



s.19(1)

s.24(1)

Labour Program  
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

## Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Aerotek ULC	Parent company is located outside Canada  <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Aerotek	Business Number <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>
Total number of employees in Canada (Permanent Full-Time and/or Part-Time) <span style="float: right;">361</span>	
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/list-liste-eng.htm</a> 561311	<input type="checkbox"/> Federally Regulated  <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 350 Burnhamthorpe Road West Floor 7&8	City Mississauga	Province ON	Postal Code L5B 3J1
Telephone Number 905-283-1200			

EMPLOYMENT EQUITY CONTACT		
Name (print) Lejuane Blake	Title Controller	
Telephone Number 905-283-1260	E-mail Address lblake@aerotek.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French

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

SIGNATORY		
<p><b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.</p>		
Name (print) Lejuane Blake	Title Controller	
Telephone Number 905-283-1260	E-mail Address lblake@aerotek.com	Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Signature <div style="background-color: #cccccc; width: 100px; height: 20px;"></div>	Date (YYYY-MM-DD) 2016-06-21	

Privacy Notice:
The information you provide on this form is collected under the authority of section 42 of the <i>Employment Equity Act</i> to determine your eligibility for the Federal Contractors Program (FCP).
Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.
The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.
Your personal information is administered in accordance with the <i>Privacy Act</i> and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled <i>Info Source</i> , which is available at the following website address: <a href="http://www.infosource.gc.ca">http://www.infosource.gc.ca</a> . <i>Info Source</i> may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS
<p><b>IMPORTANT</b></p> <ul style="list-style-type: none"> <li>The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: <a href="mailto:ee-eme@hrscd-rhdcc.gc.ca">ee-eme@hrscd-rhdcc.gc.ca</a>.</li> </ul>



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)

	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 Canada				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	13	0	0	13
					Total Employees in Canada				360



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2017-07-14**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2								1	1	
	<b>Total</b>	2	2								1	1	
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	126	67	59	1	1					15	11	4
	<b>Total</b>	126	67	59	1	1					15	11	4
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	26	9	17							4	1	3
	<b>Total</b>	26	9	17							4	1	3
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	4	2	2							1	1	
	<b>Total</b>	4	2	2							1	1	



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2017-07-14**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	2	3							1		1
	<b>Total</b>	5	2	3							1		1
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	150	69	81							32	14	18
	<b>Total</b>	150	69	81							32	14	18
<b>Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	47	9	38							13	5	8
	<b>Total</b>	47	9	38							13	5	8
<b>Total Number of Employees</b>		<b>360</b>	<b>160</b>	<b>200</b>	<b>1</b>	<b>1</b>					<b>67</b>	<b>33</b>	<b>34</b>



Aerotek ULC (certificate # 061142)

Form 3 A

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2017-07-14**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	<b>360</b>	<b>160</b>	<b>200</b>	<b>1</b>	<b>1</b>					<b>67</b>	<b>33</b>	<b>34</b>
<b>Total Number of Employees</b>	<b>360</b>	<b>160</b>	<b>200</b>	<b>1</b>	<b>1</b>					<b>67</b>	<b>33</b>	<b>34</b>



Aerotek ULC (certificate # 061142)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle 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
<b>Total Number of Employees Hired</b>	<b>122</b>	<b>58</b>	<b>64</b>							<b>26</b>	<b>13</b>	<b>13</b>



**Aerotek ULC (certificate # 061142)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2016-04-01 to 2017-07-14**

Occupational Group	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.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	51	26	25							8	5	3
<b>Professionals</b>	11	5	6									
<b>Supervisors</b>	2	1	1									
<b>Administrative and Senior Clerical Personnel</b>	55	29	26							9	7	2
<b>Clerical Personnel</b>	7		7							4		4
<b>Total Number of Employees Promoted</b>	126	61	65							21	12	9
<b>Total Number of Promotions</b>	133	64	69							22	13	9



Workplace Equity Information Management System - Aerotek ULC

Workforce Analysis - Detailed Report

Date: 2017-07-14

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	27.4 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	126	59	46.8 %	38.9 %	49	10	National
<b>03 : Professionals</b>		26	17	65.4 %	62.5 %	16	1	
1111 : Financial auditors and accountants	National	2	1	50.0 %	55.1 %	1	0	National
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	3	2	66.7 %	42.0 %	1	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	19	12	63.2 %	66.4 %	13	-1	National
5121 : Authors and writers	National	1	1	100.0 %	54.9 %	1	0	National
<b>04 : Semi-Professionals and Technicians</b>		4	2	50.0 %	30.3 %	1	1	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	1	0	0.0 %	26.7 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	2	100.0 %	35.1 %	1	1	Ontario
2282 : User support technicians	Ontario	1	0	0.0 %	24.2 %	0	0	Ontario
<b>05 : Supervisors</b>		5	3	60.0 %	52.1 %	3	0	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	50.8 %	1	0	Montréal
Employment Equity Occupational Group	Toronto	3	2	66.7 %	53.0 %	2	0	Toronto
<b>07 : Administrative and Senior Clerical Personnel</b>		150	81	54.0 %	80.7 %	121	-40	
Employment Equity Occupational Group	Calgary	10	7	70.0 %	80.5 %	8	-1	Calgary
Employment Equity Occupational Group	Edmonton	8	6	75.0 %	84.6 %	7	-1	Edmonton
Employment Equity Occupational Group	Hamilton	3	2	66.7 %	83.5 %	3	-1	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	5	3	60.0 %	83.0 %	4	-1	Kitchener - Cambridge
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	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





Workplace Equity Information Management System - Aerotek ULC

Workforce Analysis - Detailed Report

Date: 2017-07-14

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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
<b>10 : Clerical Personnel</b>		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
<b>Total</b>		<b>360</b>	<b>200</b>	<b>55.6 %</b>	<b>61.6 %</b>	<b>222</b>	<b>-22</b>	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Aerotek ULC

Workforce Analysis - Detailed Report

Date: 2017-07-14

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	%	Availability %	Gap #		
<b>01 : Senior Managers</b>	National	2	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	126	1	0.8 %	2.2 %	3	-2	National
<b>03 : Professionals</b>		26	0	0.0 %	2.0 %	1	-1	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	3	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	19	0	0.0 %	2.1 %	0	0	National
5121 : Authors and writers	National	1	0	0.0 %	1.9 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		4	0	0.0 %	1.8 %	0	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Québec	1	0	0.0 %	1.4 %	0	0	Québec
2263 : Inspectors in public and environmental health and occupational health and safety	Ontario	2	0	0.0 %	2.1 %	0	0	Ontario
2282 : User support technicians	Ontario	1	0	0.0 %	1.6 %	0	0	Ontario
<b>05 : Supervisors</b>		5	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	3	0	0.0 %	1.0 %	0	0	Toronto
<b>07 : Administrative and Senior Clerical Personnel</b>		150	0	0.0 %	1.3 %	2	-2	
Employment Equity Occupational Group	Calgary	10	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	8	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Hamilton	3	0	0.0 %	1.5 %	0	0	Hamilton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	5	0	0.0 %	1.6 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	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	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



Workplace Equity Information Management System - Aerotek ULC

Workforce Analysis - Detailed Report

Date: 2017-07-14

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
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
<b>10 : Clerical Personnel</b>		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
<b>Total</b>		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



Workplace Equity Information Management System - Aerotek ULC

Workforce Analysis - Detailed Report

Date: 2017-07-14

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	2	1	50.0 %	10.1 %	0	1	National
<b>02 : Middle and Other Managers</b>	National	126	15	11.9 %	15.0 %	19	-4	National
<b>03 : Professionals</b>		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
<b>04 : Semi-Professionals and Technicians</b>		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
<b>05 : Supervisors</b>		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
<b>07 : Administrative and Senior Clerical Personnel</b>		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

Workforce Analysis - Detailed Report

Date: 2017-07-14

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
Employment Equity Occupational Group	Vancouver	19	5	26.3 %	7	-2	Vancouver
Employment Equity Occupational Group	Windsor	5	0	0.0 %	0	0	Windsor
10 : Clerical Personnel		47	13	27.7 %	17	-4	
Employment Equity Occupational Group	Calgary	3	0	0.0 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	0	0	Edmonton
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	London	1	0	0.0 %	0	0	London
Employment Equity Occupational Group	Montréal	5	1	20.0 %	1	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	28	10	35.7 %	13	-3	Toronto
Employment Equity Occupational Group	Vancouver	3	0	0.0 %	1	-1	Vancouver
Employment Equity Occupational Group	Windsor	2	1	50.0 %	0	1	Windsor
<b>Total</b>		<b>360</b>	<b>67</b>	<b>18.6 %</b>	<b>80</b>	<b>-13</b>	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Aerotek ULC

**Workforce Analysis - Detailed Report**

Date: 2017-07-14

**Persons with Disabilities**

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		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
<b>Total</b>		<b>360</b>	<b>0</b>	<b>0.0 %</b>	<b>4.4 %</b>	<b>16</b>	<b>-16</b>	

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	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
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





Workplace Equity Information Management System - Aerotek ULC

**Workforce Analysis - Summary Report**

Date: 2017-07-14

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
<b>Total</b>	<b>360</b>	<b>200</b>	<b>55.6 %</b>	<b>61.6 %</b>	<b>222</b>	<b>-22</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Aerotek ULC

**Workforce Analysis - Summary Report**

Date: 2017-07-14

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>360</b>	<b>1</b>	<b>0.3 %</b>	<b>1.7 %</b>	<b>7</b>	<b>-6</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Aerotek ULC

**Workforce Analysis - Summary Report**

Date: 2017-07-14

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>360</b>	<b>67</b>	<b>18.6 %</b>	<b>22.0 %</b>	<b>80</b>	<b>-13</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Aerotek ULC

**Workforce Analysis - Summary Report**

Date: 2017-07-14

**Persons with Disabilities**

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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
<b>Total</b>	<b>360</b>	<b>0</b>	<b>0.0 %</b>	<b>4.4 %</b>	<b>16</b>	<b>-16</b>

Total may not equal sum of components due to rounding.



## 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	CMA
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
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

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Aerotek</b>
<b>2017-07-14</b>

<b>Data from Previous Workforce Analysis</b>
----------------------------------------------

↓                      ↓                      ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2016	03	15

<b>Data from Current Workforce Analysis</b>
---------------------------------------------

↓                      ↓                      ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	07	14

Employment Equity Occupational Group (EEOG)		<b>Table 1: Women</b>		
		Previous Workforce Analysis		
		All Employees	Women	
			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
<b>Total</b>		<b>297</b>	<b>155</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)		<b>Table 5: Women</b>		
		Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	Senior Managers	2	0	27.4
	Middle & Other Managers	126	59	38.9
	Professionals	26	17	62.5
	Semi-Professionals & Technicians	4	2	30.3
	Supervisors	5	3	52.1
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	150	81	80.7
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	47	38	66.3
	Intermediate Sales & Service Personnel	0	0	0.0
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
	<b>Total</b>	<b>360</b>	<b>200</b>	<b>0.0</b>

<b>* Source:</b>

<b>* Source:</b>

<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Aerotek</b>
<b>2017-07-14</b>

<b>Data from Previous Workforce Analysis</b>
----------------------------------------------

↓                      ↓                      ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2016	03	15

<b>Data from Current Workforce Analysis</b>
---------------------------------------------

↓                      ↓                      ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	07	14

Employment Equity Occupational Group (EEOG)		<b>Table 2: Aboriginal Peoples</b>		
		Previous Workforce Analysis		
		All Employees	Aboriginal 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
<b>Total</b>		<b>297</b>	<b>1</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)		<b>Table 6: Aboriginal Peoples</b>		
		Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
01	Senior Managers	2	0	2.9
02	Middle & Other Managers	126	1	2.2
03	Professionals	26	0	2.0
04	Semi-Professionals & Technicians	4	0	1.8
05	Supervisors	5	0	0.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	150	0	1.3
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	47	0	1.3
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
<b>Total</b>		<b>360</b>	<b>1</b>	<b>0.0</b>

<b>* Source:</b>
0

<b>* Source:</b>
0





<b>Federal Contractors Program Achievement Table</b>
<b>Part 1: Workforce Analysis</b>
<b>Aerotek</b>
<b>2017-07-14</b>

<b>Data from Previous Workforce Analysis</b>
----------------------------------------------

↓                      ↓                      ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2016	03	15

<b>Data from Current Workforce Analysis</b>
---------------------------------------------

↓                      ↓                      ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	07	14

Employment Equity Occupational Group (EEOG)		<b>Table 4: Persons with Disabilities</b>		
		Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	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
<b>Total</b>		<b>297</b>	<b>0</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)		<b>Table 8: Persons with Disabilities</b>		
		Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
	Managers	128	0	4.3
	Professionals	26	0	3.8
	Semi-Professionals & Technicians	4	0	4.6
	Supervisors	5	0	13.9
	Supervisors: Crafts & Trades	0	0	0.0
	Administrative & Senior Clerical Personnel	150	0	3.4
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	0	0	0.0
	Clerical Personnel	47	0	7.0
	Intermediate Sales & Service Personnel	0	0	0.0
	Semi-Skilled Manual Workers	0	0	0.0
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>360</b>	<b>0</b>	<b>0.0</b>

<b>* Source:</b>

<b>* Source:</b>

**Federal Contractors Program Achievement Table**

**Part 2: Flow Data Analysis**

**Aerotek**

**42930**

Start Date of Flow Data		
YYYY	MM	DD
2016	03	15

End Date of Flow Data		
YYYY	MM	DD
2017	07	14

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

Table 1: Women			
Full-time / National		Part-time / National	
All Employees Hired	Women Hired	All Employees Hired	Women Hired
#	#	#	#

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

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

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	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
<b>Total</b>	<b>122</b>	<b>64</b>	<b>0</b>	<b>0</b>

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	51	25	0	0
03 Professionals	11	6	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	55	26	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	7	7	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
<b>Total</b>	<b>126</b>	<b>65</b>	<b>0</b>	<b>0</b>

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

**Federal Contractors Program Achievement Table**

**Part 2: Flow Data Analysis**

Aerotek

42930

000666

Start Date of Flow Data			
YYYY	MM	DD	
2016	03	15	

End Date of Flow Data			
YYYY	MM	DD	
2017	07	14	

**Data from Form 4 - Employees Hired**

**Table 2: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Aboriginal Peoples Hired #	All Employees Hired #	Aboriginal Peoples 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
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
<b>Total</b>	<b>122</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Data from Form 5 - Employees Promoted**

**Table 6: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Aboriginal Peoples Promoted #	All Employees Promoted #	Aboriginal Peoples Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	51	0	0	0
03 Professionals	11	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	55	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	7	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
<b>Total</b>	<b>126</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

**Table 10: Aboriginal Peoples**

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

**Federal Contractors Program Achievement Table**

**Part 2: Flow Data Analysis**

**Aerotek**

**42930**

Start Date of Flow Data		
YYYY	MM	DD
2016	03	15

End Date of Flow Data		
YYYY	MM	DD
2017	07	14

Data from Form 4 - Employees Hired			
↓	↓	↓	↓

Data from Form 5 - Employees Promoted			
↓	↓	↓	↓

Data from Form 6 - Employees Terminated			
↓	↓	↓	↓

**Table 3: Persons with Disabilities**

**Table 7: Persons with Disabilities**

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	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
<b>Total</b>	<b>122</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / 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
<b>126</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Aerotek

42930

Start Date of Flow Data			
YYYY	MM	DD	
2016	03	15	

End Date of Flow Data			
YYYY	MM	DD	
2017	07	14	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities																
	Full-time / National	All Employees Hired	Members of Visible Minorities Hired	#	Part-time / National	All Employees Hired	Members of Visible Minorities Hired	#	Full-time / National	All Employees Promoted	Members of Visible Minorities Promoted	#	Part-time / National	All Employees Promoted	Members of Visible Minorities Promoted	#	Full-time / National	All Employees Terminated	Members of Visible Minorities Terminated	#	Part-time / National	All Employees Terminated	Members of Visible Minorities Terminated	#	
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	9	9	3	0	0	0	0	0	51	51	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	1	0	0	0	0	0	0	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	93	93	18	0	0	0	0	0	55	55	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	17	17	4	0	0	0	0	0	7	7	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>122</b>	<b>122</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>126</b>	<b>126</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
<b>Aerotek</b>	
<b>42930</b>	

<b>Data from Previous Goals</b>
↓ ↓ ↓ ↓ ↓

<b>Data from Current Goals</b>
↓ ↓ ↓ ↓ ↓

Duration of Previous Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2016	2018	2016		2018

Duration of Current Goals				
Short-term		Long-term		
From	To	From	To	To
YYYY	YYYY	YYYY	YYYY	YYYY
2017	2019	2017		2019

**Table 1: Women**

	Women			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	2	0.0	3	0.0
02 Middle & Other Managers	11	0.0	13	0.0
03 Professionals	1	0.0	2	0.0
04 Semi-Professionals & Technicians	1	0.0	1	0.0
05 Supervisors	3	0.0	3	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	20	0.0	30	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	8	0.0	10	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Table 5: Women**

	Women			
	Short-term Goals		Long-term Goals	
	#	%	#	%
2	0.0	3	0.0	
11	0.0	13	0.0	
1	0.0	2	0.0	
0	0.0	1	0.0	
3	0.0	3	0.0	
0	0.0	0	0.0	
20	0.0	30	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
8	0.0	10	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

<b>Federal Contractors Program Achievement Table</b>
<b>Part 3: Goals</b>
<b>Aerotek</b>
<b>42930</b>

<b>Data from Previous Goals</b>
---------------------------------



Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2018

<b>Data from Current Goals</b>
--------------------------------



Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2019

Employment Equity Occupational Group (EOG)		Table 2: Aboriginal Peoples			
		Aboriginal Peoples			
		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	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
<b>Total</b>		<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

Table 6: Aboriginal Peoples				
Aboriginal Peoples				
Short-term 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	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	
0	0.0	0	0.0	





<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
<b>Aerotek</b>	
<b>42930</b>	

<b>Data from Previous Goals</b>	↓	↓	↓	↓
---------------------------------	---	---	---	---

<b>Data from Current Goals</b>	↓	↓	↓	↓
--------------------------------	---	---	---	---

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2016	2018	2016	2018

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2019	2017	2019

**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

	Members of Visible Minorities		Members of Visible Minorities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	1	0.0	0	0.0
02 Middle & Other Managers	2	0.0	0	0.0
03 Professionals	4	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	1	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	11	0.0	0	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	2	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

	Members of Visible Minorities		Members of Visible Minorities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01 Senior Managers	1	0.0	2	0.0
02 Middle & Other Managers	2	0.0	5	0.0
03 Professionals	4	0.0	6	0.0
04 Semi-Professionals & Technicians	0	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	6	0.0	11	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	0	0.0	2	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>



Federal Contractors Program Achievement Table

Part 4: Results - Women

Aerolek

42930

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

Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %		
		All Employees				Women				All Employees				Women				All Employees				Women				All Employees				Women				
		#	%	Representation	Availability	#	%	Gap	EE Result	#	%	Actual	%	Expected	Difference	#	%	Actual	%	Expected	Difference	#	%	Actual	%	Expected	Difference	#	%	Actual	%		Expected	Difference
04 Semi-Professionals & Technicians	2016	2	50.0	29.7	1	0	168.4			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	
	2017	4	50.0	30.3	1	1	165.0			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	
05 Supervisors	2016	3	33.3	53.0	2	-1	62.9			1	0	0.0	1	-1	2	1	50.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
	2017	5	60.0	52.1	3	0	115.2			1	0	0.0	1	-1	2	1	50.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
06 Supervisors: Crafts & Trades	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	0	0	0	0	0.0		
	2017	0	0.0	0.0	0	0	0.0			0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
04 Semi-Professionals & Technicians	2017	1	0.0	0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2020	1	0.0	0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
05 Supervisors	2017	3	33.3	1	3	33.3	0.0	0.0	3	33.3	0.0	0.0		
	2020	3	33.3	1	3	33.3	0.0	0.0	3	33.3	0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0.0	0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0.0	0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 4: Results - Women

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires					Promotions					Terminations					Turnover Rate %
		All Employees				Women				All Employees				Women				All Employees				Women							
		#	%	Representation	Availability	#	%	Gap	EE Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference					
07 Administrative & Senior Clerical	2016	124	56	45.2	80.8	100	-44	55.9	93	46	49.5	75	-29	55	26	47.3	25	1	0	0	0	0	0	0	0	0	0.0		
	2017	150	81	54.0	80.7	121	-40	66.9	93	46	49.5	75	-29	55	26	47.3	25	1	0	0	0	0	0	0	0	0	0.0		
08 Skilled Sales & Service Personnel	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	0.0			
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0			
09 Skilled Crafts & Trades Workers	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	0.0			
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
07 Administrative & Senior Clerical	2017	148	72	48.6	20	360.0	0.0	0.0	30	240.0	0.0	0.0		
	2020	148	72	48.6	20	360.0	0.0	0.0	30	240.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 4: Results - Women

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires					Promotions					Terminations					Turnover Rate %		
		All Employees				Women				All Employees				Women				All Employees				Women									
		#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected %	Difference #	#	Actual #	Expected %	Difference #	#	Actual #	Expected %	Difference #	#	Actual #	Expected %	Difference #									
10 Clerical Personnel	2016	45	36	80.0	66.3	30	6	120.7		17	14	82.4	11	3	7	7	100.0	6	1	0	0	0.0	0	0	0.0	0	0	0.0	0		
	2017	47	38	80.9	66.3	31	7	121.9		14	82.4	11	3	7	7	100.0	6	1	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0
11 Intermediate Sales & Service Personnel	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	0.0	0	0	0.0	0		
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0		
12 Semi-Skilled Manual Workers	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	0.0	0	0	0.0	0		
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0	0.0	0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	24	21	87.5	8	262.5	0.0	0.0	10	210.0	0.0	0.0		
	2020	24	21	87.5	8	262.5	0.0	0.0	10	210.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Table

Part 4: Results - Women

Aerolek

429330

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected %	Expected #	Difference #	All Employees #	Actual #	Expected %	Expected #	Difference #	All Employees #	Actual #	Expected %	Expected #	Difference #	All Employees #	Actual #	Expected %	Expected #	Difference #						
13 Other Sales & Service Personnel	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	0	0.0				
	2017	0	0.0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0				
14 Other Manual Workers	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	0.0				
	2017	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0				
Total	2016	297	155	52.2	0.0	0	155	0.0	0	155	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0				
	2017	360	200	55.6	0.0	0	200	0.0	0	200	0.0	0	64	52.5	0	64	126	65	51.6	66	-1	0	0	0	0	0	0	0.0				

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	248	52.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	248	52.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis						Terminations				Turnover Rate %		
		Workforce						Hires						Promotions												
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Difference #	All Employees	Actual #	Expected %	Difference #	All Employees	Actual #	Expected %	Difference #								
01 Senior Managers	2016	2	0.0	2.9	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	2	0.0	2.9	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
02 Middle & Other Managers	2016	107	0.9	2.2	2	42.5	-1	36.1	9	0	0.0	0	0	51	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	126	0.8	2.2	3	36.1	-2	36.1	9	0	0.0	0	0	51	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
03 Professionals	2016	14	0.0	2.0	0	0.0	0	0.0	1	0	0.0	0	0	11	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	26	0.0	2.0	1	0.0	-1	0.0	1	0	0.0	0	0	11	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 Senior Managers	2017	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0		
	2020	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	60	0.0	1	0.0	0.0	0.0	3	0.0	0.0	0.0	0.0		
	2020	60	0.0	1	0.0	0.0	0.0	3	0.0	0.0	0.0	0.0		
03 Professionals	2017	12	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0	0.0		
	2020	12	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0	0.0		



Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples					
		#	Representation %	Availability %	Gap #	EE Result %	EE Result #	Actual #	Expected %	Expected #	Difference #	Actual #	Expected %	Expected #	Difference #	Actual #	Expected %	Expected #	Difference #	Actual #	Expected %	Expected #	Difference #	Turnover Rate %	
04 Semi-Professionals & Technicians	2016	2	50.0	1.9	0	1	2,631.6	1		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
	2017	4	50.0	1.8	0	2	2,777.8	1		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
05 Supervisors	2016	3	33.3	1.0	0	1	3,333.3	0		0	0	0.0	0	0	0	0.0	1		-1	0	0	0.0	0	0	0.0
	2017	5	60.0	0.9	0	3	6,666.7	1		0	0	0.0	0	0	0	0.0	0		0	0	0	0.0	0	0	0.0
06 Supervisors: Crafts & Trades	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
	2017	0	0.0	0.0	0	0	0.0	0		0	0	0.0	0	0	0	0.0	0		0	0	0	0.0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
04 Semi-Professionals & Technicians	2017	1	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0		
	2020	1	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0		
05 Supervisors	2017	3	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0		
	2020	3	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		



Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples					
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Turnover Rate %		
10 Clerical Personnel	2016	45	0.0	1.2	1	-1	0.0																		
	2017	47	0.0	1.3	1	-1	0.0	17	0	0	0	0	0	7	0	0.0	0	0	0	0	0	0	0	0	0.0
11 Intermediate Sales & Service Personnel	2016	0	0.0	0.0	0	0	0.0																		
	2017	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2016	0	0.0	0.0	0	0	0.0																		
	2017	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	24	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0			
	2020	24	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0			
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate		
13 Other Sales & Service Personnel	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	0.0	
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	
14 Other Manual Workers	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	0.0	
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0	0.0	0	0	0	0	0	0	0.0	
Total	2016	297	1	0.3	0.0	0	1	0.0	1	0.0	122	0	0.0	0	126	0	0.0	0	0	0	0	0	0	0.0	
	2017	360	1	0.3	0.0	0	1	0.0	1	0.0	122	0	0.0	0	126	0	0.0	0	0	0	0	0	0	0.0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	248	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	248	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	



**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Aerotek**  
**42930**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ part} 2) \div 2 \times 100$

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	Turnover Rate %		
04 Semi-Professionals & Technicians	2016	2	0.0	4.6	0	0.0	1	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
	2017	4	0.0	4.6	0	0.0	1	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
05 Supervisors	2016	3	0.0	13.9	0	0.0	1	0	0.0	2	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
	2017	5	0.0	13.9	1	-1	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
06 Supervisors: Crafts & Trades	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	0.0
	2017	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities Actual	Goal #	Persons with Disabilities Percent of Goal Met %	Goal #	Persons with Disabilities Percent of Goal Met %	Goal #	Persons with Disabilities Percent of Goal Met %		
		#	#	%	#	%	#	%	#	%	
04 Semi-Professionals & Technicians	2017	1	0	0.0	1	0.0	0	0.0	0	0.0	
	2020	1	0	0.0	1	0.0	2	0.0	0	0.0	
05 Supervisors	2017	3	0	0.0	1	0.0	1	0.0	0	0.0	
	2020	3	0	0.0	1	0.0	1	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

Aerotek

42930

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Aerotek**  
**42930**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcar1 + DYcar2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Persons with Disabilities						All Employees						Persons with Disabilities					
		#	Representation %	Availability %	Gap #	EE Result %	EE Result #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Turnover Rate %		
07 Administrative & Senior Clerical	2016	124	0.0	3.4	4	0.0																			
	2017	150	0.0	3.4	5	0.0	93	0	0.0	3	-3	55	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
08 Skilled Sales & Service Personnel	2016	0	0.0	0.0	0	0.0																			
	2017	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0
09 Skilled Crafts & Trades Workers	2016	0	0.0	0.0	0	0.0																			
	2017	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met			
07 Administrative & Senior Clerical	2017	148	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0			
	2020	148	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0			
08 Skilled Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
09 Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			



**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

Aerotek

42930

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees			Persons with Disabilities			All Employees			Persons with Disabilities			All Employees			Persons with Disabilities			All Employees			Persons with Disabilities			All Employees			Persons with Disabilities									
		#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	#	%	Part 3: Goals	
10 Clerical Personnel	2016	45	0.0	7.0	3	-3	0.0	17	0	0.0	1	-1	7	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0			
	2017	47	0.0	7.0	3	-3	0.0	17	0	0.0	1	-1	7	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0			
11 Intermediate Sales & Service Personnel	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	0	0	0	0	0	0	0	0	0.0				
	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0				
12 Semi-Skilled Manual Workers	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	0	0	0	0	0	0	0	0	0.0				
	2017	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0				

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
10 Clerical Personnel	2017	24	0.0	0	1	0.0	0	0.0	1	0.0	0	0.0		
	2020	24	0.0	0	1	0.0	0	0.0	2	0.0	0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0		
	2020	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0		

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

Aerotek

42930

**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**Aerotek**  
**42930**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees #	Representation #	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees #	Actual #	Persons with Disabilities Expected %	Difference #	All Employees #	Actual #	Persons with Disabilities Expected %	Difference #	All Employees #	Actual #	Persons with Disabilities Expected %	Difference #	All Employees #	Actual #	Persons with Disabilities Expected %	Difference #	Turnover Rate %		
13 Other Sales & Service Personnel	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
	2017	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
14 Other Manual Workers	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
	2017	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
Total	2016	297	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
	2017	360	0	0.0	0	0	0	0.0	0	122	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	248	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	248	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 6: Results - Persons with Disabilities**

Aerotek

42930



Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Aerolek

42930

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Promotions						Terminations						Turnover Rate %
		All Employees			Visible Minorities			All Employees			Visible Minorities			All Employees			Visible Minorities			All Employees			Visible Minorities									
		#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis				
04	Semi-Professionals & Technicians	2016	2	0.0	26.2	1	-1	0.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
		2017	4	25.0	20.3	1	0	123.2	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
05	Supervisors	2016	3	33.3	45.8	1	0	72.8	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
		2017	5	20.0	34.1	2	-1	58.7	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
06	Supervisors: Crafts & Trades	2016	0	0.0	0.0	0	0	0.0	0	100.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				
		2017	0	0.0	0.0	0	0	0.0	0	100.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0				

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
04	Semi-Professionals & Technicians	2017	1	100.0	1	0	0.0	0	0.0	0	0.0	0	0.0	
		2020	1	100.0	1	0	0.0	1	100.0	0	0.0	0	0.0	
05	Supervisors	2017	3	0.0	0	1	0.0	0	0.0	0	0.0	0	0.0	
		2020	3	0.0	0	1	0.0	1	0.0	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	2017	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	
		2020	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

Aerolek

42930

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

Occupational Group (EEOG)	Year	Workforce Analysis														Flow Data Analysis									
		All Employees		Visible Minorities				Hires				Promotions				Terminations				Turnover Rate %					
		#	%	Representation %	Availability %	Gap #	EE Result %	All Employees #	Actual #	Visible Minorities #	Expected #	Difference #	All Employees #	Actual #	Visible Minorities #	Expected #	Difference #	All Employees #	Actual #		Visible Minorities #	Expected #	Difference #		
07 Administrative & Senior Clerical	2016	124	33	26.6	23.1	29	4	115.2	93	18	19.4	22	-4	55	9	16.4	15	-6	0	0	0.0	0	0	0	0.0
	2017	150	32	21.3	23.8	36	-4	89.6	93	18	19.4	22	-4	55	9	16.4	15	-6	0	0	0.0	0	0	0	0.0
08 Skilled Sales & Service Personnel	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	0.0
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0
09 Skilled Crafts & Trades Workers	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	0.0
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Actual #	Goal %	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met		
07 Administrative & Senior Clerical	2017	148	27	18.2	11	245.5	0.0	0.0	0	0.0	0.0	0.0		
	2020	148	27	18.2	6	450.0	0.0	0.0	11	245.5	0.0	0.0		
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		



**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**Aerolek**  
**42930**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcart) + 2) x 100			

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations				Turnover Rate %
		All Employees		Visible Minorities		Availability		Gap		EE Result		All Employees		Visible Minorities		Expected		Difference		All Employees		Visible Minorities		Expected		Difference				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
10 Clerical Personnel	2016	45	26.7	12	38.7	17	-5	68.9	17	4	23.5	6	-2	7	4	57.1	2	2	0	0	0	0.0	0	0.0	0	0	0	0.0		
	2017	47	27.7	13	37.0	17	-4	74.8	17	4	23.5	6	-2	7	4	57.1	2	2	0	0	0	0.0	0	0.0	0	0	0.0			
11 Intermediate Sales & Service Personnel	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	0.0	0	0	0.0			
	2017	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0	0	0	0.0			
12 Semi-Skilled Manual Workers	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	0.0	0	0	0.0			
	2017	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0	0	0	0.0			

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Percent of Goal Met		Percent of Goal Met		Percent of Goal Met		Percent of Goal Met		
		#	%	#	%	#	%	#	%	#	%	#	%	
10 Clerical Personnel	2017	24	33.3	8	400.0	0.0	0.0	0	0.0	0	0.0	0	0.0	
	2020	24	33.3	8	400.0	0.0	0.0	2	400.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 7: Results - Members of Visible Minorities**

**Aerotek**

**42930**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						Turnover Rate
		All Employees	Visible Minorities			EE Result				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
		#	Representation	Availability	Gap	EE Result	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference	Employees	Actual	Expected	Difference		
#	#	%	%	#	#	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	%			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0.0
Total	2016	297	65	21.9	0.0	0	65	0.0																
	2017	360	67	18.6	0.0	0	67	0.0	122	26	21.3	0	26	126	21	16.7	28	-7	0	0	0.0	0	0	0.0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities								
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	#	%	#			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
Total	2017	248	47	19.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	248	47	19.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	

**Short-term Goal Setting Tool**

**Aerotek  
23-Jun-17**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H + B	(H - J + L) + (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/06/23	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	WOMEN											
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2016-2018		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
								Annually	Over 3 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%	-1	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	-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	1	50.0%	60.0%	
Supervisors	5	30.0%	5	0.0%	0	5	3	0.0%	0	3	3	50.0%	52.1%	0	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	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	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	10.0%	14	10.0%	14	28	38	10.0%	11	13	11	40.0%	66.2%	7	-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	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	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	



Short-term Goal Setting Tool

Aerotek  
42909

A Employment Equity Occupational Group (EEOG)	B Data entry from from Workforce Analysis	C Date entry	D B x C x 3	E Data entry	F B x E x 3	G D + F	H Data entry from from Workforce Analysis	I Equivalent to E	J H x I x 3	K (D x N) - O + J	L G x M	M Data entry	N Data entry from from Workforce Analysis	O Data entry from from Workforce Analysis	P (H - J + L) - (B + D) x N	Q H + B	R (H - J + L) ÷ (B + D)	PERSONS WITH DISABILITIES									
																		All Employees 2017/06/23		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Turnover (Replacement of Terminated Employees)	
	2017/06/23	Annually	Over 3 Years	Annually	Over 3 Years	#	#	Annually	Over 3 Years	#	#	%	%	#	#	%	%	%	%	%	%	%	%	%	%		
Senior Managers	2	25.0%	2	0.0%	0	2	0	0.0%	0	6	1	50.0%	4.3%	0	-6	0.0%	0.0%	23	1	0.0%	23.0%						
Middle & Other Managers	126	10.0%	38	30.0%	113	151	0	30.0%	0	2	30	20.0%	4.3%	0	-6	0.0%	0.0%	7	1	0.0%	18.3%						
Professionals	26	20.0%	16	1.0%	1	17	0	1.0%	0	2	9	50.0%	3.8%	-1	-1	0.0%	0.0%	7	0	0.0%	21.4%						
Semi-Professionals & Technicians	4	10.0%	1	0.0%	0	1	0	0.0%	0	0	1	50.0%	4.6%	0	0	0.0%	0.0%	1	0	0.0%	20.0%						
Supervisors	5	30.0%	5	0.0%	0	5	0	0.0%	0	2	3	50.0%	13.9%	-1	-1	0.0%	0.0%	2	0	0.0%	30.0%						
Supervisors: Crafts & Trades	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
Administrative & Senior/Clerical Personnel	150	15.0%	68	30.0%	135	203	0	30.0%	0	7	61	30.0%	3.4%	-5	-5	0.0%	0.0%	54	0	0.0%	28.0%						
Administrative & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
Skilled Crafts & Trades Workers	47	10.0%	14	10.0%	14	28	0	10.0%	0	4	11	40.0%	7.0%	-3	-3	0.0%	0.0%	7	0	0.0%	18.0%						
Clerical Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
Intermediate Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
Semi-Skilled Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
Other Sales & Service Personnel	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						
Other Manual Workers	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%						

**Short-term Goal Setting Tool**

**Aerotek  
42909**

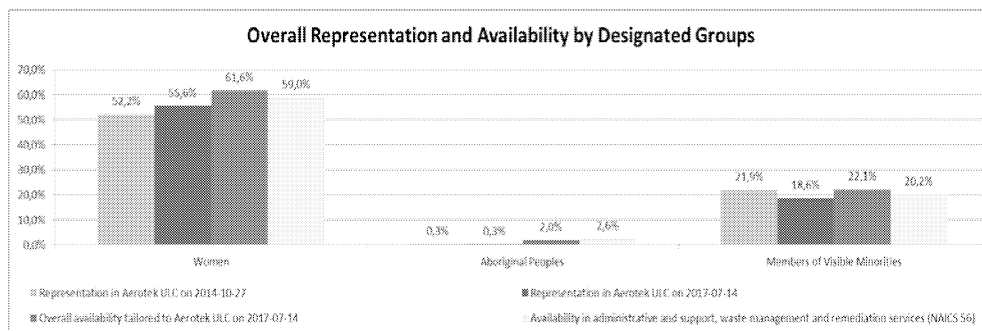
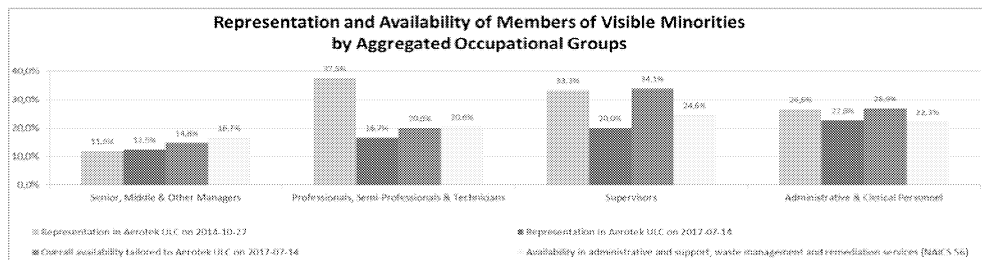
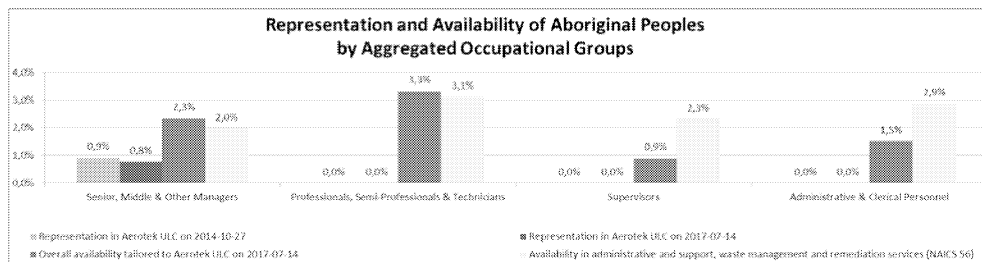
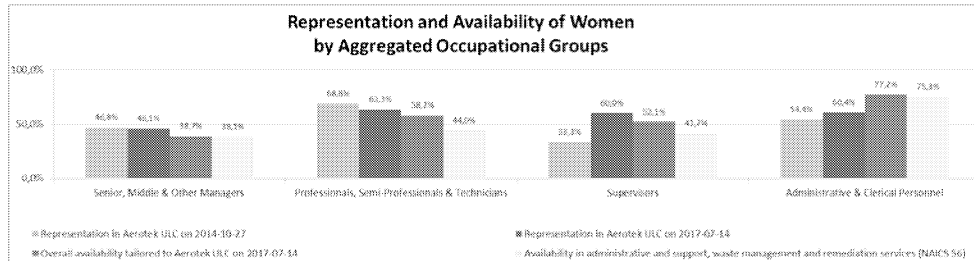
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	Data entry from from Workforce Analysis	Date entry	B x C x 3	Data entry	B x E x 3	D + F	Data entry from from Workforce Analysis	Equivalent to E	H x I x 3	(D x N) - O + J	G x M	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	H ÷ B	(H - J + L) ÷ (B + D)

Employment Equity Occupational Group (EEOG)	All Employees 2017/06/23	Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	MEMBERS OF VISIBLE MINORITIES										
		Annually	Over 3 Years	Annually	Over 3 Years		Number	Turnover (Replacement of Terminated Employees)		Hires Required	3 Year Goals 2016-2018		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
								Annually	Over 3 Years		#	%					
		%	#	%	#		#	%	%	%	%	#	#	%	%		
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	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%	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	32	30.0%	29	49	61	30.0%	23.8%	-4	12	21.3%	29.4%
Skilled 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!
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	10.0%	14	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	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!

## 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.

**Note:** 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'  
**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 Federal Contractors Program (FCP) under the Employment Equity Act 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](mailto: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](mailto: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  
**Cc:** 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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.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](mailto: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



Please consider the environment before printing this email.

---

**From:** [sylvie.g.fortin@labour-travail.gc.ca](mailto: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](mailto:AnPaterson@blg.com)>; [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)  
**Cc:** [jbaliat@aerotek.com](mailto:jbaliat@aerotek.com); Dagher, Jacquie <[JDagher@blg.com](mailto: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 one document is missing, FORM 6, can you please send it to our generic email [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca)

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.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](mailto:anpaterson@blg.com)

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

---

**Borden Ladner Gervais LLP** | It begins with service  
Calgary | Montréal | Ottawa | Toronto | Vancouver  
[blg.com](http://blg.com)



Please consider the environment before printing this email.

This message is intended only for the named recipients. This message may contain information that is privileged, confidential or exempt from disclosure under applicable law. Any dissemination or copying of this message by anyone other than a named recipient is strictly prohibited. If you are not a named recipient or an employee or agent responsible for delivering this message to a named recipient, please notify us immediately, and permanently destroy this message and any copies you may have. Warning: Email may not be secure unless properly encrypted.