.3%	-1	0	3.4%	4.5%
03 Professionals	850	-100.0%	0.0%	(0.0%	0.0%	0	0	35	0.0%	0	-3	0		3.8%	3	3	4.1%	4.1%
04 Semi-Professionals & Tech	126	-100.0%	0.0%	6	0.0%	5.0%	19	19	5	5.0%	1	2	1	4.6%	4.6%	-1	-1	4.0%	4.0%
05 Supervisors	8	-100.0%	0.0%	(0.0%	5.0%	I	I	. 0	5.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	6	-100.0%	0.0%	6	0.0%	0.0%	0	0	1	0.0%	0	-1	0		7.8%	1	1	16.7%	16.7%
07 Administrative & Sr Clerical	241	-100.0%	0.0%	(0.0%	0.0%	0	0	15	0.0%	0	-7	0		3,4%	7	7	6.2%	6.2%
08 Skilled Sales & Service	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	46	~100.0%	0.0%	(0.0%	0.0%	0	0	4	0.0%	0	-2	0		3.8%	2	2	8.7%	8.7%
10 Clerical Personnel	121	~100.0%	0.0%		0.0%	5.0%	18	18	6	5.0%	1	3	1	7.0%	7.0%	-2	-2	5.0%	5.0%
11 Intermediate Sales & Service	22	-100.0%	0.0%	(0.0%	0.0%	0	0	1	0.0%	0	0	0		5.6%	0	0	4.5%	4.5%
12 Semi-Skilled Manual	5	-100.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0		4.8%	0	0	0.0%	0.0%
13 Other Sales & Service	22	-100.0%	0.0%	(0.0%	0.0%	0	0	2	0.0%	0	-1	0		6.3%	1	1	9.1%	9.1%
14 Other Manual Workers	10	-100.0%	0.0%	(0.0%	0.0%	0	0	2	0.0%	0	-1	0		5.3%	I	1	20.0%	20.0%

† 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.

0.0%

1,546 -100.0%

Total

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

						Table 6: Persons with Disabilities
		Pe	rsons with	Disabilities		
\$000000000	loyment Equity Occupational p (EEOG)	Short-teri	n Goals	Long-ter	m Goals	Comments
		Ħ	9/ ₀	#	%	
01/03	Managers		4.3	0	4.3	We will improve our recruiting activities by connecting with local organizations.
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech		4.6	0	4.6	
05	Supervisors	0	13.9	0	13.9	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel		7.0	0	7.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	

4.8%

4.8%

4.2%

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	University of New Brunswick	
	43325	
14 Other Manual Workers 0 0.0 0		

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									Data f	or First/I	revious (Goals							
A B	C	D	E	F	G	Н	I	J	į K	L	М	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	CxHx3	F+I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	J.	J	J	Į.	Ţ	J.	Ţ	J	Į	Į.	Ţ	J	1	↓	↓		J	↓	Ų.
								,	Table 7: M				š						
									First/	Previous SI	ort-term G	ioals							
		All Employees										1			isible Minori	ties		1	
	Number	Grov	vth (New Positi	ons)		eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		Goals					
Employment Equity Occupational	YYYY-MM-DD	Actual Projected				Actual Projected Hires (YYYY-MM-00	Terminated	i Employees)	Required		1 - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-111-1111	Actuat	110)4		Actual	rigi		Years	1111-1111			Over 3 Years	* * * * * * * * * * * * * * * * * * * *	- 1 1 1 1	Availability	rresent Gap	Gap	Representation	Years
	2018-08-13	Annually	Annually	Over 3 Vears	Annually	Annually	Over 3 Years		2018-08-13	Annually	Over 3 Years		2018	2021					
	#	%	%	#	%	%	#	Ħ	#	%	#	#	#	%	%	#	#	0/4	%
01 Senior Managers	7	-100.0%	0.0%	(0,0%	5.0%	1	1	0	5.0%	()	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	82	-100.0%	0.0%	(0.0%	5.0%	12		3	5.0%	0	9	2	15.0%	15.0%	-9	-7	3.7%	6.1%
03 Professionals	850	-100.0%	0.0%	(0.0%	5.0%	128	128	110	1	17	73	25	19.5%	19.5%	-56	-48		13.9%
04 Semi-Professionals & Tech	126	-100.0%	0.0%	(0.0%	0.0%	0	0	8	0.0%	0	-6	0		1.4%	6	6	6.3%	6.3%
05 Supervisors	8	-100.0%	0.0%	(0.0%	0.0%	0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	6	-100.0%	0.0%	(0.0%	0.0%	0	0		0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	241	-100.0%	0.0%		0.0%	0.0%	0	0	1 9	0.0%	0	-/	0		1.0%	/	/	3.7%	3.7%
08 Skilled Sales & Service 09 Skilled Crafts & Trades	46	0.0% ~100.0%	0.0%	,	0.0%	0.0%	0	0	1 .	0.0%	U		0		0.0% 0.6%	0	0	#DIV/0! 6.5%	#DIV/0! 6.5%
09 Skilled Crafts & Trades 10 Clerical Personnel	121	-100.0%	0.0%		0.0%	0.0%	0	0	1	0.0%	0	-,	0		1.9%	,	,	1.7%	1.7%
11 Intermediate Sales & Service	22	-100.0%	0.0%	E	0.0%	0.0%	n o	0	2	0.0%		1 2	0		1.9%	2	1 2	13,6%	13.6%
12 Semi-Skilled Manual	4.4	-100.0%	0.0%	7	0.0%	0.0%	۸	0		0.0%		-) A	"		0.7%	1 0	1 3	0.0%	0.0%
13 Other Sales & Service	22	-100.0%	0.0%	ſ	0.0%	0.0%	n	0	,	0.0%		2	l 0		2.0%	,	2	9.1%	9.1%
14 Other Manual Workers	10	-100.0%	0.0%		0.0%	0.0%	0	0	1	0.0%] 0	-1	l 0		0.8%	l - ī]	10.0%	10.0%
1 . 1 . 1	10	100,000									· · · · · · · · · · · · · · · · · · ·	4	·	l	5-10176	ļ	<u> </u>	12.070	- 33074

0.0%

Total

1,546

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

141

0.0%

12.1%

-46

						Table 8: Members of Visible Minorities					
r	1	Men	ibers of Visi	ble Mino	rities						
	loyment Equity Occupational - up (EEOG)	Short-ter	Short-term Goals Long-term Goals		erm Goals Long-term Goals			Short-term Goals Long-term Goals		erm Goals	Comments
	p(EEOO)	#	%	#	%						
01	Senior Managers	0	10.1		0 10.1						
02	Middle & Other Managers		15.0		0 15.0						
03	Professionals		19.5		0 19.5	Faculty and Staff fall within this EEOG. Faculty are recruited nationally while staff are typically recruited within NB Less CMA. This could account for the larger gap.					
04	Semi-Professionals & Tech	0	0.0		0.0						
05	Supervisors	0	0.0		0.0						
06	Supervisors: Crafts & Trades	0	0.0		0.0						
07	Administrative & Sr Clerical	0	0.0		0.0						
08	Skilled Sales & Service	0	0.0		0.0						
09	Skilled Crafts & Trades	0	0.0		0.0						
10	Clerical Personnel	0	0.0		0.0						
11	Intermediate Sales & Service	0	0.0		0.0						

9.1%

9.1%

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					University of New Brunswick								
					43325								
12 Semi-Skilled Manual	0	0.0	0	0.0									
13 Other Sales & Service	0	0.0	0	0.0									
14 Other Manual Workers	0	0.0	0	0.0									
Total	0	0.0	0	0.0									

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										Data for	Subseque	nt/Curre	nt Goals							
	!										•									
A	B	C	D	E	F	G	H	i I	j J	K	L	М	N	0	P	Q	R	S	T	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis [*]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	K×L×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)
		<u> </u>	1	J.	<u> </u>	<u> </u>	Ų	Ţ	J	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	ļ.	Ţ	J.
											Table 9:									
										Subseque	ent/Current	Short-tern	n Goals							
					All En	ployees										omen			ı	
		Number	Grev	oth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	Turnover (Replacement of Hires			r Goals					
Emple	syment Equity Occupational	YYYY-MM-DD							Anticipated Hires Over 3			Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	Group (EEOG)		Actual	rrej	T			Years	YYYY-MM-DD		Ι	Over 3 Years	1111	- 1111	Availability	riesem Gap	Gap	Representation	Years	
		***	Annually	Annually	Over 3 Vears	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Tears	0	3					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	0	-100.0%		0	0.0%		0	(0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	(0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	0.0%		0	(0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Supervisors	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
	Skilled Crafts & Trades	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
11	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
	Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	~100.0%		0	0.0%		0	(0	0.0%	0	0	()	0.0%	0	0	#DIV/0!	#DIV/0!

0.0%

0 -100.0%

Total

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

0.0%

0.0%

			Table 10: Women
Employment Equity Occupational	Wor	nen	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
01 Senior Managers	0.0	0.0	0
02 Middle & Other Managers	0.0	0.0	0
03 Professionals	0.0	0.0	0
04 Semi-Professionals & Tech	0.0	0.0	o l
05 Supervisors	0,0	0.0	o l
06 Supervisors: Crafts & Trades	0.0	0.0	0
07 Administrative & Sr Clerical	0.0	0.0	o l
08 Skilled Sales & Service	0.0	0.1	0
09 Skilled Crafts & Trades	0.0	0.0	0
10 Clerical Personnel	0.0	0.1	0
11 Intermediate Sales & Service	0.0	0.0	o l

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			University of New Brunswich	k		
			43325			
12 Semi-Skilled Manual	0.0	0.0				
13 Other Sales & Service 14 Other Manual Workers	0.0	0.0				
14 Other Manual Workers	0.0	0.0				
Total	0.0	0.0				

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	1																			
										Data for	Subseque	nt/Curre	nt Goals							
A	B	C	D	E	F	G	H	i I	J	<u> K</u>	L	М	N	0	P	<u> </u>	R	S	T	L.
Data s	ources:	From Workforce Analysis	From Workforce Analysis [‡]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	K×L×3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		1	<u> </u>	J.	1	1	4	Ţ	1	<u> </u>	1	1	1	1	<u> </u>	<u> </u>	<u> </u>	Į.	Ţ	Į.
											11: Abor	.6.7								
										Subseque	ent/Current	Short-tern	n Goals							
					All En	ployees			1		1		1			nal Peoples				
		Number	Grov	th (New Posit	ions)		eplacement of Employees)	Terminated	Anticipated	Number	Turnover (R)	placement of	Hires	3 Year Goals From - To						
Emple	Employment Equity Occupations		XY-MM-DD Actual Projected Actual Projected							YYYY-MM-DD	Terminated	Employees)	Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group	(EEOG)	1111-1111-1111	Actual	rioj	T	Actual	rinj	T	Hires Over 3 Years	1111-1111-1111			Over 3 Years	1111	- 1 1 1 1 	Availability	т сест Сар	Gap	Representation	Years
		***	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	16413	0	3					
		#	%	%	#	%	%	Ħ	#	#	9/0	#	#	#	%	%	#	#	9/9	%
01	Senior Managers	0	-100.0%		0	0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02	Middle & Other Managers	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03	Professionals	0	-100.0%		0	0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04	Semi-Professionals & Tech	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Supervisors	0	-100.0%		0	0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades Administrative & Sr Clerical	0	-100.0% -100.0%		9	0.0% 0.0%		0		1 "	0.0% 0.0%	0	"	0		0.0%	0	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
08	Skilled Sales & Service	0	-100.0%		"	0.0%		l 0		1 %	0.0%	0	"			0.0%	0	0	#DIV/0: #DIV/0!	#DIV/0! #DIV/0!
09	Skilled Crafts & Trades	0	~100.0%		l "	0.0%		0	0	1 0	0.0%	0	"	0		0.0%	0	0	#DIV/0!	#DIV/0!
10	Clerical Personnel	0	-100.0%		"	0.0%		0	Č		0.0%	0				0.0%	0	0	#DIV/0!	#DIV/0!
	Intermediate Sales & Service	0	-100.0%		0	0.0%		0	() 0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	0	-100.0%		1 0	0.0%		0	1	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!

0.0%

0 -100.0%

Total

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

0.0%

0.0%

			Table 12: Aboriginal Peoples
Employment Equity Occupational	Aborigina	Peoples	
Group (EEOG)	Suort-term Goals	Long-term Goals	Comments
	9/4	%	
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	

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			Federal Contractors Program Achiever	ment Report		
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			University of New Brunswich	k		
			43325			
12 Semi-Skilled Manual	0.0	0.0				
13 Other Sales & Service 14 Other Manual Workers	0.0	0.0				
14 Other Manual Workers	0.0	0.0				
Total	0.0	0.0				

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									Data for	Subseque	nt/Currei	nt Goals							
A B	Т С	l D	E	E	G	Н	······································		i K	L	М	N	0	P	i o	R	i s		U
2							: <u> </u>				; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ; ;							<u></u>	
Data sources:	From Workforce Analysis	From Workforce Analysis [*]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	Data Entry	CxHx3	F. ÷	From Workforce Analysis	Equivalent to H	K×L×3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis		K ÷ C	(K - M + O) ÷ (C + F)
	1	Ţ	J.	<u> </u>	1	<u> </u>	Ţ	1	1	1	1	1	1	1	<u> </u>	<u> </u>	<u> </u>	J.	J.
										: Persons									
									Subsequ	ent/Current	Short-tern	1 Goals		Pr.	ith Disabilitie				
All Employees									I		r Goals	ин діхавиние Г	5						
	Number	Grov	wth (New Posi	tions)	Turnover (R	eplacement of Employees)	Terminated		Number		eplacement of	Hires		n - To					
Employment Equity Occupational	VVVV MM DD	YYYY-MM-DD Actual Projected			Actual	,	ected	Anticipated Hires Over 3	YYYY-MM-00	Terminates	(Employees)	Required		- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)		Accuan	***	Over 3	Actual	****	Over 3	Years			Over 3	Over 3 Years		1	Availability		Gap	Representation	Years
		Annually	Annually	Vears	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	0/9	9/6
01/02 Managers	0	-100.0%		(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	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%		(0.0%		0	0	(0.0%	0	0	6		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	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		(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	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	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	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	~100.0%	,	(0.0%		0	0	(0.0%	0	0	6		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	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	-100.0%	,	(0.0%		0	0	(0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	-100.0%		(0.0%		0	0		0.0%	0	0	(0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		(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	#DIV/0!	#DIV/0!

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

	, and the second se					Table 14: Persons with Disabilities
		Pe	rsons with I	Disabilities		
	loyment Equity Occupational - ip (EEOG) -	Short-terr	n Goals	Long-term (Goals	Comments
			9/6		9/a	
01/00	2 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	

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14 Total	Other Manual Workers

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									Data for	Subseque	nt/Curre	nt Goals							
A B	C	l D	E	F	G	H	I	j J	l K	L	M	N	0	P	Q	R	S	T	L. U.
Data sources:	From Workforce Analysis	From Workforce Analysis ⁷	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²	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)
500000000000000000000000000000000000000	Ţ	Ţ	Ţ	Ţ	1	Ļ	Ţ	J	Ţ	Ţ	Ţ	Ţ	1	1	Ţ	Ţ	Ţ	Į	J
								1	Table 15: N				2S						
									Subsequ	ent/Current	Short-tern	n Goals							
				All Er	nployees					1			Members of '			ities			
	Number	Gree	vth (New Posit	ions)	Turnover (R	epiacement of Employees)	Terminated		Number	Turnover (R	eplacement of			r Goals					
Employment Equity Occupational				-		,		Anticipated Hires Over 3			l Employees)	Hires Required		n - To	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Years	YYYY-MM-DD			Over 3	1111	- YYYY	Availability	rresent Gap	Gap	Representation	Years
		Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	(-100.0%		(0,0%		0	(0	0.0%	()	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	(-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	(-100.0%		(0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	(-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	(-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	(-100.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	(-100.0%		(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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	(-100.0%		1	0.0%		0	0		0.0%	0	0	0		0.0%	0	0	#DIV/0!	1
10 Clerical Personnel	(-100.0%		'	0.0%		0			0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service		-100.0%		1 :	0.0%		0			0.0%	0	1 ,			0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual		-100.0%		'	0.0%		0			0.0%	1 0] ,			0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service 14 Other Manual Workers		-100.0% -100.0%			0.0%					0.0%	0		0		0.0% 0.0%	1 %	0	#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers		-100.0%			0.0%		- 0		ų U	0.0%	0	1)	U		U.U%	0	U	#DIV/U	#DIV/0!

0.0%

0 -100.0%

Total

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.

0.0%

0.0%

			Table 16: Members of Visible Minorities
Employment Equity Occupational	Members of Vis	ible Minorities	
Group (EEOG)	Short-term Goals		Comments
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0,0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
11 Intermediate Sales & Service	0,0	0.0	

#DIV/0!

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			Federal Contractors Program Achievem	ent Report		
			Part 3: Goals			
			University of New Brunswick			
			43325			
12 Semi-Skilled Manual	0.0	0.0				
13 Other Sales & Service 14 Other Manual Workers	0.0	0.0				
14 Other Manual Workers	0.0	0.0				
Total	0.0	0.0				

Federal Contractors Program Achievement Report Part 4: Results - Women University of New Brunswick 43325 В C D \mathbf{E} F \mathbf{G} Н I .I K L M N 0 P 0 R S T U V W X Y Part I: Part 1: Part 1: Part 2: Part 2: $E \pm D$ E + HPart 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow V + U xDxG $L \div K$ Workforce Workforce $E \cdot H$ Flow Date K x G ÷ 100 L-N Flow Data PxF+100 Q - S U x F + 100 V-X Data sources: Workfores Flow Data x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis 100 Analysis Analysis Analysis Analysis Analysis 1 T T 1 1 1 1 J Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Hires Workforce Promotions Terminations Year Occupational Group Women Women All Employee (EEOG) Representation Availability Gap EE Resul Actual Expected Difference Actual Expected Difference Actual Expected Difference % 2018 28.€ 27.4 104.3 2 01 Senior Managers 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2018 38.9 32 144.2 46 56.1 Middle & Other Managers 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 850 419 49.3 48.4 411 101.8 2018 03 Professionals 0.0 0.0 0.0 0.0 0.0 0.0 0 2018 126 43 34.1 29.4 37 116.1 Semi-Professionals & Technicians 0.0 0.0 0.0 0.0 0.0 0.0 2018 75.0 65.7 114.2 05 Supervisors 0.0 0.0 0.0 0.0 0.0 0.0 0 0 4.5 0.0 Supervisors: Crafts & 2018 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: Part 2: Flow E + Gx $E \div Kx$ $E \div Dx$ Part 3: F+1x 100 F * M x 100 Data sources: Flow Date Part 3: Goals Data Analysis 100 Goals 100 Goals Goals Analysis Goals New Entrants Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Managers 3 0.0 0.0 0.0 0.0 0.0 () 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 0.0 0.0 0.0 0.0 3 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 05 Supervisors 3 0.0 0.00.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0

						Federal Contractors Pro	gram A	Achievement Report
						Part 4: Res	ults - V	Vomen
						University of	New Bi	runswick
						43	3325	
Trades	3	0	0	0.0	0.0	0.0	0.0	0.0

Federal Contractors Program Achievement Report Part 4: Results - Women University of New Brunswick 43325 В C D \mathbf{E} F \mathbf{G} Н I .I K L M N 0 P 0 R S T U V W X Y Part I: Part 1: Part 1: Part 2: Part 2: $E \pm D$ E + HPart 2: Flow Part 2: Flow Part 2: Flow V + UxDxG $L \div K$ $Q \oplus P \times$ Workforce $E \cdot H$ Flow Date K x G ÷ 100 L-N Flow Data PxF+100 Q - S U x F + 100 V-X Data sources: Workfores Workforce Flow Data x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis 100 Analysis Analysis Analysis Analysis Analysis 1 J T 1 1 1 1 J Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All Employee (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % Administrative & 241 220 91. 86.1 208 12 106.0 Senior Clerical 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2018 0.0 0.0 0.0 Skilled Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0 2.2 2.6 83.6 Skilled Crafts & 2018 Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2018 121 97 80.2 72.6 88 110.4 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 0.0 22 12.7 9.1 71.8 16 -14 Intermediate Sales & 2018 Service Personnel 0.0 0.0 0.0 0.0 0 0.0 0 0.0 15.8 0.0 2018 0.0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: E + Gx $E \div K x$ F * M x 100 Data sources: Flow Date F+1x 100 Part 3: Goals Data Analysis 100 100 Goals Goals Goals Analysis 1 Goals New Entrants Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & 0 Senior Clerical 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0.0 0.0 0.0 0.0 0.0 () 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 0.0 50.0 0.0 0.0 50.0 0.0 0 0 0.0 Intermediate Sales & Service Personnel 3 0.0 0.00.0 0.0 0.0 Semi-Skilled Manual 15.8 15.8 0.0

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						Part 4: Res	ults - V	Vomen
						University of	New Bi	runswick
						43	3325	
Workers	3	0	0	0.0	0.0	0.0	0.0	0.0

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										Uni	versity	of New	Brunsv	vick										
												43325	;											
	B	C	D	E	F	G	H	I	J	K	L	М	N	О	P	Q	R	s	·····	U	v	W	X	Y
annima.	***						# # 		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	***************************************		. 178 				rbaneneneniissaanunt spareereereensaanung	**************************************		# ************************************	} 			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$ ************************************
Data so	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part I: 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 Duta 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
			V	J	Į.	Ţ	Ţ	Ţ	Ţ	Ţ	<u> </u>	ţ.	Ţ	J	Ţ	<u> </u>	1	J	1	Ţ	Ţ	\	1	Ţ
				١		orce An	•									Flow I		•						
	loyment Equity pational Group	Year			W	orkforce Wor						Hires	romen			P	romotio	ns omen			Ter	minatio	omen	
(EEC			All Employees	Represer	itation	Availa		Gap	EE Result	All Employees	Aei	tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Actu		Expected	Difference
		#	#	#	%	%	#	#	6/6	¥	#	%	4	#	#	#	%	#	¥	4	#	%	#	#
1 131	Other Sales & Service	2018	22	4	18.2	61.1	13	-9	29.8			0.0										0.0		
	Personnel	2018	10	0	0.0	0.0 25.1	3	-3	0.0 0.0	0	0	0.0	U	(U U	0	0.0	0	U	0	0	0.0	U	0
14 (Other Manual Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
Total		2018	1,546	840 0	54.3 0.0	52.8 0.0	816	24	102.9 0.0	0	0	0.0			0 0	0	0.0		^		0	0.0		
L		L	<u> </u>	V _i	V.U	0.0		<i>V</i>	0.0		I	<u> </u>	L		0	LVi	0.0	<u></u>		<u> </u>	Vi.	0.0		L
Data so	BICCS;		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+1x100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F = M x 100											
	***************************************	***************************************	J J	Ţ			T	Ţ	J		<u> </u>	L	i											
			New	Entran	ts				G	oals														
Emp	loyment Equity		Fl	ow Data			Short-te	rm Goal	i		Long-ter	m Goals												
	pational Group	Year	All Employees	Won	en		Wo	men			Won	nen						C	Commen	ts				
(EEC) G)	#	#	Actu	al %	Goal #	Percent of Goal Met	Goal %	Percent of Goal Met	Goal #	Percent of Goal Met	Goal	Percent of Goal Met											
13 (Other Sales & Service	0	0	0	0.0	0	0.0	50.0	0.0	0	0.0	50.0												
13 1	Personnel	3	0	0	0.0			0.0	0.0			0.0												
14 (Other Manual Workers	0 3	0	0	0.0	0	0.0	25.1 0.0	0.0 0.0	0	0.0	25.1 0.0												
Total		0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Loan		3	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples University of New Brunswick 43325 В C D \mathbf{E} F \mathbf{G} Н 1 .I K L M Ν 0 P 0 R S T U V W X Y Part 1: Part 1: Part 2: Part 2: $E \pm D$ E + HPart 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow V + UxDxG $L \div K$ Workforce Workforce $E \cdot H$ Flow Data K x G + 100 L-N Flow Data PxF+100 Q - S U x F + 100 V-X Data sources: Workfores Flow Data x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis 100 Analysis Analysis Analysis Analysis Analysis 1 1 T 1 1 1 1 T Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employee (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2018 2.9 0 0.0 0.0 01 Senior Managers 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2018 2.2 55.4 1.2 Middle & Other Managers 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 850 15 1.9 92.9 2018 1.8 03 Professionals 0.0 0.0 0.0 0.0 0.0 0.0 0 2018 126 0 0.0 1.9 0.0 Semi-Professionals & Technicians 0.0 0.0 0.0 0.0 0.0 0.0 2018 2.9 0.0 0.0 05 Supervisors 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 Supervisors: Crafts & 2018 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: E = G x $E \div K x$ Part 2: Flow $E \div Dx$ Part 3: F+1x 100 F ± M x 100 Data sources: Flow Date Part 3: Goals Data Analysis 100 Goals 100 Goals Goals Analysis 1 1 J Goals New Entrants Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met % ٠. 4/4 % 9/6 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 2.2 0.0 0.0 2.2 0.0 Managers 3 0.0 0.0 0.0 0.0 0.0 () 0.0 1.9 0.0 0.0 1.9 0.0 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 1.9 0.0 0.0 0.0 Technicians 0.0 0.0 0.0 0.0 3 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 05 Supervisors 3 0.0 0.00.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 0.0

						Federal Contractors Pro	gram /	Achievement Report
						Part 5: Results -	Aborig	inal Peoples
						University of	New Bi	runswick
						4:	3325	
Trades	3	0	0	0.0	0.0	0.0	0.0	0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples University of New Brunswick 43325 В C D \mathbf{E} F \mathbf{G} Н 1 .I K L M Ν 0 P 0 R S T U V W X Y Part I Part 1: Part 1: Part 2: Part 2: Part 2: $E \pm D$ E + HPart 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow V + UxDxG $L \div K$ Workforce $E \cdot H$ Flow Date K x G + 100 L-N Flow Data PxF+100 Q - S U x F + 100 V-X Data sources: Workfores Workforce Flow Data x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis 100 Analysis Analysis Analysis Analysis Analysis 1 J T 1 1 1 1 T J Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employee (EEOG) Difference Representation Availability Gap EE Resul Actual Expected Difference Actual Expected Actual Expected Difference % % Administrative & 241 0,4 2.7 15.4 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2018 0.0 0.0 0.0 Skilled Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 10.9 1.9 572.1 Skilled Crafts & 2018 Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2018 121 0.8 3.0 27.5 10 Clerical Personnel 0.0 0.0 0.0 0 0.0 0.0 0.0 22 0.0 3.3 0.0 Intermediate Sales & 2018 Service Personnel 0.0 0.0 0.0 0.0 0 0.0 0 0.0 3.0 0.0 2018 0.0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: E + Gx $E \div K x$ Part 3: Goals F ± M x 100 Data sources: Flow Date F+1x 100 Data Analysis 100 100 Goals Goals Goals Analysis 1 1 Goals New Entrants Long-term Goals Flow Data Short-term Goals **Employment Equity** Year Abortoinal Peoples Aboriginal Peoples **Aboriginal Peoples** Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met Goal Met % ٠. % 4/4 % 0 0.0 0.0 2.3 0.0 0.0 2.7 0.0 Administrative & 0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0.0 0.0 0.0 0.0 0.0 () 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 3.0 0.0 0.0 3.0 0.0 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 0.0 3.3 0.0 0.0 3.3 0.0 0 0 0.0 Intermediate Sales & Service Personnel 3 0.0 0.00.0 0.0 0.0 Semi-Skilled Manual 0.0 0.0 0.0

						Federal Contractors Pro	gram /	Achievement Report
						Part 5: Results -	Aborig	inal Peoples
						University of	New Bi	runswick
						43	3325	
Workers	3	0	0	0.0	0.0	0.0	0.0	0.0

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									reaei	al Contr Part 5			riginal		-									
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LAL	B	C	D	E	F	G	H] 	J	K	<u>L</u>	M	N	0	P	Q	R	<u>S</u>		L. U.	V	W	X	Y
Data sou	rees:		Part I: Workforce Analysis	Part 1: Workforce Analysis	x 100 x 100	Part I: Workforce Analysis	D x G ÷ 100	Е-Н	E+H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U s F + 100	V - X
			J	J	J	Ţ	Ţ	1	, J	J	1	Ų	Ų.	J	Ţ	<u> </u>	1	Ţ	1	Ļ	Ţ	Ţ	Ţ	Ţ
				1	Vorkfo	orce An	alysis									Flow I	ata A	nalysis						
	oyment Equity pational Group	Year			W	orkforce						Hires				P	romotio				Ter	minatio		
(EEO			All Employees	Represer	Itation	Aborigina Availa		Gap	EE Result	All Employees	Ae	Aborig	nal Peoples Expected	Difference	All Employees	Act		nal Peoples Expected	Difference	All Employees	Actu		nal Peoples Expected	Difference
		#	#	ŧ.	%	**	#	#	%	¥	#	%	ii.	#	#	#	%	#	#	#	#	%	#	#
1 131	ther Sales & Service	2018	22	0	0,0	3,9	1	-1	0.0				_										_	
	ersonnel	0 2018	10	0	0.0	0.0 4.6	0	0	0.0	0	0	0.0	U	(U 0	0	0.0	0	0	0	0	0.0	0)	0
14 0	ther Manual Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
Total		2018	1,546	23 0	1.5 0.0	2.2 0.0	34	-11	67.6 0.0	0	0	0.0			0 0	0	0.0	0			0	0.0		Λ
L		L	<u> </u>	U _i	0.0	0.0		L	0.0		L	<u> </u>	L		0	LVi	0.0	<u> </u>	L	<u></u>	Vi.	0.0		<u> </u>
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(E.E.U	u)	#	#	Actu #	al %	Goal	Goal Met	Goal	Goal Met	Goal #	Goal Met	Goal	Goal Met											
1141	ther Sales & Service	0	0	0	0.0	0	0.0	3.9	0.0	0	0.0	3.9	0,0											
P.	ersonnel	3	0	0	0.0	n.	0.0	0.0		Λ	0.0	0.0												
14 0	ther Manual Workers	3	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
Total		0	0	0	0.0	0	0.0	0.0		0	0.0	0.0												
		3	0	0]	0.0			0.0	0.0			0,0	0.0											

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									Part 6: R	tesults -	Person	is with	Disabiliti	es									
									Un	iversity	of Nev	Bruns	wick										
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AB	C	D	E	F	G	H	I	J	K		M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sources:	nannaviuri derioen	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 Duta Analysis		Q ÷ P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F + 100	V - X
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Employment Equity Occupational Group	Year				orkforce) h Disabilitie					Hires	ath Disabiliti			P	romotio	NS áth Disabilití			To	erminati	ONS ith Disabilitie	
(EEOG)		All Employees	Represe			ability	Gap	EE Result	All Employee	, Ac	tual	Expected	Difference	All Employee	Aci	ual	Expected	·	All Employees	Ac	tual	Expected	Difference
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01& Managers	2018	89	3	3,4	4.3	ģ	-1	78.4															
02 -	2018	850	35	0.0 4.1	0.0 3.8	<u> </u>	0	0.0 108.4	(0	0.0	(0	(0	0.0	() () (0	0.0	0	0
03 Professionals	0	0	0	0.0	0.0	š		0.0	(0	0.0	(0	(0 (0.0	() () 0	0	0.0	0	0
04 Semi-Professionals &	2018	126	5	4.0	4.6	6	-1	86.3															
Technicians	0	0	0	0.0	0.0	<u> </u>	0	0.0	(0	0.0	(0	(0	0.0	() () (0	0.0	0	0
05 Supervisors	2018	8	0	0.0	13.9 0.0	\$	-1 0	0.0	() 0	0.0	(0	(0 0	0,0	() () (0	0.0	0	0
06 Supervisors: Crafts &	2018	6	1	16.7	7.8	<u> </u>	1	213.7					· ·							· ·		,	· ·
Trades	0	0	0	0,0	0.0	0	0	0.0	(0	0.0	(0	(0	0,0	() () (0	0.0	0	0
**************************************	***************************************	Part 2: Flow	Part 2:	E + D x	Part 3:	F . 22	h ?	***************************************		E+Kx	D 2.		N.										
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Occupational Group (EEOG)		All Employees	Disab				h Disabilities			Persons with	Disabilities							Commen	its				
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01& Managers	3	0	0	0.0	0	0,0	4.3 0.0	0.0	(0.0	4.3 0.0		1										
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05 Supervisors	0	0	0	0.0	0	0.0	13.9	0.0	(0.0	13.9	+	ļ										
	3	0	0	0.0			0.0	0.0			0.0	+											
06 Supervisors: Crafts & Trades	0	0	0	0.0	0	0.0	0.0	0.0	(0.0	0.0												
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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities University of New Brunswick 43325 В C D \mathbf{E} F \mathbf{G} Н 1 .I K L M Ν 0 P 0 R S T U V W X Y Part I: Part 1: Part 1: Part 2: Part 2: Part 2: $E \pm D$ Part 2: Flow Part 2: Flow Part 2: Flow V + UxDxG $E \div H$ $L \div K$ $Q \oplus P \times$ Workforce $E \cdot H$ Flow Date K x G + 100 L-N Flow Data PxF+100 Q - S U x F + 100 V-X Data sources: Workfores Workforce Flow Data x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis 100 Analysis Analysis Analysis Analysis Analysis 1 1 1 1 T Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All Employee (EEOG) Representation Availability Gap EE Resul Actual Expected Difference Actual Difference Actual Difference Expected Expected % % Administrative & 241 15 6.2 3.4 183.1 Senior Clerical 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2018 0.0 0.0 0.0 Skilled Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0 8. 3.8 228.8 Skilled Crafts & 2018 Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2018 121 5.0 7.0 70.8 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 0.0 22 4.5 81.2 Intermediate Sales & 2018 5.6 Service Personnel 0.0 0.0 0.0 0.0 0 0.0 0 0.0 4.8 0.0 2018 0.0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: E + Gx $E \div K x$ Part 3: Goals F ± M x 100 Data sources: Flow Date F+1x 100 100 100 Goals Goals Data Analysis Goals Analysis Goals New Entrants Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Persons with Persons with Disabilitie Persons with Disabilities Occupational Group Comments Disabilities All Employees (EEOG) Percent of Percent o Percent of Percent of Goal Met Goal Met Goal Met Goal Met % % 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 3 0.0 0.0 0.0 0.0 0.0 () 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 0.0 0.0 Service Personnel 3 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 0.0 0.0 0.0 0.0 0.0 0 0.0 7.0 7.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Page 39 of 49 **005983**

						Federal Contractors Pro	gram A	Achievement Report
						Part 6: Results - Per	sons w	rith Disabilities
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						43	325	
Workers	3	0	0	0.0	0.0	0.0	0.0	0.0

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								Univ	versity	of New	Brunsv	ick										
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(EEOG)		All Employees	Representation	Availabi		Gap	EE Result	All Employees	Act		Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Act		Expected	Difference
	#	#	# %	%	#	ij	%	ü	ll .	e/e	#	#	#	#	%	#	H	#	#	9/6	#	#
13 Other Sales & Service Personnel		22	2 9,1	6.3	I .	1	144.3															
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14 Other Manual Worker	0	0	0 0.0		0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2018	1,546	74 4.8	4.2 0.0	65	9	114.0		0	0.0				0	0.0				0	0.0		
<u> </u>	<u> </u>	1	1 0 0.0	0.0	<u>o</u> T		0.0	V V	U	0.0	<u></u>		<u></u>	1	0.0	<u></u>	<u>U</u>	<u></u>	<u></u>	0.0	U	L
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14 Other Manual Worker	0 3	0	0 0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities University of New Brunswick 43325 В C D \mathbf{E} F \mathbf{G} Н I .I K L M Ν 0 P 0 R S T U V W X Y Part 1: Part 1: Part 2: Part 2: $E \pm D$ E + HPart 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow V + UxDxG $L \div K$ Workforce Workforce $E \cdot H$ Flow Date K x G + 100 L-N Flow Data PxF+100 Q - S U x F + 100 V-X Data sources: Workfores Flow Data x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis 100 Analysis Analysis Analysis Analysis Analysis 1 J T 1 1 1 1 J Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee (EEOG) Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % 2018 10.1 0 0.0 0.0 01 Senior Managers 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2018 15.0 12 24.4 3.7 Middle & Other Managers 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0 850 110 12.9 19.5 -56 66.4 2018 166 03 Professionals 0.0 0.0 0.0 0.0 0.0 0.0 0 2018 126 6.3 1.4 453.5 Semi-Professionals & Technicians 0.0 0.0 0.0 0.0 0.0 0.0 2018 0.0 2.2 0.0 05 Supervisors 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 Supervisors: Crafts & 2018 0.0 Trades 0.0 0.0 0.0 0.0 0.0 0 0.0 Part 2: E = G x $E \div K x$ Part 2: Flow $E \div Dx$ Part 3: F+1x 100 F ± M x 100 Data sources: Flow Date Part 3: Goals Data Analysis 100 Goals 100 Goals Goals Analysis Goals New Entrants Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Goal Goal Met Goal Met % ٠. 4/4 % 9/6 0 0.0 0.0 10.1 0.0 0.0 10.1 0.0 01 Senior Managers 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 15.0 0.0 0.0 15.0 0.0 Managers 3 0.0 0.0 0.0 0.0 0.0 () 0.0 19.5 0.0 0.0 19.5 0.0 0.0 03 Professionals 3 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Technicians 0.0 0.0 0.0 0.0 3 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 05 Supervisors 3 0.0 0.00.0 0.0 0.0 Supervisors: Crafts & 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities University of New Brunswick 43325 В C D \mathbf{E} F \mathbf{G} Н I .I K L M Ν 0 P 0 R S T U V W X Y Part I: Part 1: Part 1: Part 2: Part 2: $E \pm D$ E + HPart 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow V + UxDxG $L \pm K$ Workforce $E \cdot H$ Flow Date K x G + 100 L-N Flow Data PxF+100 Q - S U x F + 100 V-X Data sources: Workfores Workforce Flow Data x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis 100 Analysis Analysis Analysis Analysis Analysis 1 J T 1 1 1 1 T Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All Employee (EEOG) Difference Representation Availability Gap EE Resul Actual Expected Difference Actual Expected Actual Expected Difference % % 373,4 Administrative & 241 9 3. 1.0 Senior Clerical 0 0.0 0.0 0.0 0 0.0 0.0 0 0.0 2018 0.0 0.0 0.0 Skilled Sales & Service Personnel 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0 6.3 0.6 1.087.0 Skilled Crafts & 2018 Trades Workers 0 0.0 0.0 0.0 0.0 0.0 0.0 0 2018 121 1.5 1.9 87.0 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 0.0 22 13.6 1.8 757.6 Intermediate Sales & 2018 Service Personnel 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.7 0.0 2018 0.0 Semi-Skilled Manual Workers 0.0 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3: E + Gx $E \div K x$ Part 3: Goals F ± M x 100 Data sources: Flow Date F+1x 100 Data Analysis 100 100 Goals Goals Goals Analysis Goals New Entrants Long-term Goals Flow Data Short-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All Employees (EEOG) Percent of Percent of Percent of Percent of Actual Coal Goal Met Goal Met Goal Met % ٠. 4/4 % 9/6 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & 0 Senior Clerical 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 3 0.0 0.0 0.0 0.0 0.0 () 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 3 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 Intermediate Sales & Service Personnel 3 0.0 0.00.0 0.0 0.0 Semi-Skilled Manual 0.0 0.0 0.0

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13	Other Sales & Service	2018	22	2	9,1	2.0	0	2	454.5															
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14	Other Manual Workers	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C) (0	0.0	0	0	0	0	0.0	0	0
Tota	1	2018	1,546	141	9,1	12.1	187	-46	75.4															
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]	ederal Contractors Program Achievement Report
	Part 8: Reasonable Efforts
	University of New Brunswick
	43325

Efforts

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

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

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

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

Pages 5994 to / à 6000 are withheld pursuant to section sont retenues en vertu de l'article

20(1)(b)

of the Access to Information Act de la Loi sur l'accès à l'information

Nyirasafari, Ange AN [NC]

From: Arnaoudova, Olga O [NC] on behalf of EE-EME

Sent: March 19, 2019 4:22 PM **To:** 'dmagee@unb.ca'

Cc: 'mdunlap@unb.ca'; 'sara.connell5@unb.ca'

Subject: Subject: Government of Canada Agreement Number: 030019 – Notification of

Compliance with the Federal Contractors Program

Expires: June 18, 2019 12:00 AM

Cette information est également disponible en français sur demande.

Dear David Magee:

I am writing to inform you that the compliance assessment initiated on October 2, 2018 has been completed. As a result of the assessment, University of New Brunswick 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 analysiDs 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 University of New Brunswick's employment equity program.

- As a number of gaps are present, the organization may want to consider conducting an Employment Systems Review (ESR) of their recruitment and hiring policies and practices, in order to identify any potential barriers to the recruitment and retention of individuals in all these designated groups. By achieving the goals set by the company, they might even succeed in eliminating the gaps. A guide for completing an ESR can be found at the following link: https://equity.esdc.gc.ca/docs/Step2-2EN.pdf.
- In addition, the organization might consider forging links with trade programs, career fairs and professional
 associations in order to identify qualified potential employees that are members of the designated groups.
 This might help them in reducing/eliminating the gaps.

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 **October 2**, **2021**. Future compliance assessments will focus on the achievement of reasonable progress in meeting the goals established in your organization's initial or updated employment equity submission.

When University of New Brunswick 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, University of New Brunswick will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada | Gouvernement du Canada Téléphone: 819-654-5349

Workplace Equity Division, Labour Program
Employment and Social Development Canada | Government of Canada
Telephone: 819-654-5349



Restez à jour! Obtenez un aperçu de tous les changements législatifs et réglementaires en cours. Stay up to date! Get overview to all the legislative and regulatory changes underway.

Nyirasafari, Ange AN [NC]

From: Sara Connell < sara.connell5@unb.ca> Sent: August 23, 2018 1:51 PM To: Dobney, Alicia A Cc: Monique Cormier Dunlap Subject: RE: Gov. of Canada Agreement 030019 Hi Alicia. I have been working away on the Achievement report and have a couple questions. Would we be able to set up another time to chat? I know you said you may be on whenever you get a chance! Thanks!! Sara From: alicia.dobney@labour-travail.gc.ca <alicia.dobney@labour-travail.gc.ca> Sent: Tuesday, July 17, 2018 3:11 PM To: Sara Connell <sara.connell5@unb.ca> Cc: Monique Cormier Dunlap <mdunlap@unb.ca> Subject: RE: Gov. of Canada Agreement 030019 Perfect! Thanks Sara!! Α. From: Sara Connell [mailto:sara.connell5@unb.ca] Sent: July-17-18 2:00 PM To: Dobney, Alicia A Cc: Monique Cormier Dunlap Subject: RE: Gov. of Canada Agreement 030019 Hi Alicia. That's great! I'm glad everything looks good! Here is the information you requested: Number of employees the survey was sent to: 1690 Number of completed surveys: 1544 Total number returned: 1548 Thanks! Sara

From: alicia.dobney@labour-travail.gc.ca <alicia.dobney@labour-travail.gc.ca>

Sent: Tuesday, July 17, 2018 2:08 PM To: Sara Connell <sara.connell5@unb.ca>

Cc: Monique Cormier Dunlap < mdunlap@unb.ca> Subject: RE: Gov. of Canada Agreement 030019

Hi Sara.

Thanks so much for sending this so quickly. It looks perfect!! You guys did an excellent job — we should be using your questionnaire as our template!!

Could you please provide me with the following information regarding your response rates so that we can close off this portion of your submission?

- Number of employees the questionnaire was sent to:
- Number of completed questionnaires returned:
- Total number of guestionnaires returned :

Thanks in advance,

Α.

From: Sara Connell [mailto:sara.connell5@unb.ca]

Sent: July-17-18 12:53 PM **To:** Dobney, Alicia A

Cc: Monique Cormier Dunlap

Subject: RE: Gov. of Canada Agreement 030019

Hi Alicia,

Attached is the equity survey that UNB had circulated to its employees. We had a great response rate of 91%.

Let me know if you need anything further, and thanks again for all your help today!

Sara

From: alicia.dobney@labour-travail.gc.ca <alicia.dobney@labour-travail.gc.ca>

Sent: Tuesday, July 17, 2018 10:13 AM

To: Monique Cormier Dunlap < mdunlap@unb.ca >; Sara Connell < sara.connell5@unb.ca >

Subject: RE: Gov. of Canada Agreement 030019

https://www.canada.ca/en/employment-social-development/services/labour-standards/reports/employment-equity-data-report/page13.html#h3.14

Α.

From: Monique Cormier Dunlap [mailto:mdunlap@unb.ca]

Sent: July-16-18 1:40 PM **To:** Dobney, Alicia A **Cc:** Sara Connell

Subject: RE: Gov. of Canada Agreement 030019

My direct line is (506) 458-7674.

Thanks!

From: alicia.dobney@labour-travail.gc.ca [mailto:alicia.dobney@labour-travail.gc.ca]

Sent: Monday, July 16, 2018 2:38 PM

To: Monique Cormier Dunlap

Subject: RE: Gov. of Canada Agreement 030019

Perfect! Let me know what number is best to call you at.

Thank you!

Α.

From: Monique Cormier Dunlap [mailto:mdunlap@unb.ca]

Sent: July-16-18 1:38 PM **To:** Dobney, Alicia A

Subject: RE: Gov. of Canada Agreement 030019

Hi Alicia,

Wow, that was fast! Thanks, tomorrow works perfectly and 9 am (10 am our time in New Brunswick).

Thanks! Monique

From: alicia.dobney@labour-travail.gc.ca [mailto:alicia.dobney@labour-travail.gc.ca]

Sent: Monday, July 16, 2018 2:19 PM

To: Monique Cormier Dunlap

Subject: RE: Gov. of Canada Agreement 030019

Hi Monique!

I would be happy to schedule some time with you tomorrow if that works for you!

Are you available at all between 9:00am and 11:30am, Eastern Standard Time?

Alicia Dobney

Program Officer | Agente de programme

Workplace Equity Division | Labour Program

Employment and Social Development Canada | Government of Canada

Phone: (819) 654-5735 | Office: 11D367

Direction de l'équité en milieu de travail | Programme du travail

Emploi et développement social Canada | Gouvernement du Canada

Téléphone: (819) 654-5735 | Bureau: 11D367





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

From: Monique Cormier Dunlap [mailto:mdunlap@unb.ca]

Sent: July-16-18 1:17 PM **To:** Dobney, Alicia A

Subject: Gov. of Canada Agreement 030019

Hi Alicia,

We are preparing our submission report for the Federal Contractors program and were wondering if we could schedule a time to chat with you prior to our submission. We just have a few quick questions where this is our first submission.

We'd be happy to schedule a time that best suits you. This week (July 16-20) is fairly open for us and we are looking forward to chatting with you.

Sincerely,

Sara Connell & Monique Dunlap UNB Equity

Monique Dunlap, BOM, CPHR

Human Resources Consultant (Employment) • HR&OD T 506 458-7674 F 506 453-4611





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