



Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization ABB Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 333619	Total number of employees in Canada (Full-Time/Part-Time/Temporary)
To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm	

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 8585 Transcanada Highway	City St-Laurent	Province Quebec	Postal Code H4S 1Z6
	Telephone Number 514-856-6266	Fax Number 514-856-6297	

EMPLOYMENT EQUITY CONTACT	
Name (print) Fannie Jacques	Title Vice-President, Human Resources, Canada
Telephone Number 514-856-6224	E-mail Address fannie.f.jacques@ca.abb.com

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Daniel Assandri	Title Country Manager
Telephone Number 514 [REDACTED]	E-mail Address daniel.assandri@ca.abb.com
Signature [REDACTED]	Date 04/22/2014

INSTRUCTIONS
IMPORTANT <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdcc.gc.ca

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Expiry Date: 2018-03-23

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

Province	Permanent full time	Permanent part-time	Temporary	Total number of employees	Census Metropolitan Area				
Ontario	349	4	0	353	Calgary	106	0	0	106
Quebec	1324	26	0	1350	Edmonton	92	1	0	93
Nova Scotia	16	0	0	16	Halifax	9	0	0	9
New-1 Brunswick		0	0	1	Montreal	979	15	0	994
Manitoba	13	0	0	13	Toronto	181	3	0	184
Colombia-159 British		1	0	160	Vancouver	147	1	0	148
Saskatchewan	3	0	0	3	Winnipeg	13	0	0	13
Alberta	264	2	0	266	St. John's	4	0	0	4
Newfoundland and Labrador Labrador		0	0	4	Saint John	1	0	0	1
Total number of employees in Canada				2166	Quebec	345	11	0	356
					Hamilton	157	1	0	158
					London	2	0	0	2
					Windsor	1	0	0	1
					Greater Sudbury	7	0	0	7
					Thunder Bay	1	0	0	1
					Saskatoon	3	0	0	3

ABB Inc. (Certificate # 050069)

Form 1

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Exp. Act. PERC GUIDE 120
2018-03-23

Census Metropolitan Area

Kelowna	12	0	0	12
Alta. minus	66	1	0	67
CMA minus CMA	7	0	0	7
Total number of employees in Canada				2166

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: \$100,000 and over Lower value: \$100,000 and over	4	1		1									
	3												
	2	2	2										
	1	7	6	1							1	1	
	Total	10	8	2							1	1	
Middle management and other directors Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	7	6	1							1	1	
	3	42	35	7							1		1
	2	165	139	26	1	1					24	17	7
	1	88	71	17							10	7	3
	Total	302	251	51	1	1					36	25	11
Professionals Upper value: \$100,000 and over Lower value: \$40,000 - \$44,999	4	1	1								1	1	
	3	10	10								1	1	
	2	202	166	36				3	3		53	45	8
	1	276	195	81				1		1	60	40	20
	Total	489	372	117				4	3	1	115	87	28
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$35,000 - \$39,999	4	15	13	2							2	2	
	3	88	82	6				1	1		25	23	2
	2	170	159	11	2	2		1	1		25	21	4
	1	86	75	11				1	1		13	11	2
	Total	359	329	30	2	2		3	3		65	57	8

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	2	1	1									
	3	3	3								1	1	
	2	14	8	6									
	1	20	16	4									
	Total	39	28	11							1	1	
Foremen Upper value: \$100,000 and over Lower value: \$70,000 - \$74,999	4	6	6										
	3	7	7				1	1			2	2	
	2	10	9	1							1	1	
	1	5	5										
	Total	28	27	1				1	1		3	3	
Administrative and main office staff Upper value: \$100,000 and over Lower value: \$40,000 - \$44,999	4	8	7	1							1	1	
	3	30	23	7							8	7	1
	2	62	22	40	1		1				12	7	5
	1	43	9	34				1	1		5		5
	Total	143	61	82	1		1	1	1		26	15	11
Specialized sales and service personnel Upper value: \$100,000 and over Lower value: \$50,000 - \$54,999	4	3	3										
	3	24	23	1							2	2	
	2	78	71	7	2	1	1	4	4		16	15	1
	1	39	30	9				1	1		10	7	3
	Total	144	127	17	2	1	1	5	5		28	24	4

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled workers and artisans Upper value: \$100,000 and over Lower value: \$35,000 - \$39,999	4	5	5										
	3	17	17		1	1		1	1				
	2	90	88	2				1	1		2	2	
	1	12	12		1	1					1	1	
	Total		124	122	2	2	2	2	2		3	3	
Clerical staff Upper value: \$100,000 and over Lower value: \$30,000 - \$34,999	4	3	3								1	1	
	3	13	11	2							1	1	
	2	54	34	20				1	1		4	3	1
	1	46	30	16							4	4	
	Total		116	78	38			1	1		10	9	1
Intermediate sales and service personnel Upper value: \$100,000 and over Lower value: \$35,000 - \$39,999	4	3	3								1	1	
	3	16	13	3							4	3	1
	2	41	15	26							3	2	1
	1	20	2	18							1		1
	Total		80	33	47						9	6	3
Skilled Manual Workers Upper value: \$90,000 - \$94,999 Lower value: \$35,000 - \$39,999	4	2	2										
	3	156	152	4	1	1		1	1		1	1	
	2	120	116	4				1	1		22	22	
	1	21	16	5							1	1	
	Total		299	286	13	1	1	2	2		24	24	

ABB Inc. (Certificate # 050069)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		2133	1722	411	9	7	2	19	18	1	321	255	66

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$100,000 and over Lower value: \$85,000 - \$89,999	4	1	1										
	3												
	2												
	1	1	1										
	Total		2	2									
Professionals Upper value: \$100,000 and over Lower value: \$40,000 - \$44,999	4	3	3										
	3	1	1										
	2	3	1	2									
	1	1		1									
	Total		8	5	3								
Semi-professional and technical staff Upper value: \$65,000 - \$69,999 Lower value: \$35,000 - \$39,999	4	1		1									
	3												
	2	3	2	1									
	1	2	1	1									
	Total		6	3	3								
Administrative and main office staff Upper value: \$45,000 - \$49,999 Lower value: \$35,000 - \$39,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled workers and artisans Upper value: \$60,000 - \$64,999 Lower value: \$25,000 - \$29,999	4	2	2				1	1					
	3												
	2												
	1	1	1										
	Total		3	3				1	1				
Clerical staff Upper value: \$45,000 - \$49,999 Lower value: \$25,000 - \$29,999	4	1	1				1	1					
	3	1		1									
	2	1		1									
	1	1	1										
	Total		4	2	2			1	1				
Intermediate sales and service personnel Upper value: \$45,000 - \$49,999 Lower value: \$30,000 - \$34,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
Skilled Manual Workers Upper value: \$55,000 - \$59,999 Lower value: \$35,000 - \$39,999	4	3	3								1	1	
	3												
	2	2	2										
	1	1		1									
	Total		6	5	1							1	1

ABB Inc. (Certificate # 050069)

Form 2 B

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		33	20	13				2	2		1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$100,000 and over Lower value: \$75,000 - \$79,999	4	5	4	1							1		1
	3	17	15	2							2	1	1
	2	22	17	5							5	3	2
	1	22	19	3							2		2
	Total		66	55	11							10	4
Professionals Upper value: \$100,000 and over Lower value: \$40,000 - \$44,999	4	3	3										
	3	17	16	1							5	4	1
	2	35	28	7				1	1		13	11	2
	1	11	7	4							5	3	2
	Total		66	54	12				1	1		23	18
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$45,000 - \$49,999	4	3	3										
	3	22	22					1	1		4	4	
	2	41	39	2				1	1		8	8	
	1	18	17	1							5	5	
	Total		84	81	3				2	2		17	17
Supervisors Upper value: \$100,000 and over Lower value: \$75,000 - \$79,999	4	1	1								1	1	
	3	2	1	1									
	2	1		1									
	1	2		2									
	Total		6	2	4							1	1

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Foremen Upper value: \$100,000 and over Lower value: \$95,000 - \$99,999	4	1	1										
	3	1	1										
	2												
	1	2	1	1									
	Total	4	3	1									
Administrative and main office staff Upper value: \$100,000 and over Lower value: \$50,000 - \$54,999	4	2	2										
	3	4	4								2	2	
	2	7	1	6							1		1
	1	5		5	1		1				1		1
	Total	18	7	11	1		1				4	2	2
Specialized sales and service personnel Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	4	4										
	3	14	14					1	1		1	1	
	2	19	17	2				1	1		5	5	
	1	19	14	5				1	1		5	3	2
	Total	56	49	7				3	3		11	9	2
Skilled workers and artisans Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	1	1										
	3												
	2	1	1										
	1	1	1								1	1	
	Total	3	3								1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: \$70,000 - \$74,999 Lower value: \$30,000 - \$34,999	4	3	2	1									
	3	6	2	4									
	2	4	2	2									
	1	5	5								2	2	
	Total	18	11	7							2	2	
Intermediate sales and service personnel Upper value: \$80,000 - \$84,999 Lower value: \$40,000 - \$44,999	4	3	2	1							1	1	
	3	5	1	4							1	1	
	2	5		5									
	1	7	1	6							1		1
	Total	20	4	16							3	2	1
Skilled Manual Workers Upper value: \$65,000 - \$69,999 Lower value: \$50,000 - \$54,999	4	3	3										
	3	2	2										
	2	2	2										
	1	1	1								1	1	
	Total	8	8								1	1	
Total number of employees		349	277	72	1		1	6	6		73	57	16

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$85,000 - \$89,999 Lower value: \$85,000 - \$89,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Professionals Upper value: \$70,000 - \$74,999 Lower value: \$70,000 - \$74,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Semi-professional and technical staff Upper value: \$50,000 - \$54,999 Lower value: \$50,000 - \$54,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Skilled workers and artisans Upper value: \$25,000 - \$29,999 Lower value: \$25,000 - \$29,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									

ABB Inc. (Certificate # 050069)

Form 2 B

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		4	4										

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: \$100,000 and over Lower value: \$100,000 and over	4	1		1									
	3												
	2	2	2										
	1	6	5	1							1	1	
	Total	9	7	2							1	1	
Middle management and other directors Upper value: \$100,000 and over Lower value: \$75,000 - \$79,999	4	4	4										
	3	20	17	3									
	2	62	50	12	1	1				7	4	3	
	1	81	63	18						5	5		
	Total	167	134	33	1	1				12	9	3	
Professionals Upper value: \$100,000 and over Lower value: \$45,000 - \$49,999	4	1	1										
	3	44	32	12						6	5	1	
	2	132	105	27				2	2	15	12	3	
	1	107	66	41				1		1	13	7	6
	Total	284	204	80				3	2	1	34	24	10
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$35,000 - \$39,999	4	13	12	1							1	1	
	3	55	52	3	1	1				5	4	1	
	2	94	84	10						14	10	4	
	1	46	39	7				1	1	6	4	2	
	Total	208	187	21	1	1		1	1		26	19	7

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	1	1										
	3	2	2										
	2	8	5	3									
	1	18	16	2									
	Total	29	24	5									
Foremen Upper value: \$100,000 and over Lower value: \$70,000 - \$74,999	4	2	2										
	3	2	2								1	1	
	2	5	5										
	1	3	3										
	Total	12	12									1	1
Administrative and main office staff Upper value: \$100,000 and over Lower value: \$40,000 - \$44,999	4	5	4	1							1	1	
	3	21	16	5							5	4	1
	2	46	18	28							8	5	3
	1	34	8	26				1	1		2		2
	Total	106	46	60				1	1		16	10	6
Specialized sales and service personnel Upper value: \$100,000 and over Lower value: \$50,000 - \$54,999	4	3	3										
	3	18	17	1	1	1					2	2	
	2	21	19	2							4	4	
	1	15	11	4							4	2	2
	Total	57	50	7	1	1					10	8	2

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled workers and artisans Upper value: \$100,000 and over Lower value: \$60,000 - \$64,999	4	2	2										
	3												
	2	10	10										
	1	26	25	1				1	1		1	1	
	Total	38	37	1				1	1		1	1	
Clerical staff Upper value: \$100,000 and over Lower value: \$40,000 - \$44,999	4	3	3								1	1	
	3	6	6								1	1	
	2	28	18	10							2	1	1
	1	48	33	15				1	1		4	4	
	Total	85	60	25				1	1		8	7	1
Intermediate sales and service personnel Upper value: \$85,000 - \$89,999 Lower value: \$40,000 - \$44,999	4	5	5								1	1	
	3	8	5	3									
	2	22	10	12							2	1	1
	1	5		5									
	Total	40	20	20							3	2	1
Skilled Manual Workers Upper value: \$75,000 - \$79,999 Lower value: \$35,000 - \$39,999	4	155	151	4	1	1		1	1		1	1	
	3	98	95	3				1	1		17	17	
	2	27	24	3							4	4	
	1	9	6	3							1	1	
	Total	289	276	13	1	1		2	2		23	23	

ABB Inc. (Certificate # 050069)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		1324	1057	267	4	4		9	8	1	135	105	30

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Upper value: \$100,000 and over Lower value: \$40,000 - \$44,999	4	3	3										
	3	1	1										
	2	2		2									
	1	1		1									
	Total	7	4	3									
Semi-professional and technical staff Upper value: \$50,000 - \$54,999 Lower value: \$35,000 - \$39,999	4	2	1	1									
	3												
	2	1		1									
	1	1	1										
	Total	4	2	2									
Administrative and main office staff Upper value: \$45,000 - \$49,999 Lower value: \$35,000 - \$39,999	4	1		1									
	3												
	2												
	1	1		1									
	Total	2		2									
Skilled workers and artisans Upper value: \$60,000 - \$64,999 Lower value: \$55,000 - \$59,999	4	1	1					1	1				
	3												
	2												
	1	1	1										
	Total	2	2					1	1				

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: \$45,000 - \$49,999 Lower value: \$25,000 - \$29,999	4	1	1					1	1				
	3												
	2	1		1									
	1	1	1										
	Total		3	2	1				1	1			
Intermediate sales and service personnel Upper value: \$45,000 - \$49,999 Lower value: \$30,000 - \$34,999	4	1		1									
	3												
	2												
	1	1		1									
	Total		2		2								
Skilled Manual Workers Upper value: \$55,000 - \$59,999 Lower value: \$35,000 - \$39,999	4	3	3								1	1	
	3												
	2	2	2										
	1	1		1									
	Total		6	5	1							1	1
Total number of employees		26	15	11				2	2		1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Nova Scotia

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$100,000 and over Lower value: \$100,000 and over	4	1	1										
	3												
	2												
	1	1	1										
	Total	2	2										
Professionals Upper value: \$100,000 and over Lower value: \$90,000 - \$94,999	4	1	1								1	1	
	3												
	2												
	1	3	3										
	Total	4	4									1	1
Semi-professional and technical staff Upper value: \$90,000 - \$94,999 Lower value: \$70,000 - \$74,999	4	1	1										
	3	2	2										
	2												
	1	2	2										
	Total	5	5										
Foremen Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1					1	1				
	Total	1	1					1	1				

ABB Inc. (Certificate # 050069)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Nova Scotia

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Specialized sales and service personnel Upper value: \$80,000 - \$84,999 Lower value: \$80,000 - \$84,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Intermediate sales and service personnel Upper value: \$60,000 - \$64,999 Lower value: \$35,000 - \$39,999	4	1		1									
	3												
	2	1		1									
	1	1		1									
	Total	3		3									
Total number of employees		16	13	3				1	1		1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / New Brunswick

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-professional and technical staff Upper value: \$90,000 - \$94,999 Lower value: \$90,000 - \$94,999	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total number of employees		1	1										

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
Full time / Manitoba
Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$100,000 and over Lower value: \$100,000 and over	4	2	2										
	3												
	2												
	1	2	2										
	Total		4	4									
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$60,000 - \$64,999	4	1	1										
	3	1	1		1	1							
	2	2	2										
	1	1	1										
	Total		5	5		1	1						
Foremen Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Administrative and main office staff Upper value: \$75,000 - \$79,999 Lower value: \$75,000 - \$79,999	4												
	3												
	2												
	1	1	1								1	1	
	Total		1	1								1	1

ABB Inc. (Certificate # 050069)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Manitoba

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Specialized sales and service personnel Upper value: \$85,000 - \$89,999 Lower value: \$85,000 - \$89,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Skilled workers and artisans Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total number of employees		13	13		1	1					1	1	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
Full time / British Columbia
Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$100,000 and over Lower value: \$65,000 - \$69,999	4	5	4	1									
	3	9	9								2	2	
	2	8	7	1							5	5	
	1	1	1										
	Total		23	21	2							7	7
Professionals Upper value: \$100,000 and over Lower value: \$60,000 - \$64,999	4	6	3	3							1		1
	3	17	16	1							7	7	
	2	38	33	5							22	18	4
	1	23	15	8							12	8	4
	Total		84	67	17							42	33
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$55,000 - \$59,999	4	2	1	1									
	3	5	5								1	1	
	2	8	7	1							4	3	1
	1	7	7								1	1	
	Total		22	20	2							6	5
Supervisors Upper value: \$100,000 and over Lower value: \$95,000 - \$99,999	4	1		1									
	3												
	2												
	1	1	1										
	Total		2	1	1								

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
Full time / British Columbia
Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Foremen Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and main office staff Upper value: \$95,000 - \$99,999 Lower value: \$90,000 - \$94,999	4	1	1										
	3												
	2												
	1	1	1								1	1	
	Total	2	2								1	1	
Specialized sales and service personnel Upper value: \$100,000 and over Lower value: \$70,000 - \$74,999	4	1	1										
	3												
	2	5	3	2	1		1				2	2	
	1	7	7								1	1	
	Total	13	11	2	1		1				3	3	
Clerical staff Upper value: \$45,000 - \$49,999 Lower value: \$35,000 - \$39,999	4	1	1										
	3												
	2												
	1	2	1	1									
	Total	3	2	1									

ABB Inc. (Certificate # 050069)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
Full time / British Columbia
Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate sales and service personnel Upper value: \$80,000 - \$84,999 Lower value: \$45,000 - \$49,999	4	3	3								1	1	
	3	2		2									
	2	1		1									
	1	3	2	1									
	Total		9	5	4							1	1
Total number of employees		159	130	29	1		1				60	50	10

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
Part-time / British Columbia
Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total number of employees		1	1										

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
Full time / Saskatchewan
Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Specialized sales and service personnel Upper value: \$70,000 - \$74,999 Lower value: \$70,000 - \$74,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Total number of employees		3	3										

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Middle management and other directors Upper value: \$100,000 and over Lower value: \$70,000 - \$74,999	4	7	7								1	1	
	3	11	8	3							1		1
	2	17	17								4	4	
	1	2		2							1		1
	Total	37	32	5							7	5	2
Professionals Upper value: \$100,000 and over Lower value: \$70,000 - \$74,999	4	6	6								1	1	
	3	11	9	2							2	2	
	2	23	20	3							9	7	2
	1	9	6	3							3	1	2
	Total	49	41	8							15	11	4
Semi-professional and technical staff Upper value: \$100,000 and over Lower value: \$60,000 - \$64,999	4	4	3	1							1	1	
	3	10	10								5	5	
	2	15	13	2							9	9	
	1	4	3	1							1	1	
	Total	33	29	4							16	16	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: \$95,000 - \$99,999 Lower value: \$70,000 - \$74,999	4	1	1										
	3												
	2												
	1	1		1									
	Total	2	1	1									
Foremen Upper value: \$100,000 and over Lower value: \$85,000 - \$89,999	4	2	2										
	3	1	1										
	2	1	1							1	1		
	1	5	5								1	1	
	Total	9	9								2	2	
Administrative and main office staff Upper value: \$100,000 and over Lower value: \$45,000 - \$49,999	4	2	2										
	3	4	1	3							2	1	1
	2	4	1	3									
	1	6	1	5							2		2
	Total	16	5	11							4	1	3
Specialized sales and service personnel Upper value: \$100,000 and over Lower value: \$55,000 - \$59,999	4	2	2								1	1	
	3	7	6	1									
	2	5	5					2	2		2	2	
	1	1	1								1	1	
	Total	15	14	1				2	2		4	4	

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled workers and artisans Upper value: \$100,000 and over Lower value: \$35,000 - \$39,999	4	2	2										
	3	16	16		1	1		1	1				
	2	52	51	1									
	1	12	12		1	1					1	1	
	Total		82	81	1	2	2		1	1		1	1
Clerical staff Upper value: \$65,000 - \$69,999 Lower value: \$45,000 - \$49,999	4	1		1									
	3	3	2	1									
	2	4	1	3									
	1	2	2										
	Total		10	5	5								
Intermediate sales and service personnel Upper value: \$100,000 and over Lower value: \$60,000 - \$64,999	4	2	2								1	1	
	3	1	1										
	2	2		2							1		1
	1	3	1	2									
	Total		8	4	4							2	1
Skilled Manual Workers Upper value: \$90,000 - \$94,999 Lower value: \$85,000 - \$89,999	4	1	1										
	3												
	2												
	1	1	1										
	Total		2	2									

ABB Inc. (Certificate # 050069)

Form 2 A

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total number of employees		264	224	40	2	2		3	3		51	41	10

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-professional and technical staff Upper value: \$65,000 - \$69,999 Lower value: \$65,000 - \$69,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Clerical staff Upper value: \$35,000 - \$39,999 Lower value: \$35,000 - \$39,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total number of employees		2		2									

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES
Full time / Newfoundland and Labrador
Reporting period 2015-12-02 to 2018-03-23

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle management and other directors Upper value: \$100,000 and over Lower value: \$100,000 and over	4	1	1										
	3	1	1										
	2												
	1	1	1										
	Total		3	3									
Professionals Upper value: \$100,000 and over Lower value: \$100,000 and over	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total number of employees		4	4										

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE

Full time / National

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
30 000 \$ - 34 999 \$	1	1										
35 000 \$ - 37 499 \$	5	3	2									
37 500 \$ - 39 999 \$	12	10	2	1	1					2	1	1
40 000 \$ - 44 999 \$	40	27	13				1	1		5	5	
45 000 \$ - 49 999 \$	56	33	23							2		2
50 000 \$ - 59 999 \$	268	202	66				2	2		42	34	8
60 000 \$ - 69 999 \$	209	137	72	1		1	1	1		28	22	6
70 000 \$ - 84 999 \$	583	481	102	2	2		5	4	1	71	46	25
85 000 \$ - 99 999 \$	373	325	48	3	3		4	4		68	59	9
100,000 and more	586	503	83	2	1	1	6	6		103	88	15
Total number of employees	2133	1722	411	9	7	2	19	18	1	321	255	66

ABB Inc. (Certificate # 050069)

Form 3 B

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Part-time / National

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
25 000 \$ - 29 999 \$	2	2										
30 000 \$ - 34 999 \$	1		1									
35 000 \$ - 39 999 \$	5	1	4									
40 000 \$ - 49 999 \$	7	3	4				1	1				
50,000 and more	18	14	4				1	1		1	1	
Total number of employees	33	20	13				2	2		1	1	

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
30 000 \$ - 34 999 \$	1	1										
37 500 \$ - 39 999 \$	1	1										
40 000 \$ - 44 999 \$	7	4	3							2	2	
45 000 \$ - 49 999 \$	7	4	3							1		1
50 000 \$ - 59 999 \$	24	11	13							3	2	1
60 000 \$ - 69 999 \$	30	19	11	1		1				8	8	
70 000 \$ - 84 999 \$	65	47	18				2	2		13	8	5
85 000 \$ - 99 999 \$	89	79	10				2	2		18	16	2
100,000 and more	125	111	14				2	2		28	21	7
Total number of employees	349	277	72	1		1	6	6		73	57	16

ABB Inc. (Certificate # 050069)

Form 3 B

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Part-time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
25 000 \$ - 29 999 \$	1	1										
50,000 and more	3	3										
Total number of employees	4	4										

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
35 000 \$ - 37 499 \$	4	3	1									
37 500 \$ - 39 999 \$	4	3	1							1		1
40 000 \$ - 44 999 \$	33	23	10				1	1		3	3	
45 000 \$ - 49 999 \$	42	24	18							1		1
50 000 \$ - 59 999 \$	225	179	46				2	2		37	31	6
60 000 \$ - 69 999 \$	156	108	48				1	1		16	12	4
70 000 \$ - 84 999 \$	400	334	66	2	2		3	2	1	34	23	11
85 000 \$ - 99 999 \$	194	165	29	1	1					18	15	3
100,000 and more	266	218	48	1	1		2	2		25	21	4
Total number of employees	1324	1057	267	4	4		9	8	1	135	105	30

ABB Inc. (Certificate # 050069)

Form 3 B

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Part-time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
25 000 \$ - 29 999 \$	1	1										
30 000 \$ - 34 999 \$	1		1									
35 000 \$ - 39 999 \$	4	1	3									
40 000 \$ - 49 999 \$	7	3	4				1	1				
50,000 and more	13	10	3				1	1		1	1	
Total number of employees	26	15	11				2	2		1	1	

ABB Inc. (Certificate # 050069)
FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / Nova Scotia
Reporting period 2015-12-02 to 2018-03-23

Form 3 A

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
35 000 \$ - 37 499 \$	1		1									
50 000 \$ - 59 999 \$	1		1									
60 000 \$ - 69 999 \$	1		1									
70 000 \$ - 84 999 \$	5	5										
85 000 \$ - 99 999 \$	3	3										
100,000 and more	5	5					1	1		1	1	
Total number of employees	16	13	3				1	1		1	1	

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / New Brunswick
Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
85 000 \$ - 99 999 \$	1	1										
Total number of employees	1	1										

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
 Full time / Manitoba
 Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
60 000 \$ - 69 999 \$	1	1										
70 000 \$ - 84 999 \$	3	3								1	1	
85 000 \$ - 99 999 \$	2	2		1	1							
100,000 and more	7	7										
Total number of employees	13	13		1	1					1	1	

ABB Inc. (Certificate # 050069)
FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / British Columbia
Reporting period 2015-12-02 to 2018-03-23

Form 3 A

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
37 500 \$ - 39 999 \$	2	1	1									
45 000 \$ - 49 999 \$	2	1	1									
50 000 \$ - 59 999 \$	3	3										
60 000 \$ - 69 999 \$	9	4	5							3	2	1
70 000 \$ - 84 999 \$	38	31	7							16	12	4
85 000 \$ - 99 999 \$	40	35	5							18	15	3
100,000 and more	65	55	10	1		1				23	21	2
Total number of employees	159	130	29	1		1				60	50	10

ABB Inc. (Certificate # 050069)

Form 3 B

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Part-time / British Columbia
Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
50,000 and more	1	1										
Total number of employees	1	1										

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / Saskatchewan
Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
70 000 \$ - 84 999 \$	1	1										
100,000 and more	2	2										
Total number of employees	3	3										

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
37 500 \$ - 39 999 \$	5	5		1	1					1	1	
45 000 \$ - 49 999 \$	5	4	1									
50 000 \$ - 59 999 \$	15	9	6							2	1	1
60 000 \$ - 69 999 \$	12	5	7							1		1
70 000 \$ - 84 999 \$	71	60	11							7	2	5
85 000 \$ - 99 999 \$	44	40	4	1	1		2	2		14	13	1
100,000 and more	112	101	11				1	1		26	24	2
Total number of employees	264	224	40	2	2		3	3		51	41	10

ABB Inc. (Certificate # 050069)

Form 3 B

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Part-time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
35 000 \$ - 39 999 \$	1		1									
50,000 and more	1		1									
Total number of employees	2		2									

ABB Inc. (Certificate # 050069)

Form 3 A

FEDERAL CONTRACT PROGRAMS: SALARY PROFILE
Full time / Newfoundland and Labrador
Reporting period 2015-12-02 to 2018-03-23

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
100,000 and more	4	4										
Total number of employees	4	4										

CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	3	2	1									
Middle management and other directors	37	33	4	1	1					4	2	2
Professionals	78	44	34				1		1	16	8	8
Semi-professional and technical staff	70	64	6				1	1		10	8	2
Supervisors	3	2	1									
Foremen	3	3								1	1	
Administrative and main office staff	34	21	13	1		1				7	6	1
Specialized sales and service personnel	15	12	3							4	3	1
Skilled workers and artisans	181	180	1	1	1					10	10	
Clerical staff	24	19	5							7	6	1
Intermediate sales and service personnel	9	2	7									
Skilled Manual Workers	53	50	3							11	11	
Other manual workers	1	1										
Total number of employees hired	511	433	78	3	2	1	2	1	1	70	55	15

CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1									
Clerical staff	1	1										
Total number of employees hired	2	1	1									

CONTRACT PROGRAMS: RECRUITMENTS

Full time / Ontario

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	13	11	2							2		2
Professionals	2	2										
Semi-professional and technical staff	6	6								2	2	
Supervisors	1		1									
Foremen	2	2										
Administrative and main office staff	4	3	1							1	1	
Specialized sales and service personnel	7	5	2							2	1	1
Clerical staff	5	4	1							2	2	
Intermediate sales and service personnel	1		1									
Skilled Manual Workers	1	1										
Total number of employees hired	42	34	8							9	6	3

CONTRACT PROGRAMS: RECRUITMENTS

Full time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	3	2	1									
Middle management and other directors	17	15	2	1	1					1	1	
Professionals	55	27	28				1		1	6	2	4
Semi-professional and technical staff	55	49	6				1	1		7	5	2
Supervisors	2	2										
Administrative and main office staff	23	13	10							3	2	1
Specialized sales and service personnel	4	3	1									
Skilled workers and artisans	5	5										
Clerical staff	19	15	4							5	4	1
Intermediate sales and service personnel	7	2	5									
Skilled Manual Workers	52	49	3							11	11	
Other manual workers	1	1										
Total number of employees hired	243	183	60	1	1		2	1	1	33	25	8

CONTRACT PROGRAMS: RECRUITMENTS

Part-time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1		1									
Clerical staff	1	1										
Total number of employees hired	2	1	1									

CONTRACT PROGRAMS: RECRUITMENTS

Full time / Nova Scotia

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1								1	1	
Semi-professional and technical staff	2	2										
Intermediate sales and service personnel	1		1									
Total number of employees hired	4	3	1							1	1	

CONTRACT PROGRAMS: RECRUITMENTS

Full time / Manitoba

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and main office staff	1	1								1	1	
Total number of employees hired	1	1								1	1	

CONTRACT PROGRAMS: RECRUITMENTS
Full time / British Columbia
Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	2										
Professionals	13	8	5							7	4	3
Semi-professional and technical staff	1	1										
Administrative and main office staff	2	1	1	1		1				1	1	
Specialized sales and service personnel	3	3								1	1	
Total number of employees hired	21	15	6	1		1				9	6	3

CONTRACT PROGRAMS: RECRUITMENTS

Full time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	5	5								1	1	
Professionals	7	6	1							2	1	1
Semi-professional and technical staff	6	6								1	1	
Foremen	1	1								1	1	
Administrative and main office staff	4	3	1							1	1	
Specialized sales and service personnel	1	1								1	1	
Skilled workers and artisans	176	175	1	1	1					10	10	
Total number of employees hired	200	197	3	1	1					17	16	1

ABB Inc. (Certificate # 050069)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Full time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	54	43	11							8	4	4
Professionals	40	27	13							5	3	2
Semi-professional and technical staff	25	21	4				1	1		9	6	3
Supervisors	6	5	1									
Foremen	1	1										
Administrative and main office staff	11	5	6							2	1	1
Specialized sales and service personnel	15	13	2							2	1	1
Skilled workers and artisans	1	1										
Clerical staff	8	6	2									
Intermediate sales and service personnel	5		5									
Skilled Manual Workers	1	1										
Total number of employees promoted	168	124	44				1	1		26	15	11
Total number of promotions	176	128	48				1	1		26	15	11

ABB Inc. (Certificate # 050069)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Part-time / National

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical staff	1	1										
Total number of employees promoted	1	1										
Total number of promotions	1	1										

ABB Inc. (Certificate # 050069)
FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Full time / Ontario

~~Reporting period 2015-12-02 to 2018-03-23~~

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	10	6	4							3		3
Professionals	2	2										
Semi-professional and technical staff	1	1								1	1	
Specialized sales and service personnel	1	1										
Clerical staff	2	1	1									
Intermediate sales and service personnel	3		3									
Total number of employees promoted	19	11	8							4	1	3
Total number of promotions	19	11	8							4	1	3

ABB Inc. (Certificate # 050069)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Full time / Quebec

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1										
Middle management and other directors	30	25	5							2	2	
Professionals	33	21	12							3	2	1
Semi-professional and technical staff	20	16	4				1	1		6	3	3
Supervisors	5	4	1									
Foremen	1	1										
Administrative and main office staff	11	5	6							2	1	1
Specialized sales and service personnel	13	11	2							2	1	1
Clerical staff	6	5	1									
Intermediate sales and service personnel	2		2									
Skilled Manual Workers	1	1										
Total number of employees promoted	123	90	33				1	1		15	9	6
Total number of promotions	130	93	37				1	1		15	9	6

ABB Inc. (Certificate # 050069)
FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Part-time / Quebec

~~Reporting period 2015-12-02 to 2018-03-23~~

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted).											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Clerical staff	1	1										
Total number of employees promoted	1	1										
Total number of promotions	1	1										

ABB Inc. (Certificate # 050069)
FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Full time / Manitoba

~~Reporting period 2015-12-02 to 2018-03-23~~

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted).											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Total number of employees promoted	1	1										
Total number of promotions	1	1										

ABB Inc. (Certificate # 050069)
FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Full time / British Columbia

~~Reporting period 2015-12-02 to 2018-03-23~~

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted).											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	4	4										
Semi-professional and technical staff	1	1										
Specialized sales and service personnel	1	1										
Total number of employees promoted	6	6										
Total number of promotions	6	6										

ABB Inc. (Certificate # 050069)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS
Full time / Alberta

Reporting period 2015-12-02 to 2018-03-23

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	9	7	2							3	2	1
Professionals	5	4	1							2	1	1
Semi-professional and technical staff	3	3								2	2	
Supervisors	1	1										
Skilled workers and artisans	1	1										
Total number of employees promoted	19	16	3							7	5	2
Total number of promotions	20	17	3							7	5	2

ABB Inc. (Certificate # 050069)

Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / National

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	5	3	2				1		1			
Middle management and other directors	84	75	9	1	1		3	3		13	11	2
Professionals	183	147	36				2	1	1	46	36	10
Semi-professional and technical staff	173	160	13	1		1	1	1		19	17	2
Supervisors	9	7	2									
Foremen	28	26	2	1	1							
Administrative and main office staff	117	55	62	3		3	2	1	1	22	11	11
Specialized sales and service personnel	63	49	14							12	10	2
Skilled workers and artisans	177	176	1							9	9	
Clerical staff	49	35	14							6	2	4
Intermediate sales and service personnel	7	1	6	1		1						
Skilled Manual Workers	50	45	5							8	7	1
Other manual workers	1	1										
Total number of employees whose employment was terminated	946	780	166	7	2	5	9	6	3	135	103	32

ABB Inc. (Certificate # 050069)

Form 6 B

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Part-time / National

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	2										
Professionals	6	3	3									
Semi-professional and technical staff	2	1	1									
Administrative and main office staff	5	1	4									
Specialized sales and service personnel	2	2										
Skilled workers and artisans	1	1										
Clerical staff	6	4	2									
Skilled Manual Workers	4	4								1	1	
Total number of employees whose employment was terminated	28	18	10							1	1	

ABB Inc. (Certificate # 050069)

Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
 Full time / Ontario

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	2	2										
Middle management and other directors	19	18	1				1	1		2	1	1
Professionals	32	27	5							5	4	1
Semi-professional and technical staff	16	15	1				1	1		1	1	
Supervisors	2	1	1									
Foremen	7	7										
Administrative and main office staff	23	14	9				1	1		5	3	2
Specialized sales and service personnel	8	6	2									
Skilled workers and artisans	1	1										
Clerical staff	6	5	1							1	1	
Intermediate sales and service personnel	2		2	1		1						
Skilled Manual Workers	3	3								1	1	
Total number of employees whose employment was terminated	121	99	22	1		1	3	3		15	11	4

ABB Inc. (Certificate # 050069)

Form 6 B

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Part-time / Ontario

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Clerical staff	4	3	1									
Total number of employees whose employment was terminated	5	4	1									

ABB Inc. (Certificate # 050069)

Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / Quebec

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	3	1	2				1		1			
Middle management and other directors	33	27	6				1	1		4	4	
Professionals	77	54	23				1		1	17	11	6
Semi-professional and technical staff	44	40	4							3	2	1
Supervisors	4	3	1									
Foremen	13	11	2									
Administrative and main office staff	57	28	29	1		1	1		1	8	3	5
Specialized sales and service personnel	31	24	7							3	2	1
Skilled workers and artisans	2	2										
Clerical staff	28	15	13							4		4
Intermediate sales and service personnel	4	1	3									
Skilled Manual Workers	40	35	5							6	5	1
Other manual workers	1	1										
Total number of employees whose employment was terminated	337	242	95	1		1	4	1	3	45	27	18

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Form 6 B

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Part-time / Quebec

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Professionals	4	2	2									
Semi-professional and technical staff	1	1										
Administrative and main office staff	3	1	2									
Specialized sales and service personnel	2	2										
Skilled workers and artisans	1	1										
Clerical staff	2	1	1									
Skilled Manual Workers	4	4								1	1	
Total number of employees whose employment was terminated	18	13	5							1	1	

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Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / Nova Scotia

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Semi-professional and technical staff	2	2										
Foremen	1	1										
Specialized sales and service personnel	1	1										
Total number of employees whose employment was terminated	5	5										

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Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / Manitoba

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Administrative and main office staff	1	1								1	1	
Total number of employees whose employment was terminated	1	1								1	1	

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Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / British Columbia

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	4	3	1									
Professionals	14	11	3							5	3	2
Semi-professional and technical staff	6	5	1	1		1						
Supervisors	3	3										
Administrative and main office staff	4	2	2	1		1						
Specialized sales and service personnel	10	8	2							6	5	1
Clerical staff	1	1										
Skilled Manual Workers	1	1										
Total number of employees whose employment was terminated	43	34	9	2		2				11	8	3

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Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / Saskatchewan

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1								1	1	
Total number of employees whose employment was terminated	1	1								1	1	

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Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Full time / Alberta

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	27	26	1	1	1		1	1		6	5	1
Professionals	56	51	5				1	1		19	18	1
Semi-professional and technical staff	105	98	7							15	14	1
Foremen	6	6		1	1							
Administrative and main office staff	31	10	21	1		1				8	4	4
Specialized sales and service personnel	13	10	3							3	3	
Skilled workers and artisans	174	173	1							9	9	
Clerical staff	14	14								1	1	
Intermediate sales and service personnel	1		1									
Skilled Manual Workers	6	6								1	1	
Total number of employees whose employment was terminated	433	394	39	3	2	1	2	2		62	55	7

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Form 6 B

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Part-time / Alberta

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	1	1										
Professionals	1		1									
Semi-professional and technical staff	1		1									
Administrative and main office staff	2		2									
Total number of employees whose employment was terminated	5	1	4									

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Form 6 A

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Full time / Newfoundland and Labrador

Occupational Category	All employees			Reporting period 2015-12-02 to 2018-03-23			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	3	3										
Foremen	1	1										
Administrative and main office staff	1		1									
Total number of employees whose employment was terminated	5	4	1									

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Women

Employment Equity Occupational Group	Internal location	All employees #	Women				Place of recruitment	
			Representation #	Representation %	Availability %	Difference #		
01: Senior Management	National	10	2	20.0 %	27.4 %	3	-1	National
02: Middle management and other directors	National	304	51	16.8 %	38.9 %	118	-67	National
03: Professionals		497	120	24.1 %	27.2 %	135	-15	
1111: Auditors and Accountants	National	3	0	0.0 %	55.1 %	2	-2	National
1112: Financial and investment analysts	National	43	32	74.4 %	50.1 %	22	10	National
1121: Human Resources Professionals	National	19	13	68.4 %	71.1 %	14	-1	National
1122: Business Management Consulting Professionals	National	37	4	10.8 %	42.0 %	16	-12	National
1123: Advertising, marketing and public relations professionals	National	18	12	66.7 %	66.4 %	12	0	National
2111 : Physicists and astronomers	National	16	5	31.3 %	16.0 %	3	2	National
2131 : Civil engineers	National	1	0	0.0 %	15.3 %	0	0	National
2132 : Mechanical engineers	National	18	1	5.6 %	9.0 %	2	-1	National
2133 : Electrical and electronic engineers	National	149	14	9.4 %	11.3 %	17	-3	National
2134 : Chemical engineers	National	2	1	50.0 %	24.5 %	0	1	National
2141: Industrial and Manufacturing Engineers	National	3	0	0.0 %	17.0 %	1	-1	National
2148: Other engineers, n.e.c.	National	43	5	11.6 %	15.8 %	7	-2	National
2171 : IT Analysts and Consultants	National	43	13	30.2 %	28.3 %	12	1	National
2173 : Engineers and software designers	National	58	9	15.5 %	17.4 %	10	-1	National
2174: Programmers and Interactive Media Developers	National	6	1	16.7 %	17.9 %	1	0	National
2175 : Web Designers and Developers	National	2	0	0.0 %	32.9 %	1	-1	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	5	3	60.0 %	42.5 %	2	1	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	27	5	18.5 %	50.7 %	14	-9	National
5121: Authors, writers and editors	National	3	1	33.3 %	54.9 %	2	-1	National
5125: Translators, Terminologists and Interpreters	National	1	1	100.0 %	69.9 %	1	0	National
04: Semi-professional and technical staff		365	33	9.0 %	16.0 %	58	-25	

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Women

Employment Equity Occupational Group	Location	All employees internal#	Women				Place of recruitment	
			Representation #	Representation %	Availability %	Difference #		
2232 : Mechanical Engineering Technologists and Technicians	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
2232 : Mechanical Engineering Technologists and Technicians	Ontario	4	1	25.0 %	6.3 %	0	1	Ontario
2232 : Mechanical Engineering Technologists and Technicians	Quebec	14	0	0.0 %	9.4 %	1	-1	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	2	0	0.0 %	19.9 %	0	0	Ontario
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	51	4	7.8 %	26.7 %	14	-10	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Alberta	27	2	7.4 %	9.9 %	3	-1	Alberta
2241 : Electronic and Electrical Engineering Technologists and Technicians	British Columbia	18	1	5.6 %	11.6 %	2	-1	British Columbia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Manitoba	5	0	0.0 %	10.7 %	1	-1	Manitoba
2241 : Electronic and Electrical Engineering Technologists and Technicians	New Brunswick	1	0	0.0 %	6.2 %	0	0	New Brunswick
2241 : Electronic and Electrical Engineering Technologists and Technicians	Nova Scotia	4	0	0.0 %	4.2 %	0	0	Nova Scotia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	67	0	0.0 %	12.1 %	8	-8	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	114	9	7.9 %	9.1 %	10	-1	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Saskatchewan	1	0	0.0 %	8.7 %	0	0	Saskatchewan
2253 : Drafting Technologists and Technicians	Alberta	4	0	0.0 %	32.8 %	1	-1	Alberta
2253 : Drafting Technologists and Technicians	British Columbia	4	1	25.0 %	21.8 %	1	0	British Columbia
2253 : Drafting Technologists and Technicians	Ontario	5	0	0.0 %	26.4 %	1	-1	Ontario
2253 : Drafting Technologists and Technicians	Quebec	23	5	21.7 %	30.9 %	7	-2	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Alberta	3	3	100.0 %	31.9 %	1	2	Alberta
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Ontario	4	1	25.0 %	35.1 %	1	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Quebec	10	5	50.0 %	40.2 %	4	1	Quebec
4216: Other instructors	Ontario	3	1	33.3 %	57.3 %	2	-1	Ontario
05: Supervisors		39	11	28.2 %	51.6 %	20	-9	
Employment Equity Occupational Group	Calgary	2	1	50.0 %	55.0 %	1	0	Calgary
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	56.5 %	1	0	Hamilton

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Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	25	5	20.0 %	50.8 %	13	8	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	52.6 %	2	2	Quebec
Employment Equity Occupational Group	Toronto	5	3	60.0 %	53.0 %	3	0	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	51.4 %	1	0	Vancouver
06 : Foremen		28	1	3.6 %	9.7 %	3	2	
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Alberta	4	0	0.0 %	9.4 %	0	0	Alberta
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Ontario	1	0	0.0 %	13.7 %	0	0	Ontario
7301: Mechanical Contractors and Supervisors	Ontario	1	0	0.0 %	5.5 %	0	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Alberta	1	0	0.0 %	3.3 %	0	0	Alberta
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Quebec	3	0	0.0 %	4.7 %	0	0	Quebec
9222: Supervisors in Electronic Equipment Manufacturing	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
9222: Supervisors in Electronic Equipment Manufacturing	Ontario	1	1	100.0 %	31.0 %	0	1	Ontario
9222: Supervisors in Electronic Equipment Manufacturing	Quebec	1	0	0.0 %	36.6 %	0	0	Quebec
9223: Supervisors in Electrical Appliance Manufacturing	Alberta	4	0	0.0 %	0.0 %	0	0	Alberta
9223: Supervisors in Electrical Appliance Manufacturing	British Columbia	1	0	0.0 %	0.0 %	0	0	British Columbia
9223: Supervisors in Electrical Appliance Manufacturing	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba
9223: Supervisors in Electrical Appliance Manufacturing	Ontario	1	0	0.0 %	19.6 %	0	0	Ontario
9223: Supervisors in Electrical Appliance Manufacturing	Quebec	7	0	0.0 %	14.7 %	1	1	Quebec
9226: Supervisors in Other Fabricated Metal Product and Mechanical Manufacturing	Quebec	1	0	0.0 %	8.3 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		145	84	57.9 %	81.1 %	118	34	
Employment Equity Occupational Group	Alta. minus CMAs	1	1	100.0 %	89.0 %	1	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	6	4	66.7 %	80.5 %	5	1	Calgary
Employment Equity Occupational Group	Edmonton	9	6	66.7 %	84.6 %	8	2	Edmonton
Employment Equity Occupational Group	Hamilton	5	3	60.0 %	83.5 %	4	1	Hamilton

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Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Montreal	77	48	62.3 %	80.8 %	62	-14	Montreal
Employment Equity Occupational Group	Quebec	31	14	45.2 %	80.9 %	25	-11	Quebec
Employment Equity Occupational Group	Toronto	13	8	61.5 %	80.1 %	10	-2	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	79.0 %	2	-2	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	81.1 %	1	-1	Winnipeg
08: Specialized sales and service personnel		144	17	11.8 %	27.8 %	40	-23	
6221: Technical Sales Specialists - Wholesale Trade	Alberta	15	1	6.7 %	20.5 %	3	-2	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	13	2	15.4 %	26.3 %	3	-1	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Manitoba	1	0	0.0 %	27.8 %	0	0	Manitoba
6221: Technical Sales Specialists - Wholesale Trade	Nova Scotia	1	0	0.0 %	24.9 %	0	0	Nova Scotia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	56	7	12.5 %	28.7 %	16	-9	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	57	7	12.3 %	29.1 %	17	-10	Quebec
6221: Technical Sales Specialists - Wholesale Trade	Saskatchewan	1	0	0.0 %	28.0 %	0	0	Saskatchewan
09: Skilled workers and artisans		127	2	1.6 %	3.0 %	4	-2	
7237: Welders and Related Machine Operators	Quebec	22	1	4.5 %	5.0 %	1	0	Quebec
7242 : Industrial Electricians	Alberta	81	1	1.2 %	1.9 %	2	-1	Alberta
7242 : Industrial Electricians	Ontario	3	0	0.0 %	1.0 %	0	0	Ontario
7242 : Industrial Electricians	Quebec	8	0	0.0 %	2.7 %	0	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	9	0	0.0 %	1.7 %	0	0	Quebec
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Alberta	1	0	0.0 %	6.6 %	0	0	Alberta
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Manitoba	1	0	0.0 %	21.5 %	0	0	Manitoba
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Ontario	1	0	0.0 %	21.2 %	0	0	Ontario
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Quebec	1	0	0.0 %	27.4 %	0	0	Quebec

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Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
10 : Office staff		120	40	33.3 %	64.0 %	77	-37	
Employment Equity Occupational Group	Alta. minus CMAs	4	4	100.0 %	76.3 %	3	1	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	2	1	50.0 %	70.2 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	5	1	20.0 %	70.3 %	4	-3	Edmonton
Employment Equity Occupational Group	Hamilton	5	3	60.0 %	68.5 %	3	0	Hamilton
Employment Equity Occupational Group	Montreal	66	21	31.8 %	62.5 %	41	-20	Montreal
Employment Equity Occupational Group	Quebec	22	5	22.7 %	61.6 %	14	-9	Quebec
Employment Equity Occupational Group	Toronto	13	4	30.8 %	65.2 %	8	-4	Toronto
Employment Equity Occupational Group	Vancouver	3	1	33.3 %	70.0 %	2	-1	Vancouver
11: Intermediate sales and service personnel		82	49	59.8 %	63.5 %	52	-3	
Employment Equity Occupational Group	Calgary	4	4	100.0 %	66.1 %	3	1	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	67.0 %	3	-3	Edmonton
Employment Equity Occupational Group	Halifax	1	1	100.0 %	65.5 %	1	0	Halifax
Employment Equity Occupational Group	Hamilton	7	7	100.0 %	67.1 %	5	2	Hamilton
Employment Equity Occupational Group	Kelowna	1	1	100.0 %	68.4 %	1	0	Kelowna
Employment Equity Occupational Group	Montreal	32	16	50.0 %	61.8 %	20	-4	Montreal
Employment Equity Occupational Group	NS minus CMA	2	2	100.0 %	72.7 %	1	1	NS minus CMA
Employment Equity Occupational Group	Quebec	10	6	60.0 %	60.8 %	6	0	Quebec
Employment Equity Occupational Group	Toronto	13	9	69.2 %	63.9 %	8	1	Toronto
Employment Equity Occupational Group	Vancouver	8	3	37.5 %	64.2 %	5	-2	Vancouver
12: Skilled Manual Workers		305	14	4.6 %	17.3 %	53	-39	
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	16.0 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	4	0	0.0 %	18.6 %	1	-1	Hamilton
Employment Equity Occupational Group	Montreal	231	8	3.5 %	18.4 %	43	-35	Montreal

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Women

Employment Equity Occupational Group	Location internal	All employees #	Representation		Women Availability		Differenc e #	Place of recruitment
			#	%	%	#		
Employment Equity Occupational Group	Quebec	64	6	9.4 %	13.2 %	8	-2	Quebec
Employment Equity Occupational Group	Toronto	4	0	0.0 %	22.0 %	1	-1	Toronto
Total		2166	424	19.6 %	31.4 %	681	-257	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Differ- ence#	Place of recruitment	
			Representation #	Representation %				
01: Senior Management National		10	0	0.0 %	2.9 %	0	0	National
02: Middle and Other Managers National		304	1	0.3 %	2.2 %	7	-6	National
03: Professionals		497	0	0.0 %	1.0 %	5	-5	
1111: Auditors and Accountants	National	3	0	0.0 %	1.3 %	0	0	National
1112: Financial and Investment Analysts	National	43	0	0.0 %	0.9 %	0	0	National
1121: Human Resources Professionals	National	19	0	0.0 %	2.7 %	1	-1	National
1122: Business Management Consulting Professionals	National	37	0	0.0 %	1.6 %	1	-1	National
1123: Advertising, Marketing and Public Relations Professionals	National	18	0	0.0 %	2.1 %	0	0	National
2111: Physicists and Astronomers	National	16	0	0.0 %	0.0 %	0	0	National
2131: Civil Engineers	National	1	0	0.0 %	1.0 %	0	0	National
2132: Mechanical Engineers	National	18	0	0.0 %	0.7 %	0	0	National
2133: Electrical and Electronics Engineers	National	149	0	0.0 %	0.7 %	1	-1	National
2134: Chemical Engineers	National	2	0	0.0 %	0.6 %	0	0	National
2141: Industrial and Manufacturing Engineers	National	3	0	0.0 %	0.8 %	0	0	National
2148: Other Engineers, n.e.c.	National	43	0	0.0 %	1.0 %	0	0	National
2171: Analysts and consultants in computer science	National	43	0	0.0 %	1.1 %	0	0	National
2173: Engineers and software designers	National	58	0	0.0 %	0.6 %	0	0	National
2174: Interactive Media Programmers and Developers	National	6	0	0.0 %	1.0 %	0	0	National
2175: Web	National Designers and Developers	2	0	0.0 %	1.5 %	0	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	5	0	0.0 %	1.6 %	0	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	27	0	0.0 %	2.0 %	1	-1	National
5121: Authors, Writers and Editors	National	3	0	0.0 %	1.9 %	0	0	National
5125: Translators, Terminologists and Interpreters	National	1	0	0.0 %	2.9 %	0	0	National
04: Semi-professional and technical staff		365	2	0.5 %	1.5 %	5	-3	

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Aboriginal

Employment Equity Occupational Group	Location	All employees internal#	Aboriginal		Availability %	Differ- ence#	Place of recruitment	
			Representation #	%				
2232 : Mechanical Engineering Technologists and Technicians	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
2232 : Mechanical Engineering Technologists and Technicians	Ontario	4	0	0.0 %	1.4 %	0	0	Ontario
2232 : Mechanical Engineering Technologists and Technicians	Quebec	14	0	0.0 %	0.4 %	0	0	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	2	0	0.0 %	1.1 %	0	0	Ontario
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	51	0	0.0 %	1.4 %	1	1	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Alberta	27	0	0.0 %	2.1 %	1	1	Alberta
2241 : Electronic and Electrical Engineering Technologists and Technicians	British Columbia	18	0	0.0 %	2.1 %	0	0	British Columbia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Manitoba	5	1	20.0 %	8.5 %	0	1	Manitoba
2241 : Electronic and Electrical Engineering Technologists and Technicians	New Brunswick	1	0	0.0 %	1.2 %	0	0	New Brunswick
2241 : Electronic and Electrical Engineering Technologists and Technicians	Nova Scotia	4	0	0.0 %	1.6 %	0	0	Nova Scotia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	67	0	0.0 %	1.8 %	1	1	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	114	1	0.9 %	0.8 %	1	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Saskatchewan	1	0	0.0 %	1.3 %	0	0	Saskatchewan
2253 : Drafting Technologists and Technicians	Alberta	4	0	0.0 %	2.7 %	0	0	Alberta
2253 : Drafting Technologists and Technicians	British Columbia	4	0	0.0 %	2.3 %	0	0	British Columbia
2253 : Drafting Technologists and Technicians	Ontario	5	0	0.0 %	1.3 %	0	0	Ontario
2253 : Drafting Technologists and Technicians	Quebec	23	0	0.0 %	1.1 %	0	0	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Alberta	3	0	0.0 %	4.2 %	0	0	Alberta
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Ontario	4	0	0.0 %	2.1 %	0	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Quebec	10	0	0.0 %	1.6 %	0	0	Quebec
4216: Other instructors	Ontario	3	0	0.0 %	1.4 %	0	0	Ontario
05: Supervisors		39	0	0.0 %	1.1 %	0	0	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.8 %	0	0	Hamilton

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Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Differ- ence #	Place of recruitment	
			Representation #	%				
Employment Equity Occupational CategoryMontreal		25	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational CategoryQuébec		4	0	0.0 %	1.2 %	0	0	Quebec
Employment Equity Occupational CategoryToronto		5	0	0.0 %	1.0 %	0	0	Toronto
Employment Equity Occupational CategoryVancouver		2	0	0.0 %	2.6 %	0	0	Vancouver
06 : Foremen		28	0	0.0 %	1.2 %	0	0	
7202: Electrical and Telecommunications Contractors and SupervisorsAlberta		4	0	0.0 %	4.0 %	0	0	Alberta
7202: Electrical and Telecommunications Contractors and SupervisorsOntario		1	0	0.0 %	2.0 %	0	0	Ontario
7301: Contractors and Supervisors - Mechanical Contractors and SupervisorsOntario		1	0	0.0 %	1.8 %	0	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator TeamsAlberta		1	0	0.0 %	7.3 %	0	0	Alberta
7302 : Contractors and Supervisors of Heavy Equipment Operator TeamsQuébec		3	0	0.0 %	1.8 %	0	0	Quebec
9222: Electronics Manufacturing Supervisors - Nova Scotia		1	0	0.0 %	0.0 %	0	0	Nova Scotia
9222: Electronics Manufacturing SupervisorsOntario		1	0	0.0 %	0.0 %	0	0	Ontario
9222: Supervisors, Electronic Equipment Manufacturing - Quebec City		1	0	0.0 %	0.0 %	0	0	Quebec
9223: Supervisors in Electrical Appliance ManufacturingAlberta		4	0	0.0 %	0.0 %	0	0	Alberta
9223: Supervisors in Electrical Appliance ManufacturingBritish Columbia		1	0	0.0 %	0.0 %	0	0	British Columbia
9223: Supervisors, Electrical Appliance ManufacturingManitoba		1	0	0.0 %	0.0 %	0	0	Manitoba
9223: Supervisors, Electrical Appliance ManufacturingOntario		1	0	0.0 %	0.0 %	0	0	Ontario
9223: Supervisors, Electrical Appliance Manufacturing Quebec City		7	0	0.0 %	0.0 %	0	0	Quebec
9226: Supervisors in Other Fabricated Metal Products and Mechanical Parts Manufacturing Quebec City		1	0	0.0 %	0.0 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		145	1	0.7 %	1.1 %	2		
Employment Equity Occupational CategoryAlb. minus CMAs		1	0	0.0 %	6.0 %	0	0	Alta. minus CMAs
Employment Equity Occupational CategoryCalgary		6	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational CategoryEdmonton		9	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational CategoryHamilton		5	0	0.0 %	1.5 %	0	0	Hamilton

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Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Availability %	Difference #	Place of recruitment
			#	%			
Employment Equity Occupational Group	Montreal	77	0	0.0 %	0.7 %	1	Montreal
Employment Equity Occupational Group	Quebec	31	0	0.0 %	0.7 %	0	Quebec
Employment Equity Occupational Group	Toronto	13	1	7.7 %	0.8 %	0	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	2.1 %	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	8.5 %	0	Winnipeg
08: Specialized sales and service personnel		144	2	1.4 %	1.3 %	2	
6221: Technical Sales Specialists - Wholesale Trade	Alberta	15	0	0.0 %	2.0 %	0	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	13	1	7.7 %	2.5 %	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Manitoba	1	0	0.0 %	6.3 %	0	Manitoba
6221: Technical Sales Specialists - Wholesale Trade	Nova Scotia	1	0	0.0 %	2.3 %	0	Nova Scotia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	56	0	0.0 %	1.0 %	1	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	57	1	1.8 %	1.0 %	1	Quebec
6221: Technical Sales Specialists - Wholesale Trade	Saskatchewan	1	0	0.0 %	8.2 %	0	Saskatchewan
09: Skilled workers and artisans		127	2	1.6 %	3.3 %	4	
7237: Welders and Related Machine Operators	Quebec	22	0	0.0 %	1.8 %	0	Quebec
7242 : Industrial Electricians	Alberta	81	2	2.5 %	4.1 %	3	Alberta
7242 : Industrial Electricians	Ontario	3	0	0.0 %	2.2 %	0	Ontario
7242 : Industrial Electricians	Quebec	8	0	0.0 %	0.9 %	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	9	0	0.0 %	1.4 %	0	Quebec
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Alberta	1	0	0.0 %	6.0 %	0	Alberta
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Manitoba	1	0	0.0 %	3.8 %	0	Manitoba
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Ontario	1	0	0.0 %	1.8 %	0	Ontario
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Quebec	1	0	0.0 %	1.4 %	0	Quebec

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Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Differ ence #	Place of recruitment
			Representation #	Representation %			
10 : Office staff		120	0	0.0 %	1.3 %	2	
Employment Equity Occupational Group	Alta. minus CMAs	4	0	0.0 %	8.1 %	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	2	0	0.0 %	3.0 %	0	Calgary
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	5.1 %	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	1.6 %	0	Hamilton
Employment Equity Occupational Group	Montreal	66	0	0.0 %	0.8 %	1	Montreal
Employment Equity Occupational Group	Quebec	22	0	0.0 %	0.6 %	0	Quebec
Employment Equity Occupational Group	Toronto	13	0	0.0 %	0.7 %	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.4 %	0	Vancouver
11: Intermediate sales and service personnel		82	0	0.0 %	1.5 %	1	
Employment Equity Occupational Group	Calgary	4	0	0.0 %	2.5 %	0	Calgary
Employment Equity Occupational Group	Edmonton	4	0	0.0 %	4.8 %	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	3.2 %	0	Halifax
Employment Equity Occupational Group	Hamilton	7	0	0.0 %	1.6 %	0	Hamilton
Employment Equity Occupational Group	Kelowna	1	0	0.0 %	4.5 %	0	Kelowna
Employment Equity Occupational Group	Montreal	32	0	0.0 %	0.9 %	0	Montreal
Employment Equity Occupational Group	NS minus CMA	2	0	0.0 %	4.0 %	0	NS minus CMA
Employment Equity Occupational Group	Quebec	10	0	0.0 %	1.2 %	0	Quebec
Employment Equity Occupational Group	Toronto	13	0	0.0 %	0.6 %	0	Toronto
Employment Equity Occupational Group	Vancouver	8	0	0.0 %	2.3 %	0	Vancouver
12: Skilled Manual Workers		305	1	0.3 %	0.9 %	3	
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	5.6 %	0	Edmonton
Employment Equity Occupational Group	Hamilton	4	0	0.0 %	1.9 %	0	Hamilton
Employment Equity Occupational Group	Montreal	231	1	0.4 %	0.9 %	2	Montreal

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Employment Equity Occupational Group	Location internal	All employees #	Aboriginal RepresentationAvailability		Differenc e		Place of recruitment
			#	%	#	#	
Employment Equity Occupational Group	Quebec	64	0	0.0 %	0.8 %	1	Quebec
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.7 %	0	Toronto
Total		2166	9	0.4 %	1.4 %	31	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
01: Senior Management National		10	1	10.0 %	10.1 %	1	0	National
02: Middle and Other Managers National		304	36	11.8 %	15.0 %	46	-10	National
03: Professionals		497	115	23.1 %	30.3 %	151	-36	
1111: Auditors and Accountants	National	3	1	33.3 %	27.5 %	1	0	National
1112: Financial and Investment Analysts	National	43	3	7.0 %	35.4 %	15	-12	National
1121: Human Resources Professionals	National	19	3	15.8 %	14.1 %	3	0	National
1122: Business Management Consulting Professionals	National	37	6	16.2 %	21.6 %	8	-2	National
1123: Advertising, Marketing and Public Relations Professionals	National	18	0	0.0 %	16.9 %	3	-3	National
2111: Physicists and Astronomers	National	16	1	6.3 %	22.9 %	4	-3	National
2131: Civil Engineers	National	1	0	0.0 %	26.0 %	0	0	National
2132: Mechanical Engineers	National	18	1	5.6 %	28.6 %	5	-4	National
2133: Electrical and Electronics Engineers	National	149	42	28.2 %	34.9 %	52	-10	National
2134: Chemical Engineers	National	2	0	0.0 %	30.8 %	1	-1	National
2141: Industrial and Manufacturing Engineers	National	3	0	0.0 %	31.5 %	1	-1	National
2148: Other Engineers, n.e.c.	National	43	0	0.0 %	27.3 %	12	-12	National
2171: Analysts and consultants in computer science	National	43	13	30.2 %	31.4 %	14	-1	National
2173: Engineers and software designers	National	58	35	60.3 %	40.5 %	23	12	National
2174: Interactive Media Programmers and Developers	National	6	3	50.0 %	31.5 %	2	1	National
2175: Web Designers and Developers	National	2	0	0.0 %	22.8 %	0	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	5	1	20.0 %	12.5 %	1	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	27	6	22.2 %	21.9 %	6	0	National
5121: Authors, Writers and Editors	National	3	0	0.0 %	10.7 %	0	0	National
5125: Translators, Terminologists and Interpreters	National	1	0	0.0 %	22.2 %	0	0	National
04: Semi-professional and technical staff		365	65	17.8 %	16.7 %	61	4	

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Employment Equity Occupational Group	Location	All employees internal#	Members of Visible Minorities			Differ ence#	Place of recruitment
			Representation #	Availability %	%		
2232 : Mechanical Engineering Technologists and Technicians	Nova Scotia	1	0	0.0 %	0.0 %	0	Nova Scotia
2232 : Mechanical Engineering Technologists and Technicians	Ontario	4	0	0.0 %	20.5 %	1	Ontario
2232 : Mechanical Engineering Technologists and Technicians	Quebec	14	2	14.3 %	7.3 %	1	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	2	0	0.0 %	33.3 %	1	Ontario
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	51	3	5.9 %	12.3 %	6	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Alberta	27	15	55.6 %	22.2 %	6	Alberta
2241 : Electronic and Electrical Engineering Technologists and Technicians	British Columbia	18	3	16.7 %	29.5 %	5	British Columbia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Manitoba	5	0	0.0 %	14.3 %	1	Manitoba
2241 : Electronic and Electrical Engineering Technologists and Technicians	New Brunswick	1	0	0.0 %	0.0 %	0	New Brunswick
2241 : Electronic and Electrical Engineering Technologists and Technicians	Nova Scotia	4	0	0.0 %	2.3 %	0	Nova Scotia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	67	13	19.4 %	31.4 %	21	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	114	19	16.7 %	9.5 %	11	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Saskatchewan	1	0	0.0 %	9.6 %	0	Saskatchewan
2253 : Drafting Technologists and Technicians	Alberta	4	1	25.0 %	28.6 %	1	Alberta
2253 : Drafting Technologists and Technicians	British Columbia	4	3	75.0 %	33.4 %	1	British Columbia
2253 : Drafting Technologists and Technicians	Ontario	5	3	60.0 %	30.2 %	2	Ontario
2253 : Drafting Technologists and Technicians	Quebec	23	0	0.0 %	7.7 %	2	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Alberta	3	0	0.0 %	7.1 %	0	Alberta
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Ontario	4	0	0.0 %	16.6 %	1	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Quebec	10	2	20.0 %	4.8 %	0	Quebec
4216: Other instructors	Ontario	3	1	33.3 %	37.5 %	1	Ontario
05: Supervisors		39	1	2.6 %	20.7 %	8	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	27.4 %	1	Calgary
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	13.0 %	0	Hamilton

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Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ- ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
Employment Equity Occupational Group	Montreal	25	0	0.0 %	16.7 %	4	-4	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	2.3 %	0	0	Quebec
Employment Equity Occupational Group	Toronto	5	1	20.0 %	45.8 %	2	-1	Toronto
Employment Equity Occupational Group	Vancouver	2	0	0.0 %	43.4 %	1	-1	Vancouver
06 : Foremen		28	3	10.7 %	6.6 %	2	1	
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Alberta	4	0	0.0 %	5.7 %	0	0	Alberta
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Ontario	1	0	0.0 %	17.1 %	0	0	Ontario
7301: Mechanical Contractors and Supervisors	Ontario	1	0	0.0 %	14.5 %	0	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Alberta	1	0	0.0 %	5.3 %	0	0	Alberta
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Quebec	3	1	33.3 %	2.2 %	0	1	Quebec
9222: Supervisors in Electronic Equipment Manufacturing	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
9222: Supervisors in Electronic Equipment Manufacturing	Ontario	1	0	0.0 %	38.4 %	0	0	Ontario
9222: Supervisors in Electronic Equipment Manufacturing	Quebec	1	0	0.0 %	10.8 %	0	0	Quebec
9223: Supervisors in Electrical Appliance Manufacturing	Alberta	4	2	50.0 %	0.0 %	0	2	Alberta
9223: Supervisors in Electrical Appliance Manufacturing	British Columbia	1	0	0.0 %	0.0 %	0	0	British Columbia
9223: Supervisors in Electrical Appliance Manufacturing	Manitoba	1	0	0.0 %	0.0 %	0	0	Manitoba
9223: Supervisors in Electrical Appliance Manufacturing	Ontario	1	0	0.0 %	26.8 %	0	0	Ontario
9223: Supervisors in Electrical Appliance Manufacturing	Quebec	7	0	0.0 %	5.3 %	0	0	Quebec
9226: Supervisors in Other Fabricated Metal Product and Mechanical Manufacturing	Quebec	1	0	0.0 %	6.7 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		145	26	17.9 %	12.5 %	18	8	
Employment Equity Occupational Group	Alta. minus CMAs	1	0	0.0 %	3.4 %	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	6	2	33.3 %	16.5 %	1	1	Calgary
Employment Equity Occupational Group	Edmonton	9	2	22.2 %	13.4 %	1	1	Edmonton
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	8.2 %	0	0	Hamilton

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Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ- ence #	Place of recruitment
			Representation #	Availability %	Availability %	Representation %		
Employment Equity Occupational Group	Montreal	77	13	16.9 %	12.2 %	9	4	Montreal
Employment Equity Occupational Group	Quebec	31	3	9.7 %	1.5 %	0	3	Quebec
Employment Equity Occupational Group	Toronto	13	4	30.8 %	37.3 %	5	-1	Toronto
Employment Equity Occupational Group	Vancouver	2	1	50.0 %	35.3 %	1	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	11.1 %	0	1	Winnipeg
08: Specialized sales and service personnel		144	28	19.4 %	14.9 %	21	7	
6221: Technical Sales Specialists - Wholesale Trade	Alberta	15	4	26.7 %	11.3 %	2	2	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	13	3	23.1 %	24.7 %	3	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Manitoba	1	0	0.0 %	7.8 %	0	0	Manitoba
6221: Technical Sales Specialists - Wholesale Trade	Nova Scotia	1	0	0.0 %	2.7 %	0	0	Nova Scotia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	56	11	19.6 %	20.8 %	12	-1	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	57	10	17.5 %	8.5 %	5	5	Quebec
6221: Technical Sales Specialists - Wholesale Trade	Saskatchewan	1	0	0.0 %	2.7 %	0	0	Saskatchewan
09: Skilled workers and artisans		127	3	2.4 %	10.9 %	14	-11	
7237: Welders and Related Machine Operators	Quebec	22	1	4.5 %	5.2 %	1	0	Quebec
7242 : Industrial Electricians	Alberta	81	1	1.2 %	13.6 %	11	-10	Alberta
7242 : Industrial Electricians	Ontario	3	1	33.3 %	13.4 %	0	1	Ontario
7242 : Industrial Electricians	Quebec	8	0	0.0 %	4.1 %	0	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	9	0	0.0 %	2.9 %	0	0	Quebec
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Alberta	1	0	0.0 %	6.5 %	0	0	Alberta
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Manitoba	1	0	0.0 %	17.7 %	0	0	Manitoba
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Ontario	1	0	0.0 %	26.3 %	0	0	Ontario
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Quebec	1	0	0.0 %	16.1 %	0	0	Quebec

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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence#	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
10 : Office staff		120	10	8.3 %	17.9 %	21	-11	
Employment Equity Occupational Group	Alta. minus CMAs	4	0	0.0 %	4.2 %	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	2	0	0.0 %	24.3 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	5	0	0.0 %	17.5 %	1	-1	Edmonton
Employment Equity Occupational Group	Hamilton	5	0	0.0 %	10.1 %	1	-1	Hamilton
Employment Equity Occupational Group	Montreal	66	6	9.1 %	17.4 %	11	-5	Montreal
Employment Equity Occupational Group	Quebec	22	2	9.1 %	2.0 %	0	2	Quebec
Employment Equity Occupational Group	Toronto	13	2	15.4 %	48.1 %	6	-4	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	42.3 %	1	-1	Vancouver
11: Intermediate sales and service personnel		82	9	11.0 %	25.7 %	21	-12	
Employment Equity Occupational Group	Calgary	4	1	25.0 %	29.7 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	4	1	25.0 %	24.8 %	1	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	Hamilton	7	0	0.0 %	15.8 %	1	-1	Hamilton
Employment Equity Occupational Group	Kelowna	1	0	0.0 %	7.1 %	0	0	Kelowna
Employment Equity Occupational Group	Montreal	32	3	9.4 %	22.2 %	7	-4	Montreal
Employment Equity Occupational Group	NS minus CMA	2	0	0.0 %	2.4 %	0	0	NS minus CMA
Employment Equity Occupational Group	Quebec	10	0	0.0 %	3.0 %	0	0	Quebec
Employment Equity Occupational Group	Toronto	13	3	23.1 %	48.9 %	6	-3	Toronto
Employment Equity Occupational Group	Vancouver	8	1	12.5 %	47.5 %	4	-3	Vancouver
12: Skilled Manual Workers		305	25	8.2 %	18.8 %	57	-32	
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	22.3 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	4	0	0.0 %	16.4 %	1	-1	Hamilton
Employment Equity Occupational Group	Montreal	231	24	10.4 %	22.7 %	52	-28	Montreal

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Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ- ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
Employment Equity Occupational Group	Quebec	64	0	0.0 %	2.3 %	1	Quebec	
Employment Equity Occupational Group	Toronto	4	1	25.0 %	57.5 %	2	Toronto	
Total		2166	322	14.8 %	19.5 %	421		

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

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Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	314	0	0.0 %	4.3 %	14	-14	National
03: Professionals	National	497	4	0.8 %	3.8 %	19	-15	National
04: Semi-professional and technical staff	National	365	3	0.8 %	4.6 %	17	-14	National
05: Supervisors	National	39	0	0.0 %	13.9 %	5	-5	National
06 : Foremen	National	28	1	3.6 %	7.8 %	2	-1	National
07: Administrative and Senior Clerical Staff	National	145	1	0.7 %	3.4 %	5	-4	National
08: Specialized sales and service personnel	National	144	5	3.5 %	3.5 %	5	0	National
09: Skilled workers and artisans	National	127	3	2.4 %	3.8 %	5	-2	National
10 : Office staff	National	120	2	1.7 %	7.0 %	8	-6	National
11: Intermediate sales and service personnel	National	82	0	0.0 %	5.6 %	5	-5	National
12: Skilled Manual Workers	National	305	2	0.7 %	4.8 %	15	-13	National
Total		2166	21	1.0 %	4.6 %	100	-79	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data

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Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
14: Other manual workers	EEOG	CMA

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Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
6. Foremen	CPEME	National
7.08: Specialized sales and service personnel 09: Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
14: Other manual workers	CPEME	National
	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	
	CPEME	
	CPEME	

Workplace Equity Information Management System - ABB Inc.
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Women

Employment Equity Occupational Group	All employees #	Representation		Availability		Differ ence #
		#	%	%	#	
01: Senior Management	10	2	20.0 %	27.4 %	3	-1
02: Middle management and other directors	304	51	16.8 %	38.9 %	118	-67
03: Professionals	497	120	24.1 %	27.2 %	135	-15
04: Semi-professional and technical staff	365	33	9.0 %	16.0 %	58	-25
05: Supervisors	39	11	28.2 %	51.6 %	20	-9
06 : Foremen	28	1	3.6 %	9.7 %	3	-2
07: Administrative and Senior Clerical Staff	145	84	57.9 %	81.1 %	118	-34
08: Specialized sales and service personnel	144	17	11.8 %	27.8 %	40	-23
09: Skilled workers and artisans	127	2	1.6 %	3.0 %	4	-2
10 : Office staff	120	40	33.3 %	64.0 %	77	-37
11: Intermediate sales and service personnel	82	49	59.8 %	63.5 %	52	-3
12: Skilled Manual Workers	305	14	4.6 %	17.3 %	53	-39
Total	2166	424	19.6 %	31.4 %	681	-257

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Summary Report
 Date: 2018-05-08

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	10	0	0.0 %	2.9 %	0	0
02: Middle management and other directors	304	1	0.3 %	2.2 %	7	-6
03: Professionals	497	0	0.0 %	1.0 %	5	-5
04: Semi-professional and technical staff	365	2	0.5 %	1.5 %	5	-3
05: Supervisors	39	0	0.0 %	1.1 %	0	0
06 : Foremen	28	0	0.0 %	1.2 %	0	0
07: Administrative and Senior Clerical Staff	145	1	0.7 %	1.1 %	2	-1
08: Specialized sales and service personnel	144	2	1.4 %	1.3 %	2	0
09: Skilled workers and artisans	127	2	1.6 %	3.3 %	4	-2
10 : Office staff	120	0	0.0 %	1.3 %	2	-2
11: Intermediate sales and service personnel	82	0	0.0 %	1.5 %	1	-1
12: Skilled Manual Workers	305	1	0.3 %	0.9 %	3	-2
Total	2166	9	0.4 %	1.4 %	31	-22

The total does not necessarily equal the sum of the components due to rounding.

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Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities Representation/Availability				Differ ence #
		#	%	%	#	
01: Senior Management	10	1	10.0 %	10.1 %	1	0
02: Middle management and other directors	304	36	11.8 %	15.0 %	46	-10
03: Professionals	497	115	23.1 %	30.3 %	151	-36
04: Semi-professional and technical staff	365	65	17.8 %	16.7 %	61	4
05: Supervisors	39	1	2.6 %	20.7 %	8	-7
06 : Foremen	28	3	10.7 %	6.6 %	2	1
07: Administrative and Senior Clerical Staff	145	26	17.9 %	12.5 %	18	8
08: Specialized sales and service personnel	144	28	19.4 %	14.9 %	21	7
09: Skilled workers and artisans	127	3	2.4 %	10.9 %	14	-11
10 : Office staff	120	10	8.3 %	17.9 %	21	-11
11: Intermediate sales and service personnel	82	9	11.0 %	25.7 %	21	-12
12: Skilled Manual Workers	305	25	8.2 %	18.8 %	57	-32
Total	2166	322	14.8 %	19.5 %	421	-99

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Summary Report
 Date: 2018-05-08

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities				Difference #
		Representation #	Availability %	Availability %	Representation #	
01/02 : Executives	314	0	0.0 %	4.3 %	14	-14
03: Professionals	497	4	0.8 %	3.8 %	19	-15
04: Semi-professional and technical staff	365	3	0.8 %	4.6 %	17	-14
05: Supervisors	39	0	0.0 %	13.9 %	5	-5
06 : Foremen	28	1	3.6 %	7.8 %	2	-1
07: Administrative and Senior Clerical Staff	145	1	0.7 %	3.4 %	5	-4
08: Specialized sales and service personnel	144	5	3.5 %	3.5 %	5	0
09: Skilled workers and artisans	127	3	2.4 %	3.8 %	5	-2
10 : Office staff	120	2	1.7 %	7.0 %	8	-6
11: Intermediate sales and service personnel	82	0	0.0 %	5.6 %	5	-5
12: Skilled Manual Workers	305	2	0.7 %	4.8 %	15	-13
Total	2166	21	1.0 %	4.6 %	100	-79

The total does not necessarily equal the sum of the components due to rounding.

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Summary Report
Date: 2018-05-08

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
14: Other manual workers	EEOG	CMA

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Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
6. : Foremen	CPEME	National
7.08: Specialized sales and service personnel 09: Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
14: Other manual workers	CPEME	National
	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	
	CPEME	

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Detailed Comparison Report
 Date No. 1 (yyyy-mm-dd): 2015-12-01 Date No. 2 (yyyy-mm-dd): 2018-05-08

Women

Employment Equity Occupational Group	Internal location	All employees			Representation									Availability			Difference			Place of recruitment	
		2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change		
		#	#	#	#	#	#	%	%	%	%	%	%	%	#	#	#	#	#		#
01: Senior Management	National	12	10	-2	3	2	-1	25.0 %	20.0 %	-5.0 %	27.4 %	27.4 %	0.0 %	3	3	0	0	0	-1	-1	National
02: Middle management and other directors	National	353	304	-49	56	51	-5	15.9 %	16.8 %	0.9 %	38.9 %	38.9 %	0.0 %	137	118	-19	-81	-67	14	14	National
03: Professionals		608	497	-111	124	120	-4	20.4 %	24.1 %	3.7 %	26.3 %	27.2 %	0.9 %	160	135	-25	-36	-15	21	21	
1111: Auditors and Accountants	National	10	3	-7	2	0	-2	20.0 %	0.0 %	-20.0 %	55.1 %	55.1 %	0.0 %	6	2	-4	-4	-2	2	2	National
1112: Financial and investment analysts	National	50	43	-7	33	32	-1	66.0 %	74.4 %	8.4 %	50.1 %	50.1 %	0.0 %	25	22	-3	8	10	2	2	National
1121: Human Resources Professionals	National	23	19	-4	14	13	-1	60.9 %	68.4 %	7.5 %	71.1 %	71.1 %	0.0 %	16	14	-2	-2	-1	1	1	National
1122: Business Management Consulting Professionals	National	40	37	-3	3	4	1	7.5 %	10.8 %	3.3 %	42.0 %	42.0 %	0.0 %	17	16	-1	-14	-12	2	2	National
1123: Advertising, marketing and public relations professionals	National	20	18	-2	10	12	2	50.0 %	66.7 %	16.7 %	66.4 %	66.4 %	0.0 %	13	12	-1	-3	0	3	3	National
2111 : Physicists and astronomers	National	13	16	3	3	5	2	23.1 %	31.3 %	8.2 %	16.0 %	16.0 %	0.0 %	2	3	1	1	2	1	1	National
2131 : Civil engineers	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	15.3 %	15.3 %	0.0 %	0	0	0	0	0	0	0	National
2132 : Mechanical engineers	National	14	18	4	0	1	1	0.0 %	5.6 %	5.6 %	9.0 %	9.0 %	0.0 %	1	2	1	-1	-1	0	0	National
2133 : Electrical and electronic engineers	National	240	149	-91	22	14	-8	9.2 %	9.4 %	0.2 %	11.3 %	11.3 %	0.0 %	27	17	-10	-5	-3	2	2	National
2134 : Chemical engineers	National	2	2	0	1	1	0	50.0 %	50.0 %	0.0 %	24.5 %	24.5 %	0.0 %	0	0	0	1	1	0	0	National
2141: Industrial and Manufacturing Engineers	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	17.0 %	17.0 %	0.0 %	1	1	0	-1	-1	0	0	National
2148: Other engineers, n.e.c.	National	40	43	3	4	5	1	10.0 %	11.6 %	1.6 %	15.8 %	15.8 %	0.0 %	6	7	1	-2	-2	0	0	National
2171 : IT Analysts and Consultants	National	54	43	-11	13	13	0	24.1 %	30.2 %	6.1 %	28.3 %	28.3 %	0.0 %	15	12	-3	-2	1	3	3	National
2173 : Engineers and software designers	National	52	58	6	8	9	1	15.4 %	15.5 %	0.1 %	17.4 %	17.4 %	0.0 %	9	10	1	-1	-1	0	0	National
2174: Programmers and Interactive Media Developers	National	6	6	0	1	1	0	16.7 %	16.7 %	0.0 %	17.9 %	17.9 %	0.0 %	1	1	0	0	0	0	0	National
2175 : Web Designers and Developers	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	32.9 %	32.9 %	0.0 %	1	1	0	-1	-1	0	0	National
4021: College teachers and other vocational instructors	National	2	0	-2	0	0	0	0.0 %	0.0 %	0.0 %	53.8 %	53.8 %	0.0 %	1	0	-1	-1	0	1	1	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	6	5	-1	1	3	2	16.7 %	60.0 %	43.3 %	42.5 %	42.5 %	0.0 %	3	2	-1	-2	1	3	3	National

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 Date No. 1 (yyyy-mm-dd): 2015-12-01 Date No. 2 (yyyy-mm-dd): 2018-05-08

Women

Employment Equity Occupational Group	Internal location	Women																		Place of recruitment	
		All employees			Representation						Availability			Difference							
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #		
4131: NOC 2006 - College and Other Vocational Instructors	National	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	55.0 %	55.0 %	0.0 %	1	0	-1	0	0	0	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	24	27	3	4	5	1	16.7 %	18.5 %	1.8 %	50.7 %	50.7 %	0.0 %	12	14	2	-8	-9	-1	-1	National
5121: Authors, Editors and Writers	National	3	3	0	2	1	-1	66.7 %	33.3 %	-33.4 %	54.9 %	54.9 %	0.0 %	2	2	0	0	0	-1	-1	National
5124: NOC 2006 - Public Relations and Communications Professionals	National	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	55.0 %	55.0 %	0.0 %	1	0	-1	0	0	0	0	National
5125: Translators, Terminologists and Interpreters	National	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	69.9 %	69.9 %	0.0 %	1	1	0	0	0	0	0	National
04: Semi-professional and technical staff		472	365	-107	41	33	-8	8.7 %	9.0 %	0.3 %	15.7 %	16.0 %	0.3 %	74	58	-16	-33	-25	8	8	
2232 : Mechanical Engineering Technologists and Technicians	Alberta	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	11.6 %	11.6 %	0.0 %	0	0	0	0	0	0	0	Alberta
2232 : Mechanical Engineering Technologists and Technicians	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
2232 : Mechanical Engineering Technologists and Technicians	Ontario	4	4	0	1	1	0	25.0 %	25.0 %	0.0 %	6.3 %	6.3 %	0.0 %	0	0	0	1	1	0	0	Ontario
2232 : Mechanical Engineering Technologists and Technicians	Quebec	13	14	1	0	0	0	0.0 %	0.0 %	0.0 %	9.4 %	9.4 %	0.0 %	1	1	0	-1	-1	0	0	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	19.9 %	19.9 %	0.0 %	0	0	0	0	0	0	0	Ontario
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	27	51	24	1	4	3	3.7 %	7.8 %	4.1 %	26.7 %	26.7 %	0.0 %	7	14	7	-6	-10	-4	-4	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Alberta	100	27	-73	8	2	-6	8.0 %	7.4 %	-0.6 %	9.9 %	9.9 %	0.0 %	10	3	-7	-2	-1	-1	1	Alberta
2241 : Electronic and Electrical Engineering Technologists and Technicians	British Columbia	21	18	-3	2	1	-1	9.5 %	5.6 %	-3.9 %	11.6 %	11.6 %	0.0 %	2	2	0	0	-1	-1	-1	British Columbia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Manitoba	5	5	0	0	0	0	0.0 %	0.0 %	0.0 %	10.7 %	10.7 %	0.0 %	1	1	0	-1	-1	0	0	Manitoba
2241 : Electronic and Electrical Engineering Technologists and Technicians	New Brunswick	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	6.2 %	6.2 %	0.0 %	0	0	0	0	0	0	0	New Brunswick
2241 : Electronic and Electrical Engineering Technologists and Technicians	Nova Scotia	3	4	1	0	0	0	0.0 %	0.0 %	0.0 %	4.2 %	4.2 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	73	67	-6	1	0	-1	1.4 %	0.0 %	-1.4 %	12.1 %	12.1 %	0.0 %	9	8	-1	-8	-8	0	0	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	121	114	-7	7	9	2	5.8 %	7.9 %	2.1 %	9.1 %	9.1 %	0.0 %	11	10	-1	-4	-1	3	3	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Saskatchewan	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	8.7 %	8.7 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
2253 : Drafting Technologists and Technicians	Alberta	28	4	-24	2	0	-2	7.1 %	0.0 %	-7.1 %	32.8 %	32.8 %	0.0 %	9	1	-8	-7	-1	6	6	Alberta

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Women

Employment Equity Occupational Group	Internal location	Women																		Place of recruitment			
		All employees			Representation						Availability						Difference						
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #				
2253 : Drafting Technologists and Technicians	British Columbia	4	4	0	1	1	0	25.0 %	25.0 %	0.0 %	21.8 %	21.8 %	0.0 %	1	1	0	0	0	0	0	0	0	British Columbia
2253 : Drafting Technologists and Technicians	Ontario	9	5	-4	0	0	0	0.0 %	0.0 %	0.0 %	26.4 %	26.4 %	0.0 %	2	1	-1	-2	-1	-1	-1	-1	-1	Ontario
2253 : Drafting Technologists and Technicians	Quebec	30	23	-7	7	5	-2	23.3 %	21.7 %	-1.6 %	30.9 %	30.9 %	0.0 %	9	7	-2	-2	-2	-2	-2	-2	-2	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Alberta	5	3	-2	3	3	0	60.0 %	100.0 %	40.0 %	31.9 %	31.9 %	0.0 %	2	1	-1	1	2	1	2	1	1	Alberta
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Nova Scotia	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	28.1 %	28.1 %	0.0 %	0	0	0	0	0	0	0	0	0	Nova Scotia
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Ontario	6	4	-2	1	1	0	16.7 %	25.0 %	8.3 %	35.1 %	35.1 %	0.0 %	2	1	-1	-1	0	0	0	0	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Quebec	11	10	-1	6	5	-1	54.5 %	50.0 %	-4.5 %	40.2 %	40.2 %	0.0 %	4	4	0	2	1	-1	-1	-1	-1	Quebec
2282: User Support Agents	British Columbia	2	0	-2	0	0	0	0.0 %	0.0 %	0.0 %	25.1 %	25.1 %	0.0 %	1	0	-1	-1	0	0	0	0	0	British Columbia
2282: User Support Agents	Ontario	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	24.2 %	24.2 %	0.0 %	0	0	0	0	0	0	0	0	0	Ontario
4216: Other instructors	Ontario	2	3	1	1	1	0	50.0 %	33.3 %	-16.7 %	57.3 %	57.3 %	0.0 %	1	2	1	0	-1	-1	-1	-1	-1	Ontario
05: Supervisors		45	39	-6	12	11	-1	26.7 %	28.2 %	1.5 %	51.7 %	51.6 %	-0.1 %	23	20	-3	-11	-9	-2	-9	-9	-2	
Employment Equity Occupational Group	Calgary	2	2	0	1	1	0	50.0 %	50.0 %	0.0 %	55.0 %	55.0 %	0.0 %	1	1	0	0	0	0	0	0	0	Calgary
Employment Equity Occupational Group	Hamilton	2	1	-1	1	1	0	50.0 %	100.0 %	50.0 %	56.5 %	56.5 %	0.0 %	1	1	0	0	0	0	0	0	0	Hamilton
Employment Equity Occupational Group	Montreal	28	25	-3	6	5	-1	21.4 %	20.0 %	-1.4 %	50.8 %	50.8 %	0.0 %	14	13	-1	-8	-8	0	-8	-8	0	Montreal
Employment Equity Occupational Group	Quebec	3	4	1	0	0	0	0.0 %	0.0 %	0.0 %	52.6 %	52.6 %	0.0 %	2	2	0	-2	-2	0	-2	-2	0	Quebec
Employment Equity Occupational Group	Toronto	5	5	0	3	3	0	60.0 %	60.0 %	0.0 %	53.0 %	53.0 %	0.0 %	3	3	0	0	0	0	0	0	0	Toronto
Employment Equity Occupational Group	Vancouver	5	2	-3	1	1	0	20.0 %	50.0 %	30.0 %	51.4 %	51.4 %	0.0 %	3	1	-2	-2	0	0	0	0	0	Vancouver
06 : Foremen		53	28	-25	3	1	-2	5.7 %	3.6 %	-2.1 %	17.2 %	9.7 %	-7.5 %	9	3	-6	-6	-2	4	-2	-2	4	
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Alberta	5	4	-1	0	0	0	0.0 %	0.0 %	0.0 %	9.4 %	9.4 %	0.0 %	0	0	0	0	0	0	0	0	0	Alberta
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	13.7 %	13.7 %	0.0 %	0	0	0	0	0	0	0	0	0	Ontario
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Quebec	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	11.4 %	11.4 %	0.0 %	0	0	0	0	0	0	0	0	0	Quebec

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Women

Employment Equity Occupational Group	Internal location	Women																		Place of recruitment					
		All employees			Representation									Availability							Difference				
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #						
7212: NOC 2006 - Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Nova Scotia	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	9.4 %	9.4 %	0.0 %	0	0	0	0	0	0	0	0	0	Nova Scotia		
7212: NOC 2006 - Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Newfoundland and Labrador	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	5.7 %	5.7 %	0.0 %	0	0	0	0	0	0	0	0	0	Newfoundland and Labrador		
7301: Mechanical Contractors and Supervisors	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	5.5 %	5.5 %	0.0 %	0	0	0	0	0	0	0	0	0	Ontario		
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Alberta	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	3.3 %	3.3 %	0.0 %	0	0	0	0	0	0	0	0	0	Alberta		
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Quebec	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	4.7 %	4.7 %	0.0 %	0	0	0	0	0	0	0	0	0	Quebec		
9222: Supervisors in Electronic Equipment Manufacturing	Alberta	4	0	-4	0	0	0	0.0 %	0.0 %	0.0 %	21.7 %	21.7 %	0.0 %	1	0	-1	-1	0	0	0	0	0	1	Alberta	
9222: Supervisors in Electronic Equipment Manufacturing	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	0	0	0	Nova Scotia	
9222: Supervisors in Electronic Equipment Manufacturing	Ontario	5	1	-4	1	1	0	20.0 %	100.0 %	80.0 %	31.0 %	31.0 %	0.0 %	2	0	-2	-1	1	0	0	0	0	2	Ontario	
9222: Supervisors in Electronic Equipment Manufacturing	Quebec	10	1	-9	2	0	-2	20.0 %	0.0 %	-20.0 %	36.6 %	36.6 %	0.0 %	4	0	-4	-2	0	0	0	0	0	2	Quebec	
9223: Supervisors in Electrical Appliance Manufacturing	Alberta	4	4	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	0	0	0	Alberta	
9223: Supervisors in Electrical Appliance Manufacturing	British Columbia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	0	0	0	British Columbia	
9223: Supervisors in Electrical Appliance Manufacturing	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	0	0	0	Manitoba	
9223: Supervisors in Electrical Appliance Manufacturing	Ontario	2	1	-1	0	0	0	0.0 %	0.0 %	0.0 %	19.6 %	19.6 %	0.0 %	0	0	0	0	0	0	0	0	0	0	Ontario	
9223: Supervisors in Electrical Appliance Manufacturing	Quebec	10	7	-3	0	0	0	0.0 %	0.0 %	0.0 %	14.7 %	14.7 %	0.0 %	1	1	0	-1	-1	0	0	0	0	0	Quebec	
9226: Supervisors in Other Fabricated Metal Product and Mechanical Manufacturing	Quebec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	8.3 %	8.3 %	0.0 %	0	0	0	0	0	0	0	0	0	0	0	Quebec
07: Administrative and Senior Clerical Staff		235	145	-90	138	84	-54	58.7 %	57.9 %	-0.8 %	81.5 %	81.1 %	-0.4 %	192	118	-74	-54	-34	20						
Employment Equity Occupational Group	Alta. minus CMAs	8	1	-7	7	1	-6	87.5 %	100.0 %	12.5 %	89.0 %	89.0 %	0.0 %	7	1	-6	0	0	0	0	0	0	0	Alta. minus CMAs	
Employment Equity Occupational Group	Calgary	20	6	-14	14	4	-10	70.0 %	66.7 %	-3.3 %	80.5 %	80.5 %	0.0 %	16	5	-11	-2	-1	1	0	0	0	1	Calgary	
Employment Equity Occupational Group	Edmonton	18	9	-9	12	6	-6	66.7 %	66.7 %	0.0 %	84.6 %	84.6 %	0.0 %	15	8	-7	-3	-2	1	0	0	0	1	Edmonton	
Employment Equity Occupational Group	Greater Sudbury	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	83.9 %	83.9 %	0.0 %	1	0	-1	-1	0	0	0	0	0	1	Greater Sudbury	
Employment Equity Occupational Group	Hamilton	15	5	-10	7	3	-4	46.7 %	60.0 %	13.3 %	83.5 %	83.5 %	0.0 %	13	4	-9	-6	-1	0	0	0	0	5	Hamilton	

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Women

Employment Equity Occupational Group	Internal location	Women																		Place of recruitment	
		All employees			Representation						Availability						Difference				
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #		
Employment Equity Occupational Group	Kelowna	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	85.7 %	85.7 %	0.0 %	1	0	-1	0	0	0	0	Kelowna
Employment Equity Occupational Group	Montreal	107	77	-30	64	48	-16	59.8 %	62.3 %	2.5 %	80.8 %	80.8 %	0.0 %	86	62	-24	-22	-14	8	8	Montreal
Employment Equity Occupational Group	Ont. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	87.1 %	87.1 %	0.0 %	1	0	-1	-1	0	1	1	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	38	31	-7	19	14	-5	50.0 %	45.2 %	-4.8 %	80.9 %	80.9 %	0.0 %	31	25	-6	-12	-11	1	1	Quebec
Employment Equity Occupational Group	NL minus CMAs	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	83.7 %	83.7 %	0.0 %	1	0	-1	0	0	0	0	NL minus CMAs
Employment Equity Occupational Group	Thunder Bay	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	83.9 %	83.9 %	0.0 %	1	0	-1	0	0	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	20	13	-7	12	8	-4	60.0 %	61.5 %	1.5 %	80.1 %	80.1 %	0.0 %	16	10	-6	-4	-2	2	2	Toronto
Employment Equity Occupational Group	Vancouver	3	2	-1	0	0	0	0.0 %	0.0 %	0.0 %	79.0 %	79.0 %	0.0 %	2	2	0	-2	-2	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	81.1 %	81.1 %	0.0 %	1	1	0	-1	-1	0	0	Winnipeg
08: Specialized sales and service personnel		195	144	-51	28	17	-11	14.4 %	11.8 %	-2.6 %	27.5 %	27.8 %	0.3 %	54	40	-14	-26	-23	3	3	
6221: Technical Sales Specialists - Wholesale Trade	Alberta	27	15	-12	4	1	-3	14.8 %	6.7 %	-8.1 %	20.5 %	20.5 %	0.0 %	6	3	-3	-2	-2	0	0	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	20	13	-7	4	2	-2	20.0 %	15.4 %	-4.6 %	26.3 %	26.3 %	0.0 %	5	3	-2	-1	-1	0	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	27.8 %	27.8 %	0.0 %	0	0	0	0	0	0	0	Manitoba
6221: Technical Sales Specialists - Wholesale Trade	Nova Scotia	2	1	-1	0	0	0	0.0 %	0.0 %	0.0 %	24.9 %	24.9 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	58	56	-2	7	7	0	12.1 %	12.5 %	0.4 %	28.7 %	28.7 %	0.0 %	17	16	-1	-10	-9	1	1	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	86	57	-29	13	7	-6	15.1 %	12.3 %	-2.8 %	29.1 %	29.1 %	0.0 %	25	17	-8	-12	-10	2	2	Quebec
6221: Technical Sales Specialists - Wholesale Trade	Saskatchewan	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	28.0 %	28.0 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
09: Skilled workers and artisans		124	127	3	2	2	0	1.6 %	1.6 %	0.0 %	3.0 %	3.0 %	0.0 %	4	4	0	-2	-2	0	0	
7237: Welders and Related Machine Operators	Ontario	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	5.1 %	5.1 %	0.0 %	0	0	0	0	0	0	0	Ontario
7237: Welders and Related Machine Operators	Quebec	19	22	3	1	1	0	5.3 %	4.5 %	-0.8 %	5.0 %	5.0 %	0.0 %	1	1	0	0	0	0	0	Quebec
7242: Industrial Electricians	Alberta	79	81	2	1	1	0	1.3 %	1.2 %	-0.1 %	1.9 %	1.9 %	0.0 %	2	2	0	-1	-1	0	0	Alberta

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Women

Employment Equity Occupational Group	Internal location	Women																		Place of recruitment	
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		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #		
7242 : Industrial Electricians	Ontario	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	0	Ontario
7242 : Industrial Electricians	Quebec	8	8	0	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	0	0	0	0	0	0	0	Quebec
7311: Construction millwrights and industrial mechanics	Quebec	10	9	-1	0	0	0	0.0 %	0.0 %	0.0 %	1.7 %	1.7 %	0.0 %	0	0	0	0	0	0	0	Quebec
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Alberta	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	6.6 %	6.6 %	0.0 %	0	0	0	0	0	0	0	Alberta
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	21.5 %	21.5 %	0.0 %	0	0	0	0	0	0	0	Manitoba
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	21.2 %	21.2 %	0.0 %	0	0	0	0	0	0	0	Ontario
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Quebec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	27.4 %	27.4 %	0.0 %	0	0	0	0	0	0	0	Quebec
10 : Office staff		150	120	-30	51	40	-11	34.0 %	33.3 %	-0.7 %	64.9 %	64.0 %	-0.9 %	97	77	-20	-46	-37	9		
Employment Equity Occupational Group	Alta. minus CMAs	11	4	-7	4	4	0	36.4 %	100.0 %	63.6 %	76.3 %	76.3 %	0.0 %	8	3	-5	-4	1	5	Alta. minus CMAs	
Employment Equity Occupational Group	Calgary	4	2	-2	1	1	0	25.0 %	50.0 %	25.0 %	70.2 %	70.2 %	0.0 %	3	1	-2	-2	0	2	Calgary	
Employment Equity Occupational Group	Edmonton	10	5	-5	1	1	0	10.0 %	20.0 %	10.0 %	70.3 %	70.3 %	0.0 %	7	4	-3	-6	-3	3	Edmonton	
Employment Equity Occupational Group	Hamilton	4	5	1	2	3	1	50.0 %	60.0 %	10.0 %	68.5 %	68.5 %	0.0 %	3	3	0	-1	0	1	Hamilton	
Employment Equity Occupational Group	Montreal	65	66	1	27	21	-6	41.5 %	31.8 %	-9.7 %	62.5 %	62.5 %	0.0 %	41	41	0	-14	-20	-6	Montreal	
Employment Equity Occupational Group	Ont. minus CMAs	3	0	-3	2	0	-2	66.7 %	0.0 %	-66.7 %	72.4 %	72.4 %	0.0 %	2	0	-2	0	0	0	Ont. minus CMAs	
Employment Equity Occupational Group	Quebec	33	22	-11	9	5	-4	27.3 %	22.7 %	-4.6 %	61.6 %	61.6 %	0.0 %	20	14	-6	-11	-9	2	Quebec	
Employment Equity Occupational Group	Toronto	16	13	-3	4	4	0	25.0 %	30.8 %	5.8 %	65.2 %	65.2 %	0.0 %	10	8	-2	-6	-4	2	Toronto	
Employment Equity Occupational Group	Vancouver	4	3	-1	1	1	0	25.0 %	33.3 %	8.3 %	70.0 %	70.0 %	0.0 %	3	2	-1	-2	-1	1	Vancouver	
11: Intermediate sales and service personnel		80	82	2	48	49	1	60.0 %	59.8 %	-0.2 %	63.7 %	63.5 %	-0.2 %	51	52	1	-3	-3	0		
Employment Equity Occupational Group	Alta. minus CMAs	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	74.2 %	74.2 %	0.0 %	1	0	-1	0	0	0	Alta. minus CMAs	
Employment Equity Occupational Group	Calgary	4	4	0	4	4	0	100.0 %	100.0 %	0.0 %	66.1 %	66.1 %	0.0 %	3	3	0	1	1	0	Calgary	
Employment Equity Occupational Group	Edmonton	4	4	0	0	0	0	0.0 %	0.0 %	0.0 %	67.0 %	67.0 %	0.0 %	3	3	0	-3	-3	0	Edmonton	

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Women

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		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #			
Employment Equity Occupational Group	Halifax	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	65.5 %	65.5 %	0.0 %	1	1	0	0	0	0	0	Halifax	
Employment Equity Occupational Group	Hamilton	7	7	0	7	7	0	100.0 %	100.0 %	0.0 %	67.1 %	67.1 %	0.0 %	5	5	0	2	2	0	0	Hamilton	
Employment Equity Occupational Group	Kelowna	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	68.4 %	68.4 %	0.0 %	1	1	0	0	0	0	0	0	Kelowna
Employment Equity Occupational Group	Montreal	29	32	3	15	16	1	51.7 %	50.0 %	-1.7 %	61.8 %	61.8 %	0.0 %	18	20	2	-3	-4	-1	-1	Montreal	
Employment Equity Occupational Group	NS minus CMA	1	2	1	1	2	1	100.0 %	100.0 %	0.0 %	72.7 %	72.7 %	0.0 %	1	1	0	0	0	0	0	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	72.4 %	72.4 %	0.0 %	1	0	-1	0	0	0	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	10	10	0	5	6	1	50.0 %	60.0 %	10.0 %	60.8 %	60.8 %	0.0 %	6	6	0	-1	0	0	0	1	Quebec
Employment Equity Occupational Group	Toronto	13	13	0	9	9	0	69.2 %	69.2 %	0.0 %	63.9 %	63.9 %	0.0 %	8	8	0	1	1	0	0	0	Toronto
Employment Equity Occupational Group	Vancouver	8	8	0	3	3	0	37.5 %	37.5 %	0.0 %	64.2 %	64.2 %	0.0 %	5	5	0	-2	-2	0	0	0	Vancouver
12: Skilled Manual Workers		307	305	-2	16	14	-2	5.2 %	4.6 %	-0.6 %	17.2 %	17.3 %	0.1 %	53	53	0	-37	-39	-2	-2	-2	
Employment Equity Occupational Group	Alta. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	16.3 %	16.3 %	0.0 %	0	0	0	0	0	0	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	5	0	-5	0	0	0	0.0 %	0.0 %	0.0 %	14.5 %	14.5 %	0.0 %	1	0	-1	-1	0	0	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	16.0 %	16.0 %	0.0 %	0	0	0	0	0	0	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	4	-1	0	0	0	0.0 %	0.0 %	0.0 %	18.6 %	18.6 %	0.0 %	1	1	0	-1	-1	0	0	0	Hamilton
Employment Equity Occupational Group	Montreal	216	231	15	8	8	0	3.7 %	3.5 %	-0.2 %	18.4 %	18.4 %	0.0 %	40	43	3	-32	-35	-3	-3	-3	Montreal
Employment Equity Occupational Group	Quebec	71	64	-7	8	6	-2	11.3 %	9.4 %	-1.9 %	13.2 %	13.2 %	0.0 %	9	8	-1	-1	-2	-1	-1	-1	Quebec
Employment Equity Occupational Group	Toronto	6	4	-2	0	0	0	0.0 %	0.0 %	0.0 %	22.0 %	22.0 %	0.0 %	1	1	0	-1	-1	0	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	17.1 %	17.1 %	0.0 %	0	0	0	0	0	0	0	0	Vancouver
Total		2634	2166	-468	522	424	-98	19.8 %	19.6 %	-0.3 %	32.5 %	31.4 %	-1.1 %	857	681	-176	-335	-257	-78	-78	-78	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

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Employment Equity Occupational Group	Internal location	Aboriginal																		Place of recruitment	
		All employees			Representation									Availability			Difference				
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #		
01: Senior Management	National	12	10	-2	0	0	0	0.0 %	0.0 %	0.0 %	2.9 %	2.9 %	0.0 %	0	0	0	0	0	0	0	National
02: Middle management and other directors	National	353	304	-49	1	1	0	0.3 %	0.3 %	0.0 %	2.2 %	2.2 %	0.0 %	8	7	-1	-7	-6	-6	1	National
03: Professionals		608	497	-111	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	6	5	-1	-6	-5	-5	1	
1111: Auditors and Accountants	National	10	3	-7	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	0	0	0	0	0	0	0	National
1112: Financial and investment analysts	National	50	43	-7	0	0	0	0.0 %	0.0 %	0.0 %	0.9 %	0.9 %	0.0 %	0	0	0	0	0	0	0	National
1121: Human Resources Professionals	National	23	19	-4	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	1	1	0	-1	-1	-1	0	National
1122: Business Management Consulting Professionals	National	40	37	-3	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	1	1	0	-1	-1	-1	0	National
1123: Advertising, marketing and public relations professionals	National	20	18	-2	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	0	0	0	0	0	0	0	National
2111 : Physicists and astronomers	National	13	16	3	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	National
2131 : Civil engineers	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	0	National
2132 : Mechanical engineers	National	14	18	4	0	0	0	0.0 %	0.0 %	0.0 %	0.7 %	0.7 %	0.0 %	0	0	0	0	0	0	0	National
2133 : Electrical and electronic engineers	National	240	149	-91	0	0	0	0.0 %	0.0 %	0.0 %	0.7 %	0.7 %	0.0 %	2	1	-1	-2	-1	-1	1	National
2134 : Chemical engineers	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	0.6 %	0.6 %	0.0 %	0	0	0	0	0	0	0	National
2141: Industrial and Manufacturing Engineers	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	0.8 %	0.8 %	0.0 %	0	0	0	0	0	0	0	National
2148: Other engineers, n.e.c.	National	40	43	3	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	0	National
2171 : IT Analysts and Consultants	National	54	43	-11	0	0	0	0.0 %	0.0 %	0.0 %	1.1 %	1.1 %	0.0 %	1	0	-1	-1	0	0	1	National
2173 : Engineers and software designers	National	52	58	6	0	0	0	0.0 %	0.0 %	0.0 %	0.6 %	0.6 %	0.0 %	0	0	0	0	0	0	0	National
2174: Programmers and Interactive Media Developers	National	6	6	0	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	0	0	0	0	0	0	0	National
2175 : Web Designers and Developers	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	1.5 %	1.5 %	0.0 %	0	0	0	0	0	0	0	National
4021: College teachers and other vocational instructors	National	2	0	-2	0	0	0	0.0 %	0.0 %	0.0 %	2.4 %	2.4 %	0.0 %	0	0	0	0	0	0	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	6	5	-1	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	0	National

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		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #		
4131: NOC 2006 - College and Other Vocational Instructors	National	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	0	0	0	0	0	0	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	24	27	3	0	0	0	0.0 %	0.0 %	0.0 %	2.0 %	2.0 %	0.0 %	0	1	1	0	-1	-1	-1	National
5121: Authors, writers and editors	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	1.9 %	1.9 %	0.0 %	0	0	0	0	0	0	0	National
5124: NOC 2006 - Public Relations and Communications Professionals	National	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	0	0	0	0	0	0	0	National
5125: Translators, Terminologists and Interpreters	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	2.9 %	2.9 %	0.0 %	0	0	0	0	0	0	0	National
04: Semi-professional and technical staff		472	365	-107	3	2	-1	0.6 %	0.5 %	-0.1 %	1.6 %	1.5 %	-0.1 %	8	5	-3	-5	-3	-3	2	
2232 : Mechanical Engineering Technologists and Technicians	Alberta	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	3.5 %	3.5 %	0.0 %	0	0	0	0	0	0	0	Alberta
2232 : Mechanical Engineering Technologists and Technicians	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
2232 : Mechanical Engineering Technologists and Technicians	Ontario	4	4	0	0	0	0	0.0 %	0.0 %	0.0 %	1.4 %	1.4 %	0.0 %	0	0	0	0	0	0	0	Ontario
2232 : Mechanical Engineering Technologists and Technicians	Quebec	13	14	1	0	0	0	0.0 %	0.0 %	0.0 %	0.4 %	0.4 %	0.0 %	0	0	0	0	0	0	0	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	1.1 %	1.1 %	0.0 %	0	0	0	0	0	0	0	Ontario
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	27	51	24	0	0	0	0.0 %	0.0 %	0.0 %	1.4 %	1.4 %	0.0 %	0	1	1	0	-1	-1	-1	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Alberta	100	27	-73	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	2	1	-1	-2	-1	-1	1	Alberta
2241 : Electronic and Electrical Engineering Technologists and Technicians	British Columbia	21	18	-3	1	0	-1	4.8 %	0.0 %	-4.8 %	2.1 %	2.1 %	0.0 %	0	0	0	1	0	-1	-1	British Columbia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Manitoba	5	5	0	1	1	0	20.0 %	20.0 %	0.0 %	8.5 %	8.5 %	0.0 %	0	0	0	1	1	0	0	Manitoba
2241 : Electronic and Electrical Engineering Technologists and Technicians	New Brunswick	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.2 %	1.2 %	0.0 %	0	0	0	0	0	0	0	New Brunswick
2241 : Electronic and Electrical Engineering Technologists and Technicians	Nova Scotia	3	4	1	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	73	67	-6	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.8 %	0.0 %	1	1	0	-1	-1	-1	0	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	121	114	-7	1	1	0	0.8 %	0.9 %	0.1 %	0.8 %	0.8 %	0.0 %	1	1	0	0	0	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Saskatchewan	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.3 %	1.3 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
2253 : Drafting Technologists and Technicians	Alberta	28	4	-24	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	1	0	-1	-1	0	0	1	Alberta

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7212: NOC 2006 - Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Nova Scotia	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	3.1 %	3.1 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
7212: NOC 2006 - Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Newfoundland and Labrador	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	7.3 %	7.3 %	0.0 %	0	0	0	0	0	0	0	Newfoundland and Labrador
7301: Mechanical Contractors and Supervisors	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.8 %	0.0 %	0	0	0	0	0	0	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Alberta	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	7.3 %	7.3 %	0.0 %	0	0	0	0	0	0	0	Alberta
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Quebec	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.8 %	0.0 %	0	0	0	0	0	0	0	Quebec
9222: Supervisors in Electronic Equipment Manufacturing	Alberta	4	0	-4	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Alberta
9222: Supervisors in Electronic Equipment Manufacturing	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
9222: Supervisors in Electronic Equipment Manufacturing	Ontario	5	1	-4	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Ontario
9222: Supervisors in Electronic Equipment Manufacturing	Quebec	10	1	-9	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Quebec
9223: Supervisors in Electrical Appliance Manufacturing	Alberta	4	4	0	1	0	-1	25.0 %	0.0 %	-25.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	1	0	-1	Alberta
9223: Supervisors in Electrical Appliance Manufacturing	British Columbia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	British Columbia
9223: Supervisors in Electrical Appliance Manufacturing	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Manitoba
9223: Supervisors in Electrical Appliance Manufacturing	Ontario	2	1	-1	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Ontario
9223: Supervisors in Electrical Appliance Manufacturing	Quebec	10	7	-3	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Quebec
9226: Supervisors in Other Fabricated Metal Product and Mechanical Manufacturing	Quebec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Quebec
07: Administrative and Senior Clerical Staff		235	145	-90	3	1	-2	1.3 %	0.7 %	-0.6 %	1.5 %	1.1 %	-0.4 %	4	2	-2	-1	-1	0	0	
Employment Equity Occupational Group	Alta. minus CMAs	8	1	-7	0	0	0	0.0 %	0.0 %	0.0 %	6.0 %	6.0 %	0.0 %	0	0	0	0	0	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	20	6	-14	1	0	-1	5.0 %	0.0 %	-5.0 %	2.6 %	2.6 %	0.0 %	1	0	-1	0	0	0	0	Calgary
Employment Equity Occupational Group	Edmonton	18	9	-9	0	0	0	0.0 %	0.0 %	0.0 %	3.6 %	3.6 %	0.0 %	1	0	-1	-1	0	0	0	Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	8.6 %	8.6 %	0.0 %	0	0	0	0	0	0	0	Greater Sudbury
Employment Equity Occupational Group	Hamilton	15	5	-10	0	0	0	0.0 %	0.0 %	0.0 %	1.5 %	1.5 %	0.0 %	0	0	0	0	0	0	0	Hamilton

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		All employees			Representation						Availability						Difference				
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #		
Employment Equity Occupational Group	Kelowna	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	3.4 %	3.4 %	0.0 %	0	0	0	0	0	0	0	Kelowna
Employment Equity Occupational Group	Montreal	107	77	-30	1	0	-1	0.9 %	0.0 %	-0.9 %	0.7 %	0.7 %	0.0 %	1	1	0	0	-1	-1	0	Montreal
Employment Equity Occupational Group	Ont. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	4.1 %	4.1 %	0.0 %	0	0	0	0	0	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	38	31	-7	0	0	0	0.0 %	0.0 %	0.0 %	0.7 %	0.7 %	0.0 %	0	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	NL minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	9.7 %	9.7 %	0.0 %	0	0	0	0	0	0	0	NL minus CMAs
Employment Equity Occupational Group	Thunder Bay	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	6.4 %	6.4 %	0.0 %	0	0	0	0	0	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	20	13	-7	1	1	0	5.0 %	7.7 %	2.7 %	0.8 %	0.8 %	0.0 %	0	0	0	0	1	1	0	Toronto
Employment Equity Occupational Group	Vancouver	3	2	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.1 %	2.1 %	0.0 %	0	0	0	0	0	0	0	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	8.5 %	8.5 %	0.0 %	0	0	0	0	0	0	0	Winnipeg
08: Specialized sales and service personnel		195	144	-51	2	2	0	1.0 %	1.4 %	0.4 %	1.4 %	1.3 %	-0.1 %	3	2	-1	-1	0	0	1	
6221: Technical Sales Specialists - Wholesale Trade	Alberta	27	15	-12	0	0	0	0.0 %	0.0 %	0.0 %	2.0 %	2.0 %	0.0 %	1	0	-1	-1	0	0	1	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	20	13	-7	1	1	0	5.0 %	7.7 %	2.7 %	2.5 %	2.5 %	0.0 %	1	0	-1	0	1	1	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	6.3 %	6.3 %	0.0 %	0	0	0	0	0	0	0	Manitoba
6221: Technical Sales Specialists - Wholesale Trade	Nova Scotia	2	1	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	58	56	-2	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	1	1	0	-1	-1	0	0	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	86	57	-29	1	1	0	1.2 %	1.8 %	0.6 %	1.0 %	1.0 %	0.0 %	1	1	0	0	0	0	0	Quebec
6221: Technical Sales Specialists - Wholesale Trade	Saskatchewan	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	8.2 %	8.2 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
09: Skilled workers and artisans		124	127	3	1	2	1	0.8 %	1.6 %	0.8 %	3.3 %	3.3 %	0.0 %	4	4	0	-3	-2	1	1	
7237: Welders and Related Machine Operators	Ontario	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.6 %	2.6 %	0.0 %	0	0	0	0	0	0	0	Ontario
7237: Welders and Related Machine Operators	Quebec	19	22	3	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.8 %	0.0 %	0	0	0	0	0	0	0	Quebec
7242: Industrial Electricians	Alberta	79	81	2	1	2	1	1.3 %	2.5 %	1.2 %	4.1 %	4.1 %	0.0 %	3	3	0	-2	-1	1	1	Alberta

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Aboriginal

Employment Equity Occupational Group	Internal location	Aboriginal																		Place of recruitment	
		All employees			Representation									Availability			Difference				
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #		
7242 : Industrial Electricians	Ontario	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	2.2 %	2.2 %	0.0 %	0	0	0	0	0	0	0	Ontario
7242 : Industrial Electricians	Quebec	8	8	0	0	0	0	0.0 %	0.0 %	0.0 %	0.9 %	0.9 %	0.0 %	0	0	0	0	0	0	0	Quebec
7311 : Construction millwrights and industrial mechanics	Quebec	10	9	-1	0	0	0	0.0 %	0.0 %	0.0 %	1.4 %	1.4 %	0.0 %	0	0	0	0	0	0	0	Quebec
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Alberta	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	6.0 %	6.0 %	0.0 %	0	0	0	0	0	0	0	Alberta
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	3.8 %	3.8 %	0.0 %	0	0	0	0	0	0	0	Manitoba
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.8 %	0.0 %	0	0	0	0	0	0	0	Ontario
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Quebec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	1.4 %	1.4 %	0.0 %	0	0	0	0	0	0	0	Quebec
10 : Office staff		150	120	-30	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.3 %	-0.5 %	3	2	-1	-3	-2	1		
Employment Equity Occupational Group	Alta. minus CMAs	11	4	-7	0	0	0	0.0 %	0.0 %	0.0 %	8.1 %	8.1 %	0.0 %	1	0	-1	-1	0	1	Alta. minus CMAs	
Employment Equity Occupational Group	Calgary	4	2	-2	0	0	0	0.0 %	0.0 %	0.0 %	3.0 %	3.0 %	0.0 %	0	0	0	0	0	0	0	Calgary
Employment Equity Occupational Group	Edmonton	10	5	-5	0	0	0	0.0 %	0.0 %	0.0 %	5.1 %	5.1 %	0.0 %	1	0	-1	-1	0	1	Edmonton	
Employment Equity Occupational Group	Hamilton	4	5	1	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	0	Hamilton
Employment Equity Occupational Group	Montreal	65	66	1	0	0	0	0.0 %	0.0 %	0.0 %	0.8 %	0.8 %	0.0 %	1	1	0	-1	-1	0	0	Montreal
Employment Equity Occupational Group	Ont. minus CMAs	3	0	-3	0	0	0	0.0 %	0.0 %	0.0 %	4.7 %	4.7 %	0.0 %	0	0	0	0	0	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	33	22	-11	0	0	0	0.0 %	0.0 %	0.0 %	0.6 %	0.6 %	0.0 %	0	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	Toronto	16	13	-3	0	0	0	0.0 %	0.0 %	0.0 %	0.7 %	0.7 %	0.0 %	0	0	0	0	0	0	0	Toronto
Employment Equity Occupational Group	Vancouver	4	3	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.4 %	2.4 %	0.0 %	0	0	0	0	0	0	0	Vancouver
11: Intermediate sales and service personnel		80	82	2	1	0	-1	1.3 %	0.0 %	-1.3 %	1.6 %	1.5 %	-0.1 %	1	1	0	0	-1			
Employment Equity Occupational Group	Alta. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	7.7 %	7.7 %	0.0 %	0	0	0	0	0	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	4	4	0	0	0	0	0.0 %	0.0 %	0.0 %	2.5 %	2.5 %	0.0 %	0	0	0	0	0	0	0	Calgary
Employment Equity Occupational Group	Edmonton	4	4	0	0	0	0	0.0 %	0.0 %	0.0 %	4.8 %	4.8 %	0.0 %	0	0	0	0	0	0	0	Edmonton

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Aboriginal

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Employment Equity Occupational Group	Halifax	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	3.2 %	3.2 %	0.0 %	0	0	0	0	0	0	0	Halifax
Employment Equity Occupational Group	Hamilton	7	7	0	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	4.5 %	4.5 %	0.0 %	0	0	0	0	0	0	0	Kelowna
Employment Equity Occupational Group	Montreal	29	32	3	0	0	0	0.0 %	0.0 %	0.0 %	0.9 %	0.9 %	0.0 %	0	0	0	0	0	0	0	Montreal
Employment Equity Occupational Group	NS minus CMA	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	4.0 %	4.0 %	0.0 %	0	0	0	0	0	0	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	4.9 %	4.9 %	0.0 %	0	0	0	1	0	-1	0	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	10	10	0	0	0	0	0.0 %	0.0 %	0.0 %	1.2 %	1.2 %	0.0 %	0	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	Toronto	13	13	0	0	0	0	0.0 %	0.0 %	0.0 %	0.6 %	0.6 %	0.0 %	0	0	0	0	0	0	0	Toronto
Employment Equity Occupational Group	Vancouver	8	8	0	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Vancouver
12: Skilled Manual Workers		307	305	-2	1	1	0	0.3 %	0.3 %	0.0 %	1.0 %	0.9 %	-0.1 %	3	3	0	-2	-2	0	0	
Employment Equity Occupational Group	Alta. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	8.5 %	8.5 %	0.0 %	0	0	0	0	0	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	5	0	-5	0	0	0	0.0 %	0.0 %	0.0 %	3.5 %	3.5 %	0.0 %	0	0	0	0	0	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	5.6 %	5.6 %	0.0 %	0	0	0	0	0	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	4	-1	0	0	0	0.0 %	0.0 %	0.0 %	1.9 %	1.9 %	0.0 %	0	0	0	0	0	0	0	Hamilton
Employment Equity Occupational Group	Montreal	216	231	15	1	1	0	0.5 %	0.4 %	-0.1 %	0.9 %	0.9 %	0.0 %	2	2	0	-1	-1	0	0	Montreal
Employment Equity Occupational Group	Quebec	71	64	-7	0	0	0	0.0 %	0.0 %	0.0 %	0.8 %	0.8 %	0.0 %	1	1	0	-1	-1	0	0	Quebec
Employment Equity Occupational Group	Toronto	6	4	-2	0	0	0	0.0 %	0.0 %	0.0 %	0.7 %	0.7 %	0.0 %	0	0	0	0	0	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.2 %	2.2 %	0.0 %	0	0	0	0	0	0	0	Vancouver
Total		2634	2166	-468	13	9	-4	0.5 %	0.4 %	-0.1 %	1.5 %	1.4 %	-0.1 %	41	31	-10	-28	-22	6	6	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

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01: Senior Management	National	12	10	-2	1	1	0	8.3 %	10.0 %	1.7 %	10.1 %	10.1 %	0.0 %	1	1	0	0	0	0	0	National
02: Middle management and other directors	National	353	304	-49	45	36	-9	12.7 %	11.8 %	-0.9 %	15.0 %	15.0 %	0.0 %	53	46	-7	-8	-10	-2	National	
03: Professionals		608	497	-111	146	115	-31	24.0 %	23.1 %	-0.9 %	30.7 %	30.3 %	-0.4 %	187	151	-36	-41	-36	5		
1111: Auditors and Accountants	National	10	3	-7	3	1	-2	30.0 %	33.3 %	3.3 %	27.5 %	27.5 %	0.0 %	3	1	-2	0	0	0	0	National
1112: Financial and investment analysts	National	50	43	-7	6	3	-3	12.0 %	7.0 %	-5.0 %	35.4 %	35.4 %	0.0 %	18	15	-3	-12	-12	0	National	
1121: Human Resources Professionals	National	23	19	-4	4	3	-1	17.4 %	15.8 %	-1.6 %	14.1 %	14.1 %	0.0 %	3	3	0	1	0	-1	National	
1122: Business Management Consulting Professionals	National	40	37	-3	5	6	1	12.5 %	16.2 %	3.7 %	21.6 %	21.6 %	0.0 %	9	8	-1	-4	-2	2	National	
1123: Advertising, marketing and public relations professionals	National	20	18	-2	0	0	0	0.0 %	0.0 %	0.0 %	16.9 %	16.9 %	0.0 %	3	3	0	-3	-3	0	National	
2111 : Physicists and astronomers	National	13	16	3	1	1	0	7.7 %	6.3 %	-1.4 %	22.9 %	22.9 %	0.0 %	3	4	1	-2	-3	-1	National	
2131 : Civil engineers	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	26.0 %	26.0 %	0.0 %	0	0	0	0	0	0	0	National
2132 : Mechanical engineers	National	14	18	4	1	1	0	7.1 %	5.6 %	-1.5 %	28.6 %	28.6 %	0.0 %	4	5	1	-3	-4	-1	National	
2133 : Electrical and electronic engineers	National	240	149	-91	69	42	-27	28.8 %	28.2 %	-0.6 %	34.9 %	34.9 %	0.0 %	84	52	-32	-15	-10	5	National	
2134 : Chemical engineers	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	30.8 %	30.8 %	0.0 %	1	1	0	-1	-1	0	National	
2141: Industrial and Manufacturing Engineers	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	31.5 %	31.5 %	0.0 %	1	1	0	-1	-1	0	National	
2148: Other engineers, n.e.c.	National	40	43	3	0	0	0	0.0 %	0.0 %	0.0 %	27.3 %	27.3 %	0.0 %	11	12	1	-11	-12	-1	National	
2171 : IT Analysts and Consultants	National	54	43	-11	16	13	-3	29.6 %	30.2 %	0.6 %	31.4 %	31.4 %	0.0 %	17	14	-3	-1	-1	0	National	
2173 : Engineers and software designers	National	52	58	6	30	35	5	57.7 %	60.3 %	2.6 %	40.5 %	40.5 %	0.0 %	21	23	2	9	12	3	National	
2174: Programmers and Interactive Media Developers	National	6	6	0	3	3	0	50.0 %	50.0 %	0.0 %	31.5 %	31.5 %	0.0 %	2	2	0	1	1	0	National	
2175 : Web Designers and Developers	National	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	22.8 %	22.8 %	0.0 %	0	0	0	0	0	0	0	National
4021: College teachers and other vocational instructors	National	2	0	-2	0	0	0	0.0 %	0.0 %	0.0 %	13.4 %	13.4 %	0.0 %	0	0	0	0	0	0	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	6	5	-1	2	1	-1	33.3 %	20.0 %	-13.3 %	12.5 %	12.5 %	0.0 %	1	1	0	1	0	-1	National	

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4131: NOC 2006 - College and Other Vocational Instructors	National	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	19.9 %	19.9 %	0.0 %	0	0	0	0	0	0	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	24	27	3	5	6	1	20.8 %	22.2 %	1.4 %	21.9 %	21.9 %	0.0 %	5	6	1	0	0	0	0	National
5121: Authors, writers and editors	National	3	3	0	0	0	0	0.0 %	0.0 %	0.0 %	10.7 %	10.7 %	0.0 %	0	0	0	0	0	0	0	National
5124: NOC 2006 - Public Relations and Communications Professionals	National	1	0	-1	1	0	-1	100.0 %	0.0 %	-100.0 %	19.9 %	19.9 %	0.0 %	0	0	0	1	0	-1	0	National
5125: Translators, Terminologists and Interpreters	National	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	22.2 %	22.2 %	0.0 %	0	0	0	0	0	0	0	National
04: Semi-professional and technical staff		472	365	-107	75	65	-10	15.9 %	17.8 %	1.9 %	18.6 %	16.7 %	-1.9 %	88	61	-27	-13	4	17		
2232 : Mechanical Engineering Technologists and Technicians	Alberta	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	21.3 %	21.3 %	0.0 %	0	0	0	0	0	0	0	Alberta
2232 : Mechanical Engineering Technologists and Technicians	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
2232 : Mechanical Engineering Technologists and Technicians	Ontario	4	4	0	0	0	0	0.0 %	0.0 %	0.0 %	20.5 %	20.5 %	0.0 %	1	1	0	-1	-1	0	0	Ontario
2232 : Mechanical Engineering Technologists and Technicians	Quebec	13	14	1	1	2	1	7.7 %	14.3 %	6.6 %	7.3 %	7.3 %	0.0 %	1	1	0	0	0	0	1	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Ontario	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	33.3 %	33.3 %	0.0 %	1	1	0	-1	-1	0	0	Ontario
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	27	51	24	1	3	2	3.7 %	5.9 %	2.2 %	12.3 %	12.3 %	0.0 %	3	6	3	-2	-3	-1	-1	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Alberta	100	27	-73	19	15	-4	19.0 %	55.6 %	36.6 %	22.2 %	22.2 %	0.0 %	22	6	-16	-3	9	12	12	Alberta
2241 : Electronic and Electrical Engineering Technologists and Technicians	British Columbia	21	18	-3	3	3	0	14.3 %	16.7 %	2.4 %	29.5 %	29.5 %	0.0 %	6	5	-1	-3	-2	1	1	British Columbia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Manitoba	5	5	0	0	0	0	0.0 %	0.0 %	0.0 %	14.3 %	14.3 %	0.0 %	1	1	0	-1	-1	0	0	Manitoba
2241 : Electronic and Electrical Engineering Technologists and Technicians	New Brunswick	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	New Brunswick
2241 : Electronic and Electrical Engineering Technologists and Technicians	Nova Scotia	3	4	1	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
2241 : Electronic and Electrical Engineering Technologists and Technicians	Ontario	73	67	-6	14	13	-1	19.2 %	19.4 %	0.2 %	31.4 %	31.4 %	0.0 %	23	21	-2	-9	-8	1	1	Ontario
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	121	114	-7	17	19	2	14.0 %	16.7 %	2.7 %	9.5 %	9.5 %	0.0 %	11	11	0	6	8	2	2	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Saskatchewan	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	9.6 %	9.6 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
2253 : Drafting Technologists and Technicians	Alberta	28	4	-24	10	1	-9	35.7 %	25.0 %	-10.7 %	28.6 %	28.6 %	0.0 %	8	1	-7	2	0	-2	0	Alberta

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2253 : Drafting Technologists and Technicians	British Columbia	4	4	0	3	3	0	75.0 %	75.0 %	0.0 %	33.4 %	33.4 %	0.0 %	1	1	0	2	2	0	British Columbia
2253 : Drafting Technologists and Technicians	Ontario	9	5	-4	3	3	0	33.3 %	60.0 %	-26.7 %	30.2 %	30.2 %	0.0 %	3	2	-1	0	1	1	Ontario
2253 : Drafting Technologists and Technicians	Quebec	30	23	-7	1	0	-1	3.3 %	0.0 %	-3.3 %	7.7 %	7.7 %	0.0 %	2	2	0	-1	-2	-1	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Alberta	5	3	-2	1	0	-1	20.0 %	0.0 %	-20.0 %	7.1 %	7.1 %	0.0 %	0	0	0	1	0	-1	Alberta
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Nova Scotia	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	Nova Scotia
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Ontario	6	4	-2	0	0	0	0.0 %	0.0 %	0.0 %	16.6 %	16.6 %	0.0 %	1	1	0	-1	-1	0	Ontario
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	Quebec	11	10	-1	2	2	0	18.2 %	20.0 %	1.8 %	4.8 %	4.8 %	0.0 %	1	0	-1	1	2	1	Quebec
2282: User Support Agents	British Columbia	2	0	-2	0	0	0	0.0 %	0.0 %	0.0 %	32.5 %	32.5 %	0.0 %	1	0	-1	-1	0	0	British Columbia
2282: User Support Agents	Ontario	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	35.9 %	35.9 %	0.0 %	0	0	0	0	0	0	Ontario
4216: Other instructors	Ontario	2	3	1	0	1	1	0.0 %	33.3 %	33.3 %	37.5 %	37.5 %	0.0 %	1	1	0	-1	0	1	Ontario
05: Supervisors		45	39	-6	1	1	0	2.2 %	2.6 %	0.4 %	22.2 %	20.7 %	-1.5 %	10	8	-2	-9	-7	2	
Employment Equity Occupational Group	Calgary	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	27.4 %	27.4 %	0.0 %	1	1	0	-1	-1	0	Calgary
Employment Equity Occupational Group	Hamilton	2	1	-1	0	0	0	0.0 %	0.0 %	0.0 %	13.0 %	13.0 %	0.0 %	0	0	0	0	0	0	Hamilton
Employment Equity Occupational Group	Montreal	28	25	-3	0	0	0	0.0 %	0.0 %	0.0 %	16.7 %	16.7 %	0.0 %	5	4	-1	-5	-4	1	Montreal
Employment Equity Occupational Group	Quebec	3	4	1	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	Toronto	5	5	0	1	1	0	20.0 %	20.0 %	0.0 %	45.8 %	45.8 %	0.0 %	2	2	0	-1	-1	0	Toronto
Employment Equity Occupational Group	Vancouver	5	2	-3	0	0	0	0.0 %	0.0 %	0.0 %	43.4 %	43.4 %	0.0 %	2	1	-1	-2	-1	1	Vancouver
06 : Foremen		53	28	-25	2	3	1	3.8 %	10.7 %	6.9 %	11.6 %	6.6 %	-5.0 %	6	2	-4	-4	1	5	
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Alberta	5	4	-1	0	0	0	0.0 %	0.0 %	0.0 %	5.7 %	5.7 %	0.0 %	0	0	0	0	0	0	Alberta
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	17.1 %	17.1 %	0.0 %	0	0	0	0	0	0	Ontario
7202: Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Quebec	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	5.2 %	5.2 %	0.0 %	0	0	0	0	0	0	Quebec

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7212: NOC 2006 - Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Nova Scotia	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
7212: NOC 2006 - Contractors and Supervisors, Electrical and Telecommunications Contractors and Supervisors	Newfoundland and Labrador	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	Newfoundland and Labrador
7301: Mechanical Contractors and Supervisors	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	14.5 %	14.5 %	0.0 %	0	0	0	0	0	0	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Alberta	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	5.3 %	5.3 %	0.0 %	0	0	0	0	0	0	0	Alberta
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Quebec	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	2.2 %	2.2 %	0.0 %	0	0	0	1	1	0	0	Quebec
9222: Supervisors in Electronic Equipment Manufacturing	Alberta	4	0	-4	0	0	0	0.0 %	0.0 %	0.0 %	30.4 %	30.4 %	0.0 %	1	0	-1	-1	0	0	0	1 Alberta
9222: Supervisors in Electronic Equipment Manufacturing	Nova Scotia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	0 Nova Scotia
9222: Supervisors in Electronic Equipment Manufacturing	Ontario	5	1	-4	0	0	0	0.0 %	0.0 %	0.0 %	38.4 %	38.4 %	0.0 %	2	0	-2	-2	0	0	0	2 Ontario
9222: Supervisors in Electronic Equipment Manufacturing	Quebec	10	1	-9	0	0	0	0.0 %	0.0 %	0.0 %	10.8 %	10.8 %	0.0 %	1	0	-1	-1	0	0	0	1 Quebec
9223: Supervisors in Electrical Appliance Manufacturing	Alberta	4	4	0	1	2	1	25.0 %	50.0 %	25.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	1	2	0	1 Alberta
9223: Supervisors in Electrical Appliance Manufacturing	British Columbia	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	0 British Columbia
9223: Supervisors in Electrical Appliance Manufacturing	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0.0 %	0	0	0	0	0	0	0	0 Manitoba
9223: Supervisors in Electrical Appliance Manufacturing	Ontario	2	1	-1	0	0	0	0.0 %	0.0 %	0.0 %	26.8 %	26.8 %	0.0 %	1	0	-1	-1	0	0	0	1 Ontario
9223: Supervisors in Electrical Appliance Manufacturing	Quebec	10	7	-3	0	0	0	0.0 %	0.0 %	0.0 %	5.3 %	5.3 %	0.0 %	1	0	-1	-1	0	0	0	1 Quebec
9226: Supervisors in Other Fabricated Metal Product and Mechanical Manufacturing	Quebec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	6.7 %	6.7 %	0.0 %	0	0	0	0	0	0	0	0 Quebec
07: Administrative and Senior Clerical Staff		235	145	-90	41	26	-15	17.4 %	17.9 %	0.5 %	12.6 %	12.5 %	-0.1 %	30	18	-12	11	8	3		
Employment Equity Occupational Group	Alta. minus CMAs	8	1	-7	0	0	0	0.0 %	0.0 %	0.0 %	3.4 %	3.4 %	0.0 %	0	0	0	0	0	0	0	0 Alta. minus CMAs
Employment Equity Occupational Group	Calgary	20	6	-14	6	2	-4	30.0 %	33.3 %	3.3 %	16.5 %	16.5 %	0.0 %	3	1	-2	3	1	2	0	2 Calgary
Employment Equity Occupational Group	Edmonton	18	9	-9	5	2	-3	27.8 %	22.2 %	-5.6 %	13.4 %	13.4 %	0.0 %	2	1	-1	3	1	0	0	-2 Edmonton
Employment Equity Occupational Group	Greater Sudbury	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	1.5 %	1.5 %	0.0 %	0	0	0	0	0	0	0	0 Greater Sudbury
Employment Equity Occupational Group	Hamilton	15	5	-10	3	0	-3	20.0 %	0.0 %	-20.0 %	8.2 %	8.2 %	0.0 %	1	0	-1	2	0	0	0	-2 Hamilton

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Employment Equity Occupational Group	Kelowna	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	3.9 %	3.9 %	0.0 %	0	0	0	0	0	0	0	Kelowna
Employment Equity Occupational Group	Montreal	107	77	-30	17	13	-4	15.9 %	16.9 %	1.0 %	12.2 %	12.2 %	0.0 %	13	9	-4	4	4	4	0	Montreal
Employment Equity Occupational Group	Ont. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	1.6 %	1.6 %	0.0 %	0	0	0	0	0	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	38	31	-7	4	3	-1	10.5 %	9.7 %	-0.8 %	1.5 %	1.5 %	0.0 %	1	0	-1	3	3	3	0	Quebec
Employment Equity Occupational Group	NL minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	0.4 %	0.4 %	0.0 %	0	0	0	0	0	0	0	NL minus CMAs
Employment Equity Occupational Group	Thunder Bay	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Thunder Bay
Employment Equity Occupational Group	Toronto	20	13	-7	5	4	-1	25.0 %	30.8 %	5.8 %	37.3 %	37.3 %	0.0 %	7	5	-2	-2	-1	1	1	Toronto
Employment Equity Occupational Group	Vancouver	3	2	-1	0	1	1	0.0 %	50.0 %	50.0 %	35.3 %	35.3 %	0.0 %	1	1	0	-1	0	1	1	Vancouver
Employment Equity Occupational Group	Winnipeg	1	1	0	1	1	0	100.0 %	100.0 %	0.0 %	11.1 %	11.1 %	0.0 %	0	0	0	0	1	1	0	Winnipeg
08: Specialized sales and service personnel		195	144	-51	37	28	-9	19.0 %	19.4 %	0.4 %	14.1 %	14.9 %	0.8 %	27	21	-6	10	7	7	-3	
6221: Technical Sales Specialists - Wholesale Trade	Alberta	27	15	-12	6	4	-2	22.2 %	26.7 %	4.5 %	11.3 %	11.3 %	0.0 %	3	2	-1	3	2	2	-1	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	20	13	-7	8	3	-5	40.0 %	23.1 %	-16.9 %	24.7 %	24.7 %	0.0 %	5	3	-2	3	0	0	-3	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	7.8 %	7.8 %	0.0 %	0	0	0	0	0	0	0	Manitoba
6221: Technical Sales Specialists - Wholesale Trade	Nova Scotia	2	1	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	0	0	0	0	0	0	0	Nova Scotia
6221: Technical Sales Specialists - Wholesale Trade	Ontario	58	56	-2	10	11	1	17.2 %	19.6 %	2.4 %	20.8 %	20.8 %	0.0 %	12	12	0	-2	-1	1	1	Ontario
6221: Technical Sales Specialists - Wholesale Trade	Quebec	86	57	-29	13	10	-3	15.1 %	17.5 %	2.4 %	8.5 %	8.5 %	0.0 %	7	5	-2	6	5	5	1	Quebec
6221: Technical Sales Specialists - Wholesale Trade	Saskatchewan	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	2.7 %	2.7 %	0.0 %	0	0	0	0	0	0	0	Saskatchewan
09: Skilled workers and artisans		124	127	3	2	3	1	1.6 %	2.4 %	0.8 %	11.0 %	10.9 %	-0.1 %	14	14	0	-12	-11	1	1	
7237: Welders and Related Machine Operators	Ontario	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	22.5 %	22.5 %	0.0 %	0	0	0	0	0	0	0	Ontario
7237: Welders and Related Machine Operators	Quebec	19	22	3	1	1	0	5.3 %	4.5 %	-0.8 %	5.2 %	5.2 %	0.0 %	1	1	0	0	0	0	0	Quebec
7242: Industrial Electricians	Alberta	79	81	2	0	1	1	0.0 %	1.2 %	1.2 %	13.6 %	13.6 %	0.0 %	11	11	0	-11	-10	1	1	Alberta

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7242 : Industrial Electricians	Ontario	3	3	0	1	1	0	33.3 %	33.3 %	0.0 %	13.4 %	13.4 %	0.0 %	0	0	0	1	1	0	Ontario	
7242 : Industrial Electricians	Quebec	8	8	0	0	0	0	0.0 %	0.0 %	0.0 %	4.1 %	4.1 %	0.0 %	0	0	0	0	0	0	0	Quebec
7311 : Construction millwrights and industrial mechanics	Quebec	10	9	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.9 %	2.9 %	0.0 %	0	0	0	0	0	0	0	Quebec
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Alberta	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	6.5 %	6.5 %	0.0 %	0	0	0	0	0	0	0	Alberta
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Manitoba	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	17.7 %	17.7 %	0.0 %	0	0	0	0	0	0	0	Manitoba
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Ontario	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	26.3 %	26.3 %	0.0 %	0	0	0	0	0	0	0	Ontario
9232 : Central Control Room Operators in Oil Refining and Gas and Chemical Processing	Quebec	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	16.1 %	16.1 %	0.0 %	0	0	0	0	0	0	0	Quebec
10 : Office staff		150	120	-30	9	10	1	6.0 %	8.3 %	2.3 %	16.7 %	17.9 %	1.2 %	25	21	-4	-16	-11	5		
Employment Equity Occupational Group	Alta. minus CMAs	11	4	-7	0	0	0	0.0 %	0.0 %	0.0 %	4.2 %	4.2 %	0.0 %	0	0	0	0	0	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	4	2	-2	1	0	-1	25.0 %	0.0 %	-25.0 %	24.3 %	24.3 %	0.0 %	1	0	-1	0	0	0	0	Calgary
Employment Equity Occupational Group	Edmonton	10	5	-5	0	0	0	0.0 %	0.0 %	0.0 %	17.5 %	17.5 %	0.0 %	2	1	-1	-2	-1	1	Edmonton	
Employment Equity Occupational Group	Hamilton	4	5	1	0	0	0	0.0 %	0.0 %	0.0 %	10.1 %	10.1 %	0.0 %	0	1	1	0	-1	-1	Hamilton	
Employment Equity Occupational Group	Montreal	65	66	1	5	6	1	7.7 %	9.1 %	1.4 %	17.4 %	17.4 %	0.0 %	11	11	0	-6	-5	1	Montreal	
Employment Equity Occupational Group	Ont. minus CMAs	3	0	-3	0	0	0	0.0 %	0.0 %	0.0 %	1.7 %	1.7 %	0.0 %	0	0	0	0	0	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	33	22	-11	2	2	0	6.1 %	9.1 %	3.0 %	2.0 %	2.0 %	0.0 %	1	0	-1	1	2	1	Quebec	
Employment Equity Occupational Group	Toronto	16	13	-3	1	2	1	6.3 %	15.4 %	9.1 %	48.1 %	48.1 %	0.0 %	8	6	-2	-7	-4	3	Toronto	
Employment Equity Occupational Group	Vancouver	4	3	-1	0	0	0	0.0 %	0.0 %	0.0 %	42.3 %	42.3 %	0.0 %	2	1	-1	-2	-1	1	Vancouver	
11: Intermediate sales and service personnel		80	82	2	9	9	0	11.3 %	11.0 %	-0.3 %	25.6 %	25.7 %	0.1 %	20	21	1	-11	-12	1		
Employment Equity Occupational Group	Alta. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	6.7 %	6.7 %	0.0 %	0	0	0	0	0	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	4	4	0	1	1	0	25.0 %	25.0 %	0.0 %	29.7 %	29.7 %	0.0 %	1	1	0	0	0	0	0	Calgary
Employment Equity Occupational Group	Edmonton	4	4	0	1	1	0	25.0 %	25.0 %	0.0 %	24.8 %	24.8 %	0.0 %	1	1	0	0	0	0	0	Edmonton

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Employment Equity Occupational Group	Halifax	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	8.5 %	8.5 %	0.0 %	0	0	0	0	0	0	0	Halifax
Employment Equity Occupational Group	Hamilton	7	7	0	0	0	0	0.0 %	0.0 %	0.0 %	15.8 %	15.8 %	0.0 %	1	1	0	-1	-1	0	0	Hamilton
Employment Equity Occupational Group	Kelowna	1	1	0	0	0	0	0.0 %	0.0 %	0.0 %	7.1 %	7.1 %	0.0 %	0	0	0	0	0	0	0	Kelowna
Employment Equity Occupational Group	Montreal	29	32	3	3	3	0	10.3 %	9.4 %	-0.9 %	22.2 %	22.2 %	0.0 %	6	7	1	-3	-4	0	1	Montreal
Employment Equity Occupational Group	NS minus CMA	1	2	1	0	0	0	0.0 %	0.0 %	0.0 %	2.4 %	2.4 %	0.0 %	0	0	0	0	0	0	0	NS minus CMA
Employment Equity Occupational Group	Ont. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	0	0	0	0	0	0	0	Ont. minus CMAs
Employment Equity Occupational Group	Quebec	10	10	0	0	0	0	0.0 %	0.0 %	0.0 %	3.0 %	3.0 %	0.0 %	0	0	0	0	0	0	0	Quebec
Employment Equity Occupational Group	Toronto	13	13	0	3	3	0	23.1 %	23.1 %	0.0 %	48.9 %	48.9 %	0.0 %	6	6	0	-3	-3	0	0	Toronto
Employment Equity Occupational Group	Vancouver	8	8	0	1	1	0	12.5 %	12.5 %	0.0 %	47.5 %	47.5 %	0.0 %	4	4	0	-3	-3	0	0	Vancouver
12: Skilled Manual Workers		307	305	-2	23	25	2	7.5 %	8.2 %	0.7 %	18.8 %	18.8 %	0.0 %	58	57	-1	-35	-32	3	3	
Employment Equity Occupational Group	Alta. minus CMAs	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	4.3 %	4.3 %	0.0 %	0	0	0	0	0	0	0	Alta. minus CMAs
Employment Equity Occupational Group	Calgary	5	0	-5	1	0	-1	20.0 %	0.0 %	-20.0 %	33.1 %	33.1 %	0.0 %	2	0	-2	-1	0	1	1	Calgary
Employment Equity Occupational Group	Edmonton	2	2	0	0	0	0	0.0 %	0.0 %	0.0 %	22.3 %	22.3 %	0.0 %	0	0	0	0	0	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	5	4	-1	0	0	0	0.0 %	0.0 %	0.0 %	16.4 %	16.4 %	0.0 %	1	1	0	-1	-1	0	0	Hamilton
Employment Equity Occupational Group	Montreal	216	231	15	20	24	4	9.3 %	10.4 %	1.1 %	22.7 %	22.7 %	0.0 %	49	52	3	-29	-28	1	1	Montreal
Employment Equity Occupational Group	Quebec	71	64	-7	0	0	0	0.0 %	0.0 %	0.0 %	2.3 %	2.3 %	0.0 %	2	1	-1	-2	-1	1	1	Quebec
Employment Equity Occupational Group	Toronto	6	4	-2	2	1	-1	33.3 %	25.0 %	-8.3 %	57.5 %	57.5 %	0.0 %	3	2	-1	-1	-1	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	0	-1	0	0	0	0.0 %	0.0 %	0.0 %	48.9 %	48.9 %	0.0 %	0	0	0	0	0	0	0	Vancouver
Total		2634	2166	-468	391	322	-69	14.8 %	14.8 %	0.0 %	19.7 %	19.5 %	-0.2 %	519	421	-98	-128	-99	29	29	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Detailed Comparison Report
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Persons with disabilities

Employment Equity Occupational Group	Internal location	Persons with disabilities																		Place of recruitment
		All employees			Representation						Availability						Difference			
		2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 %	2018-05-08 %	Change %	2015-12-01 #	2018-05-08 #	Change #	2015-12-01 #	2018-05-08 #	Change #	
01/02 : Executives	National	365	314	-51	4	0	-4	1.1 %	0.0 %	-1.1 %	4.3 %	4.3 %	0.0 %	16	14	-2	-12	-14	-2	National
03: Professionals	National	608	497	-111	5	4	-1	0.8 %	0.8 %	0.0 %	3.8 %	3.8 %	0.0 %	23	19	-4	-18	-15	3	National
04: Semi-professional and technical staff	National	472	365	-107	3	3	0	0.6 %	0.8 %	0.2 %	4.6 %	4.6 %	0.0 %	22	17	-5	-19	-14	5	National
05: Supervisors	National	45	39	-6	0	0	0	0.0 %	0.0 %	0.0 %	13.9 %	13.9 %	0.0 %	6	5	-1	-6	-5	1	National
06 : Foremen	National	53	28	-25	1	1	0	1.9 %	3.6 %	1.7 %	7.8 %	7.8 %	0.0 %	4	2	-2	-3	-1	2	National
07: Administrative and Senior Clerical Staff	National	235	145	-90	3	1	-2	1.3 %	0.7 %	-0.6 %	3.4 %	3.4 %	0.0 %	8	5	-3	-5	-4	1	National
08: Specialized sales and service personnel	National	195	144	-51	5	5	0	2.6 %	3.5 %	0.9 %	3.5 %	3.5 %	0.0 %	7	5	-2	-2	0	2	National
09: Skilled workers and artisans	National	124	127	3	3	3	0	2.4 %	2.4 %	0.0 %	3.8 %	3.8 %	0.0 %	5	5	0	-2	-2	0	National
10 : Office staff	National	150	120	-30	2	2	0	1.3 %	1.7 %	0.4 %	7.0 %	7.0 %	0.0 %	11	8	-3	-9	-6	3	National
11: Intermediate sales and service personnel	National	80	82	2	0	0	0	0.0 %	0.0 %	0.0 %	5.6 %	5.6 %	0.0 %	4	5	1	-4	-5	-1	National
12: Skilled Manual Workers	National	307	305	-2	2	2	0	0.7 %	0.7 %	0.0 %	4.8 %	4.8 %	0.0 %	15	15	0	-13	-13	0	National
Total		2634	2166	-468	28	21	-7	1.1 %	1.0 %	-0.1 %	4.6 %	4.6 %	0.0 %	121	100	-21	-93	-79	14	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Summary Comparison Report
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Women

Employment Equity Occupational Group	All employees			Representation									Women						Difference		
	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change			
	#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#			
01: Senior Management	12	10	-2	3	2	-1	25.0 %	20.0 %	-5.0 %	27.4 %	27.4 %	0.0 %	3	3	0	0	0	-1	-1		
02: Middle management and other directors	353	304	-49	56	51	-5	15.9 %	16.8 %	0.9 %	38.9 %	38.9 %	0.0 %	137	118	-19	-81	-67	14	14		
03: Professionals	608	497	-111	124	120	-4	20.4 %	24.1 %	3.7 %	26.3 %	27.2 %	0.9 %	160	135	-25	-36	-15	21	21		
04: Semi-professional and technical staff	472	365	-107	41	33	-8	8.7 %	9.0 %	0.3 %	15.7 %	16.0 %	0.3 %	74	58	-16	-33	-25	8	8		
05: Supervisors	45	39	-6	12	11	-1	26.7 %	28.2 %	1.5 %	51.7 %	51.6 %	-0.1 %	23	20	-3	-11	-9	2	2		
06 : Foremen	53	28	-25	3	1	-2	5.7 %	3.6 %	-2.1 %	17.2 %	9.7 %	-7.5 %	9	3	-6	-6	-2	4	4		
07: Administrative and Senior Clerical Staff	235	145	-90	138	84	-54	58.7 %	57.9 %	-0.8 %	81.5 %	81.1 %	-0.4 %	192	118	-74	-54	-34	20	20		
08: Specialized sales and service personnel	195	144	-51	28	17	-11	14.4 %	11.8 %	-2.6 %	27.5 %	27.8 %	0.3 %	54	40	-14	-26	-23	3	3		
09: Skilled workers and artisans	124	127	3	2	2	0	1.6 %	1.6 %	0.0 %	3.0 %	3.0 %	0.0 %	4	4	0	-2	-2	0	0		
10 : Office staff	150	120	-30	51	40	-11	34.0 %	33.3 %	-0.7 %	64.9 %	64.0 %	-0.9 %	97	77	-20	-46	-37	9	9		
11: Intermediate sales and service personnel	80	82	2	48	49	1	60.0 %	59.8 %	-0.2 %	63.7 %	63.5 %	-0.2 %	51	52	1	-3	-3	0	0		
12: Skilled Manual Workers	307	305	-2	16	14	-2	5.2 %	4.6 %	-0.6 %	17.2 %	17.3 %	0.1 %	53	53	0	-37	-39	-2	-2		
Total	2634	2166	-468	522	424	-98	19.8 %	19.6 %	-0.3 %	32.5 %	31.4 %	-1.1 %	857	681	-176	-335	-257	78	78		

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Summary Comparison Report
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Aboriginal

Employment Equity Occupational Group	All employees			Representation									Aboriginal Availability			Difference		
	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change
	#	#	#	#	#	#	%	%	%	%	%	%	#	#	#	#	#	#
01: Senior Management	12	10	-2	0	0	0	0.0 %	0.0 %	0.0 %	2.9 %	2.9 %	0.0 %	0	0	0	0	0	0
02: Middle management and other directors	353	304	-49	1	1	0	0.3 %	0.3 %	0.0 %	2.2 %	2.2 %	0.0 %	8	7	-1	-7	-6	1
03: Professionals	608	497	-111	0	0	0	0.0 %	0.0 %	0.0 %	1.0 %	1.0 %	0.0 %	6	5	-1	-6	-5	1
04: Semi-professional and technical staff	472	365	-107	3	2	-1	0.6 %	0.5 %	-0.1 %	1.6 %	1.5 %	-0.1 %	8	5	-3	-5	-3	2
05: Supervisors	45	39	-6	0	0	0	0.0 %	0.0 %	0.0 %	1.2 %	1.1 %	-0.1 %	1	0	-1	-1	0	1
06 : Foremen	53	28	-25	1	0	-1	1.9 %	0.0 %	-1.9 %	0.9 %	1.2 %	0.3 %	0	0	0	1	0	-1
07: Administrative and Senior Clerical Staff	235	145	-90	3	1	-2	1.3 %	0.7 %	-0.6 %	1.5 %	1.1 %	-0.4 %	4	2	-2	-1	-1	0
08: Specialized sales and service personnel	195	144	-51	2	2	0	1.0 %	1.4 %	0.4 %	1.4 %	1.3 %	-0.1 %	3	2	-1	-1	0	1
09: Skilled workers and artisans	124	127	3	1	2	1	0.8 %	1.6 %	0.8 %	3.3 %	3.3 %	0.0 %	4	4	0	-3	-2	1
10 : Office staff	150	120	-30	0	0	0	0.0 %	0.0 %	0.0 %	1.8 %	1.3 %	-0.5 %	3	2	-1	-3	-2	1
11: Intermediate sales and service personnel	80	82	2	1	0	-1	1.3 %	0.0 %	-1.3 %	1.6 %	1.5 %	-0.1 %	1	1	0	0	-1	-1
12: Skilled Manual Workers	307	305	-2	1	1	0	0.3 %	0.3 %	0.0 %	1.0 %	0.9 %	-0.1 %	3	3	0	-2	-2	0
Total	2634	2166	-468	13	9	-4	0.5 %	0.4 %	-0.1 %	1.5 %	1.4 %	-0.1 %	41	31	-10	-28	-22	6

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Summary Comparison Report
 Date No. 1 (yyyy-mm-dd): 2015-12-01 Date No. 2 (yyyy-mm-dd): 2018-05-08

Members of Visible Minorities

Employment Equity Occupational Group	All employees			Representation									Members of Visible Minorities			Availability			Difference		
	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change			
	#	#	#	#	#	#	%	%	%	%	%	%	%	#	#	#	#	#	#		
01: Senior Management	12	10	-2	1	1	0	8.3 %	10.0 %	1.7 %	10.1 %	10.1 %	0.0 %	1	1	0	0	0	0	0		
02: Middle management and other directors	353	304	-49	45	36	-9	12.7 %	11.8 %	-0.9 %	15.0 %	15.0 %	0.0 %	53	46	-7	-8	-10	-2			
03: Professionals	608	497	-111	146	115	-31	24.0 %	23.1 %	-0.9 %	30.7 %	30.3 %	-0.4 %	187	151	-36	-41	-36	5			
04: Semi-professional and technical staff	472	365	-107	75	65	-10	15.9 %	17.8 %	1.9 %	18.6 %	16.7 %	-1.9 %	88	61	-27	-13	4	17			
05: Supervisors	45	39	-6	1	1	0	2.2 %	2.6 %	0.4 %	22.2 %	20.7 %	-1.5 %	10	8	-2	-9	-7	2			
06 : Foremen	53	28	-25	2	3	1	3.8 %	10.7 %	6.9 %	11.6 %	6.6 %	-5.0 %	6	2	-4	-4	1	5			
07: Administrative and Senior Clerical Staff	235	145	-90	41	26	-15	17.4 %	17.9 %	0.5 %	12.6 %	12.5 %	-0.1 %	30	18	-12	11	8	-3			
08: Specialized sales and service personnel	195	144	-51	37	28	-9	19.0 %	19.4 %	0.4 %	14.1 %	14.9 %	0.8 %	27	21	-6	10	7	-3			
09: Skilled workers and artisans	124	127	3	2	3	1	1.6 %	2.4 %	0.8 %	11.0 %	10.9 %	-0.1 %	14	14	0	-12	-11	1			
10 : Office staff	150	120	-30	9	10	1	6.0 %	8.3 %	2.3 %	16.7 %	17.9 %	1.2 %	25	21	-4	-16	-11	5			
11: Intermediate sales and service personnel	80	82	2	9	9	0	11.3 %	11.0 %	-0.3 %	25.6 %	25.7 %	0.1 %	20	21	1	-11	-12	-1			
12: Skilled Manual Workers	307	305	-2	23	25	2	7.5 %	8.2 %	0.7 %	18.8 %	18.8 %	0.0 %	58	57	-1	-35	-32	3			
Total	2634	2166	-468	391	322	-69	14.8 %	14.8 %	0.0 %	19.7 %	19.5 %	-0.2 %	519	421	-98	-128	-99	29			

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Sources: 2011 National Household Survey and internal employer data

Workplace Equity Information Management System - ABB Inc.
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Persons with disabilities

Employment Equity Occupational Group	All employees			Representation									Persons with disabilities			Availability			Difference		
	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change	2015-12-01	2018-05-08	Change			
	#	#	#	#	#	#	%	%	%	%	%	%	%	%	%	#	#	#			
01/02 : Executives	365	314	-51	4	0	-4	1.1 %	0.0 %	-1.1 %	4.3 %	4.3 %	0.0 %	16	14	-2	-12	-14	-2			
03: Professionals	608	497	-111	5	4	-1	0.8 %	0.8 %	0.0 %	3.8 %	3.8 %	0.0 %	23	19	-4	-18	-15	3			
04: Semi-professional and technical staff	472	365	-107	3	3	0	0.6 %	0.8 %	0.2 %	4.6 %	4.6 %	0.0 %	22	17	-5	-19	-14	5			
05: Supervisors	45	39	-6	0	0	0	0.0 %	0.0 %	0.0 %	13.9 %	13.9 %	0.0 %	6	5	-1	-6	-5	1			
06 : Foremen	53	28	-25	1	1	0	1.9 %	3.6 %	1.7 %	7.8 %	7.8 %	0.0 %	4	2	-2	-3	-1	2			
07: Administrative and Senior Clerical Staff	235	145	-90	3	1	-2	1.3 %	0.7 %	-0.6 %	3.4 %	3.4 %	0.0 %	8	5	-3	-5	-4	1			
08: Specialized sales and service personnel	195	144	-51	5	5	0	2.6 %	3.5 %	0.9 %	3.5 %	3.5 %	0.0 %	7	5	-2	-2	0	2			
09: Skilled workers and artisans	124	127	3	3	3	0	2.4 %	2.4 %	0.0 %	3.8 %	3.8 %	0.0 %	5	5	0	-2	-2	0			
10 : Office staff	150	120	-30	2	2	0	1.3 %	1.7 %	0.4 %	7.0 %	7.0 %	0.0 %	11	8	-3	-9	-6	3			
11: Intermediate sales and service personnel	80	82	2	0	0	0	0.0 %	0.0 %	0.0 %	5.6 %	5.6 %	0.0 %	4	5	1	-4	-5	-1			
12: Skilled Manual Workers	307	305	-2	2	2	0	0.7 %	0.7 %	0.0 %	4.8 %	4.8 %	0.0 %	15	15	0	-13	-13	0			
Total	2634	2166	-468	28	21	-7	1.1 %	1.0 %	-0.1 %	4.6 %	4.6 %	0.0 %	121	100	-21	-93	-79	14			

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data

Workplace Equity Information Management System - ABB Inc.
Default Workforce Analysis System - Summary Comparison Report
 Date No. 1 (yyyy-mm-dd): 2015-12-01 Date No. 2 (yyyy-mm-dd): 2018-05-08

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
05: Supervisors	EEOG	CMA
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
08: Specialized sales and service personnel	CNP	Provincial
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
14: Other manual workers	EEOG	CMA

Workplace Equity Information Management System - ABB Inc.
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Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
6. Foremen	CPEME	National
7.08: Specialized sales and service personnel 09: Skilled workers and craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12: Skilled manual workers	CPEME	National
14: Other manual workers	CPEME	National
	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ABB INC.

[Date : 23-04-2018]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
02	12	2015

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
23	4	2018

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	28	2	27.4
02	Middle & Other Managers	304	40	38.9
03	Professionals	563	125	25.9
04	Semi-Professionals & Technicians	502	42	15.5
05	Supervisors	33	15	51.8
06	Supervisors: Crafts & Trades	46	3	26.4
07	Administrative & Senior Clerical Personnel	335	177	81.1
08	Skilled Sales & Service Personnel	291	31	27.2
09	Skilled Crafts & Trades Workers	51	1	2.6
10	Clerical Personnel	200	75	64.6
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	301	16	17.3
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,654	527	34.4

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		10	2	27.4
		304	51	38.9
		497	120	27.4
		365	33	15.8
		39	11	51.6
		28	1	9.8
		145	84	81.2
		144	17	27.8
		127	2	3.0
		120	40	63.4
		82	49	63.5
		305	14	17.3
		0	0	0.0
		0	0	0.0
Total		2,166	424	48.2

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ABB INC.

[Date : 23-04-2018]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
02	12	2015

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
23	4	2018

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	28	0	2.9
02	Middle & Other Managers	304	1	2.2
03	Professionals	563	1	1.0
04	Semi-Professionals & Technicians	502	2	1.6
05	Supervisors	33	0	1.3
06	Supervisors: Crafts & Trades	46	1	0.5
07	Administrative & Senior Clerical Personnel	335	3	1.4
08	Skilled Sales & Service Personnel	291	3	1.5
09	Skilled Crafts & Trades Workers	51	0	2.3
10	Clerical Personnel	200	4	1.4
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	301	2	1.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,654	17	1.4

*** Source:**
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		10	0	2.9
		304	1	2.2
		497	0	1.1
		365	2	1.5
		39	0	1.2
		28	0	1.4
		145	1	1.3
		144	2	1.3
		127	2	3.3
		120	0	1.4
		82	0	1.5
		305	1	0.9
		0	0	0.0
		0	0	0.0
Total		2,166	9	1.5

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ABB INC.

[Date : 23-04-2018]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
02	12	2015

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
23	4	2018

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	28	2	10.1
02	Middle & Other Managers	304	41	15.0
03	Professionals	563	136	31.6
04	Semi-Professionals & Technicians	502	70	17.6
05	Supervisors	33	2	24.7
06	Supervisors: Crafts & Trades	46	2	14.2
07	Administrative & Senior Clerical Personnel	335	54	15.7
08	Skilled Sales & Service Personnel	291	60	15.0
09	Skilled Crafts & Trades Workers	51	2	6.8
10	Clerical Personnel	200	20	19.8
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	301	25	20.6
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,654	414	20.0

*** Source:**
2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		10	1	10.1
		304	36	15.0
		497	115	30.3
		365	65	17.1
		39	1	21.9
		28	3	6.2
		145	26	12.8
		144	28	14.6
		127	3	10.9
		120	10	19.1
		82	9	25.7
		305	25	18.9
		0	0	0.0
		0	0	0.0
Total		2,166	322	19.5

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

ABB INC.

[Date : 23-04-2018]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
02	12	2015

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
23	4	2018

Table 4: Persons with Disabilities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	332	4	4.3
03	Professionals	563	5	3.8
04	Semi-Professionals & Technicians	502	2	4.6
05	Supervisors	33	0	13.9
06	Supervisors: Crafts & Trades	46	0	7.8
07	Administrative & Senior Clerical Personnel	335	4	3.4
08	Skilled Sales & Service Personnel	291	4	3.5
09	Skilled Crafts & Trades Workers	51	2	3.8
10	Clerical Personnel	200	3	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	301	1	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		2,654	25	4.5

Table 8: Persons with Disabilities

Subsequent/Current Workforce Analysis

All Employees	Persons with Disabilities	
	Representation	Availability*
#	#	%
314	0	4.3
497	4	3.8
365	3	4.6
39	0	13.9
28	1	7.8
145	1	3.4
144	5	3.5
127	3	3.8
120	2	7.0
82	0	5.6
305	2	4.8
0	0	
0	0	
2,166	21	4.6

*** Source:**

2017 Canadian Survey on Disability

*** Source:**

2017 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ABB INC.

[Date : 23-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
02	12	2015

End Date of Flow Data		
YYYY	MM	DD
23	4	2018

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	3	1	0	0	1	0	0	0	5	2	0	0
02 Middle & Other Managers	37	4	0	0	54	11	0	0	84	9	2	0
03 Professionals	78	34	1	1	40	13	0	0	183	36	6	3
04 Semi-Professionals & Technicians	70	6	0	0	25	4	0	0	173	13	2	1
05 Supervisors	3	1	0	0	6	1	0	0	9	2	0	0
06 Supervisors: Crafts & Trades	3	0	0	0	1	0	0	0	28	2	0	0
07 Administrative & Senior Clerical Personnel	34	13	1	0	11	6	0	0	117	62	5	4
08 Skilled Sales & Service Personnel	15	3	0	0	15	2	0	0	63	14	2	0
09 Skilled Crafts & Trades Workers	182	1	0	0	1	0	0	0	178	1	1	0
10 Clerical Personnel	24	5	0	0	8	2	1	0	49	14	6	2
11 Intermediate Sales & Service Personnel	9	7	0	0	5	5	0	0	7	6	0	0
12 Semi-Skilled Manual Workers	53	3	0	0	1	0	0	0	50	5	4	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	1	0	0	0
Total	512	78	2	1	168	44	1	0	947	166	28	10

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ABB INC.

[Date : 23-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
02	12	2015

End Date of Flow Data		
YYYY	MM	DD
23	4	2018

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	3	0	0	0	1	0	0	0	5	0	0	0
02 Middle & Other Managers	37	1	0	0	54	0	0	0	84	1	2	0
03 Professionals	78	0	1	0	40	0	0	0	183	0	6	0
04 Semi-Professionals & Technicians	70	0	0	0	25	0	0	0	173	1	2	0
05 Supervisors	3	0	0	0	6	0	0	0	9	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0	1	0	0	0	28	1	0	0
07 Administrative & Senior Clerical Personnel	34	1	1	0	11	0	0	0	117	3	5	0
08 Skilled Sales & Service Personnel	15	0	0	0	15	0	0	0	63	0	2	0
09 Skilled Crafts & Trades Workers	182	1	0	0	1	0	0	0	178	0	1	0
10 Clerical Personnel	24	0	0	0	8	0	1	0	49	0	6	0
11 Intermediate Sales & Service Personnel	9	0	0	0	5	0	0	0	7	1	0	0
12 Semi-Skilled Manual Workers	53	0	0	0	1	0	0	0	50	0	4	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	1	0	0	0
Total	512	3	2	0	168	0	1	0	947	7	28	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ABB INC.

[Date : 23-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
02	12	2015

End Date of Flow Data		
YYYY	MM	DD
23	4	2018

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	3	0	0	0	1	0	0	0	5	1	0	0
02 Middle & Other Managers	37	0	0	0	54	0	0	0	84	3	2	0
03 Professionals	78	1	1	0	40	0	0	0	183	2	6	0
04 Semi-Professionals & Technicians	70	1	0	0	25	1	0	0	173	1	2	0
05 Supervisors	3	0	0	0	6	0	0	0	9	0	0	0
06 Supervisors: Crafts & Trades	3	0	0	0	1	0	0	0	28	0	0	0
07 Administrative & Senior Clerical Personnel	34	0	1	0	11	0	0	0	117	2	5	0
08 Skilled Sales & Service Personnel	15	0	0	0	15	0	0	0	63	0	2	0
09 Skilled Crafts & Trades Workers	182	0	0	0	1	0	0	0	178	0	1	0
10 Clerical Personnel	24	0	0	0	8	0	1	0	49	0	6	0
11 Intermediate Sales & Service Personnel	9	0	0	0	5	0	0	0	7	0	0	0
12 Semi-Skilled Manual Workers	53	0	0	0	1	0	0	0	50	0	4	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	1	0	0	0
Total	512	2	2	0	168	1	1	0	947	9	28	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

ABB INC.

[Date : 23-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
02	12	2015

End Date of Flow Data		
YYYY	MM	DD
23	4	2018

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	3	0	0	0	1	0	0	0	5	0	0	0
02 Middle & Other Managers	37	4	0	0	54	8	0	0	84	13	2	0
03 Professionals	78	16	1	0	40	5	0	0	183	46	6	0
04 Semi-Professionals & Technicians	70	10	0	0	25	9	0	0	173	19	2	0
05 Supervisors	3	0	0	0	6	0	0	0	9	0	0	0
06 Supervisors: Crafts & Trades	3	1	0	0	1	0	0	0	28	0	0	0
07 Administrative & Senior Clerical Personnel	34	7	1	0	11	2	0	0	117	22	5	0
08 Skilled Sales & Service Personnel	15	4	0	0	15	2	0	0	63	12	2	0
09 Skilled Crafts & Trades Workers	182	10	0	0	1	0	0	0	178	9	1	0
10 Clerical Personnel	24	7	0	0	8	0	1	0	49	6	6	0
11 Intermediate Sales & Service Personnel	9	0	0	0	5	0	0	0	7	0	0	0
12 Semi-Skilled Manual Workers	53	11	0	0	1	0	0	0	50	8	4	1
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	1	0	0	0
Total	512	70	2	0	168	26	1	0	947	135	28	1

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		All Employees										Women									
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)	Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years			From - To	From - To					
		02-12-2015	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	02-12-2015	Annually	Over 3 Years	02	5								
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	28	-29.1%	0.0%	0	26.3%	0.0%	0	0	2	0.0%	0	6	0	0.0%	27.4%	-6	-6	7.1%	7.1%	
02	Middle & Other Managers	304	0.0%		0	28.3%		0	0	40	0.0%	0	78	0		38.9%	-78	-78	13.2%	13.2%	
03	Professionals	563	-4.1%		0	35.7%		0	0	125	0.0%	0	21	0		25.9%	-21	-21	22.2%	22.2%	
04	Semi-Professionals & Tech	502	-10.1%		0	40.4%		0	0	42	0.0%	0	36	0		15.5%	-36	-36	8.4%	8.4%	
05	Supervisors	33	5.7%		0	25.0%		0	0	15	0.0%	0	2	0		51.8%	-2	-2	45.5%	45.5%	
06	Supervisors: Crafts & Trades	46	-15.3%		0	75.7%		0	0	3	0.0%	0	9	0		26.4%	-9	-9	6.5%	6.5%	
07	Administrative & Sr Clerical	335	-24.4%		0	50.8%		0	0	177	0.0%	0	95	0		81.1%	-95	-95	52.8%	52.8%	
08	Skilled Sales & Service	291	-20.9%		0	29.9%		0	0	31	0.0%	0	48	0		27.2%	-48	-48	10.7%	10.7%	
09	Skilled Crafts & Trades	51	35.5%		0	201.1%		0	0	1	0.0%	0	0	0		2.6%	0	0	2.0%	2.0%	
10	Clerical Personnel	200	-15.7%		0	34.4%		0	0	75	0.0%	0	54	0		64.6%	-54	-54	37.5%	37.5%	
11	Intermediate Sales & Service	0	0.0%		0	17.1%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12	Semi-Skilled Manual	301	0.4%		0	17.8%		0	0	16	0.0%	0	36	0		17.3%	-36	-36	5.3%	5.3%	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total		2,654	-6.5%		0	40.5%		0	0	527	0.0%	0	386	0		34.4%	-386	-386	19.9%	19.9%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 2: Women

Employment Equity Occupational Group (EEOG)		Women				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	0	0.0	1	0.0	
02	Middle & Other Managers	1	0.0	3	0.0	
03	Professionals	4	0.0	8	0.0	
04	Semi-Professionals & Tech	1	0.0	2	0.0	
05	Supervisors	0	0.0	2	0.0	
06	Supervisors: Crafts & Trades	0	0.0	1	0.0	
07	Administrative & Sr Clerical	11	0.0	8	0.0	
08	Skilled Sales & Service	1	0.0	2	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	3	0.0	2	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	1	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		21		30		

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for First/Previous Goals

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

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

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	02-12-2015	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	02-12-2015	Annually	Over 3 Years	#	%	02	5						
	#	%	%	#	%	%	#	#	%	#	#	%	#	%	%	#	#	%	%	
01 Senior Managers	28	-29.1%		0	26.3%		0	0	0	0.0%	0	1	0	2.9%	-1	-1	0.0%	0.0%		
02 Middle & Other Managers	304	0.0%		0	28.3%		0	0	1	0.0%	0	6	0	2.2%	-6	-6	0.3%	0.3%		
03 Professionals	563	-4.1%		0	35.7%		0	0	1	0.0%	0	5	0	1.0%	-5	-5	0.2%	0.2%		
04 Semi-Professionals & Tech	502	-10.1%		0	40.4%		0	0	2	0.0%	0	6	0	1.6%	-6	-6	0.4%	0.4%		
05 Supervisors	33	5.7%		0	25.0%		0	0	0	0.0%	0	0	0	1.3%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	46	-15.3%		0	75.7%		0	0	1	0.0%	0	-1	0	0.5%	1	1	2.2%	2.2%		
07 Administrative & Sr Clerical	335	-24.4%		0	50.8%		0	0	3	0.0%	0	2	0	1.4%	-2	-2	0.9%	0.9%		
08 Skilled Sales & Service	291	-20.9%		0	29.9%		0	0	3	0.0%	0	1	0	1.5%	-1	-1	1.0%	1.0%		
09 Skilled Crafts & Trades	51	35.5%		0	201.1%		0	0	0	0.0%	0	1	0	2.3%	-1	-1	0.0%	0.0%		
10 Clerical Personnel	200	-15.7%		0	34.4%		0	0	4	0.0%	0	-1	0	1.4%	1	1	2.0%	2.0%		
11 Intermediate Sales & Service	0	0.0%		0	17.1%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	301	0.4%		0	17.8%		0	0	2	0.0%	0	1	0	1.0%	-1	-1	0.7%	0.7%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	2,654	-6.5%		0	40.5%		0	0	17	0.0%	0	20	0	1.4%	-20	-20	0.6%	0.6%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	1	0.0	
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	2	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	1	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		5		

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	02-12-2015	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	02-12-2015	Annually	Over 3 Years	02	5								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02 Managers	332	-14.5%		0	27.3%		0	0	4	0.0%	0	10	0	4.3%	-10	-10	1.2%	1.2%		
03 Professionals	563	-4.1%		0	35.7%		0	0	5	0.0%	0	16	0	3.8%	-16	-16	0.9%	0.9%		
04 Semi-Professionals & Tech	502	-10.1%		0	40.4%		0	0	2	0.0%	0	21	0	4.6%	-21	-21	0.4%	0.4%		
05 Supervisors	33	5.7%		0	25.0%		0	0	0	0.0%	0	5	0	13.9%	-5	-5	0.0%	0.0%		
06 Supervisors: Crafts & Trades	46	-15.3%		0	75.7%		0	0	0	0.0%	0	4	0	7.8%	-4	-4	0.0%	0.0%		
07 Administrative & Sr Clerical	335	-24.4%		0	50.8%		0	0	4	0.0%	0	7	0	3.4%	-7	-7	1.2%	1.2%		
08 Skilled Sales & Service	291	-20.9%		0	29.9%		0	0	4	0.0%	0	6	0	3.5%	-6	-6	1.4%	1.4%		
09 Skilled Crafts & Trades	51	35.5%		0	201.1%		0	0	2	0.0%	0	0	0	3.8%	0	0	3.9%	3.9%		
10 Clerical Personnel	200	-15.7%		0	34.4%		0	0	3	0.0%	0	11	0	7.0%	-11	-11	1.5%	1.5%		
11 Intermediate Sales & Service	0	0.0%		0	17.1%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	301	0.4%		0	17.8%		0	0	1	0.0%	0	13	0	4.8%	-13	-13	0.3%	0.3%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	2,654	-6.5%		0	40.5%		0	0	25	0.0%	0	94	0	4.5%	-94	-94	0.9%	0.9%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02 Managers	0	0.0	1	0.0	
03 Professionals	1	0.0	2	0.0	
04 Semi-Professionals & Tech	0	0.0	2	0.0	
05 Supervisors	0	0.0	2	0.0	
06 Supervisors: Crafts & Trades	0	0.0	1	0.0	
07 Administrative & Sr Clerical	0	0.0	2	0.0	
08 Skilled Sales & Service	0	0.0	1	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	2	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	1	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1		14		

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		All Employees							Members of Visible Minorities												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	From - To					
		02-12-2015	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	02-12-2015	Annually	Over 3 Years	Annually	Over 3 Years	02	5						
		#	%	%	#	%	%	#	#	%	#	#	%	#	%						
01	Senior Managers	28	-29.1%		0	26.3%		0	0	2	0.0%	0	1	0	10.1%	-1	-1	7.1%	7.1%		
02	Middle & Other Managers	304	0.0%		0	28.3%		0	0	41	0.0%	0	5	0	15.0%	-5	-5	13.5%	13.5%		
03	Professionals	563	-4.1%		0	35.7%		0	0	136	0.0%	0	42	0	31.6%	-42	-42	24.2%	24.2%		
04	Semi-Professionals & Tech	502	-10.1%		0	40.4%		0	0	70	0.0%	0	18	0	17.6%	-18	-18	13.9%	13.9%		
05	Supervisors	33	5.7%		0	25.0%		0	0	2	0.0%	0	6	0	24.7%	-6	-6	6.1%	6.1%		
06	Supervisors: Crafts & Trades	46	-15.3%		0	75.7%		0	0	2	0.0%	0	5	0	14.2%	-5	-5	4.3%	4.3%		
07	Administrative & Sr Clerical	335	-24.4%		0	50.8%		0	0	54	0.0%	0	-1	0	15.7%	1	1	16.1%	16.1%		
08	Skilled Sales & Service	291	-20.9%		0	29.9%		0	0	60	0.0%	0	-16	0	15.0%	16	16	20.6%	20.6%		
09	Skilled Crafts & Trades	51	35.5%		0	201.1%		0	0	2	0.0%	0	1	0	6.8%	-1	-1	3.9%	3.9%		
10	Clerical Personnel	200	-15.7%		0	34.4%		0	0	20	0.0%	0	20	0	19.8%	-20	-20	10.0%	10.0%		
11	Intermediate Sales & Service	0	0.0%		0	17.1%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12	Semi-Skilled Manual	301	0.4%		0	17.8%		0	0	25	0.0%	0	37	0	20.6%	-37	-37	8.3%	8.3%		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
Total		2,654	-6.5%		0	40.5%		0	0	414	0.0%	0	117	0	20.0%	-117	-117	15.6%	15.6%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers	1	0.0	0	0.0	
02	Middle & Other Managers	7	0.0	0	0.0	
03	Professionals	2	0.0	10	0.0	
04	Semi-Professionals & Tech	0	0.0	2	0.0	
05	Supervisors	0	0.0	1	0.0	
06	Supervisors: Crafts & Trades	1	0.0	1	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	1	0.0	0	0.0	
10	Clerical Personnel	0	0.0	2	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	2	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		12		18		

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						23
	23-4-2018	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%	
01 Senior Managers	10	-29.1%	0.0%	0	26.3%	0.2%	0	0	2	0.2%	0	1	0	30.0%	27.4%	-1	-1	20.0%	20.0%	
02 Middle & Other Managers	304	0.0%	0.0%	0	28.3%	5.0%	46	46	51	5.0%	8	75	18	40.0%	38.9%	-67	-57	16.8%	20.1%	
03 Professionals	497	-4.1%	0.0%	0	35.7%	8.0%	119	119	120	8.0%	29	45	36	30.0%	27.4%	-16	-9	24.1%	25.6%	
04 Semi-Professionals & Tech	365	-10.1%	0.0%	0	40.4%	5.0%	55	55	33	5.0%	5	30	9	16.0%	15.8%	-25	-21	9.0%	10.1%	
05 Supervisors	39	5.7%	0.0%	0	25.0%	1.3%	2	2	11	1.3%	0	9	1	52.0%	51.6%	-9	-8	28.2%	30.8%	
06 Supervisors: Crafts & Trades	28	-15.3%	0.0%	0	75.7%	3.2%	3	3	1	3.2%	0	2	0	10.0%	9.8%	-2	-2	3.6%	3.6%	
07 Administrative & Sr Clerical	145	-24.4%	0.0%	0	50.8%	4.4%	19	19	84	4.4%	11	45	16	82.0%	81.2%	-34	-29	57.9%	61.4%	
08 Skilled Sales & Service	144	-20.9%	0.0%	0	29.9%	3.2%	14	14	17	3.2%	2	25	4	28.0%	27.8%	-23	-21	11.8%	13.2%	
09 Skilled Crafts & Trades	127	35.5%	0.0%	0	201.1%	9.0%	34	34	2	9.0%	1	3	1	4.0%	3.0%	-2	-2	1.6%	1.6%	
10 Clerical Personnel	120	-15.7%	0.0%	0	34.4%	4.0%	14	14	40	4.0%	5	41	9	64.0%	63.4%	-36	-32	33.3%	36.7%	
11 Intermediate Sales & Service	82	0.0%	0.0%	0	17.1%	0.6%	1	1	49	0.6%	1	4	1	65.0%	63.5%	-3	-3	59.8%	59.8%	
12 Semi-Skilled Manual	305	0.4%	0.0%	0	17.8%	5.0%	46	46	14	5.0%	2	41	8	18.0%	17.3%	-39	-33	4.6%	6.6%	
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	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!	
Total	2,166	-6.5%	0.0%	0	40.5%	5.5%	357	357	424	5.5%	70	690	175	49.0%	48.2%	-620	-515	19.6%	24.4%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + 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)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	30.0	30.0%	
02 Middle & Other Managers	40.0	40.0%	
03 Professionals	30.0	30.0%	
04 Semi-Professionals & Tech	16.0	16.0%	
05 Supervisors	52.0	52.0%	
06 Supervisors: Crafts & Trades	10.0	10.0%	
07 Administrative & Sr Clerical	82.0	82.0%	
08 Skilled Sales & Service	28.0	28.0%	
09 Skilled Crafts & Trades	4.0	4.0%	
10 Clerical Personnel	64.0	64.0%	
11 Intermediate Sales & Service	65.0	65.0%	
12 Semi-Skilled Manual	18.0	18.0%	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	49.0	49.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To							
	23-4-2018	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	23-4-2018	Annually	Over 3 Years	23	26	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	10	-29.1%	0.0%	0	26.3%	0.2%	0	0	0	0.2%	0	0	0	3.0%	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	304	0.0%	0.0%	0	28.3%	5.0%	46	46	1	5.0%	0	6	1	2.2%	2.2%	-6	-5	0.3%	0.7%	
03 Professionals	497	-4.1%	0.0%	0	35.7%	8.0%	119	119	0	8.0%	0	5	1	1.1%	1.1%	-5	-4	0.0%	0.2%	
04 Semi-Professionals & Tech	365	-10.1%	0.0%	0	40.4%	5.0%	55	55	2	5.0%	0	3	1	1.5%	1.5%	-3	-2	0.5%	0.8%	
05 Supervisors	39	5.7%	0.0%	0	25.0%	1.3%	2	2	0	1.3%	0	0	0	1.2%	1.2%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	28	-15.3%	0.0%	0	75.7%	3.2%	3	3	0	3.2%	0	0	0	1.4%	1.4%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	145	-24.4%	0.0%	0	50.8%	4.4%	19	19	1	4.4%	0	1	0	1.3%	1.3%	-1	-1	0.7%	0.7%	
08 Skilled Sales & Service	144	-20.9%	0.0%	0	29.9%	3.2%	14	14	2	3.2%	0	0	0	1.5%	1.3%	0	0	1.4%	1.4%	
09 Skilled Crafts & Trades	127	35.5%	0.0%	0	201.1%	9.0%	34	34	2	9.0%	1	3	1	3.3%	3.3%	-2	-2	1.6%	1.6%	
10 Clerical Personnel	120	-15.7%	0.0%	0	34.4%	4.0%	14	14	0	4.0%	0	2	0	1.4%	1.4%	-2	-2	0.0%	0.0%	
11 Intermediate Sales & Service	82	0.0%	0.0%	0	17.1%	0.6%	1	1	0	0.6%	0	1	0	1.5%	1.5%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	305	0.4%	0.0%	0	17.8%	5.0%	46	46	1	5.0%	0	2	0	0.9%	0.9%	-2	-2	0.3%	0.3%	
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	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!	
Total	2,166	-6.5%	0.0%	0	40.5%	5.5%	357	357	9	5.5%	1	24	5	1.5%	1.5%	-23	-19	0.4%	0.6%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		3.0		3.0%	
02 Middle & Other Managers		2.2		2.2%	
03 Professionals		1.1		1.1%	
04 Semi-Professionals & Tech		1.5		1.5%	
05 Supervisors		1.2		1.2%	
06 Supervisors: Crafts & Trades		1.4		1.4%	
07 Administrative & Sr Clerical		1.3		1.3%	
08 Skilled Sales & Service		1.5		1.5%	
09 Skilled Crafts & Trades		3.3		3.3%	
10 Clerical Personnel		1.4		1.4%	
11 Intermediate Sales & Service		1.5		1.5%	
12 Semi-Skilled Manual		0.9		0.9%	
13 Other Sales & Service		0.0		0.0%	
14 Other Manual Workers		0.0		0.0%	
Total		1.5		1.5%	

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for Subsequent/Current Goals

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

**Table 13: Persons with Disabilities
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						23
	23-4-2018	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	23-4-2018	Annually	Over 3 Years	23	26	%	%	%	%	%	%		
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02 Managers	314	-14.5%	0.0%	0	27.3%	4.9%	46	46	0	4.9%	0	14	2	4.3%	4.3%	-14	-12	0.0%	0.6%	
03 Professionals	497	-4.1%	0.0%	0	35.7%	8.0%	119	119	4	8.0%	1	16	5	3.8%	3.8%	-15	-11	0.8%	1.6%	
04 Semi-Professionals & Tech	365	-10.1%	0.0%	0	40.4%	5.0%	55	55	3	5.0%	0	14	3	4.6%	4.6%	-14	-11	0.8%	1.6%	
05 Supervisors	39	5.7%	0.0%	0	25.0%	1.3%	2	2	0	1.3%	0	5	0	13.9%	13.9%	-5	-5	0.0%	0.0%	
06 Supervisors: Crafts & Trades	28	-15.3%	0.0%	0	75.7%	3.2%	3	3	1	3.2%	0	1	0	7.8%	7.8%	-1	-1	3.6%	3.6%	
07 Administrative & Sr Clerical	145	-24.4%	0.0%	0	50.8%	4.4%	19	19	1	4.4%	0	4	1	3.4%	3.4%	-4	-3	0.7%	1.4%	
08 Skilled Sales & Service	144	-20.9%	0.0%	0	29.9%	3.2%	14	14	5	3.2%	0	0	1	4.0%	3.5%	0	1	3.5%	4.2%	
09 Skilled Crafts & Trades	127	35.5%	0.0%	0	201.1%	9.0%	34	34	3	9.0%	1	3	1	4.0%	3.8%	-2	-2	2.4%	2.4%	
10 Clerical Personnel	120	-15.7%	0.0%	0	34.4%	4.0%	14	14	2	4.0%	0	6	1	7.0%	7.0%	-6	-5	1.7%	2.5%	
11 Intermediate Sales & Service	82	0.0%	0.0%	0	17.1%	0.6%	1	1	0	0.6%	0	5	0	5.6%	5.6%	-5	-5	0.0%	0.0%	
12 Semi-Skilled Manual	305	0.4%	0.0%	0	17.8%	5.0%	46	46	2	5.0%	0	13	2	4.8%	4.8%	-13	-11	0.7%	1.3%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	#VALUE!	0	0.0%	#VALUE!	#VALUE!	#VALUE!	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	#VALUE!	0	0.0%	#VALUE!	#VALUE!	#VALUE!	#DIV/0!	#DIV/0!	
Total	2,166	-6.5%	0.0%	0	40.5%	5.5%	357	357	21	5.5%	3	82	16	4.6%	4.6%	-79	-66	1.0%	1.6%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
		%	%	
01/02 Managers		4.3	0.0	
03 Professionals		3.8	0.0	
04 Semi-Professionals & Tech		4.6	0.0	
05 Supervisors		13.9	0.1	
06 Supervisors: Crafts & Trades		7.8	0.1	
07 Administrative & Sr Clerical		3.4	0.0	
08 Skilled Sales & Service		4.0	0.0	
09 Skilled Crafts & Trades		4.0	0.0	
10 Clerical Personnel		7.0	0.1	
11 Intermediate Sales & Service		5.6	0.1	
12 Semi-Skilled Manual		4.8	0.0	
13 Other Sales & Service		0.0	0.0	
14 Other Manual Workers		0.0	0.0	
Total		4.6	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						23
	23-4-2018	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	23-4-2018	Annually	Over 3 Years	#	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	10	-29.1%	0.0%	0	26.3%	0.2%	0	0	1	0.2%	0	0	0	11.0%	10.1%	0	0	10.0%	10.0%	
02 Middle & Other Managers	304	0.0%	0.0%	0	28.3%	5.0%	46	46	36	5.0%	5	15	7	15.0%	15.0%	-10	-8	11.8%	12.5%	
03 Professionals	497	-4.1%	0.0%	0	35.7%	8.0%	119	119	115	8.0%	28	64	37	31.0%	30.3%	-36	-27	23.1%	24.9%	
04 Semi-Professionals & Tech	365	-10.1%	0.0%	0	40.4%	5.0%	55	55	65	5.0%	10	7	10	18.0%	17.1%	3	3	17.8%	17.8%	
05 Supervisors	39	5.7%	0.0%	0	25.0%	1.3%	2	2	1	1.3%	0	8	1	25.0%	21.9%	-8	-7	2.6%	5.1%	
06 Supervisors: Crafts & Trades	28	-15.3%	0.0%	0	75.7%	3.2%	3	3	3	3.2%	0	-1	0	0.0%	6.2%	1	1	10.7%	10.7%	
07 Administrative & Sr Clerical	145	-24.4%	0.0%	0	50.8%	4.4%	19	19	26	4.4%	3	-4	3	14.0%	12.8%	7	7	17.9%	17.9%	
08 Skilled Sales & Service	144	-20.9%	0.0%	0	29.9%	3.2%	14	14	28	3.2%	3	-4	3	18.0%	14.6%	7	7	19.4%	19.4%	
09 Skilled Crafts & Trades	127	35.5%	0.0%	0	201.1%	9.0%	34	34	3	9.0%	1	12	4	10.9%	10.9%	-11	-8	2.4%	4.7%	
10 Clerical Personnel	120	-15.7%	0.0%	0	34.4%	4.0%	14	14	10	4.0%	1	14	3	19.1%	19.1%	-13	-11	8.3%	10.0%	
11 Intermediate Sales & Service	82	0.0%	0.0%	0	17.1%	0.6%	1	1	9	0.6%	0	12	0	26.0%	25.7%	-12	-12	11.0%	11.0%	
12 Semi-Skilled Manual	305	0.4%	0.0%	0	17.8%	5.0%	46	46	25	5.0%	4	37	9	19.0%	18.9%	-33	-28	8.2%	9.8%	
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	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!	
Total	2,166	-6.5%	0.0%	0	40.5%	5.5%	357	357	322	5.5%	53	153	71	20.0%	19.5%	-100	-82	14.9%	15.7%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		11.0		0.1	
02 Middle & Other Managers		15.0		0.2	
03 Professionals		31.0		0.3	
04 Semi-Professionals & Tech		18.0		0.2	
05 Supervisors		25.0		0.3	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		14.0		0.1	
08 Skilled Sales & Service		18.0		0.2	
09 Skilled Crafts & Trades		10.9		0.1	
10 Clerical Personnel		19.1		0.2	
11 Intermediate Sales & Service		26.0		0.3	
12 Semi-Skilled Manual		19.0		0.2	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	
Total		20.0		0.2	

Federal Contractors Program Achievement Report

Part 3: Goals

ABB INC.

[Date : 23-04-2018]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees							Members of Visible Minorities												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD			From - To								
		23-4-2018	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	23-4-2018	Annually	Over 3 Years	23	26	YYYY - YYYY							
		#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01	Senior Managers	10	-29.1%	0.0%	0	26.3%	0.2%	0	0	1	0.2%	0	0	0	11.0%	10.1%	0	0	10.0%	10.0%	
02	Middle & Other Managers	304	0.0%	0.0%	0	28.3%	5.0%	46	46	36	5.0%	5	15	7	15.0%	15.0%	-10	-8	11.8%	12.5%	
03	Professionals	497	-4.1%	0.0%	0	35.7%	8.0%	119	119	115	8.0%	28	64	37	31.0%	30.3%	-36	-27	23.1%	24.9%	
04	Semi-Professionals & Tech	365	-10.1%	0.0%	0	40.4%	5.0%	55	55	65	5.0%	10	7	10	18.0%	17.1%	3	3	17.8%	17.8%	
05	Supervisors	39	5.7%	0.0%	0	25.0%	1.3%	2	2	1	1.3%	0	8	1	25.0%	21.9%	-8	-7	2.6%	5.1%	
06	Supervisors: Crafts & Trades	28	-15.3%	0.0%	0	75.7%	3.2%	3	3	3	3.2%	0	-1	0	0.0%	6.2%	1	1	10.7%	10.7%	
07	Administrative & Sr Clerical	145	-24.4%	0.0%	0	50.8%	4.4%	19	19	26	4.4%	3	-4	3	14.0%	12.8%	7	7	17.9%	17.9%	
08	Skilled Sales & Service	144	-20.9%	0.0%	0	29.9%	3.2%	14	14	28	3.2%	3	-4	3	18.0%	14.6%	7	7	19.4%	19.4%	
09	Skilled Crafts & Trades	127	35.5%	0.0%	0	201.1%	9.0%	34	34	3	9.0%	1	12	4	10.9%	10.9%	-11	-8	2.4%	4.7%	
10	Clerical Personnel	120	-15.7%	0.0%	0	34.4%	4.0%	14	14	10	4.0%	1	14	3	19.1%	19.1%	-13	-11	8.3%	10.0%	
11	Intermediate Sales & Service	82	0.0%	0.0%	0	17.1%	0.6%	1	1	9	0.6%	0	12	0	26.0%	25.7%	-12	-12	11.0%	11.0%	
12	Semi-Skilled Manual	305	0.4%	0.0%	0	17.8%	5.0%	46	46	25	5.0%	4	37	9	19.0%	18.9%	-33	-28	8.2%	9.8%	
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	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!	
Total		2,166	-6.5%	0.0%	0	40.5%	5.5%	357	357	322	5.5%	53	153	71	20.0%	19.5%	-100	-82	14.9%	15.7%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
01	Senior Managers		11.0		0.1	
02	Middle & Other Managers		15.0		0.2	
03	Professionals		31.0		0.3	
04	Semi-Professionals & Tech		18.0		0.2	
05	Supervisors		25.0		0.3	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	Administrative & Sr Clerical		14.0		0.1	
08	Skilled Sales & Service		18.0		0.2	
09	Skilled Crafts & Trades		10.9		0.1	
10	Clerical Personnel		19.1		0.2	
11	Intermediate Sales & Service		26.0		0.3	
12	Semi-Skilled Manual		19.0		0.2	
13	Other Sales & Service		0.0		0.0	
14	Other Manual Workers		0.0		0.0	
Total			20.0		0.2	

Federal Contractors Program Achievement Report

Part 4: Results - Women

ABB INC.

[Date : 23-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women			Women					All Employees	Women			All Employees	Women			All Employees	Women				
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
#	#	%	%	%	#	#	%	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	02	28	2	7.1	27.4	8	-6	26.1																
	23	10	2	20.0	27.4	3	-1	73.0	3	1	33.3	1	0	1	0	0.0	0	0	5	2	40.0	0	2	
02 Middle & Other Managers	02	304	40	13.2	38.9	118	-78	33.8																
	23	304	51	16.8	38.9	118	-67	43.1	37	4	10.8	14	-10	54	11	20.4	7	4	86	9	10.5	11	-2	
03 Professionals	02	563	125	22.2	25.9	146	-21	85.7																
	23	497	120	24.1	27.4	136	-16	88.1	79	35	44.3	22	13	40	13	32.5	9	4	189	39	20.6	42	-3	
04 Semi-Professionals & Technicians	02	502	42	8.4	15.5	78	-36	54.0																
	23	365	33	9.0	15.8	58	-25	57.2	70	6	8.6	11	-5	25	4	16.0	2	2	175	14	8.0	15	-1	
05 Supervisors	02	33	15	45.5	51.8	17	-2	87.8																
	23	39	11	28.2	51.6	20	-9	54.7	3	1	33.3	2	-1	6	1	16.7	3	-2	9	2	22.2	4	-2	
06 Supervisors: Crafts & Trades	02	46	3	6.5	26.4	12	-9	24.7																
	23	28	1	3.6	9.8	3	-2	36.4	3	0	0.0	0	0	1	0	0.0	0	0	28	2	7.1	2	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Women	Women		Women		Women		Women		
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%	
01 Senior Managers	23	-1	1	-100.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0
	26	-1	1	-100.0		30.0	-333.3	0.3	-33333.3			
02 Middle & Other Managers	23	5	15	300.0	1	1,500.0	0.0	0.0	3	500.0	0.0	0.0
	26	5	15	300.0		40.0	750.0	0.4	75000.0			
03 Professionals	23	-70	48	-68.6	4	1,200.0	0.0	0.0	8	600.0	0.0	0.0
	26	-70	48	-68.6		30.0	-228.6	0.3	-22857.1			
04 Semi-Professionals & Technicians	23	-80	10	-12.5	1	1000.0	0.0	0.0	2	500.0	0.0	0.0
	26	-80	10	-12.5		16.0	-78.1	0.2	-7812.5			
05 Supervisors	23	0	2	0.0	0	0.0	0.0	0.0	2	100.0	0.0	0.0
	26	0	2	0.0		52.0	0.0	0.5	0.0			
06 Supervisors: Crafts & Trades	23	-24	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0
	26	-24	0	0.0		10.0	0.0	0.1	0.0			

Federal Contractors Program Achievement Report

Part 4: Results - Women

ABB INC.

[Date : 23-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Women				Gap				All Employees	Women			All Employees	Women			All Employees	Women					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
07 Administrative & Senior Clerical	02	335	177	52.8	81.1	272	-95	65.1																	
	23	145	84	57.9	81.2	118	-34	71.3	35	13	37.1	28	-15	11	6	54.5	6	0	122	66	54.1	64	2		
08 Skilled Sales & Service Personnel	02	291	31	10.7	27.2	79	-48	39.2																	
	23	144	17	11.8	27.8	40	-23	42.5	15	3	20.0	4	-1	15	2	13.3	2	0	65	14	21.5	7	7		
09 Skilled Crafts & Trades Workers	02	51	1	2.0	2.6	1	0	75.4																	
	23	127	2	1.6	3.0	4	-2	52.5	182	1	0.5	5	-4	1	0	0.0	0	0	179	1	0.6	4	-3		
10 Clerical Personnel	02	200	75	37.5	64.6	129	-54	58.0																	
	23	120	40	33.3	63.4	76	-36	52.6	24	5	20.8	15	-10	9	2	22.2	3	-1	55	16	29.1	21	-5		
11 Intermediate Sales & Service Personnel	02	0	0	0.0	0.0	0	0	0.0																	
	23	82	49	59.8	63.5	52	-3	94.1	9	7	77.8	6	1	5	5	100.0	0	5	7	6	85.7	0	6		
12 Semi-Skilled Manual Workers	02	301	16	5.3	17.3	52	-36	30.7																	
	23	305	14	4.6	17.3	53	-39	26.5	53	3	5.7	9	-6	1	0	0.0	0	0	54	5	9.3	3	2		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	Goals											Comments
		New Entrants		Short-term Goals				Long-term Goals					
		Flow Data		Women				Women					
		All Employees	Women	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	23	-76	19	-25.0	11	172.7	0.0	0.0	8	237.5	0.0	0.0	
	26	-76	19	-25.0			82.0	-30.5			0.8	-3048.8	
08 Skilled Sales & Service Personnel	23	-35	5	-14.3	1	500.0	0.0	0.0	2	250.0	0.0	0.0	
	26	-35	5	-14.3			28.0	-51.0			0.3	-5102.0	
09 Skilled Crafts & Trades Workers	23	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	26	4	1	25.0			4.0	625.0			0.0	62500.0	
10 Clerical Personnel	23	-22	7	-31.8	3	233.3	0.0	0.0	2	350.0	0.0	0.0	
	26	-22	7	-31.8			64.0	-49.7			0.6	-4971.6	
11 Intermediate Sales & Service Personnel	23	7	12	171.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	26	7	12	171.4			65.0	263.7			0.7	26373.6	
12 Semi-Skilled Manual Workers	23	0	3	0.0	0	0.0	0.0	0.0	1	300.0	0.0	0.0	
	26	0	3	0.0			18.0	0.0			0.2	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

ABB INC.

[Date : 23-04-2018]

		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:				Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
				↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations							
		All Employees		Women				All Employees				Women			All Employees			Women			All Employees			Women			
		Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
13	Other Sales & Service Personnel	02	0	0	0.0	0.0	0	0	0.0																		
		23	0	0	0.0	0.0	0	0	0.0		1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14	Other Manual Workers	02	0	0	0.0	0.0	0	0	0.0																		
		23	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
Total		02	2,654	527	19.9	34.4	913	-386	57.7																		
	23	2,166	424	19.6	48.2	1,044	-620	40.6		514	79	15.4	248	-169	169	44	26.0	34	10	975	176	18.1	194	-18			

Data sources:				Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ 1 x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
				↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓
Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees		Women		Women				Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	%	#	%	#	%	#	%	#	%	#	%	#	%	
13	Other Sales & Service Personnel	23	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
		26	1	0	0.0			0.0	0.0			0.0	0.0	0.0
14	Other Manual Workers	23	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
		26	-1	0	0.0			0.0	0.0			0.0	0.0	0.0
Total		23	-292	123	-42.1	21	585.7	0.0	0.0	30	410.0	0.0	0.0	0.0
	26	-292	123	-42.1			49.0	-86.0			0.5	-8596.6		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

ABB INC.

[Date : 23-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
01 Senior Managers	02	28	0	0.0	2.9	1	-1	0.0																	
	23	10	0	0.0	2.9	0	0	0.0	3	0	0.0	0	0	0	1	0	0.0	0	0	0	5	0	0.0	0	0
02 Middle & Other Managers	02	304	1	0.3	2.2	7	-6	15.0																	
	23	304	1	0.3	2.2	7	-6	15.0	37	1	2.7	1	0	54	0	0.0	0	0	0	86	1	1.2	0	1	
03 Professionals	02	563	1	0.2	1.0	6	-5	17.8																	
	23	497	0	0.0	1.1	5	-5	0.0	79	0	0.0	1	-1	40	0	0.0	0	0	0	189	0	0.0	0	0	
04 Semi-Professionals & Technicians	02	502	2	0.4	1.6	8	-6	24.9																	
	23	365	2	0.5	1.5	5	-3	36.5	70	0	0.0	1	-1	25	0	0.0	0	0	0	175	1	0.6	1	0	
05 Supervisors	02	33	0	0.0	1.3	0	0	0.0																	
	23	39	0	0.0	1.2	0	0	0.0	3	0	0.0	0	0	6	0	0.0	0	0	0	9	0	0.0	0	0	
06 Supervisors: Crafts & Trades	02	46	1	2.2	0.5	0	1	434.8																	
	23	28	0	0.0	1.4	0	0	0.0	3	0	0.0	0	0	1	0	0.0	0	0	0	28	1	3.6	1	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples	Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples						
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 Senior Managers	23	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	-1	0	0.0										
02 Middle & Other Managers	23	5	1	20.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	26	5	1	20.0										
03 Professionals	23	-70	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	26	-70	0	0.0										
04 Semi-Professionals & Technicians	23	-80	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	26	-80	0	0.0										
05 Supervisors	23	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	0	0	0.0										
06 Supervisors: Crafts & Trades	23	-24	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	-24	0	0.0										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

ABB INC.

[Date : 23-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples				
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
07 Administrative & Senior Clerical	02	335	3	0.9	1.4	5	-2	64.0																
	23	145	1	0.7	1.3	2	-1	53.1	35	1	2.9	0	1	11	0	0.0	0	0	122	3	2.5	1	2	
08 Skilled Sales & Service Personnel	02	291	3	1.0	1.5	4	-1	68.7																
	23	144	2	1.4	1.3	2	0	106.8	15	0	0.0	0	0	15	0	0.0	0	0	65	0	0.0	1	-1	
09 Skilled Crafts & Trades Workers	02	51	0	0.0	2.3	1	-1	0.0																
	23	127	2	1.6	3.3	4	-2	47.7	182	1	0.5	6	-5	1	0	0.0	0	0	179	0	0.0	0	0	
10 Clerical Personnel	02	200	4	2.0	1.4	3	1	142.9																
	23	120	0	0.0	1.4	2	-2	0.0	24	0	0.0	0	0	9	0	0.0	0	0	55	0	0.0	1	-1	
11 Intermediate Sales & Service Personnel	02	0	0	0.0	0.0	0	0	0.0																
	23	82	0	0.0	1.5	1	-1	0.0	9	0	0.0	0	0	5	0	0.0	0	0	7	1	14.3	0	1	
12 Semi-Skilled Manual Workers	02	301	2	0.7	1.0	3	-1	66.4																
	23	305	1	0.3	0.9	3	-2	36.4	53	0	0.0	0	0	1	0	0.0	0	0	54	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Aboriginal Peoples	Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	23	-76	1	-1.3	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	26	-76	1	-1.3			1.3	-101.2			0.0	-101.2		
08 Skilled Sales & Service Personnel	23	-35	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	-35	0	0.0			1.5	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	23	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	4	1	25.0			3.3	757.6			0.0	757.6		
10 Clerical Personnel	23	-22	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	-22	0	0.0			1.4	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	23	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	7	0	0.0			1.5	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	23	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	26	0	0	0.0			0.9	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

ABB INC.

[Date : 23-04-2018]

Employment Equity Occupational Group (EEOG)		Year	Workforce Analysis							Flow Data Analysis															
			Workforce							Hires				Promotions				Terminations							
			All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
				Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
13	Other Sales & Service Personnel	02	0	0	0.0	0.0	0	0	0.0																
		23	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
14	Other Manual Workers	02	0	0	0.0	0.0	0	0	0.0																
		23	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
Total		02	2,654	17	0.6	1.4	37	-20	45.8																
		23	2,166	9	0.4	1.5	32	-23	27.7	514	3	0.6	8	-5	169	0	0.0	1	-1	975	7	0.7	6	1	

Employment Equity Occupational Group (EEOG)		Year	New Entrants		Goals								Comments	
			Flow Data		Short-term Goals				Long-term Goals					
			All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
13	Other Sales & Service Personnel	23	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		26	1	0	0.0			0.0	0.0			0.0	0.0	
14	Other Manual Workers	23	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		26	-1	0	0.0			0.0	0.0			0.0	0.0	
Total		23	-292	3	-1.0	0	0.0	0.0	0.0	5	60.0	0.0	0.0	
		26	-292	3	-1.0			1.5	-68.5			0.0	-6849.3	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

ABB INC.

[Date : 23-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
01&02 Managers	02	332	4	1.2	4.3	14	-10	28.0																
	23	314	0	0.0	4.3	14	-14	0.0	40	0	0.0	2	-2	55	0	0.0	1	-1	91	4	4.4	1	3	
03 Professionals	02	563	5	0.9	3.8	21	-16	23.4																
	23	497	4	0.8	3.8	19	-15	21.2	79	1	1.3	3	-2	40	0	0.0	0	0	189	2	1.1	2	0	
04 Semi-Professionals & Technicians	02	502	2	0.4	4.6	23	-21	8.7																
	23	365	3	0.8	4.6	17	-14	17.9	70	1	1.4	3	-2	25	1	4.0	0	1	175	1	0.6	1	0	
05 Supervisors	02	33	0	0.0	13.9	5	-5	0.0																
	23	39	0	0.0	13.9	5	-5	0.0	3	0	0.0	0	0	6	0	0.0	0	0	9	0	0.0	0	0	
06 Supervisors: Crafts & Trades	02	46	0	0.0	7.8	4	-4	0.0																
	23	28	1	3.6	7.8	2	-1	45.8	3	0	0.0	0	0	1	0	0.0	0	0	28	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	#	%	%	%				
01&02 Managers	23	4	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	26	4	0	0.0			4.3	0.0				0.0	0.0	
03 Professionals	23	-70	1	-1.4	1	100.0	0.0	0.0	0.0	2	50.0	0.0	0.0	
	26	-70	1	-1.4			3.8	-37.6			0.0	-3759.4		
04 Semi-Professionals & Technicians	23	-80	2	-2.5	0	0.0	0.0	0.0	0.0	2	100.0	0.0	0.0	
	26	-80	2	-2.5			4.6	-54.3			0.0	-5434.8		
05 Supervisors	23	0	0	0.0	0	0.0	0.0	0.0	0.0	2	0.0	0.0	0.0	
	26	0	0	0.0			13.9	0.0			0.1	0.0		
06 Supervisors: Crafts & Trades	23	-24	0	0.0	0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	26	-24	0	0.0			7.8	0.0			0.1	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

ABB INC.

[Date : 23-04-2018]

		C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	
Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities				All Employees					Persons with Disabilities			All Employees			Persons with Disabilities							
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07	Administrative & Senior Clerical	02	335	4	1.2	3.4	11	-7	35.1																
		23	145	1	0.7	3.4	5	-4	20.3	35	0	0.0	1	-1	11	0	0.0	0	0	122	2	1.6	1	1	
08	Skilled Sales & Service Personnel	02	291	4	1.4	3.5	10	-6	39.3																
		23	144	5	3.5	3.5	5	0	99.2	15	0	0.0	1	-1	15	0	0.0	0	0	65	0	0.0	1	-1	
09	Skilled Crafts & Trades Workers	02	51	2	3.9	3.8	2	0	103.2																
		23	127	3	2.4	3.8	5	-2	62.2	182	0	0.0	7	-7	1	0	0.0	0	0	179	0	0.0	7	-7	
10	Clerical Personnel	02	200	3	1.5	7.0	14	-11	21.4																
		23	120	2	1.7	7.0	8	-6	23.8	24	0	0.0	2	-2	9	0	0.0	0	0	55	0	0.0	1	-1	
11	Intermediate Sales & Service Personnel	02	0	0	0.0	0.0	0	0	0.0																
		23	82	0	0.0	5.6	5	-5	0.0	9	0	0.0	1	-1	5	0	0.0	0	0	7	0	0.0	0	0	
12	Semi-Skilled Manual Workers	02	301	1	0.3	4.8	14	-13	6.9																
		23	305	2	0.7	4.8	15	-13	13.7	53	0	0.0	3	-3	1	0	0.0	0	0	54	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments		
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	#	%	#	%	%	%	#	%	%	%			
07	Administrative & Senior Clerical	23	-76	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0	
		26	-76	0	0.0			3.4	0.0			0.0	0.0	
08	Skilled Sales & Service Personnel	23	-35	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
		26	-35	0	0.0			4.0	0.0			0.0	0.0	
09	Skilled Crafts & Trades Workers	23	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		26	4	0	0.0			4.0	0.0			0.0	0.0	
10	Clerical Personnel	23	-22	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0	
		26	-22	0	0.0			7.0	0.0			0.1	0.0	
11	Intermediate Sales & Service Personnel	23	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		26	7	0	0.0			5.6	0.0			0.1	0.0	
12	Semi-Skilled Manual Workers	23	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
		26	0	0	0.0			4.8	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

ABB INC.

[Date : 23-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
01 Senior Managers	02	28	2	7.1	10.1	3	-1	70.7																
	23	10	1	10.0	10.1	1	0	99.0	3	0	0.0	0	0	0	1	0	0.0	0	0	0	5	0	0.0	0
02 Middle & Other Managers	02	304	41	13.5	15.0	46	-5	89.9																
	23	304	36	11.8	15.0	46	-10	78.9	37	4	10.8	6	-2	54	8	14.8	7	1	86	13	15.1	12	1	
03 Professionals	02	563	136	24.2	31.6	178	-42	76.4																
	23	497	115	23.1	30.3	151	-36	76.4	79	16	20.3	24	-8	40	5	12.5	10	-5	189	46	24.3	46	0	
04 Semi-Professionals & Technicians	02	502	70	13.9	17.6	88	-18	79.2																
	23	365	65	17.8	17.1	62	3	104.1	70	10	14.3	12	-2	25	9	36.0	3	6	175	19	10.9	24	-5	
05 Supervisors	02	33	2	6.1	24.7	8	-6	24.5																
	23	39	1	2.6	21.9	9	-8	11.7	3	0	0.0	1	-1	6	0	0.0	0	0	9	0	0.0	1	-1	
06 Supervisors: Crafts & Trades	02	46	2	4.3	14.2	7	-5	30.6																
	23	28	3	10.7	6.2	2	1	172.8	3	1	33.3	0	1	1	0	0.0	0	0	28	0	0.0	1	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities				
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%	
01 Senior Managers	23	-1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0
	26	-1	0	0.0							0.1	0.0
02 Middle & Other Managers	23	5	12	240.0	7	171.4	0.0	0.0	0	0.0	0.0	0.0
	26	5	12	240.0			15.0	1600.0			0.2	160000.0
03 Professionals	23	-70	21	-30.0	2	1,050.0	0.0	0.0	10	210.0	0.0	0.0
	26	-70	21	-30.0			31.0	-96.8			0.3	-9677.4
04 Semi-Professionals & Technicians	23	-80	19	-23.8	0	0.0	0.0	0.0	2	950.0	0.0	0.0
	26	-80	19	-23.8			18.0	-131.9			0.2	-13194.4
05 Supervisors	23	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0
	26	0	0	0.0			25.0	0.0			0.3	0.0
06 Supervisors: Crafts & Trades	23	-24	1	-4.2	1	100.0	0.0	0.0	1	100.0	0.0	0.0
	26	-24	1	-4.2			0.0	0.0			0.0	0.0

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

ABB INC.

[Date : 23-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Visible Minorities				EE Result				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	
07 Administrative & Senior Clerical	02	335	54	16.1	15.7	53	1	102.7																	
	23	145	26	17.9	12.8	19	7	140.1	35	7	20.0	4	3	11	2	18.2	2	0	122	22	18.0	20		2	
08 Skilled Sales & Service Personnel	02	291	60	20.6	15.0	44	16	137.5																	
	23	144	28	19.4	14.6	21	7	133.2	15	4	26.7	2	2	15	2	13.3	3	-1	65	12	18.5	13		-1	
09 Skilled Crafts & Trades Workers	02	51	2	3.9	6.8	3	-1	57.7																	
	23	127	3	2.4	10.9	14	-11	21.7	182	10	5.5	20	-10	1	0	0.0	0	0	179	9	5.0	7		2	
10 Clerical Personnel	02	200	20	10.0	19.8	40	-20	50.5																	
	23	120	10	8.3	19.1	23	-13	43.6	24	7	29.2	5	2	9	0	0.0	1	-1	55	6	10.9	6		1	
11 Intermediate Sales & Service Personnel	02	0	0	0.0	0.0	0	0	0.0																	
	23	82	9	11.0	25.7	21	-12	42.7	9	0	0.0	2	-2	5	0	0.0	0	0	7	0	0.0	0		0	
12 Semi-Skilled Manual Workers	02	301	25	8.3	20.6	62	-37	40.3																	
	23	305	25	8.2	18.9	58	-33	43.4	53	11	20.8	10	1	1	0	0.0	0	0	54	9	16.7	4		5	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	Goals											Comments
		New Entrants		Short-term Goals				Long-term Goals					
		Flow Data		Visible Minorities				Visible Minorities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%				
07 Administrative & Senior Clerical	23	-76	9	-11.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	26	-76	9	-11.8			14.0	-84.6			0.1	-8458.6	
08 Skilled Sales & Service Personnel	23	-35	6	-17.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	26	-35	6	-17.1			18.0	-95.2			0.2	-9523.8	
09 Skilled Crafts & Trades Workers	23	4	10	250.0	1	1000.0	0.0	0.0	0	0.0	0.0	0.0	
	26	4	10	250.0			10.9	2293.6			0.1	229357.8	
10 Clerical Personnel	23	-22	7	-31.8	0	0.0	0.0	0.0	2	350.0	0.0	0.0	
	26	-22	7	-31.8			19.1	-166.6			0.2	-16658.7	
11 Intermediate Sales & Service Personnel	23	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	26	7	0	0.0			26.0	0.0			0.3	0.0	
12 Semi-Skilled Manual Workers	23	0	11	0.0	0	0.0	0.0	0.0	2	550.0	0.0	0.0	
	26	0	11	0.0			19.0	0.0			0.2	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
ABB INC.
[Date : 23-04-2018]

Efforts

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

Required measures:

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

Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

* Posting on Equitek, a site that promotes underrepresented demographic groups.
 * Excelle, internal group of employees that raises awareness of and promotes gender diversity within the organization and during external events.
 * Highlight diversity during the quarterly general meeting.
 * Flexible/summer schedules.
 * Maternity leave supplement

Operational Context

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

- Impact of economic and industrial conditions on the organization.

* Lower Canadian dollar.
 * Falling oil prices: This affected our petrochemical projects in Alberta.
 * Major project cancelled owing to political and economic conditions (e.g., Trans-Canada project).

- Any reorganization or other corporate structural changes.

* Reorganization of duties (Finance, IT, HR).
 * Realignment of our business divisions, dropping from five to four divisions.

- Acquisitions, mergers or transfers of employees.

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

Closure of two plants.
 87 office employees.
 89 specialized manual workers.

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

- Other.

Additional Details

Please provide any additional information (optional):



Self-Identification Questionnaire
Strictly confidential

Information from this questionnaire will allow ABB Inc. to track training opportunities, promotions and employee retention in order to identify and remove barriers to employment and advancement.

You have the right to review and correct information relating to you at any time and you can be assured that the information will not be used for unauthorized purposes. We strongly encourage you to provide accurate information on your actual situation however you have the possibility to decide not answering the questions. In that case, please check the box in the appropriate space.

Please note that a person may belong to more than one designated group.

A.	Family Name	First Name
	Male <input type="checkbox"/>	Female <input type="checkbox"/>
B.	An Aboriginal people An Aboriginal person is a North American Indian or a member of a First Nation, Métis or Inuit. North American Indians or members of a First Nation include treaty, status or registered Indians, as well as non-status and non-registered Indians. Based on this definition, are you an Aboriginal person?	Yes <input type="checkbox"/> No <input type="checkbox"/>
C.	Members of visible minority A person in a visible minority group is someone (other than an Aboriginal person as defined above) who is non-white in colour/race, regardless of place of birth. The visible minority group includes: Black, Chinese, Filipino, Japanese, Korean, South Asian-East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.), Southeast Asian (including Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.) non-white West Asian, North African or Arab (including Egyptian; Libyan; Lebanese; etc.), non-white Latin American (including indigenous persons from Central and South America, etc.), person of mixed origin (with one parent in one of the visible minority groups listed above), other visible minority group. Based on this definition, are you a member of a visible minority group?	Yes <input type="checkbox"/> No <input type="checkbox"/>
D.	Persons with disabilities A person with a disability has a long term or recurring physical, mental, sensory, psychiatric or learning impairment. This definition also includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace. Disabilities include: co-ordination or dexterity (difficulty using hands or arms, for example, grasping or handling a stapler or using a keyboard), mobility (difficulty moving around, for example, from one office to another or up and down stairs), blind or visual impairment (unable to see or difficulty seeing), deaf or hard of hearing (unable to hear or difficulty in hearing), speech impairment (unable to speak or difficulty speaking and being understood), other disability (including learning disabilities, developmental disabilities and all other types of disabilities). Based on this definition, are you a person with a disability?	Yes <input type="checkbox"/> No <input type="checkbox"/>
<input type="checkbox"/>	I do not wish to provide answers to the present questionnaire.	

Thank you !

**Federal Contractors Program
Report of the Subsequent Compliance Assessment**

Employer Name: ABB Inc.

Primary Location: Montréal, Québec

Number of Employees: 2166

Québec - 1324 employees

Ontario - 349 employees

Alberta - 264 employees

British Columbia - 159 employees

Nova Scotia - 16 employees

Manitoba - 13 employees

Newfoundland and Labrador - 4 employees

Saskatchewan - 3 employees

New Brunswick - 1 employee

Organization Overview:

NAICS 3336: Engine, turbine, and power transmission equipment manufacturing

ABB Inc. offers electrification, robotics, motion, industrial automation and power grid products. The company is also a title partner of Formula E and has about 135,000 employees in more than 100 countries.

Key Dates – First Year Assessment

Initiated: 2015-10-27

Received: 2015-12-07

Closed: 2015-12-17

WFA: 2015-12-02

Key Dates – Subsequent Assessment

Initiated: 2018-05-04 (date of extension granted)

Received: 2018-05-10

WFA: 2018-04-23

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

Comments:



- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in forms 1 to 6 from WEIMs.

ASSESSMENT OF REASONABLE PROGRESS

- The organization had set goals in hard numbers format. To note, the previous compliance assessment accepted that the company be found in compliance without setting goals at least equal to availability for each area of under-representation.

Women

2.	Middle & Other Managers	Goal met (1500%)
3.	Professionals	Goal met (1200%)
4.	Semi-Professionals & Technicians	Goal met (1000%)
7.	Administrative & Senior Clerical Personnel	Goal met (173%)
8.	Skilled Sales & Service Personnel	Goal met (500%)
10.	Clerical Personnel	Goal met (233%)

Assessment/Observations

In 2015, the organization had gaps for women in EEOG 01 (-6); EEOG 05 (-2); EEOG 06 (-9) and EEOG 12 (-36). However, no short term goals were set to address these gaps and this was accepted during the previous compliance assessment. In addition, although some long-terms goals had been set for these EEOGs, they had been set below the labour market availability.

For EEOG 01, the organization was unable to reduce the gap which currently stands at -1.

For EEOG 05, although the organization had a gap of -2 and hired two women over the last three years, when factoring in the growth and turnover, there is still a gap of -9 in this EEOG.

For EEOG 06, the organization reduced the gap from -9 to -2.

For EEOG 12, the organization was unable to close the gap despite hiring 54 new entrants in this EEOG. The gap has increased and currently stands at -39.

For EEOGs 02, 03, 04, 07, 08 and 10, the organization has met its objectives. However, it is important to note that these objectives had also been set below the labour market availability.

Aboriginal Peoples

Assessment/Observations

In 2015, the organization had gaps for Aboriginal Peoples in EEOG 01 (-1); EEOG 02 (-6); EEOG 03 (-5); EEOG 04 (-6); EEOG 07 (-2); EEOG 08 (-1); EEOG 09 (-1) and EEOG 12 (-1). However, no short term goals were set to address the gap and this was accepted during the previous compliance assessment. In

addition, although some long-term goals had been set for these EEOGs, they had been set below the labour market availability.

EEOG 01: There were 4 four new employees and none were Aboriginal. This may be explained by the labour market availability of 2.9% for this EEOG.

EEOG 02: There were 91 new entrants, and one was Aboriginal. The gap currently stands at -1 for this EEOG. Based on labour market availability, at least two Aboriginal Peoples should have been hired.

EEOG 03: There were 119 new entrants, and none were Aboriginal. Considering a labour market availability of 1.0% for this EEOG, at least one Aboriginal person would have been expected.

EEOG 04: There were 95 new entrants, and none were Aboriginal. Given the 1.6% labour market availability for this EEOG, at least one Aboriginal person would have been expected. The gap for this EEOG is currently -3.

EEOG 07: There were 46 new entrants, and one was Aboriginal. This represents a hiring rate of 2.2% which is above the 1.4% labour market availability. From 2015 to 2018, the gap went from -2 to -1 for this EEOG.

EEOG 08: There were 30 new entrants, and none were Aboriginal. This may be explained by the labour market availability of 1.5% for this EEOG. That being said, with the turnover, the gap of -1 was successfully closed and currently stands at 0 for this EEOG.

EEOG 09: There were 183 new entrants, and one was Aboriginal. Based on labour market availability, at least four Aboriginal Peoples should have been hired.

EEOG 12: There were 54 new entrants, and none were Aboriginal. This may be explained by the labour market availability of 0.7% for this EEOG.

Person with Disabilities

3.	Professionals	Goal met (100%)
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Assessment/Observations

EEOG 03: There were 119 new entrants, and one was a person with a disability. The short term goal that had been accepted for this EEOG was one person with disabilities; therefore this goal has been met. However, it is important to note that this is below labour market availability for this EEOG as it represents a hiring rate of 0.8% whereas labour market availability is 3.8%. Based on labour market availability, at least four persons with disabilities should have been hired.

In 2015, the organization had gaps for persons with disabilities in EEOG 01/02 (-10); EEOG 04 (-21); EEOG 05 (-5); EEOG 06 (-4); EEOG 07 (-7); EEOG 08 (-6); EEOG 10 (-11); and EEOG 12 (-13). However, no short term goals were set to address these gaps and this was accepted during the previous compliance assessment. In addition, although some long-term goals had been set for these EEOGs, they had been set below the labour market availability.

For EEOG 01/02, there were 95 new entrants, and none were persons with disabilities. The gap has increased from -10 to -14.

For EEOGs 04, 06, 07, 10: The respective gaps for these EEOGs have decreased slightly. However, each of them still show gaps in 2018.

For EEOGs 05 and 12, the gaps remained the same.

For EEOG 08, there were 30 new entrants, and none were persons with disabilities. When factoring in the growth and turnover, the organization was successful in closing the gap for this EEOG, which now stands at 0.

Members of Visible Minorities

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal met (171%)
3.	Professionals	Goal met (1050%)
6.	Supervisors: Crafts & Trades	Goal met (100%)
9.	Skilled Crafts & Trades Workers	Goal met (1000%)

Assessment/Observations

EEOG 01: There were four new entrants, and none were members of visible minorities. This is to be expected given the labour market availability of 10.1% for this EEOG.

In 2015, the organization had gaps for members of visible minorities in EEOG 04 (-18); EEOG 05 (-6); EEOG 10 (-20); and EEOG 12 (-37). However, no short term goals were set to address these gaps and this was accepted during the previous compliance assessment. In addition, although some long-term goals had been set for these EEOGs, they had been set below the labour market availability.

To note, for EEOG 04, there were 95 new entrants, and 19 were members of visible minorities. This represents a hiring rate of 20%, which is higher than the labour market availability. The organization was successful in closing the gap for this EEOG, which now stands at +3.

For EEOG 05, there were 9 new entrants, and none were members of visible minorities. The gap is currently -8.

For EEOGs 10 and 12, the respective gaps have been reduced slightly and went from -20 to -13 for EEOG 10 and -37 to -33 for EEOG 12.

ASSESSMENT OF REASONABLE EFFORTS

Of the 12 goals that the organization had set during their first compliance assessment, 11 have been met and one has not.

It is important to note that this assessment covers less than three years, going from December 2015 to April 2018. Furthermore, an assessment of reasonable progress and a traditional assessment of reasonable effort is not possible given that the previous compliance assessment accepted that the company be found in compliance without setting goals at least equal to availability for each area of under-representation. It is recommended that focus be on the current workforce analysis and ensuring that appropriate goals be set for the next three years.

ASSESSMENT OF GOALS

Short-term goals

- For all new and outstanding gaps, a short-term goal was set in number and percentages and is at least equal to availability.

Long-term goals

- A long-term goal has been set for every gap uncovered by the most recent workforce analysis.
 - The organization has set its long-term goals at labour market availability. Given the high number of gaps the organization needs to address over the short-term, this seems reasonable and appropriate.

RECOMMENDATION

I recommend that the employer be found:

- in compliance in non-compliance

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

- Given that ABB Inc. has a number of gaps for women, Aboriginal peoples, persons with disabilities and members of visible minorities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these four groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Marie-Josée Lemery

Date: June, 2018

From: Lemery, Marie-Josée M [NC]

Sent: June 8, 2018 12:05 PM

To: 'nathalie.pilon@ca.abb.com' <nathalie.pilon@ca.abb.com>

Cc: 'sylvie.bergeron@ca.abb.com' <sylvie.bergeron@ca.abb.com>

Subject: Subject: Government of Canada Agreement Number: 050069 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Nathalie Pilon:

I am writing to inform you that the subsequent compliance assessment initiated on April 25, 2018, has been completed. As a result of the assessment, ABB Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

The purpose of this subsequent assessment was to verify whether or not your organization has maintained compliance with the requirements of the FCP and made reasonable progress and/or reasonable efforts to achieve employment equity.

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of ABB Inc.'s employment equity program.

- Given that ABB Inc. has several gaps for women, Aboriginal peoples, persons with disabilities and visible minorities, the organization could consider conducting an Employment Systems Review in order to identify barriers to the recruitment and retention of employees from these groups. Advice on conducting an Employment Systems Review is available on the help page of the Workplace Equity Information Management System (Step 2-2 of the modules).
- Please note that a target for women in the occupational categories whose current level of representation exceeds the 50% threshold is not necessary. A target is not required regardless of the level of availability in order to avoid occupational segregation and to ensure that the occupations in this group are inclusive of both men and women.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on April 25, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any 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 over the three year period reasonable progress has not been made, ABB Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the [Workplace Equity Information Management System \(WEIMS\)](#) which can assist you in generating your workforce data and analysis.

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdcc.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!

From: Fortin, Sylvie SY [NC] <sylvie.g.fortin@labour-travail.gc.ca>
Sent: May 10, 2018 1:26 PM
To: 'Eric C. Litalien' <eric.c.litalien@ca.abb.com>
Cc: Lemery, Marie-Josée M [NC] <mariejosee.lemery@labour-travail.gc.ca>
Subject: FW: Temporary files – Federal Contractors Program

Hello Éric,

I am writing to confirm that we have received your submission for the subsequent compliance assessment under the Federal Contractors Program. My colleague, Marie-Josée Lemery, is responsible for the analysis and will contact you if necessary.

Should you have any questions, you can contact her by email at mariejosee.lemery@labour-travail.gc.ca.

It has been a pleasure working with you and thank you for your cooperation.

Have a nice day!

Sylvie Fortin

Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Sylvie.g.fortin@labour-travail.gc.ca / Tél. : 819-654-4324

Labour Program
Employment and Social Development Canada / Government of Canada
Sylvie.g.fortin@labour-travail.gc.ca / Tél. : 819-654-4324



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

From: Eric C. Litalien [<mailto:eric.c.litalien@ca.abb.com>]
Sent: 8 mai 2018 16:56
To: Fortin, Sylvie SY [NC]
Subject: fichiers provisoires - Programme de contrats fédéraux

Hello Sylvie,

I hope your training was enjoyable. 😊

I am sending you the requested documents and I would like to check with you if the information is correct and if we need to make corrections. Could we chat tomorrow morning? I have an afternoon meeting scheduled with my colleagues to make any changes if necessary.

Thank you again for your patience and assistance.

Salutations,



Eric L'Italien
Analyste RH / HR Analyst

ABB Inc. / Ltd. / etc.
Campus Montreal
800 Boulevard Hymus,
Saint-Laurent, Québec, H4S0B5
Phone: +1 438 843 6048
E-Mail: eric.c.litalien@ca.abb.com
www.abb.ca/

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