s.19(1)

s.24(1)

Employment and Emploi et Développement social Canada

PROTECTED WHEN COMPLETED - B

OFFICIAL USE ONLY	
Agreement N°:	

Labour Program Federal Contractors Program

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

✓ New Agreement	(All sections n	nust be complet	ed)		
Name of the Control o					
Revised Agreement					
	ORG <i>A</i>	NIZATION			
Legal Name of Organization			Parent company	is located outside	Canada
Aerotek ULC					
				✓ Yes	No
Operating Name (if different from Legal Name	of Organization)		Business Numl	ber	
Aerotek	,				
			Total number of	employees in Cana	da
				-Time and/or Part-T	
Organization's North American Industry Classi		e Number			
To find your organization's four-digit NAICS con http://www.statcan.gc.ca/subjects-sujets/stand		et_lieto_ona htm	Federally	Regulated	
561311	iai d-norme/naics-scian/2007/ii	st-liste-eng.htm	✓ Provincial	y Regulated	
	HEA	D OFFICE			
Address (building number, street, suite, etc.)		City		Province	Postal Code
350 Burnhamthorpe Road West	Floor 7&8	Mississauga		ON	L5B 3J1
		Telephone Number			
		905-283-1200	)		
	ERROL OVERENT	EQUITY CONTA	A OT		
Name (arint)	ENIPLOTIVIENT	-	401		
Name (print)		Title			
Lejuane Blake Telephone Number	E-mail Address	Controller		Droforrod Longuag	e of Correspondence
·					
905-283-1260	lblake@aerotek.co	m 		✓ English	French
	CERT	IFICATION			
The above-named organization:					
having a combined workforce of 100 is	or more permanent full time	a and normanont n	art time employ	roos in Canada	IND
Traving a combined workloice or 100 to	or more permanent run-um	e and permanent p	art-time employ	ees III Callada, A	AND
<ul> <li>intending to bid on, or being in receip Supply Arrangement, valued at \$1,00</li> </ul>	-	**	contract, standir	ng offer or contrac	t issued under a
hereby certifies its commitment to implem	ent or maintain employme	nt equity on an on-	going basis, bey	yond the period o	f the procurement
instrument, in keeping with the Federal C please refer to: http://www.esdc.gc.ca/eng			nformation on h	iow to implement	employment equity
Instrument water 16 an available Assessment	ant to Insulancest Fusiles	and Faulturines			of the commission
Important note: If an audit of the Agreem the procurement instrument(s) with the G			is misrepresen	tation on the part	or the organization,
	SIG	NATORY			
NOTE: The signatory must be the Chief	Executive Officer OR an ai	ithorized person in	an executive n	osition with legal:	authority to sign a
contract on behalf of the organiza		athonized percent in	ан ехеошие р	oomon wan legan	additionly to digit d
Name (print)		Title			
Lejuane Blake		Controller			
Telephone Number	E-mail Address		***************************************	Preferred Langua	ge of Correspondence
905-283-1260	lblake@aerotek.c	om		✓ English	French
Signature		Date (YYYY-MM-DE	 D)		
		2016-06-21			
		2010-00-21			
Privacy Notice:					
The information you provide on this form is coll Contractors Program (FCP).	lected under the authority of se	ection 42 of the Empl	oyment Equity Ac	t to determine your	eligibility for the Federal
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go					
The information you provide may be used and/disclosures of your personal information will ne				s. However, these a	dditional uses and/or
Your personal information is administered in a your personal information, which is described i government publication entitled <i>Info Source</i> , w accessed online at any Service Canada Centre	n Personal Information Bank E hich is available at the followir	ESDC PPU 721. Instr	uctions for obtaini	ing this information	are outlined in the
-		NSTRUCTIONS			

### IMPORTANT

• The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca.

13

360

### Aerotek ULC (certificate # 061142) FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2016-04-01 to 2017-07-14

### **GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

	1	Province			Census Metropolitan Areas						
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		
Ontario	202	0	0	202	Calgary	27	0	0	27		
Québec	71	0	0	71	Edmonton	16	0	0	16		
British Columbia	44	0	0	44	Montréal	71	0	0	71		
Alberta	43	0	0	43	Toronto	141	0	0	141		
Total Employees in Ca	ınada 🕨			360	Vancouver	44	0	0	44		
					Ottawa - Gatineau	13	0	0	13		
					Hamilton	5	0	0	5		
					Kitchener - Cambridge - Waterloo	14	0	0	14		
					London	16	0	0	16		

Windsor

Total Employees in Canada

13

0

0



### Aerotek ULC (certificate # 061142)

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

### Reporting Period 2016-04-01 to 2017-07-14

Occupational Group			All Employee:			original Peop			ons with Disa			s of Visible N	
Salary Range Col. 1	QTR	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 Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2								1	1	
	Total	2	2								1	1	
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	126	67	59	1	1					15	11	4
	Total	126	67	59	1	1					15	11	4
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	26	9	17							4	1	3
	Total	26	9	17							4	1	3
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	2	2							1	1	
	Total	4	2	2							1	1	

Page 1 of 2 Canada

Employment and Social Emploi et Développement Development Canada social Canada

### Form 2 A

### Aerotek ULC (certificate # 061142) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

### Reporting Period 2016-04-01 to 2017-07-14

Occupational Group		F	All Employees	3	Aboriginal Peoples			Perso	ns with Disa	bilities	Members of Visible Minorities		
Salary Range Col. 1	QTR	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	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	2	3							1		1
	Total	5	2	3							1		1
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	150	69	81							32	14	18
	Total	150	69	81							32	14	18
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	47	9	38							13	5	8
	Total	47	9	38							13	5	8
Total Number of Employees		360	160	200	1	1					67	33	34

Canada

### Aerotek ULC (certificate # 061142) Form 3 A

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

### Reporting Period 2016-04-01 to 2017-07-14

		All Employees		Al	boriginal Peop	les	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	360	160	200	1	1					67	33	34
Total Number of Employees	360	160	200	1	1					67	33	34

### Aerotek ULC (certificate # 061142)

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

### Reporting Period 2016-04-01 to 2017-07-14

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	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 and Other Managers	9	6	3							3	3	
Professionals	1		1									
Semi-Professionals and Technicians	1	1								1	1	
Supervisors	1	1										
Administrative and Senior Clerical Personnel	93	47	46							18	8	10
Clerical Personnel	17	3	14							4	1	3
Total Number of Employees Hired	122	58	64							26	13	13

Canada

### Aerotek ULC (certificate # 061142)

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

### Reporting Period 2016-04-01 to 2017-07-14

	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											moted.)
Occupational Croup		All Employees			boriginal Peopl	es	Pers	ons with Disal	oilities	Members of Visible Minorities		
Occupational Group	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
				001. 4	001. 0	001. 0	001. 7	001. 0	001. 9	COI. 10		001. 12
Middle and Other Managers	51	26	25							8	5	3
Professionals	11	5	6									
Supervisors	2	1	1									
Administrative and Senior Clerical Personnel	55	29	26							9	7	2
Clerical Personnel	7		7							4		4
Total Number of Employees Promoted	126	61	65							21	12	9
Total Number of Promotions	133	64	69							22	13	9

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

Date: 2017-07-14

### Women

Senior Managers   National   2				Wome						
Selicifor Managers   National   2	Employment Equity Occupational Group	Internal Location					•		Recruitment Area	
National   128			#	#	%	%	#	#		
Professionals   26	01 : Senior Managers	National	2	0	0.0 %	27.4 %	1	-1	National	
11   Financial auditors and accountants	02 : Middle and Other Managers	National	126	59	46.8 %	38.9 %	49	10	National	
21: Human resources professionals  National  N	03 : Professionals		26	17	65.4 %	62.5 %	16	1		
22 : Professional occupations in business management consulting National 3 2 66.7% 42.0% 1 1 National 23 : Professional occupations in advertising, marketing and public relations National 19 12 63.2% 66.4% 13 National 21 : Authors and writers National 1 1 100.0% 54.9% 1 0 National 21 : Authors and writers National 1 1 100.0% 54.9% 1 0 National 21 : Authors and writers National 1 1 100.0% 54.9% 1 0 National 21 : Semi-Professionals and Technicians 1 0 uébec 1 0 0.0% 26.7% 0 0 0 Ouébec 23 : Industrial engineering and manufacturing technologists and technicians 0 uébec 1 0 0.0% 26.7% 0 0 0 Ouébec 23 : Inspectors in public and environmental health and occupational health and safety 0 Ontario 2 2 100.0% 35.1% 1 1 Ontario 23 : Supervisors 5 3 60.0% 52.1% 3 0 Ontario 24 : Supervisors 5 3 60.0% 52.1% 3 0 Ontario 25 : Supervisors 5 3 60.0% 52.1% 3 0 Ontario 25 : Supervisors 1 50 81 54.0% 50.8% 1 0 Ontario 25 : Super	1111 : Financial auditors and accountants	National	2	1	50.0 %	55.1 %	1	0	National	
23 : Professional occupations in advertising, marketing and public relations   National	1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National	
21: Authors and writers	1122 : Professional occupations in business management consulting	National	3	2	66.7 %	42.0 %	1	1	National	
2 Semi-Professionals and Technicians 23 : Industrial engineering and manufacturing technologists and technicians 23 : Industrial engineering and manufacturing technologists and technicians 24 2 50.0% 30.3% 1 1 1 Octavio 25 2 100.0% 35.1% 1 1 Ontario 26 2 100.0% 35.1% 1 1 Ontario 27 2 100.0% 35.1% 1 1 Ontario 28 2 User support technicians 29 2 100.0% 24.2% 0 0 Octavio 30 2 Employment Equity Occupational Group 30 3 3 60.0% 52.1% 3 0 Octavio 31 4 0 Montréal 4 5 50.0% 50.8% 1 0 Montréal 4 5 50.0% 50.8% 1 0 Montréal 4 5 50.0% 50.0% 50.0% 1 0 Montréal 4 5 50.0% 50.0% 1 0 Montréal 4 5 50.0% 50.0% 1 0 Montréal 4 6 75.0% 84.6% 7 1 0 Montréal 4 6 75.0%	1123 : Professional occupations in advertising, marketing and public relations	National	19	12	63.2 %	66.4 %	13	-1	National	
33 : Industrial engineering and manufacturing technologists and technicians Québec 1 0 0.0 % 26.7 % 0 0 Québec 183 : Inspectors in public and environmental health and occupational health and safety Ontario 1 0 0.0 % 35.1 % 1 1 Ontario 2 2 100.0 % 35.1 % 1 1 Ontario 32 : User support technicians Ontario 1 0 0.0 % 24.2 % 0 0 Ontario 32 : Supervisors 5 3 60.0 % 52.1 % 3 0 0 Ontario 33 : Employment Equity Occupational Group Montréal Employment Equity Occupational Group Toronto 3 2 66.7 % 53.0 % 2 0 Toronto 4 : Administrative and Senior Clerical Personnel Employment Equity Occupational Group Galgary Toronto Bemployment Equity Occupational Group Galgary Manilton Bemployment Equity Occupational Group Hamilton Bemployment Equity Occupational Group Hamilton Bemployment Equity Occupational Group Montréal Employment Equity Occupational Group Montréal Montré	5121 : Authors and writers	National	1	1	100.0 %	54.9 %	1	0	National	
B3 : Inspectors in public and environmental health and occupational health and safety Ontario	04 : Semi-Professionals and Technicians		4	2	50.0 %	30.3 %	1	1		
Second Part	2233 : Industrial engineering and manufacturing technologists and technicians	Québec	1	0	0.0 %	26.7 %	0	0	Québec	
Employment Equity Occupational Group  Montréal  Toronto  Calgary  Employment Equity Occupational Group  Employment Equity Occupational Group  Calgary  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Calgary  Employment Equity Occupational Group  Edmonton  Employment Equity Occupational Group  Montréal  Montréal	2263: Inspectors in public and environmental health and occupational health and safety	Ontario	2	2	100.0 %	35.1 %	1	1	Ontario	
Employment Equity Occupational Group  Toronto  150 81 50.0 8 50.8 8 1 0 Montréal  Employment Equity Occupational Group  Toronto  150 81 54.0 80.7 80.7 121 -40  Employment Equity Occupational Group  Calgary  10 7 70.0 80.5 8 1 1 Calgary  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Hamilton  3 2 66.7 80.5 80.7 11 Edmonton  Employment Equity Occupational Group  Hamilton  3 2 66.7 80.5 80.7 11 Hamilton  Employment Equity Occupational Group  Employment Equity Occupational Group  Kitchener - Cambridge - Waterloo  Cambridge -	2282 : User support technicians	Ontario	1	0	0.0 %	24.2 %	0	0	Ontario	
Employment Equity Occupational Group  Toronto  3 2 66.7 % 53.0 % 2 0 Toronto  Administrative and Senior Clerical Personnel  Employment Equity Occupational Group  Calgary  10 7 70.0 % 80.5 % 8 -1 Calgary  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Hamilton  3 2 66.7 % 83.5 % 3 -1 Hamilton  Employment Equity Occupational Group  Kitchener - Cambridge - Waterloo  Employment Equity Occupational Group  London  Montréal  Montréal  4 3 75.0 % 80.8 % 27 -8 Montréal  Montréal  Ottawa - Gatineau  Ottawa - Gatineau	05 : Supervisors		5	3	60.0 %	52.1 %	3	0		
Employment Equity Occupational Group  Kitchener - Cambridge - Waterloo  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Montréal  Montréal  As 154.0 % 80.7 % 121 40  Edmonton  70.0 % 84.6 % 7 11 Edmonton  80.0 % 83.5 % 3 11 Hamilton  Familton  150 81 54.0 % 80.7 % 80.5 % 8 121 Calgary  810 60.7 % 81.5 % 7 11 Hamilton  810 60.0 % 81	Employment Equity Occupational Group	Montréal	2	1	50.0 %	50.8 %	1	0	Montréal	
Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Ottawa - Gatineau  Ottawa - Gatineau  10 7 70.0 8 80.5 8 8 . 1 Calgary  84.6 7 . 1 Edmonton  7 80.0 83.0 8 8	Employment Equity Occupational Group	Toronto	3	2	66.7 %	53.0 %	2	0	Toronto	
Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Kitchener - Cambridge - Waterloo  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Montréal  Montréal  Ottawa - Gatineau  A 3 75.0 % 84.6 % 7 1 1 Edmonton  8 6 75.0 % 84.6 % 7 1 1 Edmonton  8 8.6 75.0 % 83.5 % 3 1 1 Hamilton  9 8 8.0 % 83.0 % 4 1 1 Kitchener - Cambridge - Waterloo  1	07 : Administrative and Senior Clerical Personnel		150	81	54.0 %	80.7 %	121	-40		
Employment Equity Occupational Group  Ottawa - Gatineau  A 19 55.9% 80.8% 27 -8 Montréal  Employment Equity Occupational Group  Ottawa - Gatineau	Employment Equity Occupational Group	Calgary	10	7	70.0 %	80.5 %	8	-1	Calgary	
Employment Equity Occupational GroupKitchener - Cambridge - Waterloo5360.0 %83.0 %4-1Kitchener - Cambridge - Cambridge - Cambridge - WaterlooEmployment Equity Occupational GroupLondon9333.3 %82.5 %7-4LondonEmployment Equity Occupational GroupMontréal341955.9 %80.8 %27-8MontréalEmployment Equity Occupational GroupOttawa - Gatineau4375.0 %77.2 %30Ottawa - Gatineau	Employment Equity Occupational Group	Edmonton	8	6	75.0 %	84.6 %	7	-1	Edmonton	
Employment Equity Occupational Group  Employment Equity Occupational Group  Montréal  Ottawa - Gatineau  A 3 55.9 7 4 London  Toldon	Employment Equity Occupational Group	Hamilton	3	2	66.7 %	83.5 %	3	-1	Hamilton	
Employment Equity Occupational Group  Montréal  34  19  55.9 %  80.8 %  27  -8  Montréal  Employment Equity Occupational Group  Ottawa - Gatineau  4  3  75.0 %  77.2 %  3  0  Ottawa - Gatineau	Employment Equity Occupational Group		5	3	60.0 %	83.0 %	4	-1	Kitchener - Cambrid	
Employment Equity Occupational Group  Ottawa - Gatineau  4 3 75.0 % 77.2 % 3 0 Ottawa - Gatineau	Employment Equity Occupational Group	London	9	3	33.3 %	82.5 %	7	-4	London	
	Employment Equity Occupational Group	Montréal	34	19	55.9 %	80.8 %	27	-8	Montréal	
Employment Equity Occupational Group Toronto 53 28 52.8 % 80.1 % 42 -14 Toronto	Employment Equity Occupational Group	Ottawa - Gatineau	4	3	75.0 %	77.2 %	3	0	Ottawa - Gatineau	
	Employment Equity Occupational Group	Toronto	53	28	52.8 %	80.1 %	42	-14	Toronto	



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

Date: 2017-07-14

### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Vancouver	19	6	31.6 %	79.0 %	15	-9	Vancouver
Employment Equity Occupational Group	Windsor	5	4	80.0 %	82.8 %	4	0	Windsor
10 : Clerical Personnel		47	38	80.9 %	66.2 %	31	7	
Employment Equity Occupational Group	Calgary	3	3	100.0 %	70.2 %	2	1	Calgary
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	70.3 %	1	1	Edmonton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	2	100.0 %	67.9 %	1	1	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	1	100.0 %	71.4 %	1	0	London
Employment Equity Occupational Group	Montréal	5	5	100.0 %	62.5 %	3	2	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	65.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	28	19	67.9 %	65.2 %	18	1	Toronto
Employment Equity Occupational Group	Vancouver	3	3	100.0 %	70.0 %	2	1	Vancouver
Employment Equity Occupational Group	Windsor	2	2	100.0 %	69.7 %	1	1	Windsor
Total		360	200	55.6 %	61.6 %	222	-22	_

Total may not equal sum of components due to rounding.

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



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

Date: 2017-07-14

### **Aboriginal Peoples**

# # % % # #  1: Senior Managers  National 2: Middle and Other Managers  National 3: Professionals  National 126					Aborig	inal Peoples				
Select Managers   National   2	Employment Equity Occupational Group	Internal Location	• •	-			•	-	Recruitment Area	
National   126	01 : Senior Managers	National							National	
National 2 0 0.0% 1.3% 0 0 National 12 1 0 0.0% 1.3% 0 0 0 National 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	02 : Middle and Other Managers	National	126	1	0.8 %	2.2 %	3	-2	National	
121 : Human resources professionals  National 1 0 0 0 0 0 27 0 0 0 National 122 : Professional occupations in business management consulting National 123 : Professional occupations in advertising, marketing and public relations National 124 : Authors and writers National 125 : Professional and Technicians National 1 0 0 0 0 0 19 0 0 0 0 0 0 0 0 0 0 0 0 0	03 : Professionals		26	0	0.0 %	2.0 %	1	-1		
National 3 0 0.0% 1.6% 0 0 National 123 : Professional occupations in business management consulting National 19 0 0.0% 1.6% 0 0 National 123 : Professional occupations in advertising, marketing and public relations National 19 0 0.0% 1.8% 0 0 National 121 : Authors and writers National 1 0 0.0% 1.8% 0 0 National 121 : Authors and writers National 1 0 0.0% 1.8% 0 0 0 National 122 : Authors and writers 1 0 0.0% 1.8% 0 0 0 National 123 : Industrial engineering and manufacturing technologists and technicians 2 0 0 0.0% 1.8% 0 0 0 O O O O O O O O O O O O O O O O	1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National	
123 : Professional occupations in advertising, marketing and public relations  National  19 0 0.0 % 2.1 % 0 0 National  121 : Authors and writers  National  1 0 0.0 % 1.8 % 0 0 0 National  123 : Industrial engineering and manufacturing technologists and technicians  233 : Industrial engineering and manufacturing technologists and technicians  Québec  239 : Inspectors in public and environmental health and occupational health and safety  Ontario  Ontario  Ontario  Ontario  Ontario  Ontario  Employment Equity Occupational Group  Ottawa - Gatineau  Ottawa - Gatineau  Ottawa - Gatineau	1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National	
12 : Authors and writers  National  1 0 0.0% 1.9% 0 0 National  4 : Semi-Professionals and Technicians  233 : Industrial engineering and manufacturing technologists and technicians  Québec  263 : Inspectors in public and environmental health and occupational health and safety  Ontario  27 0 0.0% 1.4% 0 0 0 Ontario  282 : User support technicians  Ontario  1 0 0.0% 1.6% 0 0 Ontario  Ontario  1 0 0.0% 1.6% 0 0 Ontario  Ontario  Ontario  S. Supervisors  Employment Equity Occupational Group  Montréal  Toronto  Toro	1122 : Professional occupations in business management consulting	National	3	0	0.0 %	1.6 %	0	0	National	
4 Semi-Professionals and Technicians 233 : Industrial engineering and manufacturing technologists and technicians 244 0 0.0 % 1.8 % 0 0 Québec 245 : Inspectors in public and environmental health and occupational health and safety 256 : Inspectors in public and environmental health and occupational health and safety 257 : Québec 258 : User support technicians 258 : User support technicians 259 : User support technicians 250 : User	1123 : Professional occupations in advertising, marketing and public relations	National	19	0	0.0 %	2.1 %	0	0	National	
233 : Industrial engineering and manufacturing technologists and technicians  Québec 1 0 0.0 % 1.4 % 0 0 Québec 263 : Inspectors in public and environmental health and occupational health and safety Ontario 262 : User support technicians Ontario	5121 : Authors and writers	National	1	0	0.0 %	1.9 %	0	0	National	
283 : Inspectors in public and environmental health and occupational health and safety Ontario 282 : User support technicians Ontario 3 : Supervisors Ontario 5 : Supervisors Employment Equity Occupational Group Montréal Employment Equity Occupational Group Toronto Toron	04 : Semi-Professionals and Technicians		4	0	0.0 %	1.8 %	0	0		
282 : User support technicians   Ontario   1   0   0.0 %   1.6 %   0   0   Ontario	233 : Industrial engineering and manufacturing technologists and technicians	Québec	1	0	0.0 %	1.4 %	0	0	Québec	
Employment Equity Occupational Group  Montréal  Toronto  Calgary  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Calgary  Employment Equity Occupational Group  Ottawa - Gatineau  Ottawa - Gatineau  Ottawa - Gatineau	2263: Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	2.1 %	0	0	Ontario	
Employment Equity Occupational Group  Toronto  T	282 : User support technicians	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario	
Employment Equity Occupational Group  Toronto  3 0 0.0 % 1.0 % 0 0 Toronto  Administrative and Senior Clerical Personnel  Employment Equity Occupational Group  Calgary  Employment Equity Occupational Group  Edmonton  B 0 0.0 % 2.6 % 0 0 Calgary  Employment Equity Occupational Group  Employment Equity Occupational Group  Hamilton  Mitchener - Cambridge - Waterloo  Employment Equity Occupational Group  Employment Equity Occupational Group  Cambridge - Waterloo  Employment Equity Occupational Group  Montréal  Montréal  A 0 0.0 % 3.2 % 0 0 Montréal  Employment Equity Occupational Group  Montréal  A 0 0.0 % 3.2 % 0 0 Ottawa - Gatineau	95 : Supervisors		5	0	0.0 %	0.9 %	0	0		
7: Administrative and Senior Clerical Personnel  Employment Equity Occupational Group  Calgary  10  0.00%  1.3%  2  Employment Equity Occupational Group  Edmonton  8  0.00%  3.6%  0  0  Edmonton  Employment Equity Occupational Group  Hamilton  3  0.00%  1.5%  0  0  Hamilton  Employment Equity Occupational Group  Kitchener - Cambridge - Waterloo  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Montréal  Montréal  4  0  0.0%  3.2%  0  0  0  0  0  0  0  0  0  0  0  0  0	Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal	
Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Hamilton  Skitchener - Cambridge - Waterloo  Cambridge - Waterloo  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group	Employment Equity Occupational Group	Toronto	3	0	0.0 %	1.0 %	0	0	Toronto	
Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Kitchener - Cambridge - Waterloo  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Ottawa - Gatineau  Ottawa - Gatineau  8 0 0.0% 3.6% 0 0 D. Edmonton  9 0.0% 1.5% 0 0 D. Kitchener - Cambridge - Waterloo  1.0% 0.0% 0.8% 0 0 D. Kitchener - Cambridge - Waterloo  1.0% 0.0% 0.8% 0 0 D. Montréal  Montréal  Ottawa - Gatineau  Ottawa - Gatineau	7 : Administrative and Senior Clerical Personnel		150	0	0.0 %	1.3 %	2	-2		
Employment Equity Occupational Group  Kitchener - Cambridge - Waterloo Employment Equity Occupational Group  Employment Equity Occupational Group  Employment Equity Occupational Group  Montréal  Montréal  Ottawa - Gatineau  3 0 0.0 % 1.5 % 0 0 No Montréal  1.5 % 0 0 No Montréal  0 0.0 % 1.6 % 0 No Montréal  0 0.0 % 0.7 % 0 No Montréal  0 0.0 % 0.7 % 0 No Montréal  0 0.0 % 0.7 % 0 No Montréal  0 0.0 % 0.0 % 0.7 % 0 No Montréal	Employment Equity Occupational Group	Calgary	10	0	0.0 %	2.6 %	0	0	Calgary	
Employment Equity Occupational GroupKitchener - Cambridge - Waterloo500.0 %1.6 %00Kitchener - Cambridge - Cambridge - Cambridge - WaterlooEmployment Equity Occupational GroupLondon900.0 %0.8 %00DLondonEmployment Equity Occupational GroupMontréal3400.0 %0.7 %00MontréalEmployment Equity Occupational GroupOttawa - Gatineau400.0 %3.2 %00Ottawa - Gatineau	Employment Equity Occupational Group	Edmonton	8	0	0.0 %	3.6 %	0	0	Edmonton	
Employment Equity Occupational Group  Employment Equity Occupational Group  Montréal  Ottawa - Gatineau  A 0 0.0 % 0.8 % 0 0 0 London  Ottawa - Gatineau  Ottawa - Gatineau	Employment Equity Occupational Group	Hamilton	3	0	0.0 %	1.5 %	0	0	Hamilton	
Employment Equity Occupational GroupLondon900.0 %0.8 %00LondonEmployment Equity Occupational GroupMontréal3400.0 %0.7 %00MontréalEmployment Equity Occupational GroupOttawa - Gatineau400.0 %3.2 %00Ottawa - Gatineau	Employment Equity Occupational Group		5	0	0.0 %	1.6 %	0	0	Kitchener - Cambrid	
Employment Equity Occupational Group Ottawa - Gatineau 4 0 0.0 % 3.2 % 0 0 Ottawa - Gatineau	Employment Equity Occupational Group	•	9	0	0.0 %	0.8 %	0	0	London	
	Employment Equity Occupational Group	Montréal	34	0	0.0 %	0.7 %	0	0	Montréal	
Employment Equity Occupational Group Toronto 53 0 0.0 % 0.8 % 0 0 Toronto	Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau	
	Employment Equity Occupational Group	Toronto	53	0	0.0 %	0.8 %	0	0	Toronto	



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

Date: 2017-07-14

### **Aboriginal Peoples**

				Aboriç	ginal Peoples	;		
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Vancouver	19	0	0.0 %	2.1 %	0	0	Vancouver
Employment Equity Occupational Group	Windsor	5	0	0.0 %	1.6 %	0	0	Windsor
10 : Clerical Personnel		47	0	0.0 %	1.3 %	1	-1	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	0.9 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	0	0.0 %	1.6 %	0	0	London
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	28	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	2.4 %	0	0	Vancouver
Employment Equity Occupational Group	Windsor	2	0	0.0 %	1.4 %	0	0	Windsor
Total		360	1	0.3 %	1.7 %	7	-6	_

Total may not equal sum of components due to rounding.

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



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

Date: 2017-07-14

### **Members of Visible Minorities**

				Members o	f Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	2	1	50.0 %	10.1 %	0	1	National
02 : Middle and Other Managers	National	126	15	11.9 %	15.0 %	19	-4	National
03 : Professionals		26	4	15.4 %	17.9 %	5	-1	
1111 : Financial auditors and accountants	National	2	1	50.0 %	27.5 %	1	0	National
1121 : Human resources professionals	National	1	0	0.0 %	14.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	3	1	33.3 %	21.6 %	1	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	19	2	10.5 %	16.9 %	3	-1	National
5121 : Authors and writers	National	1	0	0.0 %	10.7 %	0	0	National
04 : Semi-Professionals and Technicians		4	1	25.0 %	20.3 %	1	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	1	1	100.0 %	12.3 %	0	1	Québec
2263: Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	16.6 %	0	0	Ontario
2282 : User support technicians	Ontario	1	0	0.0 %	35.9 %	0	0	Ontario
05 : Supervisors		5	1	20.0 %	34.1 %	2	-1	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	16.7 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	3	1	33.3 %	45.8 %	1	0	Toronto
07 : Administrative and Senior Clerical Personnel		150	32	21.3 %	23.8 %	36	-4	
Employment Equity Occupational Group	Calgary	10	2	20.0 %	16.5 %	2	0	Calgary
Employment Equity Occupational Group	Edmonton	8	3	37.5 %	13.4 %	1	2	Edmonton
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	8.2 %	0	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	5	0	0.0 %	9.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	9	0	0.0 %	7.3 %	1	-1	London
Employment Equity Occupational Group	Montréal	34	3	8.8 %	12.2 %	4	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	53	19	35.8 %	37.3 %	20	-1	Toronto



# Workplace Equity Information Management System - Aerotek ULC

## **Workforce Analysis - Detailed Report**

000651

Date: 2017-07-14

## **Members of Visible Minorities**

Employment Equity Occupational Group Employment Equity Occupational Group 10 : Clerical Personnel Employment Equity Occupational Group	Internal Location  Vancouver  Windsor  Caloary	# 19 5 5 47 47 3 3	# % 5 26.3 % 0 0.0 % 13 27.7 %	26.3 % 0.0 % 27.7 %	35.3 % 9.9 % 37.0 %	Availability 6 # 7	Gap Recruitment Area #  -2 Vancouver 0 Windsor -4 -4 -4
Employment Equity Occupational Group	Calgary	ω	0	0.0 %	24.3 %	_	-1 Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	17.5 %	0	0 Edmonton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	11.5 %	0	0 Kitchener - Cambridge
Employment Equity Occupational Group	London	_	0	0.0 %	9.1 %	0	0 London
Employment Equity Occupational Group	Montréal	5	_	20.0 %	17.4 %	<u> </u>	0 Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	_	_	100.0 %	14.7 %	0	1 Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	28	10	35.7 %	48.1 %	13	-3 Toronto
Employment Equity Occupational Group	Vancouver	ω	0	0.0 %	42.3 %	_	-1 Vancouver
Employment Equity Occupational Group					10 40/		

Total may not equal sum of components due to rounding.

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



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

Date: 2017-07-14

### **Persons with Disabilities**

				Persons	with Disabilit	ties		
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	128	0	0.0 %	4.3 %	6	-6	National
03 : Professionals	National	26	0	0.0 %	3.8 %	1	-1	National
04 : Semi-Professionals and Technicians	National	4	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	5	0	0.0 %	13.9 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	150	0	0.0 %	3.4 %	5	-5	National
10 : Clerical Personnel	National	47	0	0.0 %	7.0 %	3	-3	National
Total		360	0	0.0 %	4.4 %	16	-16	

Total may not equal sum of components due to rounding.

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



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

Date: 2017-07-14

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	СМА
07 : Administrative and Senior Clerical Personnel	EEOG	СМА
10 : Clerical Personnel	EEOG	CMA



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

Date: 2017-07-14

### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



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

Date: 2017-07-14

### Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	27.4 %	1	-1	
02 : Middle and Other Managers	126	59	46.8 %	38.9 %	49	10	
03 : Professionals	26	17	65.4 %	62.5 %	16	1	
04 : Semi-Professionals and Technicians	4	2	50.0 %	30.3 %	1	1	
05 : Supervisors	5	3	60.0 %	52.1 %	3	0	
07 : Administrative and Senior Clerical Personnel	150	81	54.0 %	80.7 %	121	-40	
10 : Clerical Personnel	47	38	80.9 %	66.2 %	31	7	
Total	360	200	55.6 %	61.6 %	222	-22	



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

Date: 2017-07-14

### **Aboriginal Peoples**

			Aboriç	jinal Peoples			
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	126	1	0.8 %	2.2 %	3	-2	
03 : Professionals	26	0	0.0 %	2.0 %	1	-1	
04 : Semi-Professionals and Technicians	4	0	0.0 %	1.8 %	0	0	
05 : Supervisors	5	0	0.0 %	0.9 %	0	0	
07 : Administrative and Senior Clerical Personnel	150	0	0.0 %	1.3 %	2	-2	
10 : Clerical Personnel	47	0	0.0 %	1.3 %	1	-1	
Total	360	1	0.3 %	1.7 %	7	-6	



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

Date: 2017-07-14

### **Members of Visible Minorities**

			Members of	of Visible Min	orities		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	1	50.0 %	10.1 %	0	1	
02 : Middle and Other Managers	126	15	11.9 %	15.0 %	19	-4	
03 : Professionals	26	4	15.4 %	17.9 %	5	-1	
04 : Semi-Professionals and Technicians	4	1	25.0 %	20.3 %	1	0	
05 : Supervisors	5	1	20.0 %	34.1 %	2	-1	
07 : Administrative and Senior Clerical Personnel	150	32	21.3 %	23.8 %	36	-4	
10 : Clerical Personnel	47	13	27.7 %	37.0 %	17	-4	
Total	360	67	18.6 %	22.0 %	80	-13	



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

Date: 2017-07-14

### **Persons with Disabilities**

			Persons	with Disabilit	ties		
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	128	0	0.0 %	4.3 %	6	-6	
03 : Professionals	26	0	0.0 %	3.8 %	1	-1	
04 : Semi-Professionals and Technicians	4	0	0.0 %	4.6 %	0	0	
05 : Supervisors	5	0	0.0 %	13.9 %	1	-1	
07 : Administrative and Senior Clerical Personnel	150	0	0.0 %	3.4 %	5	-5	
10 : Clerical Personnel	47	0	0.0 %	7.0 %	3	-3	
Total	360	0	0.0 %	4.4 %	16	-16	



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

Date: 2017-07-14

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

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
05 : Supervisors	EEOG	СМА
07 : Administrative and Senior Clerical Personnel	EEOG	СМА
10 : Clerical Personnel	EEOG	CMA



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

Date: 2017-07-14

### WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
05 : Supervisors	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



Data from Pr	evious Workf	orce Analysis	Data from C	urrent Workfo	orce Analysis
<b>\</b>	<b>\</b>	<b>↓</b>	<b>\</b>	<b>\</b>	<u> </u>

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2016	03	15

Date of C	urrent Workforce	Analysis
YYYY	MM	DD
2017	07	14

		]	Table 1: Womer	1
Employment Equity Occupational Group (EEOG)		Previous Workforce Analysis		
		All Employees	Wor	nen
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	27.4
02	Middle & Other Managers	107	51	38.9
03	Professionals	14	10	61.5
04	Semi-Professionals & Technicians	2	1	29.7
05	Supervisors	3	1	53.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	124	56	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	45	36	66.3
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Γotal		297	155	0.0

J	able 5: Women	l		
Current Workforce Analysis				
All Employees	Won	Women		
	Representation	Availability*		
#	#	%		
2	0	27.4		
126	59	38.9		
26	17	62.5		
4	2	30.3		
5	3	52.1		
0	0	0.0		
150	81	80.7		
0	0	0.0		
0	0	0.0		
47	38	66.3		
0	0	0.0		
0	0	0.0		
0	0	0.0		
0	0	0.0		
360	200	0.0		

* Source:	

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2016	03	15
YYYY	MM	DD
Date of P	revious Workforc	e Analysis

2017	07	14
YYYY	MM	DD
Date of C	urrent Workfore	Analysis

**Data from Current Workforce Analysis** 

		Table	2: Aboriginal P	eoples
Employment Equity Occupational Group (EEOG)		Previous Workforce Analysis		
		All Employees	Aborigina	l Peoples
			Representation	Availability*
		#	#	%
01	Senior Managers	2	0	2.9
02	Middle & Other Managers	107	1	2.2
03	Professionals	14	0	2.0
04	Semi-Professionals & Technicians	2	0	1.9
05	Supervisors	3	0	1.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	124	0	1.5
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	45	0	1.2
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Γotal		297	1	0.0

Table 6: Aboriginal Peoples		
Current Workforce Analysis		
All Employees	Aboriginal Peoples	
	Representation	Availability*
#	#	%
2	0	2.9
126	1	2.2
26	0	2.0
4	0	1.8
5	0	0.9
0	0	0.0
150	0	1.3
0	0	0.0
0	0	0.0
47	0	1.3
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
360	1	0.0

* Source:	
0	

* Source:	
0	

Data from Pi	revious Workfo	orce Analysis
<b>\</b>	$\downarrow$	<b>\</b>

Data from C	urrent Workfo	orce Analysis
<b>\</b>	<b>\</b>	<b>\</b>

VVVV	revious Workfore	e Analysis
2016	03	15

2017	07	14		
YYYY	MM	DD		
Date of Current Workforce Analysis				

		Table 3: Me	mbers of Visibl	e Minorities
		Previ	ous Workforce An	alysis
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Members of Vis	sible Minorities
բախ	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	2	1	10.1
02	Middle & Other Managers	107	12	15.0
03	Professionals	14	6	18.0
04	Semi-Professionals & Technicians	2	0	26.2
05	Supervisors	3	1	45.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	124	33	23.1
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	45	12	38.7
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total	•	297	65	0.0

Table 7: Members of Visible Minorities  Current Workforce Analysis		
All Employees	Members of Vis	-
	Representation	Availability*
#	#	%
2	1	10.1
126	15	15.0
26	4	17.9
4	1	20.3
5	1	34.1
0	0	0.0
150	32	23.8
0	0	0.0
0	0	0.0
47	13	37.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
360	67	0.0

* Source:	
0	

* Source:	
0	

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Date of Pi	evious Workford	e Analysis	Date of C

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2016	03	15

**Data from Previous Workforce Analysis** 

Date of Current Workforce Analysis				
YYYY	MM	DD		
2017	07	14		

**Data from Current Workforce Analysis** 

		Table 4:	Persons with Di	isabilities
		Previ	ous Workforce An	alysis
T1-	was at Fauity Occupational Court (FFOC)	All Employees	Persons with	Disabilities
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	109	0	4.3
03	Professionals	14	0	3.8
04	Semi-Professionals & Technicians	2	0	4.6
05	Supervisors	3	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	124	0	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	45	0	7.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		297	0	0.0

Table 8: ]	Persons with Di	sabilities
Curr	ent Workforce Ana	ılysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
128	0	4.3
26	0	3.8
4	0	4.6
5	0	13.9
0	0	0.0
150	0	3.4
0	0	0.0
0	0	0.0
47	0	7.0
0	0	0.0
0	0	0.0
0	0	0.0
0	0	0.0
360	0	0.0

* Source:		

		C																																		

### Federal Contractors Program Achievement Table

### Part 2: Flow Data Analysis

Aerotek

42930

Start	Date of Flov	v Data
YYYY	MM	DD
2016	03	15

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End I	Date of Flow	Data
YYYY	MM	DD
2017	07	14

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

 $\overline{\downarrow}$ 

		Table 1:	Women	
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	9	3	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	93	46	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	17	14	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	122	64	0	0

Full-time /	National	Part-time /	National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
51	25	0	0
11	6	0	0
0	0	0	0
2	1	0	0
0	0	0	0
55	26	0	0
0	0	0	0
0	0	0	0
7	7	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
126	65	0	0

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

42930	Aerotek	Part 2: Flow Data Analysis	rederal Contractors Frogram Achievement Lable

2016		
)16	777	Start
03	MM	Date of Flow
15	DD	ow Data
2017	1111	En

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

14	07	2017
DD	MM	YYYY
Data	End Date of Flow Data	End I

	Tab	Table 2: Aboriginal Peoples	iginal Peo	ples	
	Full-time	Full-time / National	Part-time / National	/ National	Full
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	Al Emple Prom
	#	#	#	#	#
01 Senior Managers	0	0	0	0	
02 Middle & Other Managers	9	0	0	0	
03 Professionals	1	0	0	0	
04 Semi-Professionals & Technicians	1	0	0	0	
05 Supervisors	1	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	93	0	0	0	
08 Skilled Sales & Service Personnel	0	0	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	17	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	
12 Semi-Skilled Manual Workers	0	0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	122	0	0	0	

	0	0	0	126
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	7
	0	0	0	0
	0	0	0	0
	0	0	0	55
	0	0	0	0
	0	0	0	2
	0	0	0	0
	0	0	0	11
	0	0	0	51
	0	0	0	0
	#	#	#	#
	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted
	/ National	Part-time / National	National	Full-time / National
	ples	Aboriginal Peoples	e 6: Abori	Table 6:
1	•	•	•	l

0	0	0	0
0	0	0	0
0	0	0	0
#	#	#	#
Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated
/ National	Part-time / National	/National	Full-time / National
ples	riginal Pec	Table 10: Aboriginal Peoples	Tabl
<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>

FIGRI	e IU: ADO	riginal Feo	opies
Full-time	Full-time / National	Part-time	Part-time / National
All Employees erminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

### **Federal Contractors Program Achievement Table**

### Part 2: Flow Data Analysis

Aerotek

42930

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Start	Date of Flov	v Data
YYYY	MM	DD
2016	03	15

End I	Date of Flow	Data
YYYY	MM	DD
2017	07	14

Data from Form 4 - Employees Hired

Table 3: Persons with Disabilities

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

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		I to Die	o. a crooms	With Dist	MILLIEU
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	9	0	0	0
03	Professionals	1	0	0	0
04	Semi-Professionals & Technicians	1	0	0	0
05	Supervisors	1	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	93	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0

122

09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Total

11 Intermediate Sales & Service Personnel

10 Clerical Personnel

	7: Persons / National		/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
51	0	0	0
11	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
55	0	0	0
0	0	0	0
0	0	0	0
7	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
126	0	0	0

Table 1	1: Persons	s with Disa	abilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

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	Federal Contractors Program Achievement Table
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Part 2: Flow Data Analysis

Aerotek

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/ Data	Start Date of Flow Data	Start

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Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Full-time / National

Part-time / National

2017	07	14	
			'
	,		
Data	Data from Form 5 - Employees	15 - Empl	lovees
		ı	
	Promoted	loted	

Table 8: Members of Visible Minorities

0	0	31	116
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	4	7
0	0	0	0
0	0	0	0
0	0	9	55
0	0	0	0
0	0	0	2
0	0	0	0
0	0	0	11
0	0	8	51
0	0	0	0
#	#	#	#
Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted
/ National	Part-time / National	National	Full-time / National

07

Administrative & Senior Clerical Personnel

90 05 04 03

Supervisors

Supervisors: Crafts & Trades

Semi-Professionals & Technicians

02

Middle & Other Managers

Professionals

Senior Managers

**Employment Equity Occupational Group** 

Employees

Visible Minorities Members of

Employees

Visible Minorities Members of

Hired ÀΠ

Hired

Hired

Hired

09 80

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

10 Clerical Personnel

Intermediate Sales & Service Personnel

14 Other Manual Workers

13 12 1

Other Sales & Service Personnel Semi-Skilled Manual Workers

> Data from Form 6 - Employees Terminated

**Table 12: Members of Visible Minorities** Full-time / National | Part-time / National

0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	All Employees Terminated
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Members of Visible Minorities Terminated
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	All Employees Terminated
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Members of Visible Minorities Terminated

42930	Aerotek	Part 3: Goals	Federal Contractors Program Achievement Table
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<b>←</b>	Da
<b>←</b>	ata from P
<b>←</b>	Previous Goal
<b>←</b>	oals





2018	2016	2018	2016
YYYY	YYYY	YYYY	AAAA
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term	Long-term	Short-term	Short
ls	Duration of Previous Goals	uration of F	D

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2017	YYY	rom	Lon	Ht OU
2017	YYY	rom	Long	III OUA
2017	YYY	rom	Long	III OUA
2017	YYY	rom	Long-	III GUAI
2017	YYY	rom	Long-	III GUAIS
2017	YYY	rom	Long-to	HI GUAIS
2017	YYY	rom	Long-te	HI GUAIS
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	ľ	rom	Long-teri	III QUAIS
	ľ		Long-tern	III COAIS
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	ľ		Long-term	SIII COAIS
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	ľ		Long-term	SIII CIDAIS
2017 2019	AAA AAA		Long-term	SIII GOAIS
	ľ		Long-term	all Guais
	ľ		Long-term	SIII GOAIS
	ľ		Long-term	alt Goals
	ľ		Long-term	Duration of Current Goals

		Women	1en	
loyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	n Goals
	#	9%	#	0%
Senior Managers	2	0.0	3	0.0
Middle & Other Managers	11	0.0	13	0.0
Professionals		0.0	2	0.0
Semi-Professionals & Technicians	_	0.0		0.0
Supervisors	رى دى	0.0	<u>ပ</u>	0.0
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	20	0.0	30	0.0
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0
Clerical Personnel	<b>∞</b>	0.0	10	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0
Semi-Skilled Manual Workers	0	0.0	0	0.0
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0
	0	0.0	0	0.0

01 02 03 04 05 06 07 08 09 10 11 11 12 13

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0	0	0	0	0	10	0	0	30	0	ري ن		2	13	3	#	Long-term Goals	ien	Women
0.0	0.0	0.0	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 Goals		

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Federal Contractors Program Achievement Table	
Part 3: Goals	
Aerotek	
42930	



Short-	term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2018

E	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2019

		Table	e 2: Abori Aboriginal	ginal Peop Peoples	les
Employment Equity Occupational Group (EEOG)		Short-term Goals		Long-term Goals	
		#	%	#	%
01	Senior Managers	1	0.0	1	0.0
02	Middle & Other Managers	1	0.0	3	0.0
03	Professionals	1	0.0	2	0.0
04	Semi-Professionals & Technicians	1	0.0	1	0.0
05	Supervisors	1	0.0	1	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0.0	2	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	1	0.0	1	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	이	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Table	e 6: Abori	ginal Peor	oles	
	Aboriginal	Peoples		
Short-tern	n Goals	Long-term Goals		
#	%	#	%	
1	0.0	2	0.0	
1	0.0	3	0.0	
1	0.0	2	0.0	
1	0.0	1	0.0	
1	0.0	1	0.0	
0	0.0	0	0.0	
1	0.0	2	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
1	0.0	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	
0	0.0	0	0.0	

Federal Contractors Program Achievement Table	
Part 3: Goals	
Aerotek	
42930	

Da	ta from Pr	evious Go	oals	Da	ita from C	urrent Go	als
$\downarrow$	$\downarrow$	<b>\</b>	<b>\</b>		<b>\</b>	<b>\</b>	<b>\</b>

Short-	term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2018

D	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2019

			: Persons versons with	with Disabi Disabilities	ilities
Employment Equity Occupational Group (EEOG)		Short-terr	n Goals	Long-term	Goals
		#	%	#	%
01/02	Managers	1	0.0	1	0.0
03	Professionals	1	0.0	2	0.0
04	Semi-Professionals & Technicians	1	0.0	0	0.0
05	Supervisors	1	0.0	1	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	1	0.0	2	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	1	0.0	1	0.0
11	Intermediate Sales & Service Personnel	o	0.0	o	0.0
12	Semi-Skilled Manual Workers	0	0.0	o	0.0
13	Other Sales & Service Personnel	o	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Table 7:	Persons v	with Disab	ilities		
Pe	ersons with	Disabilities			
Short-tern	Short-term Goals		Long-term Goals		
#	%	#	%		
1	0.0	2	0.0		
1	0.0	2	0.0		
1	0.0	2	0.0		
1	0.0	1	0.0		
0	0.0	0	0.0		
1	0.0	2	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		
1	0.0	2	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		

42930	Aerotek	Part 3: Goals	Federal Contractors Program Achievement Table

	Data from Previous Goals
Duration of Previous Goals	↓ ↓ ↓ ↓ ↓ Duration of Previous Goals

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<b>←</b>	Data from C
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	oals

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2016	YYYY	From	Lon	revious Go
2016	YYYY	From	Long	revious Go:
2016	YYYY	From	Long	revious Goa
2016	YYYY	From	Long-	revious Goal
2016	YYYY	From	Long-t	revious Goals
2016	YYYY	From	Long-to	Duration of Previous Goals
2016	YYYY	From	Long-te	revious Goals
	,	From	Long-ter	revious Goals
	,	From	Long-ter	revious Goals
	,	From	Long-teri	revious Goals
	,	From	Long-tern	revious Goals
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	,	From T	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
2016 2018	YYYY YYYY	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals
	,	From To	Long-term	revious Goals

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	Table 4: N	1embers o	able 4: Members of Visible Minorities	<b>Ainorities</b>
	Mei	mbers of Vis	Members of Visible Minorities	ies
oyment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals
	#	9/0	#	9/0
Senior Managers	1	0.0	0	0.0
Middle & Other Managers	2	0.0	0	0.0
Professionals	4	0.0	0	0.0
Semi-Professionals & Technicians	0	0.0	0	0.0
Supervisors	1	0.0	0	0.0
Supervisors: Crafts & Trades	0	0.0	0	0.0
Administrative & Senior Clerical Personnel	11	0.0	0	0.0
Skilled Sales & Service Personnel	0	0.0	0	0.0
Skilled Crafts & Trades Workers	0	0.0	0	0.0
Clerical Personnel	2	0.0	0	0.0
Intermediate Sales & Service Personnel	0	0.0	0	0.0
Semi-Skilled Manual Workers	0	0.0	0	0.0
Other Sales & Service Personnel	0	0.0	0	0.0
Other Manual Workers	0	0.0	0	0.0
	0	0.0	0	0.0

Mer	Members of Visible Minorities	ble Minoriti	es
Short-term Goals	m Goals	Long-term Goals	n Goals
#	%	#	%
_	0.0	2	0.0
2	0.0	5	0.0
4	0.0	6	0.0
0	0.0		0.0
	0.0		0.0
0	0.0	0	0.0
6	0.0	Ξ	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	2	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
>	0.0	0	0.0
U			

03 Pro	_	02 Mi	01 Ser			(EEOG)	Оссир	Emplo			Data sources		03 Pro	<sup>02</sup> Ma		01 361			(EEOG)	Comp	Emplo			Data sources:	Α				
Professionals	Managers	Middle & Other	Senior Managers			3	Occupational Group	Employment Equity			es:		Professionals	Managers	Middle & Other	Sellioi Maliagets			Ċ	Occupational Group	Employment Equity			cs:	В				
											***************************************																		
2017 2020	2020	2017	2020	2017	#	E	Tear				Ŧ	2017	2016	2017	2016	2017	2016	#			Year				С				
12 12	60	60	0	0	#	Employees	<u> </u>	Hires a	New	←	Part 2: Flow Data Analysis	26	14	126	107	2	2	#	Employees	<u> </u>			<b>←</b>	Part 1: Workforce Analysis	D				
7	28	28	0	0	#	Actual	Women	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	17	10	59	51	0	0	#	Representation				<b>←</b>	Part 1: Workforce Analysis	Е				
58.3 58.3	46.7	46.7	0.0	0.0	%	al	icn	otions	nts	←	E ÷ D x 100	65.4	71.4	46.8	47.7	0.0	0.0	9%	itation		_	Work	←	E ÷ D x 100	F				
	11	11	2	2	#	Goal				←	Part 3: Goals	62.5	61.5	38.9	38.9	27.4	27.4	9/6	Avai	=	Workforce	lorce A	←	Part 1: Workforce Analysis	G				
700.0	254.5			0.0	%	Percent of Goal Met	We	Short-te		<b>←</b>	E+Gx 100	16	9	,,,,,,,,,,	42		1	#	Availability	Women	ce	Workforce Analysis	<b>←</b>	D x G + 100	H				
0.0				0.0	0,0	Goal	Women	Short-term Goals		<b>←</b>	Part 3: Goals		1	10	9	-1	-1	#	Gap				<b>←</b>	Е-Н	I				
0.0				0.0	%	Percent of Goal Met		<i>S</i>	Ge	<b>←</b>	F + 1 x 100	104.6	116.1		122.5	0.0	0.0	%	EE Result				<b>←</b>	E÷H x100	J				Feder
2 2	1			3	#	Goal			Goals	<b>←</b>	Part 3: Goals			9		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K				al Con
350.0 350.0	215.4			0.0	#	Percent of Goal Met	We	Long-te		<b>←</b>	E+Kx 100			3		0		#					<b>←</b>	Part 2: Flow Data Analysis	1			Part 4:	Federal Contractors Program Achievem
0.0				0.0	%	Goal	Women	Long-term Goals		<b>←</b>	Part 3: Goals	100.0	**********	33.3		0.0		9%	Actual	Wo	Hires		<b>←</b>	L÷K x 100	7	42930	Aerotek	Part 4: Results - Women	s Progr
0.0	0.0			0.0	#	Percent of Goal Met				←	F+Mx 100	1		4		0		#	Expected	Women			<b>←</b>	K x G +	Z		ek 	s - Won	am Acl
											kannon manada da kanada da kan	0		-1		0		#	Difference				<b>←</b>	L-Z	0			nen	ieveme
												11		51		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P				ent Table
												6		25		0		#	Ac.		P	FI	<b>←</b>	Part 2: Flow Data Analysis	Q				le
												54.5		49.0		0.0		%	Actual	Wo	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100	R				
												8		24		0		#	Expected	Women	ns	a Analy	<b>←</b>	P x F ÷ 100	s				
							Com					-2				0		#	Difference			/sis	←	Q-S	T				
							Comments					0		0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
												0		0		0		#					<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		0.0		0.0		%	Actual	W	Term		<b>←</b>	V + U x 100	W				
																		#	Expected	Women	<b>Terminations</b>		<b>←</b>	U x F + 100	X				
												0		0 0		0 0		#	Difference				<b>←</b>	0 V - X	Y				
												0.0		0.0		0.0		9%	Rate	Turnover			<b>←</b>	U+ ((DYear1+ DYear2)+ 2) x 100	Z				

06 T SI		S .	<sup>04</sup> T			(EEOG)	Occu	Empl			Data sources		06 S:		05 6	T			(60033)	Occu	Empl			Data sources	A				
Supervisors: Crafts & Trades	100000	Supervisors	Technicians	Semi-Professionals &		0	Occupational Group	Employment Equity			rces:	Trades	Supervisors: Crafts &	ouper visors	mervisors	Technicians	Semi-Professionals &		9	Occupational Group	Employment Equity			rces:	B				
2017 2020	2020	2017	2020	2017	#:		1 5 21	·				2017	2016	2017	2016	2017	2016	#:			Year				С				
0		w	1	_	#	Employees	<u></u>		New	<b>←</b>	Part 2: Flow Data Analysis	0		5	3	4	2	#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
0	1		0	0	#		W.	Hires and Promotions	w Entrants	<b>←</b>	Part 2: Flow Data Analysis	0			1	. 2	1	#:					<b>←</b>	Part 1: Workforce Analysis	E				
0.0	33.3	33.3		0.0	%	Actual	Women	notions	ants	<b>←</b>	E ÷ D x 100	0.0		60.0	33.3	50.0	50.0	%	Representation		_	Work	<b>←</b>	E ÷ D x 100	F				
0		3	0	_	#	Goal				<b>←</b>	Part 3: Goals	0.0		52.1	53.0	30.3	29.7	%	Avail	Wo	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	33.3	33.3	0.0	0.0	9/0	Percent of Goal Met	Women	Short-term Goals		<b>←</b>	E+Gx 100	0		3	2	_	1	#:	Availability	Women	ė	nalysis	<b>←</b>	D x G + 100	Н				
0.0	0.0	0.0	0.0	0.0	9/6	Goal	nen	m Goals		<b>←</b>	Part 3: Goals	0	0	0	-1	1	0	#:	Gap				<b>+</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	9/9	Percent of Goal Met			Goals	<b>←</b>	F÷I x 100	0.0	0.0	115.2	62.9	165.0	168.4	**	EE Result				<b>←</b>	E+H x100	J				Feder
0 0	ω	<sub>ω</sub>	1	_	#	Goal			als	<b>←</b>	Part 3: Goals	0		_		_		#	Employees	ΔII			<b>←</b>	Part 2: Flow Data Analysis	K			_	Federal Contractors Program Achievemen
0.0	33.3	33.3	0.0	0.0	#:	Percent of Goal Met	Women	Long-term Goals		<b>←</b>	E+Kx 100	0		0		0		<b>31</b> :	Actual				<b>←</b>	Part 2: Flow Data Analysis	L			Part 4: Results -	ractors
0.0	0.0	0.0	0.0	0.0	%	Goal	ten	m Goals		<b>←</b>	Part 3: Goals	0.0		0.0		0.0		%	ial	Women	Hires		<b>+</b>	L+K x 100	Z	42930	Aerotek	Results	Progra
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				<b>←</b>	F÷Mx 100	0		1		0		#1	Expected	1611			<b>←</b>	K x G+	Z		<del>*</del>	- Women	ım Ach
												0		-1		0		#	Difference				<b>←</b>	L-N	0			en	ieveme
												0		2		0		#	Employees	AII			<b>←</b>	Part 2: Flow Data Analysis	P				nt Table
												0				0		#:	Actual		Pı	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				e
												0.0		50.0		0.0		%	ral	Women	Promotions	w Data	<b>←</b>	Q÷Px 100	R				
												0		1		0		78:	Expected	ien	S	Flow Data Analysis	<b>←</b>	P x F ÷ 100	s				
							Comments					0		0		0		#	Difference 1			is	<b>←</b>	Q-S	T				
							ients					0		0		0		at:	Employees	AI .			<b>←</b>	Part 2: Flow Data Analysis	U				
												0		0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		0.0		0.0		%		Women	Terminations		<b>←</b>	V + U x L	W				
												0		0		0		4:	Expected	en	ations		<b>←</b>	U x F + 100	X				
												0		0		0		#:	Difference				<b>←</b>	V - X	Y				
												0.0		0.0		0.0		8	Rate	Turnover			←	U÷ ((DYear1 + DYear2)÷ 2) x 100	Z				

09		08	T	0/			(EE	Oce	E			Data :		09	8		(			(F	Cee	E 3			Data	A				
Skilled Crafts & Trades Workers		Service Personnel	C1.:11 - 1 C -1 0	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	В				
2017 2020	2020	7020	2012	2020	2017	#		16.41	<b>V</b> 001				2017	2016	2017	2016	2017	2016	#			Year				С				
0 0			Ī		148	#	Employees	All	П	Ne	<b>←</b>	Part 2: Flow Data Analysis	0	0	0			124	#	Employees	All	Ì		<b>←</b>	Part 1: Workforce Analysis	D				
0 0					72	#	Actual	Women	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0		0		81	56	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0 0	0.0		48.6	48.6	%	ual	нел	otions	ints	←	E + D x 100	0.0	0.0	0.0	0.0	54.0	45.2	%	ntation		=	Workf	<b>←</b>	E + D x 100	F				
0 0	> 0	0 0	>	20	20	#	Goal		s		<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	80.7	80.8	%	Availability	Women	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0 .	0.0		360.0	360.0	9/6	Percent of Goal Met	Women	Short-term Goals		<b>←</b>	E+Gx 100	0	0	0	0	121	100	#	oility	en		alysis	<b>←</b>	DxG ÷100	Н				
0.0	0 0	0.0	0	0.0	0.0	9/6	Goal	en	n Goals		<b>←</b>	Part 3: F	0	0	0	0	-40	-44	#	Gap E				<b>←</b>	Е-Н	I				
0.0	0 0	0.0	0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F + I x 100	0.0	0.0	0.0	0.0	66.9	55.9	%	EE Result E				<b>←</b>	E+H F	J				Federal Contractors Program Achieveme
0 0	> <	0 0	>	30	30	#	Goal Po	_	L	ls	<b>←</b>	Part 3: 1 Goals	0		0		93		#	Employees	À			<b>←</b>	Part 2: Flow Data Fl Analysis /	K			Pz	Contr
0.0	> .	0.0	0	240.0	240.0	#.	Percent of Goal Met	Women	Long-term Goals		<b>←</b>	E÷Kx 100	0		0	ошенн	46	юют	#	Actual		_		<b>←</b>	Part 2: Flow Data Analysis	Т		A	Part 4: Results - Women	actors F
0.0	0 .	0.0		0.0	0.0	%	Goal Pe		Goals		<b>←</b>	Part 3: F Goals	0.0		0.0		49.5		9/6		Women	Hires		<b>←</b>	L+K K x 100	Z	42930	Aerotek	esults -	rogran
0.0		0 0		0.0	0.0	#	Coal Met				←	F÷M x 100	0		0		75		#	Expected Di	-			<b>←</b>	K x G +	Z			Wome	n Achie
													0		0		-29		#	Difference Er				<b>←</b>	L-N FI	0			=	
													0		0		55		#	Employees	All			<b>←</b>	Part 2: 1 Flow Data Flow Analysis A	P				nt Table
													0		0		26		#	Actual		Pro	Flow	<b>←</b>	Part 2: Flow Data Analysis	Q				
													0.0		0.0		47.3		%		Women	Promotions	Flow Data Analysis	<b>←</b>	Q+Px Px	R				
								•					0		0		25		#1	Expected   Dif			malysis	<b>←</b>	P x F ÷ 100 (	S				
								Comments					0		0		1		#	Difference Em				<b>+</b>	Q-S Flo	T				
								nts					0		0		0		78:	Employees	All			┵	Part 2: Pe Flow Data Flow Analysis An					
													0	•••••	0		0		#	Actual		-		<b>←</b>	Part 2: V = Flow Data Analysis	V				
													0.0		0.0		0.0		% :	Exp	Women	<b>Terminations</b>		<b>+</b>	V + U x   U x F	W				
													0		0		0		# #	Expected Diffe		Oms		<b>↓</b>	U x F ÷ 100 V .	X				
													0		0		0		# 9	Difference R	Turi			<b>+</b>	V - X	Y				
													0.0		0.0		0.0		%	Rate	Turnover			_	U + (((DYear1 + DYear2) + 2) x 100					

12		=		10		(EEOG)	Occ	E			Data s		13	Ξ		10			(EECG)	C	E			Data s	A				
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	Civilent cisomici	Clerical Personnel		0G)	Occupational Group	Employment Equity			Data sources:	Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Ciencal Personnei	Clasical Damanal		OG)	Occupational Group	Employment Equity			Data sources:	В				
2017 2020	2020	2017	2020	2017	#:		1631	•				2017	2016	2017	2016	2017	2016	#:			Year				С				
			) 24	24	#	Employees			Ne	<b>←</b>	Part 2: Flow Data Analysis	0	0	0			45	#:	Employees	All	Ī		<b>←</b>	Part 1: Workforce Analysis	D				
0 0			1 21		#		We	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	0			36	#:		Γ			<b>←</b>	Part 1: Workforce Analysis	E				
0.0			87.5	87.5	%	Actual	Women	notions	ants	<b>←</b>	E ÷ D x 100	0.0	0.0		0.0		80.0	%	Representation		_	Work	<b>←</b>	E+D x 100	F				
0		0	8	∞	#	Goal				<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	66.3	66.3	%	Availability	Women	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	262.5	262.5	%	Percent of Goal Met	Women	Short-term Goals		<b>←</b>	E+Gx 100	0	0	0	0	31	30	#	bility	nen	e	nalysis	<b>←</b>	DxG ÷100	Н				
0.0	0.0	0.0	0.0	0.0	9/6	Goal	ien	m Goals		<b>←</b>	Part 3:   Goals	0	0	0	0	7	6	#	Gap				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F + I x 100	0.0	0.0	0.0	0.0	121.9	120.7	8	EE Result E				<b>←</b>	E+H 1 x100	J				Federa
0	0	0	10	10	#	Goal P		ļ	ils	<b>←</b>	Part 3: Goals	0		0		17		#	Employees	¥			<b>←</b>	Part 2: Flow Data Analysis	K			P	Federal Contractors Program Achieveme
0.0	0.0	0.0	210.0	210.0	#	Percent of Goal Met	Women	Long-term Goals		<b>←</b>	E+Kx 100	0	**********	0		14	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L		_	Part 4: Results - Women	actors
0.0	0.0	0.0	0.0	0.0	%	Goal	n	1 Goals		<b>←</b>	Part 3: Goals	0.0		0.0		82.4		%		Women	Hires		<b>←</b>	L+K x 100	M	42930	Aerotek	esults -	Prograi
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				<b>←</b>	F÷Mx 100	0		0		=		#:	Expected D	5			<b>←</b>	K x G +	Z			Wome	n Achie
												0		0		ω		#	Difference Er				<b>←</b>	L-N FI	0			п	
												0		0		7		#	Employees	<u>A</u>			+	Part 2: I Flow Data Fk Analysis A	P				nt Table
												0		0		7		#:	Actual		Pro	Flow	<b>←</b>	Part 2: Flow Data Analysis	Q				
												0.0		0.0		100.0		%	Ex	Women	Promotions	Flow Data Analysis	<b>←</b>	Q+Px Px	R				
							•					0		0		6		4:	Expected   Dif			nalysis	+	P x F ÷ 100	S				
							Comments					0		0		_		#	Difference Emp				<b>—</b>	Q-S Flow	T				
							nts					0		0		0		41:	Employees	All			<b>←</b>	Part 2: Pe Flow Data Flow Analysis An	U				
												0	•	0		0		#	Actual		T		+	Part 2: Flow Data Analysis	V				
												0.0		0.0		0.0		% +	Exp	Women	Terminations		<b>+</b>	V + U x   U x F	W				
												0		0		0		#	Expected Diffe		ons		<b>+</b>	U x F + 100 V .	X				
												0		0		0		#	Difference Ra	Turi			<b>—</b>	V - X   ((DY); DYe; 2) x	Y				
												0.0		0.0		0.0		*	Rate	Turnover				U + ((DYear1 + DYear2) + 2) x 100					

I Otal	Total		14 Othe	_	13 Othe	-	(EEOG)	Occupa	Employ			Data sources		Total	Workers Workers		15 Pers			(EEOG)	Occupa	Employ			Data sources:	Α					
		kers	Other Manual	Personnel	Other Sales & Service		)	Occupational Group	Employment Equity			<i>S</i> :			kers	Other Manual	Personnel	Other Sales & Service			Occupational Group	Employment Equity			ÿ.	В					
2	2	2	12)	2								***************************************	2	<b>N</b>	2	2		_													
2020	2017	2020	2017	2020	2017	#:	Em	1041	П	Ι		P; Flov An	2017	2016	2017	2016	2017	2016	#	Em		Year			P; Wo	С					
248	248	0	0	0	0	#	Employees	≧ T	ires and	New	<b>←</b>	Part 2: I Flow Data Fk Analysis A	360	297	0	0	0	0	#	Employees	Ě			-	Part 1: I Workforce W. Analysis A	D					
129	129	0	0	0	0	#	Actual	Women	Hires and Promotions	New Entrants	<b>←</b>	Part 2: I Flow Data Analysis	200	155	0	0	0	0	#	Representation			Y	<b>←</b>	Part 1: Workforce Analysis	E					
52.0	52.0	0.0	0.0	0.0	0.0	%		Ĺ	tions	ts	<b>←</b>	E+Dx 100	55.6	52.2	0.0	0.0	0.0	0.0	9/6	tion		W	Vorkfo	←	E ÷ D V	F					
0	0	0	0	0	0	#	Goal		8		<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	0.0	0.0	%	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G					
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Women	hort-ter		<b>←</b>	E÷Gx 100	0	0	0	0	0	0	¥	ility	en	,	alysis	<b>←</b>	D x G ÷ 100	Н					
0.0	0.0	0.0	0.0	0.0	0.0	9/0	Goal	test	Short-term Goals		<b>←</b>	Part 3: Goals	200	155	0	0	0	0	#	Gap				<b>←</b>	Е- Н	1					
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Go	<b>←</b>	F + I x 100	0.0	0.0	0.0	0.0	0.0	0.0	%	EE Result				<b>←</b>	E÷H x100	J					Feder
0	0	0	0	0	0	#	Goal			Goals	<b>←</b>	Part 3: Goals	122		0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K					al Con
0.0	0.0	0.0	0.0	0.0	0.0	#.	Percent of Goal Met	Wo	Long-te		<b>←</b>	E + K x 100	64		0		0		#	Ąc				<b>←</b>	Part 2: Flow Data Analysis	Т				Part 4:	ractor
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	Women	Long-term Goals		<b>←</b>	Part 3: Goals	52.5		0.0		0.0		9/0	Actual	We	Hires		<b>←</b>	L+K x 100	Z	12/3	42030	Aerotek	Result	s Progr
0.0		0.0	0.0	0.0	0.0	#.	Percent of Goal Met				<b>←</b>	F+Mx 100	0		0		0		#	Expected	Women			<b>←</b>	K x G +	Z	•		ek	Part 4: Results - Women	am Acl
												<u> </u>	64		0				#	Difference				<b>←</b>	L-7	0				nen	Federal Contractors Program Achievemo
													126		0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P					ent Table
													65						#				F	<b>←</b>	Part 2: Flow Data Analysis	Q					le
													51.6		0.0		0.0		%	Actual	5	Promotions	Flow Data Analysis	<b>←</b>	Q + P x 100	R					
																			#	Expected	Women	ons	ta Ana	<b>←</b>	P x F ÷ 100	s					
								Cor					66		0		0		#	Difference			lysis	<b>←</b>	00 Q-S	T					
								Comments					<u>-1</u>		0		0		#	Employees	·			<b>←</b>	Part 2: Flow Data Analysis	U					
													0		0		0		#					<b>←</b>	Part 2: ta Flow Data s Analysis	V					
													0	<b>DOMESTIC</b>	0 (		0 (		%	Actual		Ter		<b>←</b>	tta V÷Ux	W					
													0.0		0.0		0.0		#	Expected	Women	Terminations		<b>←</b>	X UxF ÷ 100	X					
													0		0		0		#	led Difference		S		←	100 V - X	Y					
													0		0		0		%	ence Rate	Turnover				U ÷ X	$\mathbf{Z}$					
													0.0		0.0		0.0		•	Ē	9ver				+ arl + r2) + 100						

03 Professionals	Managers	02 Middle & Other		01 Senior Managers		(EEOG)	Occupational Group	<b>Employment Equity</b>			Data sources:		03 Drofessionals	02 Managers	Middle & Ot	01 Senior Managers			(EEOG)	Occupational Group	Employment Equity			Data sources:	AB				
2	2											2	2				٠	T											
2017 2020	2020	2017	2020	2017	#:	Em		Yaar F	Τ		P Flo Al	2017	2016	2017	016	2010	21.	#	Em		Year			P Wo	С				
12 12	60	60	0	0	#:	Employees	≧ T	lires an	New	←	Part 2: Flow Data F Analysis F	26	14	126	107	) l		*	Employees	<u> </u>			<b>←</b>	Part 1: Workforce V Analysis	D				
0 0	0	0	0	0	#	Actual	Aboriginal Peoples	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	1 1	_	0 0		t.	Representation			1	<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	%	-	Peoples	tions	its	←	E + D x 100	0.0	0.0	0.8	0.0	0.0		ō	ation		Ą	Workt	<b>←</b>	E+D x 100	F				
	,		1	_	#	Goal				←	Part 3: Goals	2.0	2.0	2.2	2)	20	30	9	Avail	Aborigin	Workforce	orce A	←	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	9%	Percent of Goal Met	Aborigin	Short-te		<b>←</b>	E ÷ G x 100		0	3 1		0		+	Availability	Aboriginal Peoples	ce	Workforce Analysis	<b>←</b>	D x G + 100	Н				
0.0			0.0	0.0	%	Goal	Aboriginal Peoples	Short-term Goals		<b>←</b>	Part 3: Goals	-1	0	-2				#	Gan				<b>←</b>	Е-Н	I				
0.0			0.0	0.0	9%	Percent of Goal Met		8	G	←	F + 1 x 100	0.0	0.0	36.1		0.0			FF Result				<b>←</b>	E + H x 100	J				Feder
2 2				1	#	Goal			Goals	<b>←</b>	Part 3: Goals	1		9		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K			Part :	al Con
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aborigin	Long-ter		<b>←</b>	E + K x 100	0		0		0		ŧ	Ac				<b>←</b>	Part 2: Flow Data Analysis	T			Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achieveme
0.0			0.0	0.0	%	Goal	Aboriginal Peoples	Long-term Goals		<b>←</b>	Part 3: Goals	0.0		0.0		0.0	ļ	ę	Actual	Aborigin	Hires		<b>←</b>	L ÷ K x 100	Z	42930	Aerotek	lts - Ab	Progr
0.0		0.0	0.0	0.0	#4	Percent of Goal Met				<b>←</b>	F + M x 100	0		0		0		#	Expected	Aboriginal Peoples			<b>←</b>	K x G+	Z		ek	origina	am Act
											<b>kananaman</b>	0		0		<b>D</b>		4	Difference				<b>←</b>	r - z	0			l People	iieveme
												11		51		0		¥	Employees	ΔI			<b>←</b>	Part 2: Flow Data Analysis	P			S	nt Table
												0		0		0		t:	Ac		1	FI	<b>←</b>	Part 2: Flow Data Analysis	0				le
												0.0		0.0		0.0		9/	Actual	Aborigir	Promotions	ow Dat	<b>←</b>	Q ÷ P x 100	R				
												0		0		<b>-</b>		4	Expected	Aboriginal Peoples	ns	Flow Data Analysis	<b>←</b>	P x F ÷ 100	s				
							Com					0		0			1	ŧ	Difference			/sis	<b>←</b>	Q-S	T				
							Comments										,		F	Δ			<b>←</b>	Part 2: Flow Data Analysis	U				
												0		0		0		ŧ					<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		0.0		0 0 0		ę	Actual	Aborigi	Term		<b>←</b>	V + U x	W				
																		#	Experter	Aboriginal Peoples	Terminations		<b>←</b>	UxF÷100	×				
												0		0		>	ŀ		Difference				<b>←</b>	00 V - X	Y				
												0 0.0		0 0.0		0.0		T		Turnover			<b>←</b>	U + ((DYear1 + DYear2) + 2) x 100	Z				

06 Superv		OS Sim	Tec.			(EEOG)	Оссира	Employ			Data sources	Trades	06 Sup		05 8	Tec.			(5033)	Occupa	Employ			Data sources:	A				
Supervisors: Crafts & Trades	C. 1.00.10	Supervisors	Technicians	Semi-Professionals &		)	Occupational Group	Employment Equity			55:	des	Supervisors: Crafts &	Supcivisors	DE LOCALITA DE LA CALIFICACIÓN D	Technicians	Semi-Professionals &			Occupational Group	Employment Equity			%:	В				
2017 2020	2020	2017	2020	2017	#:		JEST					2017	2016	2017	2016	2017	2016	#			Year				С				
0	3	3	1	1	#	Employees	<b>≧</b>	Hires:	Nev	<b>-</b>	Part 2: Flow Data Analysis	0	0	5	3	4	2	#:	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
0 0	0	0	0	0	#	Actual	Aboriginal Peoples	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	3	1	2	1	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	9/6	ual	d Peoples	otions	ints	<b>←</b>	E + D x 100	0.0	0.0	60.0	33.3	50.0	50.0	%	ntation		II	Workf	<b>←</b>	E + D x 100	F				
0 0	1	_	1	1	#	Goal				<b>←</b>	Part 3: Goals	0.0	0.0	0.9	1.0	1.8	1.9	%	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Aboriginal Peoples	Short-term Goals		<b>←</b>	E÷Gx 100	0	0	0	0	0	0	#:	bility	l Peoples	e	ialysis	<b>←</b>	D x G + 100	Н				
0.0	0.0	0.0	0.0	0.0	9/6	Goal	Peoples	m Goals		<u></u>	Part 3: Goals	0	0	ω		2	1	#	Gap				<b>+</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	9%	Percent of Goal Met			Goals	<b>←</b>	F÷I x 100	0.0	0.0	6,666.7	3,333.3	2,777.8	2,631.6	š	EE Result				<b>←</b>	E+H x100	J				Feders
0 0	1	_	1	1	#	Goal		L	als	<b>←</b>	Part 3: Goals	0				_		#	Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	K			Part 5:	Federal Contractors Program Achievemen
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aboriginal Peoples	Long-term Goals		<u></u>	E + K x 100	0		0		0		<b>4</b> 1:	Actual				<b>←</b>	Part 2: Flow Data Analysis	L			Part 5: Results - Aboriginal Peoples	ractors
0.0	0.0	0.0	0.0	0.0	9/0	Goal	Peoples	n Goals		<b></b>	Part 3: Goals	0.0		0.0		0.0		%		Aboriginal Peoples	Hires		<b>←</b>	L÷K x 100	Z	42930	Aerotek	s - Abo	Progra
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				<b>←</b>	F + M x 100	0		0		0		#1	Expected	Peoples			<b>←</b>	K x G +	Z		k	riginal	m Achi
												0		0		0		#:	Difference 1				<b>←</b>	L-N	0			People	ievemer
												0		2		0		#	Employees	À			<b>←</b>	Part 2: Flow Data Analysis	P			S	ıt Table
												0		0		0		#:	Actual		Pr	Flo	<b>←</b>	Part 2: Flow Data Analysis	0				(5
												0.0		0.0		0.0		%		Aboriginal Peoples	Promotions	w Data	<b>←</b>	Q ÷ P x 100	R				
												0				0		46	Expected 1	Peoples	8	Flow Data Analysis	<b>←</b>	P x F + 100	s				
							Comments					0		<u>-</u>		0		#	Difference			is	<b>←</b>	Q-S	T				
							ents					0		0		0		<b>#</b> :	Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	U				
												0	omomos	0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		0.0		0.0		%		Aboriginal Peoples	Terminations		<b>←</b>	V ÷ U x U	W				
												0		0		0		#:	Expected D	Peoples	ations		<b>←</b>	U x F ÷ 100	X				
												0		0		0		#	Difference	1			<b>←</b>	V - X D	Y				
												0.0		0.0		0.0		*	Rate	Turnover				U ÷ ((DYear1 + DYear2) ÷ 2) x 100	Z				

_	1S 00		4S 80		07 A		(EEOG)	Occu	Empl			Data sources:	A				
Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		9	Occupational Group	Employment Equity			rces:	В				
kers	ts &	sonnel	s &	cal	ive &			Group	Equity								
2017	2016	2017	2016	2017	2016	#			Year				С				
0	0	0	0	150	124	#	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D				
0	0	(	0	0	0	#					<b>←</b>	Part 1: Part 1: Workforce Workforce Analysis Analysis	E				
0.0	0.0	0.0	0.0	0.0	0.0	%	Representation			Work	<b>←</b>	E+D x 100	F				
0.0	0.0	0.0	0.0	1.3	1.5	9/6	Ave	Aborig	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0	0	0		3	5	#	Availability	Aboriginal Peoples	rce	\nalysi	<b>←</b>	e DxG +100	Н				
0	0	0	0	2	2	#	Gap			S	<b>←</b>	Е-Н	I				
0 (	0 (	0 (	0 (	-2 (	-2 (	*	EE Res				<b>←</b>	E + H x 100	J				Fed
0.0	0.0	0.0	0.0	0.0	0.0	#	EE Result Employees	<u> </u>			<b>←</b>		K			Par	Federal Contractors Program Achievement Table
0		0		93		#	es				<b>←</b>	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	L			Part 5: Results - Aboriginal Peoples	mtract
	*******	0	omens	0		%	Actual	Λb	Hi			2: L+K Data x 100		4.	Ae	sults -	ors Pr
0.0		0.0		0.0			Exp	Aboriginal Peoples	Hires		1		M	42930	Aerotek	Abori	ogram
0		0		_		#	Expected Difference Employees	ples			<b>←</b>	K x G+	<b>Z</b>			ginal P	Achie
0		0		<u>-1</u>		#	ference E				<b>←</b>	L-Z	0			eoples	vemen
0		0		55		#	mployees	<u> </u>			<b>←</b>	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	P				t Table
0		0		0		#	Actual		Pr	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				
0.0		0.0		0.0		%	2	Aboriginal Peoples	Promotions	w Data	<b>←</b>	Q ÷ P x 100	R				
0		0		0		78	Expected	l Peoples	S	Flow Data Analysis	<b>←</b>	P x F ÷ 100	s				
0		0		0		#	Difference			sis	<b>←</b>	Q-S	T				
0		) 0		0		#	Expected Difference Employees	- All			<b>←</b>	Part 2: Flow Data Analysis	U				
						#					<b>←</b>	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	V				
0 0.	nomm	0 0.	***************************************	0 0.		%	Actual	Aborig	Tern		<b>←</b>	V ÷ U x 100	W				
0.0		0.0		0.0		#	Expects	Aboriginal Peoples	<b>Terminations</b>		<b>←</b>	UxF÷100	X				
0		0		0		#	Expected Difference	,	s		←	100 V - X	Y				
0		0		0		%	ence Rate	Turnover				U÷ ((DYear1+ DYear2)÷ 2) x 100					
0.0		0.0		0.0		۰	ē	over				; ;arl + ur2) +	Z				

	E	066	(EE		07	5	) R		2	5
	Employment Equity	Occupational Group	(EEOG)		Administrative &	Senior Clerical	Skilled Sales &	Service Personnel	Skilled Crafts &	Trades Workers
	•	Year		#	2017	2020	2017	2020	2017	2020
Ne		***	Employees	#	148	148	0	0	0	0
New Entrants	and Pr	Abori		#	-	-		_		
rants	Hires and Promotions	Aboriginal Peoples	Actual	9/6	0	0	0	0	0	0
	1S	es	Goal	#	0.0	0.0	0.0	0.0	0.0	0.0
	Sho	AŁ			_	_	0	0	0	0
	Short-term Goals	Aboriginal Peoples	Percent of Goal Met	9/6	0.0	0.0	0.0	0.0	0.0	0.0
	1 Goals	eoples	Goal	9/6	0.0	0.0	0.0	0.0	0.0	0.0
Goals			Percent of Goal Met	%	0.0	0.0	0.0	0.0	0.0	0.0
als			Goal	#	2	2	0	0	0	0
	Long-term Goals	Aborigin	Percent of Goal Met	#	0.0	0.0	0.0	0.0	0.0	0.0
	rm Goa	Aboriginal Peoples	Goal	%	0.0	0.0	0.0	0.0	0.0	0.0
	ls		Percent of Goal Met	#	0.0	0.0	0.0	0.0	0.0	0.0
					0	0	0	0	0	0
		Ω								
		Comments								
		ıts								

Part 2: Part 2: Flow Data Analysis Analysis

E + D x 100

Part 3: Goals

E + G x 100

Part 3: Goals

F + I x 100

Part 3: Goals

E+Kx 100

Part 3: Goals

F + M x 100

(EEOG)	Occupatio	Employm			Data sources:	workers	12 Semi-S		11 Interm	10 Clerica			(EEOO)	Occupano	Employm			Data sources:	Α				
	Occupational Group	Employment Equity				S	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Clerical Personnel				Occupational Group	Employment Equity				В				
	Year	•				2017	2016	2017	2016	2017	2016	#			Year				С				
Employees	É	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	47	45	*	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
A	Aborigir	Hires and Promotions	<b>New Entrants</b>	<b>←</b>	Part 2: Flow Data Analysis	0		0	0	0	0	#					<b>←</b>	Part 1: Workforce Analysis	E				
Actual	Aboriginal Peoples	notions	ants	<b>←</b>	E ÷ D x	0.0		0.0	0.0	-	0.0	*	Representation			Work	<b>←</b>	E + D x 100	F				
Goal				<b>←</b>	Part 3: Goals	0.0		0.0	0.0		1.2	%	Avai	Aborigi	Workforce	force A	<b>←</b>	Part 1: Workforce Analysis	G				
Percent of Goal Met	Aborigi	Short-t		<b>←</b>	E ÷ G x 100					33	2	#	Availability	Aboriginal Peoples	ce e	Workforce Analysis	<b>←</b>	DxG +100	H				
Goal	Aboriginal Peoples	Short-term Goals		<b>←</b>	Part 3: Goals	0		0	0	1 -		#	Gap				<b>←</b>	Е-Н					
Percent of Goal Met		S	6	<b>←</b>	F + 1 x 100	0.0		0.0	0.0	0.0	0.0	3	EE Result				<b>←</b>	E+H x100	J				Fede
Goal			Goals	<b>←</b>	Part 3: Goals				0	) 17	)	#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K			Part	Federal Contractors Program Achievement Table
Percent of Goal Met	Aborigi	Long-to		<b>←</b>	E + K x	0		0				11:		Г			<b>←</b>	Part 2: Flow Data Analysis	L			Part 5: Results - Aboriginal Peoples	itracto
f Goal	Aboriginal Peoples	Long-term Goals		<b>←</b>	Part 3: Goals	0.0		0.0		0.0		%	Actual	Aborigi	Hires		<b>←</b>	L+K x 100	<b>Z</b>	42930	Aerotek	lts - Al	rs Prog
Percent of Goal Met		S		<b>←</b>	F + M x 100							41:	Expected	Aboriginal Peoples			<b>←</b>	K x G +	Z	30	tek	origin	ram Ac
A	<u> </u>	l	<u> </u>		<u></u>	0		0		0		#	Difference				<b>←</b>	L-N	0			al Peop	hievem
						0		0		0		#	e Employees	I. All			<b>←</b>	Part 2: Flow Data Analysis	P			les	ent Ta
						0		0		7		#:		Г		Ŧ	<b>←</b>	Part 2: a Flow Data Analysis	Q				ble
						0		0 0		0 0		%	Actual	Aborig	Promotions	low Da	<b>←</b>	Q + P x 100	R				
						0.0		0.0		0.0		at:	Expected	Aboriginal Peoples	ons	Flow Data Analysis	<b>←</b>	P x F ÷ 100	s				
	Cor					0		0		0		*				lysis	<b>←</b>	00 Q-S	H				
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						0		0		0		#					<b>←</b>	Part 2: ta Flow Data s Analysis	V				
						0		0 0	**********	0 0		%	Actual	Aborig	Terr		<b>←</b>	W+Ux 100	W				
						0.0		0.0		0.0		#:	Expected	Aboriginal Peoples	Terminations		<b>←</b>	N UxF÷100	X				
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10 Clerical Personnel

24 24

Intermediate Sales & Service Personnel
Semi-Skilled Manual
Workers

2017 2020 2017 2017 2020 2017 2020

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Total	WOIKEIS	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	10144	Total	Workers Workers		Personnel	Other Sales & Service		(EEUG)	Occupational Group	Employment Equity			Data sources:	AB				
2017 2020	2020	2017	2020	2017	#		1631	V				2017	2016	2017	2016	2017	2016	#			Year			***************************************	С				
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0			0	0	#	Actual	Aboriginal Peoples	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis		1	0		0	0	#:	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	%	a	Peoples	otions	nts	<u></u>	E+Dx 100	0.3	0.3	0.0	0.0	0.0	0.0	%	ntation		1	Workf	<b>+</b>	E÷D x 100	F				
0	c	0	0	0	#	Goal		s		<b>←</b>	Part 3: Goals	0.0	0.0	0.0	0.0	0.0	0.0	%	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Aboriginal Peoples	Short-term Goals		<b>←</b>	E + G x 100	0	0	0	0	0	0	#	oility	Peoples		alysis	<b>←</b>	D x G + 100	Н				
0.0	0.0	0.0	0.0	0.0	%	Gest	Peoples	m Goals		<u></u>	Part 3: I Goals	<u>-</u>	1	0	0	0	0	#	Gap				<b>←</b>	Е-Н	_				
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0 0	c	0	0	0	#	Goal P		L	ls	<b>←</b>	Part 3: Goals	122		0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K			Part 5:	Federal Contractors Program Achieveme
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aboriginal Peoples	Long-term Goals		<b>←</b>	E+Kx 100	0	********	0		0	,,,,,,,,,,,	#	Actual				<b>←</b>	Part 2: Flow Data Analysis	T		,	Part 5: Results - Aboriginal Peoples	actors
0.0	0.0	0.0	0.0	0.0	%	Goal	eoples	1 Goals		<b>←</b>	Part 3: Goals	0.0		0.0		0.0		%		Aboriginal Peoples	Hires		<b>←</b>	L+K x 100	Z	42930	Aerotek	; - Aboı	Prograi
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				←	F + M x 100	0		0		0		#1	Expected D	Peoples			<b>←</b>	K x G +	Z		•	riginal I	m Achi
												0		0		0		#	Difference E				<b>←</b>	L-N F	0			Peoples	evemen
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												0.0		0.0		0.0		%		Aboriginal Peoples	Promotions	Flow Data Analysis	<b>←</b>	Q+Px P,	R				
												0		0		0		41:	Expected Dit	eoples		\nalysi	<b>←</b>	P x F ÷ 100	S				
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05 Protessionals		02 Managers		-	(EEOG)	Occupational Group	Employment Equity			Data sources:			03 Drofessionals	02			(EEOG)	Occupational Group	Employment Equity			Data sources:	A				
IS						Group	Comity				***************************************		le					Group	Equity				В				
2020	2017	2020	2017	#:		Year						2017	2016	2017	2016	#			Year				С				
12	12	60	60	#	Employees	¥	Hires :	Nev	←	Part 2: Flow Data Analysis		26	14	128	109	#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
0	0	0	0	#	Actual	Persons with Disabilities	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis		0	0	0	0	#	Representation				<b>←</b>	Part 1: Workforce Analysis	Е				
0.0	0.0	0.0	0.0	%	ual	is with	notions	ints	<b>←</b>	E + D x 100		0.0	0.0	0.0	0.0	%	ntation		_	Work	<b>←</b>	E ÷ D x 100	F				
1	1	_	_	#	Goal				<b>←</b>	Part 3: Goals		3.8	3.8	4.3	4.3	9/0	Avail	Persons wit	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	%	Percent of Goal Met	Persons wit	Short-te		<b>←</b>	E ÷ G x 100	901000000000000000000000000000000000000		1	6	5	#	Availability	Persons with Disabilities	e	nalysis	<b>←</b>	D x G ÷ 100	Н				
0.0	0.0	0.0	0.0	9/6	Goal	Persons with Disabilities	Short-term Goals		<b>←</b>	Part 3: Goals	, management	Ŀ	-1	-6	-5	#	Gap	<i>y</i>			<b>←</b>	E-H	ı				
0.0	0.0	0.0	0.0	%	Percent of Goal Met	,	s	G	<b>←</b>	F ÷ I x 100	,	0.0	0.0	0.0	0.0	*	EE Result				<b>←</b>	E + H x 100	J			-	Fede
	2	2		#	Goal			Goals	<b>←</b>	Part 3: Goals	4			9		#	Employees	ΔII			<b>←</b>	Part 2: Flow Data Analysis	K			'art 6:	ral Con
0.0	0.0	0.0	0.0	#	Percent of Goal Met	Persons wi	Long-te		<b>←</b>	E+Kx 100		0		0		#					<b>←</b>	Part 2: Flow Data Analysis	Т			Part 6: Results - Persons with Disabi	Federal Contractors Program Achievement Table
0.0	0.0	0.0	0.0	%	Goal	Persons with Disabilities	Long-term Goals		<b>←</b>	Part 3: Goals	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.0		0.0		%	Actual	Persons wi	Hires		<b>←</b>	L+K x100	Z	42930	Aerotek	- Perso	s Prog
	0.0	0.0	0.0	#	Percent of Goal Met	1 "	S		<b>←</b>	F÷Mx 100						#	Expected	Persons with Disabilities			<b>←</b>	K x G + 100	z	ő	tek	ms with	ram Ac
0	0	0	0		<u> </u>	ı	1	l .			I	0		0		#	Difference	3			<b>←</b>	L-N	0			1 Disab	hievem
												0 11		0 51		#	e Employees	<u></u>			<b>←</b>	Part 2: Flow Data Analysis	P			ilities	ent Tal
																#				-	<b>←</b>	Part 2: a Flow Data Analysis	Q				ble
												0.0		0.0		9/6	Actual	Persons w	Promotions	low Da	<b>←</b>	a Q + P x	R				
												0				#	Expected	Persons with Disabilities	ons	Flow Data Analysis	<b>←</b>	P x F + 100	s				
						Cor						0		0		#	d Difference	ies		lysis	<b>←</b>	0 Q-S	T				
						Comments						0		0		#	e Employees	<u> </u>			<b>←</b>	Part 2: Flow Data Analysis	U				
												0		0		#	3				<b>←</b>	Part 2: ta Flow Data s Analysis	V				
												0	· marener	0 (	***************************************	96	Actual	Persons	Ter		<b>←</b>	V+Ux	W				
												0.0		0.0		#	Expected	Persons with Disabilities	<b>Terminations</b>		<b>←</b>	X U x F + 100	×				
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Trades	OK Supervisors: Crafts & 2	oapet visors		Technicians	sionals &		(EEOG)	ional Group	Employment Family			Data sources:	Trades	O6 Supervisors: Crafts & 2	05 Supervisors 2	Technicians	sionals &		(EEOO)	Ional Group				Data sources:	A B				
2020	2017	2020	2017	2020	2017	#	En	Year				I Fk A	2017	2016	2016 2017	2017	2016	Ħ	En		Year			A W	С				
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0	0	0	0	0	0	#	Actual	Persons with Disabilities	Hires and Promotions	Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	0	#	Representation				←	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	0.0	%	al	s with lities	otions	nts	<b>←</b>	E ÷ D x 100	0.0	0.0	0.0	0.0	0.0	9/6	ntation			Work	<b>←</b>	E÷D x 100	F				
0	0	1	1	1	1	#	Goal				<b>←</b>	Part 3: Goals	0.0	0.0	13.9 13.9	4.6	4.6	%	Avai	Persons wit	Workforce	orce A	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Persons wi	Short-te		<b>←</b>	E÷Gx 100	0	0	1	0	0	#	Availability	Persons with Disabilities	ce	Workforce Analysis	<b>←</b>	DxG ÷100	H				
0.0		0.0	0.0	0.0	0.0	9,6	Goal	Persons with Disabilities	Short-term Goals		<b>←</b>	Part 3: Goals	0	0	-1			#	Gap	'n			<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	*	s	G	<b>←</b>	F ÷ I x 100	0.0	0.0	0.0	0.0	0.0	*	EE Result				<b>←</b>	E+H x100	J				Fede
		0				#	Goal			Goals	<b>←</b>	Part 3: Goals		0	0		0	#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K			Part 6: Results - Persons with Disabil	Federal Contractors Program Achievemen
0.0	0.0	0.0	1 0.0	2 0.0	0.0	#	Percent of Goal Met	Persons w	Long-t		<b>←</b>	E+Kx 100	0		1	_		#		Γ			<b>←</b>	Part 2: a Flow Data Analysis	L			Results	ntracto
						2,6	f Goal	Persons with Disabilities	ong-term Goals		<b>←</b>	Part 3: Goals	0 0	*********	0	0 0	юююю	%	Actual	Persons v	Hires		<b>←</b>	1 L+K 2 × 100	Z	42930	Aerotek	; - Pers	rs Prog
0.0 C		0.0	0.0 C	0.0 C	0.0	#	Percent of Goal Met	ies	ıls		<b>←</b>	F ÷ M x 100	0.0		0.0	0.0		#	Expected	Persons with Disabilities			<b>←</b>	K x G- 100	7	30	tek	ons wit	ram A
0.0	0.0	0.0	0.0	0.0	0.0		E S.	1				×	0		0	0		#	ed Difference	ties			<b>←</b>	r-z	0			h Disa	chieve
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													0		0	0			Actual	Perso	Prom	Flow							
													0.0		0.0	0.0		%	Exp	Persons with Disabilities	Promotions	Flow Data Analysis	<b>—</b>	Q ÷ P x   P x I	R				
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													0.0		0.0	0.0		%	2	ersons with	Terminations		<b>←</b>	V + U x 100	W				
													0		0	0		#	Expected	Persons with Disabilities	ations		<b>←</b>	U x F ÷ 100	X				
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													0.0		0.0	0.0		%	Rate	Turnover			<b>←</b>	U÷ ((DYear1 + DYear2) ÷ 2) x 100					

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Part 6: Results - Persons with Disabilities Aerotek 42930	Federal Contractors Program Achievement T
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Persons Aerotek 42930	ngo.
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Trades Workers	00 Skilled Crafts &	Service Personnel	08 Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Fauity			Data sources:		Trades Workers	Skilled Crafts &	08 Skilled Sales & Service Personnel		Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
2020	2017	2020	2017	2020	2017	#		Year						2017	2016	2016 2017	2017	2016	#			Year				С				
0	0	0	0	148	148	#	Employees	<u>.</u>		New	<b>←</b>	Part 2: Flow Data Analysis			0	0 0	150	124	#	Employees	All	İ		<b>←</b>	Part 1: Workforce Analysis	D				
				0		#		Perso	Hires and Promotions	w Entrants	<b>←</b>	Part 2: Flow Data Analysis			0		0	0	#		Γ			<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	0.0	%	Actual	Persons with Disabilities	motions	ants	<b>←</b>	E ÷ D x 100			0.0	0.0	0.0	0.0	9%	Representation			Work	<b>←</b>	E÷D x100	F				
0	0	0		_		#	Goal				<b>←</b>	Part 3: Goals				0.0	3.4	3.4	9/0	Avai	Persons wi	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Persons wi	Short-te		<b>←</b>	E÷Gx 100			0	0 0	5	4	#	Availability	Persons with Disabilities	e.	nalysis	<b>←</b>	DxG +100	Н				
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	Persons with Disabilities	Short-term Goals		<b>←</b>	Part 3: Goals			0	0 0		-4	#	Gap	iš		-	<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	"	S	ଦ	<b>←</b>	F÷I x 100				0.0	0.0	0.0	2	EE Result				<b>←</b>	E + H x 100	J			_	Fede
0	0	0		) 2		#	Goal			Goals	<b>←</b>	Part 3: Goals		0	Ŭ	0	93	)	#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K			Part 6: Results - Persons with Disabil	Federal Contractors Program Achievemen
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Persons wit	Long-te		<b>←</b>	E+Kx 100		0		0	0		#					<b>←</b>	Part 2: Flow Data Analysis	Т			Results	tractor
0.0	0.0	0.0	0.0	0.0	0.0	9,0	Goal	Persons with Disabilities	ong-term Goals		<b>←</b>	Part 3: Goals		0.0		0.0	0.0	001041	9/6	Actual	Persons wit	Hires		<b>←</b>	L+K x100	3	42930	Aerotek	- Perso	s Progi
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	]	s		<b>←</b>	F÷Mx 100		0		0	3		#	Expected	Persons with Disabilities			<b>←</b>	K x G +	Z	0	ek	ns with	am Acl
					-					<del></del>		<u> </u>	ı	0		0	<u>ئ</u>		#	Difference	ĺ			<b>←</b>	L-7	0			Disabi	nievem
														0		0	55		#	Employees	ΔII			<b>←</b>	Part 2: Flow Data Analysis	P			lities	ent Table
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														0.0		0.0	0.0		9/6	Actual	Persons wit	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100	R				
														0		0	0		#	Expected	Persons with Disabilities	ns	a Anal	<b>←</b>	P x F ÷ 100	s				
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								Comments						0		0	0		#	Employees	<u>.</u>			<b>←</b>	Part 2: Flow Data Analysis	U				
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														0.0		0.0	0.0	***************************************	9/0	Actual	Persons wit	Termi		<b>←</b>	V + U x 100	W				
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														0		0	0		#	Difference	25			<b>←</b>	0 V - X	Y				
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42930	Aerotek	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table
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Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	10 Clerical Personnel			(EDOG)	Occupational Group	Employment Fauity			Data sources:		Workers Workers	Semi-Skilled Manual	Intermediate Sales & Service Personnel	Cicirca i ciscilici	10 Clerical Derconnel		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
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06 Supervisors: Crafts & Trades	_	05 Supervisors		OA Semi-Professionals &		(EEOG)	Occupational Group	Employment Equity			Data sources:	Trades	06 Supervisors: Crafts &	obetations		Technicians	Semi-Professionals &		(EEOG)	Occupational Group	Employment Equity			Data sources:	АВ				
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09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	O7 Senior Clerical	A.Aministratina &	(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
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)	)	-6	Tt:	Expected Difference Employees	<u>.</u>			<b>←</b>	Part 2: Flow Data Analysis	U				
0	0	0	**:					<b>←</b>	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	V				
0	0	0	%	Actual	Visil	Ter		<b>←</b>	V+Ux	W				
0.0	0.0	0.0	41:	Expected	Visible Minorities	Terminations		<b>←</b>	J x U x F + 100	×				
0	0	0	#:	cted Difference	ies	ns			+ 100 V - X					
0	0	0			Tur			<b> </b>		Y				
0.0	0.0	0.0	8	Rate	Turnover				U÷ ((DYear1 + DYear2) ÷ 2) x 100	$\mathbf{Z}$				

9			 08	5	07		(EH	O <sub>2</sub>	E =	
Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity	
2020	2017	2020	2017	2020	2017	#		Tear		
0	0	0	0	148	148	#	Employees	<u> </u>	Hires a	New
0	0	0	0	27	27	#	Actual	Visible Minorities	Hires and Promotions	New Entrants
0.0	0.0	0.0	0.0	18.2	18.2	9/6	al	inorities	otions	nts
0	0	0	0	6	11	#	Goal			
0.0	0.0	0.0	0.0	450.0	245.5	%	Percent of Goal Met	Visible Minorities	Short-term Goals	
0.0	0.0	0.0	0.0	0.0	0.0	9/6	Goal	norities	m Goals	
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals
0	0	0	0	11	0	#	Goal			ıls
0.0	0.0	0.0	0.0	245.5	0.0	#	Percent of Goal Met	Visible Minorities	Long-term Goals	
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	norities	n Goals	
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met			
								Com		
								Comments		

Part 2: Part 2: Flow Data Analysis Analysis

E + D x 100

Part 3: Goals

E ÷ G x 100

Part 3: Goals

F ÷ I x 100

Part 3: Goals

E+Kx 100

Part 3: Goals

F + M x 100

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12		11		10		(EE	Occ	E 3			Data	Γ	12	<u>;</u>	- 11	:	10			(E.	5	E =			Data	A				
Semi-Skilled Manual Workers	Set vice Personner	Intermediate Sales &		Clerical Personnel		(EEOG)	Occupational Group	Employment Equity			Data sources:		Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Cienca Fersonnei	Clarical Derconnel		(EEOG)	Occupational Group	Employment Equity			Data sources:	В				
2017 2020	2020	2017	2020	2017	#:		1621	<b>V</b>				i c	2017	2016	2017	2016	2017	2016	#			Year				С				
0 0	0	0	24	24	#	Employees	AII .	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis		0	0	0	0	47	45	#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
0			~		#	40	Visible !	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis				0		13	12	#					<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0		33.3		%	Actual	Visible Minorities	notions	ants	←	E ÷ D x 100					0.0	27.7	26.7	9/6	Representation		_	Work	<b>←</b>	E ÷ D x 100	F				
0			0		#	Goal				←	Part 3: Goals	ſ				0.0	37.0	38.7	%	Avail	Visible !	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0		0.0	4(	%	Percent of Goal Met	Visible N	Short-te		←	E ÷ G x 100				0		17	17	#	Availability	Visible Minorities	ce	nalysis	<b>←</b>	D x G + 100	Н				
0.0	0.0	0.0	0.0	0.0	%	Geal	Visible Minorities	Short-term Goals		←	Part 3: Goals		0	0	0	0	-4	-5	#	Gap				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F ÷ I x 100		0.0	0.0	0.0	0.0	74.8	68.9	%	EE Result				<b>←</b>	E÷H x100	J			Part	Feder
0 0	c	0	2	0	#	Goal			als	<b>←</b>	Part 3: Goals		0		0		17		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K			Part 7: Results - Members of Visible N	Federal Contractors Program Achievement Table
0.0	0.0	0.0	400.0	0.0	#	Percent of Goal Met	Visible Minorities	Long-term Goals		←	E+Kx 100		0		0		4		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L			lts - M	ractors
0.0	0.0	0.0	0.0	0.0	%	Goal	inorities	m Goals		←	Part 3: Goals		0.0		0.0		23.5		%	ual	Visible Minorities	Hires		<b>←</b>	L+K x 100	M	42930	Aerotek	embers	Progra
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				<b>←</b>	F÷M x 100	ļ	0		0		6		#	Expected	inorities			<b>←</b>	K x G + 100	Z		<del>*</del>	of Visi	ım Ach
												,	0		0		-2		#	Difference				<b>←</b>	L-N	0			ble Mii	ieveme
													0		0		7		#	Employees	All			<b>+</b>	Part 2: Flow Data Analysis	P			Ainorities	nt Tabl
													0		0		4		#	Actual		P	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				e
													0.0		0.0		57.1		%	ual	Visible Minorities	Promotions	w Data	<b>+</b>	Q ÷ P x 100	R				
												ļ	0		0		2		#	Expected	inorities	S	Flow Data Analysis	<b>←</b>	P x F + 100	s				
							Com						0		0		2		#	Difference			sis	<b>+</b>	Q-S	T				
							Comments						0		0		0		#	Employees	AII			<b>+</b>	Part 2: Flow Data Analysis	U				
													0	noman	0		0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	V				
													0.0		0.0		0.0		%	ual	Visible Minorities	Terminations		<b>←</b>	V ÷ U x 100	W				
													0		0		0		#	Expected	inorities	nations		<b>←</b>	U x F ÷ 100	X				
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A	В	С	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
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			J.	1	1	J	1	1	<b>↓</b>	1	1	1	<u> </u>	<u> </u>	<b>1</b>	<u> </u>	1	<u> </u>	1	1	↓	1	<u> </u>	1	
F1	F					force A	•											a Analy	'sis						
	yment Equity ational Group	Year	All			Vorkford Visible N				All		Hires Visible N	dinorities		All	P	Promotio Visible !	NS Minorities		All			nations Minorities		Turnover
(EEOC	G)		Employees	Represe	entation	Avail	ability	Gap	EE Result	Employees	Act		Expected	Difference	Employees	Ac	tual	Expected	Difference	Employees	Ac	ual	Expected	Difference	Rate
T <sub>Oth</sub>	her Sales & Service	# 2016	#	#	<b>%</b>	<b>%</b>	# 0	#	0.0	#	#	%	#	#	#	Ħ	%	#	#	#	#	%	#	#	9/6
1 131	rsonnel	2016	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
1 14 1	her Manual	2016	0	0	0.0	0.0		0	0.0		_					_									
<del></del>	orkers	2017 2016	297	65	0.0 21.9	0.0		65	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
Total		2017	360		18.6	0.0	L	67		122	26	21.3	0	26	126	21	16.7	28	-7	0	0	0.0	0	0	0.0
			Part 2:	Part 2:					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,																
Data sourc	ces:		Flow Data Analysis	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												
			J	,	Ţ	<u> </u>	,	<u> </u>	Ţ	Τ	<u> </u>	<u> </u>	<u> </u>												
				w Entra						als	-	-													
	yment Equity ational Group	Year		and Pron Visible M				rm Goals dinorities	i		Long-ter Visible N		S						Com	ments					
(EEOC			All Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						Com	menes					
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	her Sales & Service rsonnel		0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Oth	her Manual	2020 2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
1 14 1	orkers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Total		2017 2020	248 248	l :	19.0 19.0	0	0.0 0.0	0.0	0.0	0	0.0 0.0	0.0 0.0	0.0												

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A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	
	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D + F	Data entry from	Equivalent	HxIx3	(D x N)	GxM	Data entry	Data entry from	Data entry from	(H-J+L)	H÷B	(H - J + L)	
	from						from	to E		- O + J			from	from	- ((B + D) x N)		(H - J + L) ÷ (B + D)	
	Workforce						Workforce						Workforce	Workforce	((= = /)		(= -/	
	Analysis						Analysis						Analysis	Analysis				
	ruialysis						Anidly SIS						Analysis	Analysis				
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Employment Equity	All	Growth (Ne	w Positions)	Turnover (Rep	olacement of	Anticipated						WOME	N				
Occupational Group	Employees			Terminated I	Employees)	Hires Over	Number	Turnover (Rep	lacement of	Hires	3 Yea	r Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/06/23	Annually	Over 3	Annually	Over 3	3 Years		Terminated I	(mployees)	Required	2016	5-2018	Availability			Representation	Representation
			Years	1	Years			Annually	Over 3							-	in 3 Years
									Years								
	360	%	#	%	#	#	200	%	#	#	#	%	61.6	-22	#	%	%
Senior Managers	2	25.0%	2	0.0%	0	2	0	0.0%	0	2	1	50.0%	27.4%	-	0	0.0%	25.0%
Middle & Other Managers	126	10.0%	38	30.0%	113	151	59	30.0%	53	58	30	20.0%	38.9%	10	-28	46.8%	22.0%
Professionals	26	20.0%	16	1.0%	1	17	17	1.0%	1	10	9	50.0%	62.5%		-1	65.4%	59.5%
Semi-Professionals & Technicians	4	10.0%	1	0.0%	0	1	2	0.0%	0	-1	1	50.0%	30.3%		1	50.0%	60.0%
Supervisors	5	30.0%	5	0.0%	0	5	3	0.0%	0	3	3	50.0%	52.1%	(	1	60.0%	60.0%
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	(	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	150	15.0%	68	30.0%	135	203	81	30.0%	73	168	61	30.0%	80.7%	-40	-107	54.0%	31.7%
Skilled Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	(	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	(	0	#DIV/0!	#DIV/0!
Clerical Personnel	47	10.0%	14	10.0%	14	28	38	10.0%	11	13	11	40.0%	66.2%		-2	80.9%	62.3%
Intermediate Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	(	0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	(	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	(	0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	(	0	#DIV/0!	#DIV/0!

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۵	•		U	Œ	7.	r	Ξ	-	_	7	-	3	z	<b>C</b>	``	<i>c</i>	7
	Data entry from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from	Equivalent	HxIx3	(D x N)	GxM	Data entry	Data entry from	Data entry from	(H - J + L)	H+B	(H-J+L)
	from						from	to E		-0+J			from	from	- ((B + D) x N)		÷ (B + D)
	Analysis						Analysis						Analysis	Analysis			
Employment Equity	All	Growth (New Positions)	w Positions)	Turnover (Re	furnover (Replacement of	Anticipated					ABOI	ABORIGINAL PEOPLES	.ES				
Occupational Group	Employees			Terminated Employees)	Employees)	Hires Over	Number	Turnover (Replacement of	placement of	Hires	3 Year Goals	Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/06/23	Annually	Over 3	Annually	Over 3	3 Years		Terminated Employees)	Employees)	Required	2016-2018	018	Availability			Representation	Representation
			Years		Years			Annually	Over 3								in 3 Years
	360	%	#	%	#	#	#	%	Years #	#	#	%	%	#	#	%	%
nior Managers	2	25.0%	2	0.0%	0	2	0	0.0%	0	0	1	50.0%	2.9%	0	1	0.0%	25.0%
iddle & Other Managers	126	10.0%	38	30.0%	113	151	_	30.0%		4	30	20.0%	2.2%	-2	26	0.8%	18.3%
ofessionals	26	20.0%	16	1.0%	_	17	0	1.0%	0	_	9	50.0%	2.0%	<u>.</u>	∞	0.0%	21.4%
mi-Professionals & Technicians	4	10.0%	_	0.0%	0	1	0	0.0%	0	0	_	50.0%	1.8%	0	_	0.0%	20.0%
pervisors	Us	30.0%	5	0.0%	0	5	0	0.0%	0	0	з	50.0%	0.9%	0	ω	0.0%	30.0%
pervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
dministrative & Senior Clerical Personnel	150	15.0%	68	30.0%	135	203	0	30.0%	0	s	61	30.0%	1.3%	-2	58		28.0%
illed Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0		#DIV/0!
illed Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
erical Personnel	47	10.0%	14	10.0%	14	28	0	10.0%	0	_	11	40.0%	1.3%	-	10		18.0%
termediate Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
mi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
ther Sales & Service Personnel	0	0.0%	0	0.0%	0	0	Đ	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/01	#DIV/0!

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203 0 0 28 0 0	203 0 0 28 0	203 0 0 28	203 0 0 28	203	203	203 0	203		0	Ų,	_	17	151	2	#		Years	es Over	icipated										Short
0 0 0	0 0	С			Þ	0	0	0	0	0	0	0	0	0	#			Number			Analysis	Workforce	ata entry from		=	4290	Aerot	•	term Goal
0.0%	0.076	0.00	0.0%	10.076	10.0%	0.0%	0.0%	30.0%	0.0%	0.0%	0.0%	1.0%	30.0%	0.0%	%	Annually	Terminated 1	Turnover (Rep				5	Equivalent	-	-	7	ek C		Setting Too
0		0	0	0	0_	0	0	0	0	0	0	0	0	0	Years #	Over 3	Employees)	vlacement of					HxIx3		-				1
0		0	0	-	4	0	0	7	0	2	0	2	2	6	#		Required	Hires					(DxN)		K.				
0		0	0		Ξ	0	0	61	0	<u></u>	_	9	30	1	#		2016-2018	3 Year Goal	PERSON				G x M		-				
0.0%	0.00/	0.0%	0.0%	+0.076	40.0%	0.0%	0.0%	30.0%	0.0%	50.0%	50.0%	50.0%	20.0%	50.0%	%		2018	Goals	PERSONS WITH DISABILITIES				Data entry	į	٤.				
0.0%		0.0%	0.0%	7.07.0	7.00%	0.0%	0.0%	3,4%	0.0%	13.9%	4.6%	3.8%	4.3%	4.3%	%		Availability	Present	LITIES		Analysis	Workforce	Ħ	1	z				
- 0		0	0		<u>.</u>	0	0	ა	0	-1	0	_	0	-6	#			Present Gap			Analysis	Workforce	Data entry from		0				
_		0	0		7		0	54	٥	2		7	23	1	#			Projected Gap				((D : D) x (V)	(H-J+L)	-	Ð				
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	#DIV/01	#DIV/0!					#DIV/0!	28.0%	#DIV/0!	30.0%		21.4%		25.0%	%	in 3 Years	Ŗ	Projected		1		. (5	(H-J+L)		D				

						8	nort-term Go	at Setting 10	101								
							Aero 429										
A	В	C	D	Е	F	G	Н	I	J	К	L	М	N	0	P	Q	R
	Data entry from from	Date entry	BxCx3	Data entry	BxEx3	D+F	Data entry from from	Equivalent to E	HxIx3	(D x N) - O + J	GxM	Data entry	Data entry from from	Data entry from from	(H - J + L) - ((B + D) x N)	H÷B	(H - J + L) ÷ (B + D)
	Workforce						Workforce						Workforce	Workforce			

Analysis

Employment Equity	All	Growth (New	v Positions)	Turnover (Re	placement of	Anticipated					MEMBERS O	F VISIBLE MI	NORITIES				
Occupational Group	Employees			Terminated		Hires Over	Number	Turnover (Rep		Hires	3 Year Go		Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/06/23	Annually	Over 3	Annually	Over 3	3 Years		Terminated I	imployees)	Required	2016-20	18	Availability			Representation	Representation
	,	1	Years		Years			Annually	Over 3								in 3 Years
	,	1							Years								Į.
	360	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	2	25.0%	2	0.0%	0	2	1	0.0%	0	-1	1	50.0%	10.1%	1	2	50.0%	50.0%
Middle & Other Managers	126	10.0%	38	30.0%	113	151	15	30.0%	14	24	30	20.0%	15.0%	-4	6	11.9%	18.9%
Professionals	26	5 20.0%	16	1.0%	1	17	4	1.0%	0	4	9	50.0%	17.9%	-1	5	15.4%	31.0%
Semi-Professionals & Technicians	4	10.0%	1	0.0%	0	1	1	0.0%	0	0	1	50.0%	20.3%	0	1	25.0%	40.0%
Supervisors	5	30.0%	5	0.0%	0	5	1	0.0%	0	3	3	50.0%	34,1%	-1	1	20.0%	40.0%
Supervisors: Crafts & Trades	0	0.0%	01	0.0%	. ol	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Administrative & Senior Clerical Personnel	150	15.0%	68	30.0%	135	203	32	30.0%	29	49	61	30.0%	23.8%	-4	12	21.3%	29.4%
Skilled Sales & Service Personnel	0	0.0%	01	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Skilled Crafts & Trades Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Clerical Personnel	47	7 10.0%	14 <sup>J</sup>	10.0%	14	28	13	10.0%	4	13	11	40.0%	37.0%	-4	-3	27.7%	32.8%
Intermediate Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Other Manual Workers	0	0.0%	0,1	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

Analysis

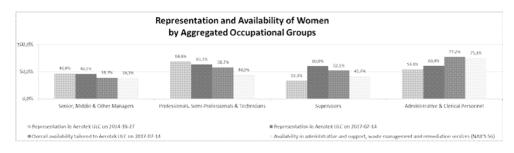
Analysis

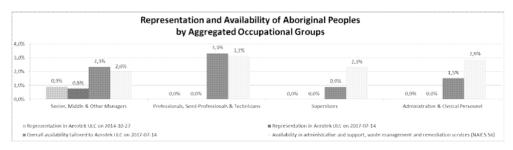
Analysis

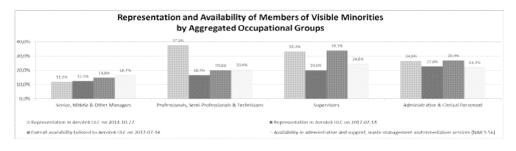
#### Summary of AEROTEK ULC's Employment Equity Results

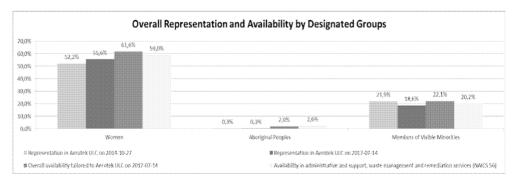
In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in AEROTEK ULC based on your organization's submission are compared to the Administrative and support, waste management and remediation services sector and the overall Canadian labour market availability.

<u>Note</u>: The Canadian labour market availability at the industry level for persons with disabilities is not available.









The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers



### **Dorval, Frederic F [NC]**

From: Fortin, Sylvie SY [NC] on behalf of EE-EME

Sent: December 29, 2017 11:58 AM

To: 'jbennet@aerotek.com'

To: 'jbennet@aerotek.com'
Cc: 'jbaliat@aerotek.com'

**Subject:** FW: Government of Canada Agreement Number: 061142 – Notification of Compliance

with the Federal Contractors Program - Aerotek ULC

**Attachments:** Summary of AEROTEK ULC.pdf

# Subject: Government of Canada Agreement Number: 061142 – Notification of Compliance with the Federal Contractors Program

Dear Mr. Bennett,

Further to our earlier email of December 15, 2017, your file underwent a secondary review. As a result of this review, Aerotek ULC continues to be found in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u> and further recommendations have been added for your consideration.

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 Aerotek ULC's employment equity program.

- Please note that no goals are required for women in Administrative & Senior Clerical and Clerical Personnel Employment Equity Occupational Groups given that their representation levels exceed 50%. This is to avoid occupational segregation and to ensure that these occupations are welcoming of all genders.
- We note that out of 360 employees, none have self-identified as a person with a disability. We encourage your organization to increase your efforts to attract and recruit persons with disabilities. This could be done by working with local associations representing person with disabilities to find qualified candidates; by ensuring that your organization has an accommodation policy and procedures that is well known and understood; or, by conducting a review of your systems to identify and remove barriers to the recruitment or self-identification of persons with disabilities.
- Finally, we ask that your organization revise your short term goals (2017-2020) to ensure that they are at least equal to the Labour Market Availability for each Employment Equity Occupational Group and designated group where a gap exists.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. Your submission for the next assessment will be due on July 15, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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, Aerotek ULC 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.

Finally, you will find attached a summary of your organizations' employment equity results for women, Aboriginal peoples and members of visible minorities compared to the administrative and support, waste management and remediation services sector and the overall Canadian labour market availability. Please note that the labour market availability at the industry level is not available for persons with disabilities.

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@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Aerotek ULC 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@hrsdc-rhdcc.gc.ca



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

Attachment

## **Dorval, Frederic F [NC]**

From: Fortin, Sylvie SY [NC]

Sent:
November 27, 2017 9:17 AM
To:
Paterson, Andrew; EE-EME
jbaliat@aerotek.com

**Subject:** RE: Aerotek - Second Compliance Assessment

Tracking: Recipient Delivery Read

Paterson, Andrew

EE-EME Delivered: 2017-11-27 9:17 AM Read: 2017-11-27 9:54 AM

jbaliat@aerotek.com

Good morning Mr. Paterson,

Thank you for your quick response we take note that your organization didn't have any termination.

Have a great day.

Sylvie

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ee-eme@hrsdc-rhdcc.gc.ca

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

From: Paterson, Andrew [mailto:AnPaterson@blg.com]

**Sent:** 27 novembre 2017 09:08 **To:** Fortin, Sylvie SY [NC]; EE-EME

Cc: jbaliat@aerotek.com

Subject: RE: Aerotek - Second Compliance Assessment

Good morning Ms. Fortin,

We did not submit a Form 6 because the employer did not have any terminations during the reporting period. Please advise if there are any issues with that response.

Kind regards,

Andrew Paterson Associate T 613.293.0335 It begins with service



Please consider the environment before printing this email.

From: sylvie.g,fortin@labour-travail.gc.ca [mailto:sylvie.g,fortin@labour-travail.gc.ca]

**Sent:** November-24-17 11:55 AM

To: Paterson, Andrew < AnPaterson@blg.com>; ee-eme@hrsdc-rhdcc.gc.ca

Cc: ibaliat@aerotek.com: Dagher, Jacquie <JDagher@blg.com>

Subject: RE: Aerotek - Second Compliance Assessment

Good morning Mr. Paterson,

My name is Sylvie Fortin and I will be the person responsible to do the Second compliance Assessment review. I noticed in your email that ond document is missing, FORM 6, can you please send it to our generic email ee-eme@hrsdcrhdcc.gc.ca?

Thanks for your cooperation.

Sylvie Fortin

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ee-eme@hrsdc-rhdcc.gc.ca

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

From: Paterson, Andrew [mailto:AnPaterson@blg.com]

**Sent:** 17 juillet 2017 13:16

To: EE-EME

Cc: Begg, Suzanne SV [NC]; Baliat, Jeff; Dagher, Jacquie Subject: Aerotek - Second Compliance Assessment

Good afternoon,

On behalf of Aerotek (Employer No: 061142), please find attached all of the forms comprising Aerotek's Second Compliance Assessment. Please do not hesitate to contact me should you find any issues.

Kind regards,

Andrew Paterson

**Associate** 

T 613.239.0335 | anpaterson@blg.com

World Exchange Plaza, 100 Queen St, Suite 1300, Ottawa, ON, Canada K1P 1J9

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