OFFICIAL USE ONLY Agreement N\*:

s.19(1) s.24(1)

Labour Program Federal Contractors Program

#### **Agreement to Implement Employment Equity**

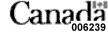
[7] Now Assembly	(All sections m	ust be complet	ed)						
☐keviseo v∂ieamenr									
	ORGA	NIZATION		in language outside	Canada				
Legal Name of Organization Vancouver Drydock Limited Pa	Revised Agreement  ORGANIZATION  Name of Organization Ouver Drydock Limited Partnership  Ing Name (if different from Legal Name of Organization) Ouver Drydock Company (VDC)  Total ing Parent (Perm Legal Name of Organization) Ouver Drydock Company (VDC)  Total ing Parent (Perm Legal Name of Organization) Ouver Drydock Company (VDC)  Total ing Parent (Perm Legal Name of Organization)  Total ing Parent (Perm Legal Name of Organizatio								
	Revised Agreement    Revised Agreement   Revised Agreement								
Operating Name (if different from Legal Name	of Organization)		Business Numb						
Vancouver Drydock Company (									
				employees in can Time and/or Part-		180			
Organization's North American Industry Classif	ication System (NAICS) Code	Number		2					
http://www.statcan.gc.ca/subjects-sujets/stand-	ard-norme/naics-scian/2007/iii	st-liste-eng him	Federally I						
Repairing ships at floating	dry docks (48839)		[7] Provincial	y Kegulateo					
	HEA	OFFICE							
Address (building number, street, suite, etc.)		**************************************		Province	Postal Code				
203 East Esplanade Street				BC	V7L 1A1				
		1-008-300-	/444						
	EMPLOYMENT	EQUITY CONT.	ACT						
Name (print)				~ / Decere	. Dalimar.				
Karen Tilley	E.mail Address	NYTECEOT' 188	7 0000000000000000000000000000000000000		ge of Corresponder	108			
· ·		om		[7] English	French				
1-604-304-1000									
	CERT	IFICATION							
					A 3.2%				
***									
<ul> <li>Intending to bid on, or being in receip</li> </ul>	t of, a federal government	goods or services	contract, standir	ng offer or contri	act issued under a	3			
Supply Arrangement, valued at \$1,00	U,UUU OI MOIE (IIIGUUIIN) A Lant or maintain Amnirume	ppicable (axes) nt equity on an on-	-coino basis, ber	vond the period	of the procureme	nt			
instrument, in keeping with the Federal C	Contractors Program requir	ements, For more	information on ?	yow to implemen	it employment eq	uity			
Important note: If an audit of the Agreen the procurement instrument(s) with the G	nent to implement Employ! overnment of Canada may	ment Equity uncov be terminated.	ers misrepresen	tation on the pa	rt of the organizat	ion,			
MATE To Jonate was being Chief			n an executive o	xosition with legs	al authority to sign				
contract on behalf of the organiz	ation.	WW. 1007 100-000 30-007 000 000	,		7753°S				
Name (print)									
Paul Hebson	To access to defend an access to the second	Vice-Presid	ent & Gener		uage of Correspond	ience			
Telephone Number		0			lsh 🗍 Frenc				
1604-9	oneseaspan.								
Signature		Date (YYYY-MM-D	iU)						
		2017-02-14							
Privacy					P. 10.100 . Z 36 . 1				
The information you provide on this form is co Contractors Program (FCP).	lected under the authority of :	section 42 of the Emp	oloyment Equity A	ct to determine yo	ur engionny for the r	-eceras			
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal gi	to provide personal information	on will result in the or contracts of any valu	ganization's name e and may also re	) being placed on i sult in the terminal	the FCP Limited Eli tion of the contract.	gibility			
The information you provide may be used and disclosures of your personal information will n	on a dinament for antime washer	ie research and/or s	ivaluation numose	s. However, these	additional uses an	d/or			
Your personal information is administered in a your personal information, which is described on serment publication entitled Info Source, a	ccordance with the <i>Privacy A</i> in Personal Information Bank which is available at the follow	or and other applicat ESDC PPU 721, Ins ing website address:	le laws. You have tructions for obtain	the right to the pr ning this information 1702.55.58. Info S	olection of, and acc on are outlined in the ource may also be	æss to, e			
accessed online at any Service Canada Centi	- 50° s	INSTRUCTIONS							
	KEIVKN		7 		,,				
IMPORTANT				0					
The signed Agreement to Implement Impl	ent Employment Equity for c.ca.	orm musi be sent	to the Labour	rivyraili Vy					

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

Date: 2018-02-20

#### Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	1	0	0.0 %	27.4 %	0	0	National
02 : Middle and Other Managers	National	6	0	0.0 %	38.9 %	2	-2	National
03 : Professionals		2	0	0.0 %	42.0 %	1	-1	
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	42.0 %	1	-1	National
04 : Semi-Professionals and Technicians		9	2	22.2 %	28.6 %	3	-1	
2234 : Construction estimators	British Columbia	2	0	0.0 %	10.5 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	6	2	33.3 %	37.8 %	2	0	British Columbia
2264 : Construction inspectors	British Columbia	1	0	0.0 %	9.1 %	0	0	British Columbia
06 : Supervisors: Crafts and Trades		4	0	0.0 %	6.6 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	British Columbia	1	0	0.0 %	3.2 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	3	0	0.0 %	7.7 %	0	0	British Columbia
77 : Administrative and Senior Clerical Personnel		3	2	66.7 %	79.0 %	2	0	
Employment Equity Occupational Group	Vancouver	3	2	66.7 %	79.0 %	2	0	Vancouver
9 : Skilled Crafts and Trades Workers		36	1	2.8 %	2.0 %	1	0	
7231 : Machinists and machining and tooling inspectors	British Columbia	11	0	0.0 %	1.4 %	0	0	British Columbia
7234 : Boilermakers	British Columbia	7	0	0.0 %	0.0 %	0	0	British Columbia
7236 : Ironworkers	British Columbia	3	0	0.0 %	3.4 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	7	1	14.3 %	3.7 %	0	1	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	4	0	0.0 %	1.1 %	0	0	British Columbia
7371 : Crane operators	British Columbia	4	0	0.0 %	3.6 %	0	0	British Columbia
14 : Other Manual Workers		1	0	0.0 %	30.1 %	0	0	
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	30.1 %	0	0	Vancouver



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

Date: 2018-02-20

#### Women

Employment Equity Occupational Group		Women								
	Internal Location	All Employees	Representation		Availability		Gap	Recruitment Area		
		#	#	%	%	#	#			
Total		62	5	8.1 %	15.6 %	9	-4			

Total may not equal sum of components due to rounding.

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

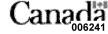


#### **Workforce Analysis - Detailed Report**

Date: 2018-02-20

#### **Aboriginal Peoples**

Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	1	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	6	0	0.0 %	2.2 %	0	0	National
03 : Professionals		2	0	0.0 %	1.6 %	0	0	
1122 : Professional occupations in business management consulting	National	2	0	0.0 %	1.6 %	0	0	National
94 : Semi-Professionals and Technicians		9	0	0.0 %	3.9 %	0	0	
2234 : Construction estimators	British Columbia	2	0	0.0 %	2.5 %	0	0	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	6	0	0.0 %	4.4 %	0	0	British Columbia
264 : Construction inspectors	British Columbia	1	0	0.0 %	3.2 %	0	0	British Columbia
6 : Supervisors: Crafts and Trades		4	0	0.0 %	5.0 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	British Columbia	1	0	0.0 %	6.7 %	0	0	British Columbia
205 : Contractors and supervisors, other construction trades, installers, repairers and ervicers	British Columbia	3	0	0.0 %	4.4 %	0	0	British Columbia
7 : Administrative and Senior Clerical Personnel		3	0	0.0 %	2.1 %	0	0	
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.1 %	0	0	Vancouver
9 : Skilled Crafts and Trades Workers		36	0	0.0 %	5.5 %	2	-2	
231 : Machinists and machining and tooling inspectors	British Columbia	11	0	0.0 %	1.4 %	0	0	British Columbia
234 : Boilermakers	British Columbia	7	0	0.0 %	13.0 %	1	-1	British Columbia
236 : Ironworkers	British Columbia	3	0	0.0 %	8.5 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	7	0	0.0 %	2.9 %	0	0	British Columbia
252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	4	0	0.0 %	4.2 %	0	0	British Columbia
371 : Crane operators	British Columbia	4	0	0.0 %	7.7 %	0	0	British Columbia
4 : Other Manual Workers		1	0	0.0 %	3.2 %	0	0	
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	3.2 %	0	0	Vancouver



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

Date: 2018-02-20

#### **Aboriginal Peoples**

		Aboriginal Peoples								
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area		
		#	#	%	%	#	#			
Total		62	0	0.0 %	4.5 %	2	-2			

Total may not equal sum of components due to rounding.

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

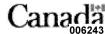


#### **Workforce Analysis - Detailed Report**

Date: 2018-02-20

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

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	1	0	0.0 %	10.1 %	0	0	National
02 : Middle and Other Managers	National	6	1	16.7 %	15.0 %	1	0	National
03 : Professionals		2	2	100.0 %	21.6 %	0	2	
1122 : Professional occupations in business management consulting	National	2	2	100.0 %	21.6 %	0	2	National
04 : Semi-Professionals and Technicians		9	3	33.3 %	15.8 %	1	2	
2234 : Construction estimators	British Columbia	2	*	50.0 %	16.6 %	0	1	British Columbia
2263 : Inspectors in public and environmental health and occupational health and safety	British Columbia	6	2	33.3 %	15.9 %	1	1	British Columbia
2264 : Construction inspectors	British Columbia	1	0	0.0 %	13.9 %	0	0	British Columbia
06 : Supervisors: Crafts and Trades		4	0	0.0 %	15.0 %	1	-1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	British Columbia	1	0	0.0 %	4.5 %	0	0	British Columbia
7205 : Contractors and supervisors, other construction trades, installers, repairers and servicers	British Columbia	3	0	0.0 %	18.5 %	1	-1	British Columbia
07 : Administrative and Senior Clerical Personnel		3	1	33.3 %	35.3 %	1	0	
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	35.3 %	1	0	Vancouver
09 : Skilled Crafts and Trades Workers		36	2	5.6 %	12.6 %	5		
7231 : Machinists and machining and tooling inspectors	British Columbia	11	0	0.0 %	22.0 %	2	-2	British Columbia
7234 : Boilermakers	British Columbia	7	0	0.0 %	6.5 %	0	0	British Columbia
7236 : Ironworkers	British Columbia	3	0	0.0 %	12.7 %	0	0	British Columbia
7242 : Industrial electricians	British Columbia	7	2	28.6 %	10.3 %	1	1	British Columbia
7252 : Steamfitters, pipefitters and sprinkler system installers	British Columbia	4	0	0.0 %	7.3 %	0	0	British Columbia
7371 : Crane operators	British Columbia	4	0	0.0 %	7.0 %	0	0	British Columbia
14 : Other Manual Workers		1	0	0.0 %	47.6 %	0	0	
Employment Equity Occupational Group	Vancouver	1	0	0.0 %	47.6 %	0	0	Vancouver



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

Date: 2018-02-20

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

		Members of Visible Minorities								
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area		
		#	#	%	%	#	#			
Total		62	9	14.5 %	15.4 %	9	0			

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: 2018-02-20

#### Persons with Disabilities

	Persons with Disabilities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	7	0	0.0 %	4.3 %	0	0	National
03 : Professionals	National	2	0	0.0 %	3.8 %	0	0	National
04 : Semi-Professionals and Technicians	National	9	0	0.0 %	4.6 %	0	0	National
06 : Supervisors: Crafts and Trades	National	4	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	3.4 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	36	0	0.0 %	3.8 %	1	•1	National
14 : Other Manual Workers	National	1	0	0.0 %	5.3 %	0	0	National
Total		62	0	0.0 %	4.2 %	1	-1	

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: 2018-02-20

#### 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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
09 : Skilled Crafts and Trades Workers	NOC	Provincial
14 : Other Manual Workers	EEOG	СМА



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

Date: 2018-02-20

#### 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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
14 : Other Manual Workers	EEOG	National



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

Date: 2018-02-20

#### Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	27.4 %	0	0	
02 : Middle and Other Managers	6	0	0.0 %	38.9 %	2	-2	
03 : Professionals	2	0	0.0 %	42.0 %	1	-1	
04 : Semi-Professionals and Technicians	9	2	22.2 %	28.6 %	3	-1	
06 : Supervisors: Crafts and Trades	4	0	0.0 %	6.6 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	2	66.7 %	79.0 %	2	0	
09 : Skilled Crafts and Trades Workers	36	1	2.8 %	2.0 %	1	0	
14 : Other Manual Workers	1	0	0.0 %	30.1 %	0	0	
Total	62	5	8.1 %	15.6 %	9	-4	



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

Date: 2018-02-20

#### **Aboriginal Peoples**

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	1	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	6	0	0.0 %	2.2 %	0	0	
03 : Professionals	2	0	0.0 %	1.6 %	0	0	
04 : Semi-Professionals and Technicians	9	0	0.0 %	3.9 %	0	0	
06 : Supervisors: Crafts and Trades	4	0	0.0 %	5.0 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	2.1 %	0	0	
09 : Skilled Crafts and Trades Workers	36	0	0.0 %	5.5 %	2	-2	
14 : Other Manual Workers	1	0	0.0 %	3.2 %	0	0	
Total	62	0	0.0 %	4.5 %	2	-2	



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

Date: 2018-02-20

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

Reproduct Equity Occupational Group   Representation   Availability   Gap				Members o	of Visible Mind	orities	
01 : Senior Managers       1       0       0.0 %       10.1 %       0       0         02 : Middle and Other Managers       6       1       16.7 %       15.0 %       1       0         03 : Professionals       2       2       100.0 %       21.6 %       0       2         04 : Semi-Professionals and Technicians       9       3       33.3 %       15.8 %       1       2         06 : Supervisors: Crafts and Trades       4       0       0.0 %       15.0 %       1       -1         07 : Administrative and Senior Clerical Personnel       3       1       33.3 %       35.3 %       1       0         09 : Skilled Crafts and Trades Workers       36       2       5.6 %       12.6 %       5       -3         14 : Other Manual Workers       1       0       0.0 %       47.6 %       0       0	Employment Equity Occupational Group	All Employees	Repres	sentation	Avail	ability	Gap
02 : Middle and Other Managers       6       1       16.7%       15.0%       1       0         03 : Professionals       2       2       100.0%       21.6%       0       2         04 : Semi-Professionals and Technicians       9       3       33.3%       15.8%       1       2         06 : Supervisors: Crafts and Trades       4       0       0.0%       15.0%       1       -1         07 : Administrative and Senior Clerical Personnel       3       1       33.3%       35.3%       1       0         09 : Skilled Crafts and Trades Workers       36       2       5.6%       12.6%       5       -3         14 : Other Manual Workers       1       0       0.0%       47.6%       0       0		#	#	%	%	#	#
03 : Professionals       2       2       100.0 %       21.6 %       0       2         04 : Semi-Professionals and Technicians       9       3       33.3 %       15.8 %       1       2         06 : Supervisors: Crafts and Trades       4       0       0.0 %       15.0 %       1       -1         07 : Administrative and Senior Clerical Personnel       3       1       33.3 %       35.3 %       1       0         09 : Skilled Crafts and Trades Workers       36       2       5.6 %       12.6 %       5       -3         14 : Other Manual Workers       1       0       0.0 %       47.6 %       0       0	01 : Senior Managers	1	0	0.0 %	10.1 %	0	0
04 : Semi-Professionals and Technicians       9       3       33.3 %       15.8 %       1       2         06 : Supervisors: Crafts and Trades       4       0       0.0 %       15.0 %       1       -1         07 : Administrative and Senior Clerical Personnel       3       1       33.3 %       35.3 %       1       0         09 : Skilled Crafts and Trades Workers       36       2       5.6 %       12.6 %       5       -3         14 : Other Manual Workers       1       0       0.0 %       47.6 %       0       0	02 : Middle and Other Managers	6	1	16.7 %	15.0 %	1	0
06 : Supervisors: Crafts and Trades       4       0       0.0 %       15.0 %       1       -1         07 : Administrative and Senior Clerical Personnel       3       1       33.3 %       35.3 %       1       0         09 : Skilled Crafts and Trades Workers       36       2       5.6 %       12.6 %       5       -3         14 : Other Manual Workers       1       0       0.0 %       47.6 %       0       0	03 : Professionals	2	2	100.0 %	21.6 %	0	2
07 : Administrative and Senior Clerical Personnel       3       1       33.3 %       35.3 %       1       0         09 : Skilled Crafts and Trades Workers       36       2       5.6 %       12.6 %       5       -3         14 : Other Manual Workers       1       0       0.0 %       47.6 %       0       0	04 : Semí-Professionals and Technicians	9	3	33.3 %	15.8 %	1	2
09 : Skilled Crafts and Trades Workers       36       2       5.6 %       12.6 %       5       -3         14 : Other Manual Workers       1       0       0.0 %       47.6 %       0       0	06 : Supervisors: Crafts and Trades	4	0	0.0 %	15.0 %	1	-1
14 : Other Manual Workers 1 0 0.0 % 47.6 % 0 0	07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	35.3 %	1	0
	09 : Skilled Crafts and Trades Workers	36	2	5.6 %	12.6 %	5	-3
	14 : Other Manual Workers	1	0	0.0 %	47.6 %	0	0
Total 62 9 14.5 % 15.4 % 9 0	Total	62		14.5 %	15.4 %	9	



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

Date: 2018-02-20

#### Persons with Disabilities

			Persons	with Disabilit	ties		
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	7	0	0.0 %	4.3 %	0	0	
03 : Professionals	2	0	0.0 %	3.8 %	0	0	
04 : Semi-Professionals and Technicians	9	0	0.0 %	4.6 %	0	0	
06 : Supervisors: Crafts and Trades	4	0	0.0 %	7.8 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0	
09 : Skilled Crafts and Trades Workers	36	0	0.0 %	3.8 %	1	-1	
14 : Other Manual Workers	1	0	0.0 %	5.3 %	0	0	
			0.00	4.0.0/			
Total	62	0	0.0 %	4.2 %	1	-1	



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

Date: 2018-02-20

#### 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
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
09 : Skilled Crafts and Trades Workers	NOC	Provincial
14 : Other Manual Workers	EEOG	CMA



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

Date: 2018-02-20

#### 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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
14 : Other Manual Workers	EEOG	National



Data from Firs	st/Previous Woi	rkforce Analysis
L	L	L

Data from Fir	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2018	02	22

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2018	02	22

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

Data from Subsequent/Current Workforce Analysis

		,	Гable 1: Women	l
		First/Pr	evious Workforce /	Analysis
Emal	ormant Faulty Occupational Cycup (FFOC)	All Employees	Wor	nen
cmba	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/6
01	Senior Managers	1	0	27.4
02	Middle & Other Managers	6	0	38.9
03	Professionals	2	0	42.0
04	Semi-Professionals & Technicians	9	2	28.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	4	0	6.6
07	Administrative & Senior Clerical Personnel	3	2	79.0
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	36	1	2.0
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	1	0	30.1
Total		62	5	15.6

7	Table 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	o	0.0
0	o	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	o	0.0
0	0	0.0

* Source:	:					
2006 Cen	sus of	Canad	a			

*	•	>	0	1	ı	ľ	c	E																																			
																									3																		

## Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2018	02	22

Data from Fi	rst/Previous Work	force Analysis	Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD	YYYY	MM	DD
2018	02	22	0	O	0

Employment Equity Occupational Group (EEOG)			2: Aboriginal P	
		All Employees	Aborigina	ıl Peoples
			Representation	Availability*
		#	#	%
01	Senior Managers	1	0	2.9
02	Middle & Other Managers	6	0	2.2
03	Professionals	2	0	1.6
04	Semi-Professionals & Technicians	9	0	3.9
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	4	0	5.0
07	Administrative & Senior Clerical Personnel	3	0	2.1
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	36	0	5.5
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	1	0	3.2
Total		62	0	4.5

* Source:			
2006 Cens	sus of Canada		

Table 6: Aboriginal Peoples						
Subsequent	Subsequent/Current Workforce Analysis					
All Employees	Aboriginal	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	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				

Data from Subsequent/Current Workforce

Analysis

* Soi	urce:				
0					

DD 0

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

2018	02	22
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

I	2018	02	22
-	YYYY	MM	DD
-	Data from Fi	rst/Previous Work	force Analysis

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

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

**Table 7: Members of Visible Minorities** Subsequent/Current Workforce Analysis

		Table 3: Members of Visible Minorities			
Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis  All Employees   Members of Visible Minoritie			
		All Elliployees	Representation	Availability*	
		#	#	%	
01	Senior Managers	1	0	10.1	
02	Middle & Other Managers	6	1	15.0	
03	Professionals	2	2	21.6	
04	Semi-Professionals & Technicians	9	3	15.8	
05	Supervisors	0	0	0.0	
06	Supervisors: Crafts & Trades	4	0	15.0	
07	Administrative & Senior Clerical Personnel	3	1	35.3	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	36	2	12.6	
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	1	0	47.6	
Total		62	9	0.0	

All Employees	Members of Vis	ible Minorities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0

	Source:	
١	06 Census of Canada	

0			

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

2018	02	22
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from Sub	sequent/Curro Analysis	ent Workforce
1	<b>↓</b>	Ţ

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

			Persons with Di	
F I		All Employees	Persons with	Disabilities
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	7	0	4.3
03	Professionals	2	0	3.8
04	Semi-Professionals & Technicians	9	0	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	4	0	7.8
07	Administrative & Senior Clerical Personnel	3	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	36	0	3.8
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	1	0	5.3
Total	M	62	0	0.0

Table 8:	Persons with Dis	abilities
Subsequent	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
0	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

* Source:			
2006 Census	s of Canada		

k	S	i	)	u	1	•	•																												
	333	333	333																																
						***																													

#### Part 2: Flow Data Analysis

#### Vancouver Drydock Company Ltd.

#### 2018-22-02

Start	Date of Flow Data
YYYY	MM DD

Date of		

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

Ţ

	Table 1: Women			
	Full-time	Full-time / National		/ 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	0	0	0	0

Full-time /	National	Part-time / Nationa	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

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

#### Part 2: Flow Data Analysis

#### Vancouver Drydock Company Ltd.

#### 2018-22-02

0

0	0	0
VVVV	MM	DD
Start	Date of Flow	Data

0	0	0
YYYY	MM	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

Ţ

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

Total

Full-time	ull-time / National P		/ National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	
0	0	0	0	

Tab	le 10: Abo	riginal Ped	oples
Full-time / National		Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

#### Part 2: Flow Data Analysis

#### Vancouver Drydock Company Ltd.

#### 2018-22-02

0

0	0	0
YYYY	MM	DD
Start	Date of Flow	Data

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

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

Data from Form 6 - Employees Terminated

	1	1	ı	ı
	Table	3: Persons	with Dice	hilitiee
		/ 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

Table 7: Persons with Disabilities											
Full-time	/ National	Part-time / National									
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted								
#	#	#	#								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								
0	0	0	0								

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

#### Part 2: Flow Data Analysis

#### Vancouver Drydock Company Ltd.

#### 2018-22-02

0	0	0
YYYY	MM	DD
Start	Date of Flow	Data

0	0	0
YYYY	MM	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

Ţ

		<b>Table 4: Members of Visible Minorities</b>										
		Full-time	/ National	Part-time / National								
	ployment Equity Occupational Group COG)	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	C							
14	Other Manual Workers	0	0	0	C							

Total

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

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

#### Federal Contractors Program Achievement Report Part 3: Goals Vancouver Drydock Company Ltd.

2018-22-02

	Data for First/Previous Goals																		
A	C	D	E	F	G	H	II	J	K	L	M		О	P	<u> </u>	R	<u>S</u>	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
\$	J	ļ	.i	1	J	1	Ţ	J	J.	J	J	J		<b></b>	<b></b>	ļ	J	J	······································
										Table 1:									
									First/	Previous Sh	ort-term C	loals							
				All En	iployees										omen				
	Number	Gree	wth (New Posit	ions)	Turnover (Re	placement of Employees)	f Terminated		Number	Turnover (R)	eplacement of	3 Year Goals Hires From To							
Employment Equity								Anticipated Hires Over 3		Terminated Employees)			YYYY		Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Vears		YYYY-MM-DD			Over 3	1111		Availability	т гезенгевар	Gap	Representation	Years	
	2018-02-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-02-22	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	ŧŧ	%	%	#	#	%	%
01 Senior Managers	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	(	0.0%	0	0	0	0.0%	27.4%	0	0	0.0%	0.0%
02 Middle & Other Managers	6	-100.0%	0.0%	0	0.0%	35.0%	6	6	0	35.0%	0	2	2	28.0%	38.9%	-2	0	0.0%	33.3%
03 Professionals	2	-100.0%		0	0.0%	40.0%	2	2	0	40.0%	0	1	1	42.0%	42.0%	-1	0	0.0%	50,0%
04 Semi-Professionals & Tech	9	-100.0%		0	0.0%	40.0%	11	11	2	40.0%	2	3	3	28.6%	28.6%	-1	0	22.2%	33.3%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06   Supervisors: Crafts & Trades	4	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	6.6%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	3	-100.0%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	0	0	0.0%	79.0%	0	0	66.7%	66.7%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	36	-100.0%	5.0%	5	0.0%	25.0%	27	32	1	25.0%	1	1	2	5.0%	2.0%	0	1	2.8%	4.9%
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	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0		0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	1	-100.0%	0.0%	13	0.0%	0.0% 37.0%	1 0	82		0.0%	0	0	0	0.0%	30.1%	1 0	0	0.0%	0.0%
Total	62	+100.0%	/.0%	1.5	0.0%	37.0%	69	8.2	3	37.0%	6	13	21	25.2%	15.6%	-5	8	8.1%	26.7%

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

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

Workforce Analysis) + 2) x 100.

WORRIOTCE Analysis) * 2) X	100.				
					Table 2: Women
Paralament Parale		Won	ien		
Employment Equity Occupational Group (EEOG)	Short-te	nort-term Goals   Long-term Goals		erm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers	C	0.0		0.0	
02 Middle & Other Managers	2	0.0		2 28.0	
03 Professionals	1	0.0		1 42.0	
04   Semi-Professionals & Tech	3	0.0		3 28.6	
05 Supervisors	(	0.0		0.0	
06 Supervisors: Crafts & Trade	s C	0.0		0.0	
07 Administrative & Sr Clerica	(	0,0		0.0	
08 Skilled Sales & Service	(	0,0		0.0	
09 Skilled Crafts & Trades	1	0.0		2 5.0	
10 Clerical Personnel	(	0,0		0.0	
11   Intermediate Sales & Servic	е (	0,0		0.0	
12 Semi-Skilled Manual	(	0,0		0.0	
13 Other Sales & Service		0.0		0.0	006262

	Federal Contractors Program Achievement Report								
	Part 3: Goals								
	Vancouver Drydock Company Ltd.								
	2018-22-02								
14 Other Manual Workers	0 0.0 0 0.0								
Total	13 0.0 21 0.0								

									Data I	or First/I	revious (	Goals							
A	C	D	E	<b></b>	G	H	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Wørkforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	1	<u> </u>	.i	<b>J</b>	·	1	Į	<b></b>	<u></u>	·	Ţ	J	<b></b>	<b></b>	1	.i	<u></u>	J	J
To the state of th		Table 3: Aboriginal Peoples																	
									First/	Previous St	iort-term C	Coals							
				All En	nployees										nal Peoples				
	Number	Gre	wth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R	eplacement of	Hires		3 Year Goals					
Employment Equity			T					Anticipated		Terminated		Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)	AAAA-MM-DD	Actual	Proje		Actual	Pro	ected I	Hires Over 3 Years	VVVV-MM-DB		1	Over 3	1111	. 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-02-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-02-22	Annually	Over 3 Years	Years	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/0
01 Senior Managers	1	-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	6	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.2%	0	0	0.0%	0.0%
03 Professionals	2	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	1.6%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	9	-100.0%	1.0%	C	0.0%	2.0%	1	1	0	2.0%	0	0	0	0.0%	3.9%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	4	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	5.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	3	-100.0%	0.0%	C	0.0%	1.0%	0	0	0	1.0%	0	0	0	0.0%	2.1%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	36	100.07	1	5	0.0%	30.0%	32	37	0	30.0%	0	2	3	7.0%	5.5%	-2	1	0.0%	7.3%
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	5.0%	0	U	ŧ.	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	1 0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	()	0.0%		ŧ.	0.0%	0.0%	1 0	1 0	1	0.0%	0	0	0	0.0%	0.0%	1 0	0	#DIV/0!	#DIV/0!
12 04 6 6 6 6	^	0.00	0.000	_	انمم ما	0.00	n -		4	0.002		} ^1		noa					
13 Other Sales & Service 14 Other Manual Workers	0	-100.0%	0.0%	0	0.0%	0.0% 0.0%	0	0	0	0.0%	0	0	0	0.0% 0.0%	0.0% 3.2%	0	0	#DIV/0! 0.0%	#DIV/0! 0.0%

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

<u> </u>					Table 4: Aboriginal Peoples
Employment Equity	Short-teri	Aboriginal m Goals		rm Goals	Comments
Occupational Group (EEOG)	#	%	# %		Comments
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	2.0	
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	2	0.0	3	7.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	-006264

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Vancouver Drydock Company Ltd.
	2018-22-02
14 Other Manual Workers Total	3 00 6 70

									Data 1	or First/I	revious (	Goals							
A B	C	<u> </u>	I E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	ĮU
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	<u> </u>	1	1	1	<b>1</b>	ψ	↓	1	1	1	<b>4</b>	1	1	<b>1</b>	<b>1</b>	1	<b>1</b>	1	<b></b>
											with Disa								
									First/	Previous St	iort-term G	ioals							
				All En	nployees										th Disabilitie	<u>s</u>		,	
	Number	Gros	vth (New Posi	tions)	Turnover (Re		Terminated		Number	Turnovar (D	enlacement of		3 Yea	r Goals					
Employment Equity			,			Employees)		Anticipated Hires Over 3		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual				YYYY-MM-DD			Over 3	1111	- ۲۲۲۲	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-02-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-02-22	Annually	Over 3 Years	Years	2018	2021					1 Cars
	#	%	9/6	#	%	%	#	#	#	%	#	#	#	%	%	#	#	9/6	%
01/02 Managers	7	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	4,3%	1	0	0.0%	0.0%
03 Professionals	2	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	3.8%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	9	-100.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	0	0	0.0%	4.6%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	1.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	1 1
06 Supervisors: Crafts & Trades	4	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	7.8%	1	0	0.0%	0.0%
07 Administrative & Sr Clerical	3	-100.0%	0.0% 5.0%	U	0.0%	1.0%	0	0		1.0%	0	0	0	1.0%	3.4%	0	0	0.0%	0.0% #DIV/0!
08 Skilled Sales & Service 09 Skilled Crafts & Trades	36	0.0% -100.0%	0.0%	0	0.0%	0.0% 25.0%	27	27	ti o	0.0% 25.0%	0	0	0	0.0% 3.0%	0.0% 3.8%		0	#DIV/0! 0.0%	#DIV/0:
10 Clerical Personnel	30	0.0%	0.0%		0.0%	23.076 5.0%	2/	27	0	5.0%	0	0	0	0.0%	0.0%	1 ~1	0	#DIV/0!	1 1
11 Intermediate Sales & Service	0	0.0%	0.0%		0.0%	0.0%	0	0	ก	0.0%	0	0	0	0.0%	0.0%		l "	#DIV/0!	1 1
12 Semi-Skilled Manual	l 0	0.0%	0.0%		0.0%	0.0%	1 0	0	0	0.0%	0	0	0	0.0%	0.0%		0	#DIV/0!	1
13 Other Sales & Service	0	0.0%	0.0%	"	0.0%	0.0%	1 0	0	0	0.0%	0	0	0	0.0%	0.0%	1 6	0	#DIV/0!	1
14 Other Manual Workers	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	n	0.0%	0	o	0	0.0%	5.3%	1 0	0	0.0%	0.0%
Total	62	<u> </u>	7.0%	13		37.0%	69	82	0	37.0%	0	0	2	2.0%	0.0%	0	2	0.0%	2.7%

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

Workioice Amarysis) · 2) A 10					7 11 / B 51 B) 1990
					Table 6: Persons with Disabilities
Employment Equity	Pe	rsons with I	)isabilities	•	
Occupational Group (EEOG)	Short-teri	m Goals	Long-ter	rm Goals	Comments
Occupational Group (EEOG)	#	%	Ħ	9/0	
01/02 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	1.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	1	0.0	1	3.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	2	2.0	

Federal Contractors Program Achievement Report
Part 3: Goals
Vancouver Drydock Company Ltd.
2018-22-02

									Data 1	or First/F	revious (	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	<b>J</b>	1	Ţ	1	Ţ	1	<b>↓</b>	1	1	Ţ	Į.	1	Ţ	Į.	1	1	Ţ	J	<u> </u>
									Гable 7: М				S						
				411.5					First/	Previous Sh	ort-term G	oals			isible Minor				
				AHER	ployees					1			3 Year		isibie viinor	ines			
	Number	Gres	vth (New Positi	ions)	Turnover (Re	placement of Employees)	Terminated		Number		eplacement of	Hires	Fron						
Employment Equity	YYYY-MM-DD	Actual	Proje	cted	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Over 3			- Sections	Over 1					Over 3	Over 3 Years			Availability	,	Gap	Representation	Years
	2018-02-22	Annually	Annually	Years	Annually	Annually	Years		2018-02-22	Annually	Years		2018	2021					
	#	%	%	Ħ	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	1	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	10.1%	0	0	0.0%	0.0%
02 Middle & Other Managers	6	-100.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0.0%	15.0%	0	0	16.7%	16.7%
03 Professionals	2	-100.0%	0.0%	0	0.0%	2.0%	0	0	2	2.0%	0	-2	0	0.0%	21.6%	2	2	100.0%	100.0%
04 Semi-Professionals & Tech	9	-100.0%	1.0%	0	0.0%	2.0%	1	I	3	2.0%	0	-2	0	0.0%	15.8%	2	2	33.3%	33.3%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	4	-100.0%	1.0%	0	0.0%	30.0%	4	4	0	30.0%	0	1	1	15.0%	15.0%	-1	0	0.0%	25.0%
07 Administrative & Sr Clerical	3	-100.0%	0.0%	0	0.0%	1.0%	0	0	1	1.0%	0	0	0	0.0%	35.3%	0	0	33.3%	33.3%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	()	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	36	-100.0%	5.0%	5	0.0%	30.0%	32	37	2	30.0%	2	5	5	12.6%	12.6%	-3	0	5.6%	12.2%
10 Clerical Personnel	0	0.0%	0.0%	ŧ	0.0%	5.0%	0	0	U	5.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0		0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0		0.0%	0	0	0	0.0%	0.0%		0	#DIV/0!	#DIV/0!
14 Other Manual Workers	62	-100.0%	0.0% 7.0%	1.3	0.0%	0.0% 37.0%	69	82	0	0.0%	10	0	12	0.0% 14.6%	47.6% 0.0%	0	- 0	0.0% 14.5%	0.0% 14.7%
Total	6.2	+100.0%	7.0%	1.5	0.0%	37.0%	69	8.2	9	37.0%	1.()	Į.	12	14.0%	0.0%	. 9	1.1	14.5%	14.7%

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

I					Table 8: Members of Visible Minorities
Employment Equity	Mem	bers of Visi	ble Minor	ities	
Occupational Group (EEOG)	Short-ter	n Goals	Long-te	rm Goals	Comments
	#	%	#	%	
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	1	0.0	1	15.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0,0	0	0.0	
09 Skilled Crafts & Trades	5	0.0	5	12.6	
10 Clerical Personnel	0	0,0	0	0.0	
11 Intermediate Sales & Service	0	0,0	0	0.0	
12 Semi-Skilled Manual	0	0.0	()	0.0	
13 Other Sales & Service	0	0.0	0	0.0	006268

		Par	rt 3: Goals						
		Vancouver Dr	ydock Company Ltd.						
		20	)18-22-02						
0.0	0 0,0								
1	0.0 2 14.6		0 0.0 0 0.0	2018-22-02 0 0.0 0 0.0	0.0 0.0	2018-22-02 0 0.0 0 0.0	2018-22-02	2018-22-02 0 0.0 0 0.0	2018-22-02 0 0.0 0 0.0

#### Part 3: Goals

Vancouver Drydock Company Ltd.

2018-22-02

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	<u> </u>	E	F	G	H	I	J	K	L	M	N	0	P	<u> </u>	R	S	***************************************	
Data sources:	From Workforce Analysis	From Workforce Analysis*	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	The continue of the continue o	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
3x46x43x43x44x46x45x451x466x45x45x45x46x46x45x45x45x45x45x45x45x45x45x45x45x45x45x	Ţ	<b>T</b>	<u> </u>	Ţ	¥	1	Ţ	1	1	Ţ	Ţ	1	Ţ	<b></b>	Ţ	Ţ	J	Ţ	J
		Table 9: Women																	
		Subsequent/Current Short-term Goals																	
				All En	aployees									W	omen				
	Number	Gras	vth (New Posit	ionel			f Terminated		Number		eplacement of		3 Yea	r Goals					
Employment Equity	. voman.	0.00		1003)		Employees)		Anticipated	value.	Terminated		Hires Required	Fro	n - To				Present	Projected
Occupational Group (EEOG)	7777-MM-00	Actual	Proje	ected	Actual	Pre	jected	Hires Over 3	AAAA-MM-DD			Over 3	1111	- ۲۲۲۲	Present Availability	Present Gap	Projected Gan	Representation	Representation in 3 Years
7	***	Annually	Annually	Over 3	Annually	Annually	Over 3	Years		Annually	Over 3	Years	0	3	•				Years
		Annuany	Ammany	Years	Amuany	Amuany	Years			Ammany	Years		,	,					
	#	%	%	#	9/6	%	#	#	#	%	#	#	Ħ	%	%	#	#	%	%
01 Senior Managers	0	-100.0%	0.0%	0	0.0%	0.0%	) 0	0	0	0.0%	0	0	(	0.0%	0.0%	0	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	25.0%	0.0%	0	0	#DIV/0!	1
03 Professionals	0	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	(	42.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04   Semi-Professionals & Tech	0	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	(	28.6%	0.0%	0	0	#DIV/0!	ı
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	€	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	(	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	(	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	6	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%	5.0%	()	0.0%	25.0%	0	0	0	25.0%	0	0	(	5.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	5.0%	1 0	0	0	5.0%	0	0	(	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	6	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	(	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	(	0.0%	0.0%	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	0	(	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	-100.0%	7.0%	0	0.0%	37.0%	. 0	0	0	37.0%	0	0	(	25.2%	0.0%	0	0	#DIV/0!	#DIV/0!

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

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

			Table 10: Women
Employment Equity Occupational Group (EEOG)	Won Short-term Goals	ten Long-term Goals	Comments
	9/6	9/6	
01 Senior Managers	0.0		
02 Middle & Other Managers	25.0	25.0	In 2018 we are rolling out a succession planning program for director levels and above. We have a number of female senior level managers and directors part of this process. In 2017 our CFO(femal
03 Professionals	42.0	42.0	
04 Semi-Professionals & Tech	28.6	28.6	We continue to hire numerous female professionals and our Women in Trades focus groups for both office staff and trades identified areas and suggestions to improve the workplace as well as to att
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	5.0	5.0	
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	006270
14 Other Manual Workers	0.0	0.0	-006270

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Vancouver Drydock Company Ltd.
	2018-22-02
Total	25.2 Camosun is rolling out a program in 2018 called "Trades Skills Foundation-Marine" that will help to gain interest at all Seaspan's shipyards. Interest in the trades as well as manual labour roles will

### Federal Contractors Program Achievement Report Part 3: Goals

Vancouver Drydock Company Ltd.

2018-22-02

									Data for	Subseque	nt/Currei	nt Goals							
A B	<u>C</u>	D	E	F	G	H		J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	$F\div 1$	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
\$	<b>.</b>	<u> </u>	J	<b>J</b>	J	1	<b>J</b>	1	<u> </u>	Į	J	J	J	<u> </u>	J	Ţ	J	<b></b>	······································
										11: Abor	<del></del>								
									Subsequi	ent/Current	Short-terr	n Goals							
		1		All En	ployees										nal Peoples				
	Number	Gre	wth (New Positi	ions)	Turnover (Re	placement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	Proje	etad	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- 7777	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	111111111111111111111111111111111111111	Actual	1111	Over 3	Over 3			Years	111111111111111111111111111111111111111		Over 3	Over 3 Years		1	Availability		Gap	Representation	Years
	-	Annually	Annually	Years	Annually	Annually	Years		-	Annually	Years		0	3					
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	%	%	#	#	%	%
01 Senior Managers	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%		0	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04   Semi-Professionals & Tech	0	-100.0%		0	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	+100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	()	-100.0%	1	()	0.0%	25.0%	0	0	0	25.0%	0	()	0	25.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	5.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	1	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%		0	0.0%	0.0%	1 0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	1 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	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	()	+100.0%	7.0%	0	0.0%	37.0%	1 0		1 0	37.0%	()	()	0	37.0%	0.0%	1 0	1 0	#DIV/0!	#DIV/0!

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

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

			Table 12: Aboriginal Peoples
Employment Equity	Aboriginal Peoples Short-term Goals   Long	term Goals	Comments
Occupational Group (EEOG)	9/6	%	
01 Senior Managers	0.0	0.0%	
02 Middle & Other Managers	0.0	0.0%	
03 Professionals	2.0	2.0%	
04 Semi-Professionals & Tech	2.0	2.0%	
05 Supervisors	0.0	0.0%	
06 Supervisors: Crafts & Trades	2.0	2.0%	
07 Administrative & Sr Clerical	1.0	1.0%	
08 Skilled Sales & Service	0.0	0.0%	
09 Skilled Crafts & Trades	25.0	25.0%	ACCESS trade program, Tseil-Wauthuth Fair, Squamish Nation Career and Opportunities Fair are just some examples of events Seaspan is involved with.
10 Clerical Personnel	5.0	5.0%	
11 Intermediate Sales & Service	0.0	0.0%	
12 Semi-Skilled Manual	0.0	0.0%	
13 Other Sales & Service	0.0	0.0%	006272
14 Other Manual Workers	0.0	0.0%	

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Vancouver Drydock Company Ltd.
	2018-22-02
Total	37.0 37.0%

# Federal Contractors Program Achievement Report Part 3: Goals Vancouver Drydock Company Ltd.

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	S	T	L. U.
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	СхНх3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	1 2 1	K÷C	(K - M + O) ÷ (C + F)
	<b>J</b>	<b>1</b>	1	1	1	1	1	1	<u> </u>	1	<u> </u>	<b>↓</b>	1	↓	1	1	1	1	1
										: Persons									
									Subsequi	ent/Current	t Short-teri	n Goals							
				All En	nployees										th Disabilitie	s			
	Number	Gre	wth (New Posit	ions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity			T		-			Anticipated Hires Over 3		Terminated	Employees)	Required		n - To	Present		Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	VVVV-MM-DD	Actual	Proj		Actual	Proj		Years	VVVV-MM-DD		1	Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Years
	-	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years			Annually	Over 3 Years	Years	0	3					
	#	%	9/6	#	%	%	#	#	Ħ	%	#	Ħ	Ħ	%	%	#	#	9/0	%
01/02 Managers	0	-100,0%	0.0%	€	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	1.0%	(	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04   Semi-Professionals & Tech	0	-100.0%	0.0%	(	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%	1.0%	(	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		(	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%		(	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	5.0%	(	0.070	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%	0.0%	(	0.070	25.0%	0	0	0	25.0%	0	0	θ	25.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%	0.0%	(	0.070	5.0%	0	0	0	5.0%	0	0	0	5.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	(	0.000	0.0%	0	0	0	0.0%	0	0	0	0.0% 0.0%	0.0%		0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%		0.0%	0.0%	0	0	U	0.0%	U	0	9		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%		0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	1 .	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0% -100.0%		(	0.0%	37.0%	0	0	0	0.0%	0	0	0	0.0% 37.0%	0.0%	1 0	1 0	#DIV/0! #DIV/0!	#DIV/0!
Total	0	-100.0%	7.0%	(	0.0%	37.0%	0	0		57.0%	1 0	1 0	0	37.0%	0.0%	1 0	10	#DIV/U	#DIV/0!

2018-22-02

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

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

Workforce Analysis) + 2) x 100.

[					Table 14: Persons with Disabilities
Employment Equity		ersons with			_
Occupational Group (EEOG)	Short-ter	m Goals	Long-term C	Goals %	Comments
01/02 Managers		0.0			A newly structured Employee Health & Wellness area, a strong partnership with Abilities at Work, will support a reduction in the gaps in all of the EEOGs listed below.
03 Professionals		2.0		2.0%	Plans for a facility upgrade are being discussed and a new accessible office building at Vancouver Shipyards is available.
04 Semi-Professionals & Tech		2.0		2.0%	
05 Supervisors		0.0		0.0%	
06 Supervisors: Crafts & Trades		2.0		2.0%	
07 Administrative & Sr Clerical		1.0		1.0%	
08 Skilled Sales & Service		0.0		0.0%	
09 Skilled Crafts & Trades		25.0		25.0%	Skilled Craft & Trade Workers and Other Manual Workers work in a highly safety sensistive and heavily industrial worksite, and are also dispatched to VDC by Union Halls, which continues to lim
10 Clerical Personnel		5.0		5.0%	
11 Intermediate Sales & Service		0.0		0.0%	
12 Semi-Skilled Manual		0.0		0.0%	
13 Other Sales & Service		0.0		0.0%	
14 Other Manual Workers		0.0		0.0%	
Total		37.0		37.0%	006274

#### Federal Contractors Program Achievement Report

#### Part 3: Goals

Vancouver Drydock Company Ltd.

2018-22-02

									Data for	Subseque	ut/Currei	nt Goals							
A B	C	D	E	F	G	H	I		K	L	M	N	0	P	<u>Q</u>	R	S	T	L
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
3-14-3-4-4-4-4-4-4-4-4-4-4-4-4-4-4-4-4-4	Ţ	Ţ	Ţ	Ţ	Ţ	1	J	Ţ	Ţ	J	Ţ	Ţ	J	Ţ	Ţ	Ţ	Ţ	J	<u> </u>
								7	able 15: N				·S						
ı									Subseque	nt/Current	Short-teri	n Goals			isible Minori				
		T		All En	ployees					1				Goals	isible Minori	mes			
	Number	Grov	wth (New Posit	ions)	Turnover (Re	placement o Employees)	f Terminated		Number		eplacement of	Hires		Goais n - To					
Employment Equity	YYYY-MM-DD	Actual	Penis	ected	Actual		jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- 1111	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Actual		Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	-	Annually	Annually	Years	Annually	Annually	Years			Annually	Years		0	3					
	#	%	%	#	%	%	#	#	Ħ	%	#	#	#	%	%	#	Ħ	%	%
01 Senior Managers	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	0	-100.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
03 Professionals	0	-100.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	0	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%	1.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	2.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	0	-100.0%	0.0%	C	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	0.0%	0	0	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	0	-100.0%	5.0%	0	0.0%	25.0%	0	0	0	25.0%	0	0	0	25.0%	0.0%	0	0	#DIV/0!	#DIV/0!
10 Clerical Personnel	0	0.0%	0.0%	0	0.0%	5.0%	0	0	0	5.0%	0	0	0	5.0%	0.0%	0	0	#DIV/0!	#DIV/0!
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	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	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	0	+100.0%	7.0%	0	0.0%	37.0%	0	0	0	37.0%	0	0	0	37.0%	0.0%	0	0	#DIV/0!	#DIV/0!

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

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

			Table 16: Members of Visible Minorities
Employment Equity	Members of Visible 3	dinorities	
Occupational Group (EEOG)	Short-term Goals Lo	mg-term Goals	Comments
-	%	%	
01 Senior Managers	0.0	0.0%	
02 Middle & Other Managers	0.0	0.0%	
03 Professionals	2.0	2.0%	
04 Semi-Professionals & Tech	2.0	2.0%	
05 Supervisors	0.0	0.0%	
06 Supervisors: Crafts & Trades	2.0	2.0%	
07 Administrative & Sr Clerical	1.0	1.0%	
08 Skilled Sales & Service	0.0	0.0%	
09 Skilled Crafts & Trades	25.0	25.0%	
10 Clerical Personnel	5.0	5.0%	VDC continues to work with the Imigrant Employment council of BC to promote greater diversity for this group. Our Talent Management department is actively engaged with a number of agencies
11 Intermediate Sales & Service	0.0	0.0%	
12 Semi-Skilled Manual	0.0	0.0%	
13 Other Sales & Service	0.0	0.0%	
14 Other Manual Workers	0.0	0.0%	VDC continues to work with its union representatives as this group of workers is dispatched from the union hall based on seniority. Communication between VDC and the union to reit

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Vancouver Drydock Company Ltd.
	2018-22-02
Total	37.0

#### Federal Contractors Program Achievement Report Part 4: Results - Women Vancouver Drydock Company Ltd. 2018-22-02 P T В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 0 U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 P x F ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 Ţ Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # % % ۰. % 2018 0.0 27.4 0.0 0 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 0 0.0 38.9 2 -2 0.0 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 42.0 -1 0.0 03 Professionals 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 2 22.2 28.6 -1 77.7 Semi-Professionals & Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 0.0 0 0.0 05 Supervisors 0 0.0 0.0 0 0.0 0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 0 0.0 6.6 0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 E ∞ D x Part 2: Flow E = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % ٠, % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 28.0 0.0 Middle & Other 0 0.0 0.0 Managers 3 0.0 0 25.0 0.0 25.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 42.0 0.0 03 Professionals 3 0.0 42.0 0.0 42.0 0.0 0 0 0.0 0.0 28.6 0.0 Semi-Professionals & 0 0.0 0.0 0.0 Technicians 3 0 0.0 0.0 28.6 28.€ 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 3 0.0 0.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 4: Results - Women Vancouver Drydock Company Ltd. 2018-22-02 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 P 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 P x F ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 Ţ Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Employees Availability Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % % # % % ۰. % 2018 79.0 84.4 Administrative & 2 66.7 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 0.0 0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 2.8 138.9 Skilled Crafts & 2018 13 2.0 Trades Workers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2018 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 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0.0 0 0.0 0.0 0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % ٠, % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 3 0.0 0.0 0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 5.0 0.0 Trades Workers 3 0.0 5.0 0.0 5.0 0.0 0 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Clerical Personnel 3 0.0 0.0 0.0 0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 3 0.0 0.0 0.0 0.0 0.0 0

									Feder	ral Conti	actors	Progra	m Achie	vement	Report									
										I	art 4: l	Results	- Wome	n										
										Vanco	uver D	rydock	Compa	ny Ltd.										
											2	018-22	-02											
A	B	С	D	E	F	G	Н	I	J	K	L	M	N	O	Р	Q	R	S	T	U	l V	W	X	Y
Data se	ноооооооооооо		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V-X
			Ţ	\	Ų	T T	Ţ	λ <b>.</b>	Ţ	<u> </u>	<del>``</del>	1	<u> </u>	Ų	<u> </u>	<b></b>	J	<u> </u>	Ţ	<u> </u>	J	<b>V</b>	<u> </u>	\
				V	Vorkfo	orce Ana	alysis									Flow	Data A	nalysis						
	oloyment Equity opational Group	Year			W	orkforce						Hires				P	romotio				Te	rminati		
(EE			All Employees	Represen	tation	Won Availal		Gap	EF Result	All Employees		V tual	Expected	Difference	All Employees		tual	Expected	Difference	All Employees	Act		omen Expected	Difference
		H	u .	# :	%	%	#	u u	%	#	#	%	# #	#	н	4	- %	# #	#	4	#	%	# #	# #
13	Other Sales & Service	2018	0	0	0.0	0.0	0	0	0.0															
1	Personnel	0	0	0	0.0	0.0	0	0	0.0	<b></b>	0	0.0	0	0	0	0	0,0	0	(	0	0	0.0	0	(
	Other Manual Workers	2018 0	1	0	0.0	30.1	0	0	0.0 0.0						Α	0	0.0					0.0	ļ	
L		2018	62		0.0 8.1	15.6	10	-5	51.7	<b></b>	0	0.0	V		<u> </u>	0	. 0.0	0	ι.	1	0	0.0		
Total		0	0	0	0.0	0.0	0	0	0.0	4	0	0.0	0	0	0	0	0,0	0	(	) 0	0	0.0	0	(
	>+>+>+>+>+>+>+>+>+>+>+>+>+>+>+>+>+		***************************************				************																	
Data se	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F = 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
******	01 (14 (14 (14 (14 (14 (14 (14 (14 (14 (1	**************	Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	1	1	<b>\</b>											
			New	Entran	ts				(	oals														
	loyment Equity	Year	Fl	low Data		S		rm Goals	i		Long-ter													
Occi (EE)	ipational Group OG)		All Employees	Wom Actu		Goal	Wo Percent of	men Goal	Percent of	Goal	Wor Percent of	Goal	Percent of					(	Commen	its				
		H	#	#	**	4	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
	Other Sales & Service	()	0	0	0.0	- 0	0,0	0,0	0.0	<del> </del>	0,0	<b>!</b>												
	Personnel	3	0	0	0.0			0.0	0,0	<b>4</b>		0,0												
141	Other Manual	0	0	0	0.0	0	0.0	0.0	0.0	•	0.0	0.0												
	Workers	3 0	0	0	0.0	13	0.0	0.0	0.0	-	0.0	0.0												
Total		3	0	0	0.0	13	0.0	25.2	0.0		0.0	0.0 25.2												

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Vancouver Drydock Company Ltd. 2018-22-02 P T В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 0 U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 ī Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # % % ۰. % 2018 0.0 2.9 0.0 0 01 Senior Managers 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 0 0.0 2.2 0 0 0.0 02 Managers 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 0.0 2018 0 0.0 1.6 0 0 03 Professionals 0 0 0.0 0.0 0.0 0 0.0 0 0.0 ΩĖ 0.0 2018 0 0.0 3.9 0 0 0.0 Semi-Professionals & Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 0.0 0.0 05 Supervisors 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 0 0.0 5.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 E ∞ D x Part 2: Flow E = G xF ± Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Long-term Goals Flow Data **Short-term Goals Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % ٠., % ٠, % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 3 0.0 0.0 0 0.0 0.0 0.0 2.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0.0 2.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 3 0.0 2.0 0.0 0.0 0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 3 0.0 2.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Vancouver Drydock Company Ltd. 2018-22-02 В $\mathbf{C}$ D E F $\mathbf{G}$ H M 0 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \mathbf{x}$ $E \not = D$ DxG E + HPart 2; Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠.. # % % ۰. % 2018 Administrative & 0 0.0 2.1 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 0.0 0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 -2 Skilled Crafts & 2018 0 0.0 5.5 0.0 Trades Workers 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 0 0.0 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 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF ± Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0 1.0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 3 0.0 0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 7.0 0.0 Skilled Crafts & Trades Workers 3 0.0 25.0 0.0 0.3 0.0 0 0 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Clerical Personnel 3 0.0 5.0 0.0 0.1 0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 3 0.0 0.0 0.0 0.0 0.0 0

									Feder	ral Contr Part 5			m Achie		Report									
										Vanco	uver D	rydock	Compa	ny Ltd.										
											2	018-22-	02							······································				
··········	>+>+>+>+>+>+		***********	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	******	y	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	·	yoooooooo		,	······································		Ç4**********	g.xxxxxx	00000000	q	************	<u> </u>	,aaaaaaaaaa	*************		
A	B	C	D	E	<u></u>	G	H	I	J	K	<u>L</u>	M	N	<u>O</u>	P	Q	R	S	T	<u>U</u>	V		X	<u>Y</u>
Data se	ources:	***************************************	Part 1: Workforce Analysis		E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E÷H x100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
			Ţ	<u> </u>	Ţ	<u> </u>	T.	<b></b>	Ψ.	<u> </u>	<del>\ \</del>	<b>1</b>	<u> </u>	1	<u> </u>	\	Ţ	<u> </u>	Ţ	<u> </u>	<b>↓</b>	<u> </u>	Ţ	Ţ
				И		orce An										Flow I	)ata A	nalysis						
	oloyment Equity upational Group	Year			N	orkforce/					1	Hires				P	romotio				Ter	minatio		
(EE			All Employees	Represent	ation	Aborigina Availa		Gap	EE Result	All Employees	L	Aborigi tual	nal Peoples  Expected	Difference	All Employees	Aci		nal Peoples  Expected	Difference	All Employees	Acti		al Peoples  Expected	Difference
		#	u	#	%	%	#	e de la composition della comp	%	#	#	%	#	#	it	4	%	#	#	#	#	%	#	#
	1	2018	0	0	0.0	0.0	0	0	0.0															
	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	6
1 12 1	Other Manual Workers	2018 0	1 0	0	0.0			0	ł	(	1 0	0.0	0	0	Α	0	0.0		n		0	0.0	n	r
		2018	62	0	0.0	ļ		-3	. <b></b>		4	0.0				<u> </u>	0.0	Y Y	0	V		0.0	· · · · · · · · · · · · · · · · · · ·	
Total		0	0	0	0.0	0.0	0	0	0.0	(	0	0.0	0	0	0	0	0,0	0	0	0	0	0.0	0	(
Data se	ources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Gosis	E÷G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F+M x 100											
*****	*************************	*************	1	<u> </u>	Ţ	<u> </u>	<u> </u>	<b></b>	1	<u> </u>	1	<u> </u>	<u> </u>											
			New	Entrant	S				G	oals														
•	oloyment Equity	Year	F	ow Data			Short-te		S		Long-ter													
	upational Group	1041	All	Aboriginal l	•		Aborigin Percent of	al Peoples	Percent of		Aborigina Percent of		Percent of					C	ommen	ts				
(EE	UG)		Employees	Actua	l	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
	04 61 86 7	#	# 0	#	%	# 0	%	%	%	#	%	%	% 0.0											
	Other Sales & Service Personnel	3	υ 0	0	0.0	<b></b>	0.0	0.0	Į		0.0	0.0	0.0											
14	Other Manual	0	0	0	0.0		0.0	0.0	-		0.0	0.0	0.0											
	Workers	3	0	0	0.0			0.0	<del></del>			0.0	0.0											
Total		0	0	0	0.0		0.0	0.0 37.0		6	0.0	7.0 0.4	0.0											

								Feder	al Contr	actors	Progra	m Achie	vement	Report									
								J	Part 6: R	esults -	Persor	is with I	Disabiliti	ies									
									Vanco	uver D	rydock	Compa	ny Ltd.										
										2	018-22	-02											
A B	C	D	E	F	G	н	I		K	L	М	N	О	P	О	R	s	T	U	v	w	X	Y
***************************************		······································					**************************************	<b></b>		**************	······································	<u></u>						<del>.</del>			*************		***************************************
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x 100	Part 1: Workforce Analysis	D x G = 100	Е-Н	E÷H x100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V-X
		<b>\</b>	<u> </u>	1	1	1	1	1	<b>.</b>	1	1	<u> </u>	<u> </u>	↓	1	1	<u> </u>	Ţ	Ţ	\	1	<u> </u>	<u> </u>
					orce Ar												nalysis						
Employment Equity Occupational Group	Year			V	Vorkforce Persons wit						Hires	ith Disabilitie			F	romotic	HS ith Disabilitie			Te	rminati	ONS ith Disabilitie	
(EEOG)		All Employees	Represe	entation	Avail		Gap	EE Result	All Employees	A	rersons v	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Act		Expected	Difference
	#	ü	ä	%	%	Ħ	¥	%	#	¥	%	£	#	ü	и	9,0	#	#	¥	#	%	#	4
01& Managers	2018	7	0			\$	0	0.0															
	2018	2	0		· <del> </del>	<u> </u>	0	0.0	0	0	0.0	0	()	) (	0	0.0	1 0	(	0	0	0.0	0	
03 Professionals	0	0	0	:	<b></b>	<b>\$</b>	0	0.0	0	0	0.0	0	0	) 0	0	0.0	0	(	0	0	0.0	0	;
04 Semi-Professionals &	2018	9	0			ž	0	0.0															
Technicians	2018	0	0	<b></b>		<b></b>		0.0	0	0	0.0	0	0	0	0	0.0	0	(	0	0	0.0	0	
05 Supervisors	0	0	0			<b>:</b>	0	0.0	0	0	0.6	0	0	) (	0	0.0	0		) 0	0	0.0	0	
06 Supervisors: Crafts &	2018	4	0	<del></del>	· <del> </del>	<del></del>	0	<del> </del>															
Trades	0	0	0	0.0	0.0	0	0	0.0	0	0	0.6	0	0	) 0	0	0.0	0	(	0	0	0.0	0	
	*************	Part 2: Flow	Part 2:	E+Dx	Part 3:	E+Gx	Part 3:	1	**************************************	E÷Kx	Part 3:												
Data sources:		Data Analysis	Flow Data Analysis	100	Goals	100	Goals	∯F÷Ix 100	Part 3: Goals	100	Goals	F + M x 100											
<u> </u>	************	<u></u>	j	ί <b>J</b>	<u> </u>	J	ĬŢ	I	<u> </u>	Ţ	J	<b>\</b>	1										
		Nev	Entra	nts				C	oals														
Employment Equity		F	low Data			Short-te	rm Goal	S		Long-ter	m Goals												
Occupational Group	Year	All	Person Disab			Persons wit	h Disabilitie	4	1	Persons with	n Disabilities						(	Sommen	its				
(EEOG)		Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	#	%	%	**	#	%	%	%											
01& Managers	0	0			· <b>L</b>	0.0	4	<b>‡</b>	0	0.0	0,0												
02 Wanagers	3	0					0.0	<b></b>			0.0												
03 Professionals	3	0	0			0.0	0.0 2.0	I		0.0	0.0												
O4 Semi-Professionals &	0	0	<b>-</b>	<u>.</u>	-	0.0	4	<b></b>	0	0.0	·												
Technicians Technicians	3	0	0				2.0	<u> </u>			0.0												
05 Supervisors	0 3	0				0.0	0.0	<b>‡</b>	····	0.0	0.0												
Supervisors: Crafts &	0	0				0,0	1	ļ	0	0,0	0.0												
06 Trades	3	0	0		•		2.0	<b></b>			0.6												

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Vancouver Drydock Company Ltd. 2018-22-02 В $\mathbf{C}$ D E F $\mathbf{G}$ H M 0 P 0 T U V W Part 1: Part 1: Part 2: Part 2: Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG E + HPart 2: Flow Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2018 0.0 3.4 Administrative & 01 0.0 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 0.0 0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2018 0 3 0.0 3.8 0.0 Trades Workers 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 0 0.0 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 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0.0 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent o Percent o Goal Goat Goal Actual Goal Met Goal Met Goal Met Goal Met % \*4 % % % % 0 0 0.0 0.0 0.0 0.0 0.0 Administrative & 1.0 0.0 Senior Clerical 3 0 0.0 1.0 0.0 0.0 0.0 Skilled Sales & 0 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 3.0 0.0 Skilled Crafts & Trades Workers 3 0 0.0 25.0 0.0 0.3 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 10 Clerical Personnel 3 0 0.0 5.0 0.0 0.1 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 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 0 0 0.0 0.0 0.0 Workers 03 0.0 0.0 0.0 0.0 0.0

									al Contr														
												Compa		<u> </u>									
											018-22												
***************************************	y		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	***********		poononon	, <u>.</u>	·····	Y	······································			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	······································	·	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		×****************	400000000000000000000000000000000000000		******		y
A B	C	D	E	F	G	H	<u> </u>	J	K	<u>L</u>	M	<u> </u>	0	P	Q	R	S	T	U	<u>V ]</u>	W	X	<u>Y</u>
Data sources:		Part 1: Workforce Analysis		E ÷ D x 100	Part 1: Workforce Analysis	DxG = 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	PxF÷100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V-X
		Ţ	Ų.	Ţ	1	Ţ	Ų	Ţ	Į Į	Į.	1	<u> </u>	Ų	<b>\</b>	Į.	Į.	1	Ţ	Į.	1	<b>\</b>	Ţ	<u> </u>
			N		orce An	•								·			nalysis						
Employment Equity Occupational Group	Year	All			orkforce	2 h Disabilities			All		Hires Persons v	ith Disabilitie		All	F	romotio Persons w	HS ith Disabilitie		All		rminatio	ONS th Disabilitie	24
(EEOG)		Employees	Represent		Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Acti		Expected	Difference
	#	#	4	%	%	#	ů.	%	#	#	90	μ	#	ii	4	%	#	#	#	¥	%	#	#
13 Other Sales & Service Personnel	2018	0	0	0.0	0.0 0.0		0	0.0	(	) 0	0.0		0		0	0.0		n		0	0.0		
Other Manual	2018	1	0	0.0	5.3	ž	0		0	1	0.1	1	U	· · · ·	- 0	0.0	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	0	0	<u> </u>	0.0	0	- 0
Workers Workers	0	0	0	0.0	0.0	<del></del>	0		()	0	0.0	0	0	0	0	0.0	0	0	0	0 į	0.0	0	0
Total	2018 0	62	0	0.0	0.0 0.0	ĝ	0	0.0	0					0	0	0.0				0	0.0		
	1 0	0	U š	0.0	0.0	. 0	<u> </u>	0.0	<u> </u>	0	).0	<u>'I</u>	U	Ίυ	<u> </u>	0.0	I v	0	<u>'</u>	U <sub>1</sub>	0.0	U	1 0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F + M x 100											
	****************	1		Ţ	<b>T</b>	i	ί <b>.</b>	Ţ	J	<b></b>	1	\											
		New	/ Entrant	ls				G	loals														
Employment Equity	Year	F	low Data			Short-te	rm Goal	i		Long-ter	m Goals												
Occupational Group	rear	All	Disabili			Persons with	n Disabilitie			Persons with	n Disabilities						C	Commen	its				
(EEOG)		Employees	Actua		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	# 0	# 0	# 0	0.0	#	0.0	0.0	0.0	#	9,0	0.0	0.0											
13 Personnel	3	0	0	0.0	V	0.0	0.0	0.0	<b></b>	0.0	0.0												
14 Other Manual	()	0	0	0,0	0	0,0	0.0		0	0.0													
Workers	3 0	0 0	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0												
Total	3	0	0	0.0	U	0.0	37.0	0.0	-	1 0.0	0,4												

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Vancouver Drydock Company Ltd. 2018-22-02 P T В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 0 R U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow Part 2: Flow $V + U \, \mathbf{x}$ $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow $O \oplus P \times$ E-H K x G ÷ 100 P x F ÷ 100 0 - S U x F ÷ 100 V - X Data sources Workforce Workforce Workforce Flow Data L-N Flow Data Flow Data $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 ī Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % ۰. % 2018 0.0 10.1 0.0 0 01 Senior Managers 0 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2018 1 16.7 15.0 111.1 02 Managers 0 0 0.0 0.0 -0 0.0 0 0.0 0 0.0 0 0.0 463.0 2018 2 100.0 21.6 0 03 Professionals 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 3 33.3 15.8 211.0 Semi-Professionals & Technicians 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 2018 0 0.0 0.0 0.0 05 Supervisors 0 0.0 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2018 0 0.0 15.0 -1 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 E ∞ D x Part 2: Flow E = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Long-term Goals Flow Data **Short-term Goals Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % ٠., % ٠, % % 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 3 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 3 0.0 0.0 0.0 0.0 0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 3 0.0 2.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 0 0.0 0.0 Technicians 3 0 0.0 2.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 3 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 15.0 0.0 Trades 3 0.0 2.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Vancouver Drydock Company Ltd. 2018-22-02 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 P 0 T U V W Y Part 1: Part 1: Part 2: Part 2: Part 2: Flow $E \not = D$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $O \oplus P \times$ $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F ÷ 100 O - S Flow Data V-X $\times 100$ - 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference # % # % % ۰. % 2018 33.3 35.3 94.4 Administrative & 1 Senior Clerical 0 0 0.0 0.0 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2018 0 0.0 0.0 0 0 0.0 Service Personnel 0 0 0.0 0.0 -0 0 0.0 0 0.0 0 0.0 0 0.0 44.1 Skilled Crafts & 2018 2 5.6 12.6 -3 Trades Workers 0 0 0.0 0.0 0.0 0 0 0.0 0 0.0 ΩĖ 0.0 2018 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 2018 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 0.0 0.0 0 0.0 0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0 0 0.0 12 Workers 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow E = D xE = G xF + Lx 100 Part 3: Goals + M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Long-term Goals Flow Data **Short-term Goals Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % ٠, % % Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 3 0.0 0.0 0.0 0.0 0 1.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 3 0.0 0.0 0 0.0 0.0 0.0 Skilled Crafts & 0 0 0.0 0.0 0.0 0.0 0.0 12.6 0.0 Trades Workers 3 0.0 25.0 0.0 0.0 0 -0.30 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Clerical Personnel 3 0.0 5.0 0.0 0.1 0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 Service Personnel 3 0 0.0 0.0 0.0 0.0 0.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 3 0.0 0.0 0.0 0.0 0.0 0

										al Contr														
													Compa											
					***************************************						2	018-22-	02	-										
······			************	ymanaaaaayaa	*******	y	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,	·	y			··········		·	g	y00000000	······································	************	§***********		*********		
A	B	C	D	E	<u></u>	G	H	I	J	K	<u> </u>	M	N	0	P	Q	R	S	T	<u>U</u>	V		X	<u>Y</u>
Data so	urces:		Part 1: Workforce Analysis		E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E÷H x100	Part 2; Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V - X
*******			Ţ	Ţ	Ţ	1	Ţ	<u> </u>	Ţ		1	Ţ	<u> </u>	Ţ	<u> </u>	<b>\</b>	Ţ	<b>1</b>	Ţ	<u> </u>	<b>V</b>	<u> </u>	Ţ	Ų
				И		orce An										Flow	Data A	nalysis						
•	loyment Equity pational Group	Year			N	orkforce/						Hires				P	romotio				Tei	minatio		
(EEC			All Employees	Represent	ation	Visible V Avail:		Gap	EE Result	All Employees		Visible tual	Minorities Expected	Difference	All Employees	Ac	Visible	Minorities Expected	Difference	All Employees	Acti		Minorities Expected	Difference
		#	#	#	%	%	#	#	%	#	H	%	μ	#	ü	и	%	#	#	#	#	%	#	#
1 [ 4 1	Other Sales & Service	2018	0	0	0.0	0.0	0	0	0.0															
ŀ	Personnel	0	0	0	0.0	4		0	0.0	(	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	6
1 (4.1	Other Manual Vorkers	2018 0	1 0	0	0.0			0	ł	(	1 0	0.0	0	Λ	Α	0	0.0		n		0	0.0	n	r
		2018	62	9	14.5	<u></u>		9	4		,	0.0	, , , , , , , , , , , , , , , , , , ,				0.0	V	U	0	01	0.0	V	· ·
Total		0	0	0	0.0	0.0	0	0	0.0	(	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	(
	***************************************				***********		************		······································		:													
Data so	atroes:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
			1	Ţ	1	<b>.</b>	1	Į.	Į.	1	1	1	↓											
			New	Entrant	S				G	oals														
•	loyment Equity	Year	F	ow Data				rm Goal	S		Long-ter													
Occu (EEC	pational Group )G)		All Employees	Visible Min Actua		Goal	Percent of	linorities Goal	Percent of	Goal	Visible M Percent of	Goal	Percent of					(	ommen	ts				
		#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
., (	Other Sales & Service	0	0	0	0.0	0	0.0	0.0	<del> </del>	ļ	0.0	0.0	0.0											
13 F	Personnel	3	0	0	0,0			0.0	-			0.0	0,0											
1 14 1	Other Manual	0	0	0	0.0		0.0	0.0	<b></b>	(	0.0	0.0	0.0											
	Vorkers	3 0	0	0	0.0		0.0	0.0 14.6	<del></del>	12	0.0	0.0 14.6	0.0											
Total		3	0	0	0.0		0.0	37.0		''	1	0.4	0.0											

# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Vancouver Drydock Company Ltd. 2018-22-02

# **Efforts**

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

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

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

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



Seaspan ULC 10 Pemberton Avenue North Vancouver, BC V7P 2R1

(604) 988-3111 (604) 984-1615 fax www.seaspan.com

### FEDERAL EMPLOYMENT EQUITY ACT/ FEDERAL CONTRACTORS PROGRAM

The Employment Equity Act legislated by the Federal Government of Canada was established to ensure that all job applicants and employees have a fair chance in the workplace. The program attempts to identify the existence of any employment barriers to certain groups of people – women, aboriginal peoples, disabled persons and visible minorities – and, where possible, to provide practical remedies.

Companies operating under federal labour jurisdiction and those bidding on federal government contracts are required by law to have an Employment Equity Program, which includes completion of the attached questionnaire.

The purpose of this attached Employment Equity self-identification questionnaire is to gather information which will allow us to determine the level of representation in our workforce. This data is confidential and will only be used by the Corporate Human Resources Department in compiling statistical data for Employment Equity reporting.

Please complete the form and return it to Corporate Human Resources at Seaspan at your earliest convenience.

Thank you,

### CORPORATE HUMAN RESOURCES

Revised July 2012

OFFICE USE ONLY EMPLOYEE NUMBER:	
START DATE:	

SELF-IDENTIFICATION QUI	STIONNAIRE	
EMPLOYEE NAME:	GENDER: □ MALE	☐ FEMALE
LOCATION: ☐ Marine ☐ Corporate ☐ Vancouver Shipyard ☐ Drydo	ock □ Seaspan Ferries □ Victo	ria Shipyards

As a part of our Employment Equity program, Seaspan must conduct a survey to collect data concerning its workforce. Whether or not you are a member of a designated group, all employees are requested to complete this self-identification survey and forward it, under confidential cover, to *Human Resources*.

Identifying yourself as a designated group member on this survey is voluntary. However, we encourage all employees to self-identify. Information from the survey allows us to identify and remove any hidden barriers that may exist in hiring, training, promoting and retaining employees and is only used for these purposes.

Your responses on the self-identification survey are protected under the Privacy Act, kept strictly confidential and retained for employment equity purposes only.

If you are a member of more than one of the groups, you should so indicate.

- **1.** For the purposes of employment equity, **persons with disabilities** are those who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who:
  - a) consider themselves to be disadvantaged in employment by reason of that impairment, or
  - b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment.

This also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

#### Based on this definition are you a person with a disability?

Yes [ ] No [ ]

2. For the purposes of employment equity, members of **visible minorities** are persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour, regardless of birthplace. Examples – Black, non-white Latin American, Filipino, East Asian (e.g., Chinese, Japanese, Korean), South Asian (e.g., Indian, Pakistani, Bangladeshi, East Indians from Guyana, Trinidad, East Africa), non-white West Asian, North African, or Arab (e.g., Iranian, Lebanese, Egyptian, Libyan), and persons of mixed heritage (e.g., with one parent a member of a visible minority group)

# Based on this definition are you a member of a visible minority?

Yes [ ] No [ ]

3. For the purposes of employment equity, an **Aboriginal person** is a North American Indian or a member of a First Nation, a Métis, or Inuit. North American Indians or members of a First Nation include status, treaty or registered Indians, as well as non-status and non-registered Indians.

#### Based on this definition are you an Aboriginal person?

Yes [ ] No [ ]

4. Please indicate if you agree to have your employment equity self-identification information used for particular employment equity initiatives.

Yes [ ] No [ ]

You have the right to review and correct the information you have provided at any time. A survey form is available on the Seaspan Human Resources Intranet Webpage in the "Forms" section. Accurate information will help us achieve a workforce representative of the Canadian population. Information submitted may be changed at any time.

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

From: Jill Little < Jill.Little@Seaspan.com>

Sent: February 22, 2018 4:42 PM

**To:** Normandin, Ward W [NC] <ward.normandin@labour-travail.gc.ca> **Subject:** Vancouver Drydock Company Ltd. FCP report First Compliance

Good afternoon Ward.

Please find attached the supporting documentation for Vancouver Drydock Company Ltd.'s first compliance assessment for Contractors. Access to view the workforce analysis results have been granted to the Labour Program ESDC officers.

#### Self-identification questionnaires:

- All employees are given a questionnaire (blank copy attached to email) as part of their onboarding documentation and the results are entered into an employee tracking system.
- All 62 employees of Vancouver Drydock Co. Ltd returned a questionnaire, out of those 62 returned questionnaires, seven were only partially complete, 55 were complete and zero were blank.

Please let me know if I have completed anything incorrectly and I will make sure the information is corrected as soon as possible.

Kind regards,

Jill

**Jill Little** | Senior HR Business Partner | Seaspan ULC | 825 Admirals Rd, Victoria, BC V9A 2P1 | Office: 250-995-6515 | Cell: 250-812-6380 | <a href="https://www.seaspan.com">www.seaspan.com</a>



**CONFIDENTIALITY NOTICE** This message, including its attachments, is intended only for the use of the individual or entity to which it is addressed, and may contain information that is privileged, confidential and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any use, dissemination, distribution or copying of this communication is strictly prohibited. If you have received this communication through error or inadvertence, please notify the sender immediately at the above e-mail address and immediately delete it without making a copy. Thank you.

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

Employer Name: Vancouver Drydocks Company Ltd.

Primary Location: Vancouver, British Columbia

Number of Employees: 136

**Organization Overview:** NAICS – 4883 Support Activities for Water Transportation.

Vancouver Drydocks Company Ltd. ("VDC") is an affiliate company of Seaspan, an association of Canadian companies primarily involved in coastal marine transportation, ship docking/ship escort, ship repair and shipbuilding services in western Canada. VDC provides a full range of quality repair services, in addition to marine transportation services, as well as commercial ferry, shipyard and bunkering services through its affiliate companies: Marine Petrobulk, Seaspan Ferries, and Vancouver Shipyards.

#### **Key Dates - First Year Assessment**

Initiated: 2018-01-04

Received: 2018-02-23 (Data was redone and resubmitted 2018-08-27 and 2018-09-27)

WFA: 2018-02-22

#### **COLLECTION OF WORKFORCE INFORMATION**

	#	%
Number of Surveys Handed Out:	136	100
Number of Surveys Returned:	136	100
Number of Completed Surveys Returned:	132	97%

- The questionnaire or accompanying documentation indicates that an employee may self-identify as being a member of more than one group.
- □ The questionnaire includes a question on gender if this information cannot be obtained. from payroll or personnel records.
- The questionnaire indicates that it is available in alternate formats upon request.
- \times The questionnaire indicates that answering the self-identification questions is voluntary.
- The questionnaire indicates that the information gathered is confidential and will only be shared with others within the organization in order to carry-out employment equity obligations.

The questionnaire indicates that employees can update or change information about themselves at any time

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

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

#### **SUMMARY OF GOALS**

#### Women

	Workforce Analysis Results		Go	als		
			Short-	Long-		
Emp	loyment Equity Occupational Group	Present	term	term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-2	38.9	38.9	0.0	38.9
03	Professionals	-1	42.0	42.0	0.0	42.0
04	Semi-Professionals & Technicians	-1	28.6	28.6	22.2	28.6
06	Supervisors: Crafts & Trades	-1	5.2	5.2	0.0	5.2
07	Admin & Senior Clerical Personnel	-1	50.0	50.0	50.0	79.0
09	Skilled Crafts and Trades Workers	-3	5.0	5.0	1.2	4.3
10	Clerical Personnel	-1	50.0	50.0	0.0	70.0
14	Other Manual Workers	-4	30.1	30.1	0.0	30.1

#### Observations:

In 2017, the organization's female CFO resigned. The organization is rolling out a succession planning program for director levels and above in 2018; there are a number of female senior level managers and directors who are part of this process.

- In 2017, the organization conducted Women in Trades focus groups. The results of the focus groups from 2017 will be incorporated into formal plans as part of long-term goals and planning.
- For EEOG 07, a goal is not required to address the gap of -1. Given that representation in this occupational group equals 50%, no goals are required in this EEOG to ensure that women are not clustered in certain types of occupations within the organization, and to ensure that these occupations are welcoming of all genders.

# **Aboriginal Peoples**

	Workforce Analysis Results			als		
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
06	Supervisors: Crafts & Trades	-1	5.0	5.0	0.0	5.0
09	Skilled Crafts & Trades Workers	-3	3.9	3.9	0.0	3.9

#### Observations:

• Currently there are no employees identifying as Aboriginal persons. Seaspan is involved in numerous trade programs and career fairs (such as the ACCESS trade program, Tseil-Wauthuth Fair, and the Squamish Nation Career and Opportunities Fair) in order to find and hire Aboriginal employees.

#### Persons with Disabilities

	Workforce Analysis Results		Goals			
			Short-	Long-		
Emp	Employment Equity Occupational Group (EEOG)		term	term	Representation	LMA
			(EEOG) Gap	Gap	(1 to 3	(3+
			years)	years)		
#	Description	#	%	%	%	%
06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
09	Skilled Crafts and Trades Workers	-3	3.8	3.8	0.0	3.8
14	Other Manual Workers	-1	5.3	5.3	0.0	5.3

#### Observations:

- Currently there are no employees identifying as persons with disabilities. Seaspan has partnered with Abilities at Work, which will support a reduction in the gaps in all of the three EEOGs listed above.
- Plans for a facility upgrade are being discussed, and a new accessible office building at Vancouver Shipyards is available.

Employees in EEOG 09 and 14 work in areas where health and safety risks are high due to industrial worksite hazards, which can limit their ability to increase representation for this designated group.

### **Members of Visible Minorities**

	Workforce Analysis Results		Goals			
		***************************************	Short-	Long-		
Emp	Employment Equity Occupational Group (EEOG)		term	term	Representation	LMA
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
06	Supervisors: Crafts & Trades	-2	11.3	11.3	0	11.3
09	Skilled Crafts & Trades Workers	-9	15.0	15.0	3.7	15.0
14	Other Manual Workers	-6	47.6	47.6	7.1	47.6

#### Observations:

 VDC continues to work with the Immigrant Employment council of BC to promote greater diversity. Their Talent Management department is actively engaged with a number of agencies such as "Creating Connections and "Fostering Diverse Workplaces Forum".

#### RECOMMENDATION

I recommend that	the employer be found:
⊠in compliance	☐in non-compliance

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

 We note that VDC has a gap in EEOG 07 for women and their representation is currently at 50%; Labour Program does not require a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done in order to avoid clustering and to ensure that these occupations are welcoming of all genders.

Name of Analyst: Neeta Dhillon

Date: October 1, 2018

# Subject: Government of Canada Agreement Number: 10000021 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

#### Dear Mark Lamarre:

I am writing to inform you that the compliance assessment initiated on February 24<sup>th</sup>, 2018 has been completed. As a result of the assessment, Vancouver Drydock Company Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization, you will find recommendations below for your consideration to ensure the ongoing success of the Vancouver Drydock Company Ltd. employment equity program.

 We note that Vancouver Drydock Company Ltd. has a gap in EEOG 07 for women and their representation is currently at 50%; Labour Program does not require a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done in order to avoid clustering and to ensure that these occupations are welcoming of all genders.

## **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 February 24<sup>th,</sup> 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 Vancouver Drydock Company Ltd. 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, Vancouver Drydock Company Ltd. 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 the Workplace Equity Team at <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>.

Your cooperation during the course of this compliance assessment was appreciated and we wish Vancouver Drydock Company Ltd. continued success in achieving a diverse and inclusive workplace.

Workplace Equity Team

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



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