



s.19(1)

s.24(1)

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization AirBoss, Produits d'Ingénierie Inc.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 32 629	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 300 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number [REDACTED]	Total number of employees in Canada	Organization's NAICS Code No 316210

HEAD OFFICE			
Address (building number, street, suite, etc.) 881, rue Landry	City Acton Vale	Province Québec	Postal Code J0H 1A0
	Telephone Number (450) 546-2776	Fax Number (450) 546-3735	

EMPLOYMENT EQUITY CONTACT	
Name (print) Gilles Simard	Title Manager Human Ressources
Telephone Number (450) 546-2776 (235)	E-mail Address gilles.simard@airboss-action.com

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

SIGNATORY				
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.				
<table style="width: 100%;"> <tr> <td style="width: 50%;">Name (print) Yvan Ambeault</td> <td style="width: 50%;">Title Vice President, Manager Operations</td> </tr> <tr> <td>Telephone Number 450-546-2776</td> <td>E-mail Address yvan.ambeault@airboss-action.com</td> </tr> </table>	Name (print) Yvan Ambeault	Title Vice President, Manager Operations	Telephone Number 450-546-2776	E-mail Address yvan.ambeault@airboss-action.com
Name (print) Yvan Ambeault	Title Vice President, Manager Operations			
Telephone Number 450-546-2776	E-mail Address yvan.ambeault@airboss-action.com			
[REDACTED] 3/09/11				

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



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **AirBoss Produits d'Ingénierie** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050017**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) 20 mars 2018 for the following reason(s):
 (Please describe) **Those in charge of the last compliance evaluation were forced to leave following a restructuring. The last communications were sent to their attention and not mine, which explains this request for an extension to be able to send you the documentation requested.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Benoit Champagne**

Position Title: **Manager Human Resources**

Email address: **benoit.champagne@airboss-acton.com**

Telephone number: **450 546-2776 ext.331**

Business address: **970 Landry, Acton Vale, JOH 1AO, Québec**

Signature: _____

Date: _____

From: Yakibonge, Mauritius [NC]
Sent: January 25, 2018 6:45 PM
To: 'Benoit Champagne' <Benoit.Champagne@airboss-acton.com>
Cc: 'yvan.ambeault@airboss-acton.com' <yvan.ambeault@airboss-acton.com>
Subject: Extension of time to submit documentation to complete the conformity assessment under the Federal Contractors Program

Hello,

You have requested an extension of time to submit documentation in order to complete the conformity assessment of your organization beyond the initial due date defined by the Labour Program under the Federal Contractors Program.

As requested, we grant you an extension until **March 20, 2018**.

If you have any questions regarding your employment equity report, please contact us at ee-eme@hrsdc-rhdsc.gc.ca.

Maurice Yakibonge

A/Manager of Operations, Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada Maurice.Yakibonge@labour-travail.gc.ca /
Tel: 819-654-6099

From: Benoit Champagne [mailto:Benoit.Champagne@airboss-acton.com]
Sent: January-23-18 3:19 PM
To: Yakibonge, Mauritius [NC]
Subject: Follow-up AirBoss Engineering Products Inc.

Hello Mr. Yakibonge,

My account has been created and here is the extension request duly completed. Do not hesitate contact me if you have any questions.

Thank you for your full collaboration.

Benoit Champagne
Directeur ressources humaines / HR Director
AirBoss Engineering Products Inc.
AirBoss Engineered Products

(450) 546-2776 ext 331 (office/Bureau)
(514) 886-9967 (mobile)

970 Landry Street
Acton Vale, QC, Canada, J0H1A0
benoit.champagne@airboss-acton.com
www.airboss-acton.com



From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]

Sent : January 22, 2018 2:05 PM

To : Benoit Champagne <Benoit.Champagne@airboss-acton.com>

Subject: RE: An account has been created for you.

Hello Benoit,

If you miss the one-hour window to set your password, please go to the page and select at the bottom of the page <<I forgot my password>>. If this does not doesn't work, inform me and I will do what is necessary.

It is possible to apply for an extension to submit documentation after the date required. Please complete the enclosed document and return it to me as soon as possible.

Thank
you,

Maurice Yakibonge

Workplace Equity Directorate, Labour Program Employment and
Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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!



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

EX-1211-107-2018-04-26

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Quebec	249	0	0	249	Trois-Rivières	249
Total number of employees in Canada				249	Total number of employees in Canada	249



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full time / National

Reporting period 2014-10-27 to 2018-04-26

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full time / National

Reporting period 2014-10-27 to 2018-04-26

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Foremen Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	21	15	6									
	Total	21	15	6									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Specialized sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	4		4									
	Total	4		4									
Skilled workers and artisans Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full time / National

Reporting period 2014-10-27 to 2018-04-26

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	6	1	5	1		1						
	Total	6	1	5	1		1						
Intermediate sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1									
Skilled Manual Workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	189	100	89	2		2				5	3	2
	Total	189	100	89	2		2				5	3	2
Total number of employees		249	136	113	3		3	1	1		8	4	4



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full time / National

Reporting period 2014-10-27 to 2018-04-26

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Less than \$15,000	249	136	113	3		3	1	1		8	4	4
Total number of employees	249	136	113	3		3	1	1		8	4	4



AirBoss Engineered Products Inc. (Certificate # 050017)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full time / National

Reporting period 2014-10-27 to 2018-04-26

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	2										
Professionals	4	3	1							1		1
Semi-professional and technical staff	4	3	1									
Foremen	16	10	6									
Specialized sales and service personnel	1		1									
Skilled workers and artisans	1	1										
Clerical staff	2		2	1		1						
Skilled Manual Workers	122	54	68	2		2				4	2	2
Total number of employees hired	152	73	79	3		3				5	2	3



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full time / National

Reporting period 2014-10-27 to 2018-04-26

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1										
Skilled Manual Workers	4	3	1									
Total number of employees whose employment was terminated	5	4	1									

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
01: Senior Management	National	1	0	0.0 %	27.4 %	0	0	National
02: Middle management and other directors	National	8	0	0.0 %	38.9 %	3	-3	National
03: Professionals		10	6	60.0 %	38.9 %	4	2	
1111: Auditors and Accountants	National	2	1	50.0 %	55.1 %	1	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	71.1 %	1	-1	National
2112 : Chemists	National	4	4	100.0 %	40.6 %	2	2	National
2132 : Mechanical engineers	National	1	0	0.0 %	9.0 %	0	0	National
2174: Programmers and Interactive Media Developers	National	2	1	50.0 %	17.9 %	0	1	National
04: Semi-professional and technical staff		4	1	25.0 %	17.9 %	1	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	2	1	50.0 %	26.7 %	1	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	9.1 %	0	0	Quebec
06 : Foremen		19	4	21.1 %	18.1 %	3	1	
9214: Supervisors in Rubber and Plastic Product Manufacturing	Quebec	19	4	21.1 %	18.1 %	3	1	Quebec
07: Administrative and Senior Clerical Staff		1	1	100.0 %	83.5 %	1	0	
Employment Equity Occupational Group	Trois-Rivières	1	1	100.0 %	83.5 %	1	0	Trois-Rivières
08: Specialized sales and service personnel		4	4	100.0 %	34.2 %	1	3	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	3	3	100.0 %	29.1 %	1	2	Quebec
6233: NOC 2006 - Retail and Wholesale Buyers	Quebec	1	1	100.0 %	49.5 %	0	1	Quebec
09: Skilled workers and artisans		3	0	0.0 %	1.7 %	0	0	
7311: Construction millwrights and industrial mechanics	Quebec	3	0	0.0 %	1.7 %	0	0	Quebec
10 : Office staff		6	5	83.3 %	64.9 %	4	1	
Employment Equity Occupational Group	Trois-Rivières	6	5	83.3 %	64.9 %	4	1	Trois-Rivières
11: Intermediate sales and service personnel		2	1	50.0 %	68.7 %	1	0	
Employment Equity Occupational Group	Trois-Rivières	2	1	50.0 %	68.7 %	1	0	Trois-Rivières

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Women

Employment Equity Occupational Group	Location internal	All employees #	Representation		Women Availability		Differen ce #	Place of recruitment
			#	%	%	#		
12: Skilled Manual Workers		182	82	45.1 %	12.1 %	22	60	
Employment Equity Occupational Group	Trois-Rivières	182	82	45.1 %	12.1 %	22	60	Trois-Rivières
Total		240	104	43.4 %	17.1 %	40	64	

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

Sources: 2011 National Household Survey and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Difference #	Place of recruitment
			Representation #	Representation %			
01: Senior Management	National	1	0	0.0 %	2.9 %	0	National
02: Middle management and other directors	National	8	0	0.0 %	2.2 %	0	National
03: Professionals		10	0	0.0 %	1.1 %	0	
1111: Auditors and Accountants	National	2	0	0.0 %	1.3 %	0	National
1121: Human Resources Professionals	National	1	0	0.0 %	2.7 %	0	National
2112 : Chemists	National	4	0	0.0 %	0.6 %	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	0.7 %	0	National
2174: Programmers and Interactive Media Developers	National	2	0	0.0 %	1.0 %	0	National
04: Semi-professional and technical staff		4	0	0.0 %	1.1 %	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	2	0	0.0 %	1.4 %	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	0.8 %	0	Quebec
06 : Foremen		19	0	0.0 %	1.4 %	0	
9214: Supervisors in Rubber and Plastic Product Manufacturing	Quebec	19	0	0.0 %	1.4 %	0	Quebec
07: Administrative and Senior Clerical Staff		1	0	0.0 %	0.4 %	0	
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	0.4 %	0	Trois-Rivières
08: Specialized sales and service personnel		4	0	0.0 %	1.1 %	0	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	3	0	0.0 %	1.0 %	0	Quebec
6233: NOC 2006 - Retail and Wholesale Buyers	Quebec	1	0	0.0 %	1.4 %	0	Quebec
09: Skilled workers and artisans		3	0	0.0 %	1.4 %	0	
7311: Construction millwrights and industrial mechanics	Quebec	3	0	0.0 %	1.4 %	0	Quebec
10 : Office staff		6	1	16.7 %	1.0 %	0	1
Employment Equity Occupational Group	Trois-Rivières	6	1	16.7 %	1.0 %	0	1
11: Intermediate sales and service personnel		2	0	0.0 %	1.1 %	0	
Employment Equity Occupational Group	Trois-Rivières	2	0	0.0 %	1.1 %	0	Trois-Rivières

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Aboriginal

Employment Equity Occupational Group	Location internal	All employees #	Aboriginal		Difference #	Place of recruitment		
			Representation #	Availability %				
12: Skilled Manual Workers		182	2	1.1 %	2.0 %	4	-2	
Employment Equity Occupational Group	Trois-Rivières	182	2	1.1 %	2.0 %	4	-2	Trois-Rivières
Total		240	3	1.3 %	1.8 %	4	-1	

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

Sources: 2011 National Household Survey and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Availability %	Availability %		
01: Senior Management	National	1	0	0.0 %	10.1 %	0	0	National
02: Middle management and other directors	National	8	1	12.5 %	15.0 %	1	0	National
03: Professionals		10	2	20.0 %	31.0 %	3	-1	
1111: Auditors and Accountants	National	2	0	0.0 %	27.5 %	1	-1	National
1121: Human Resources Professionals	National	1	0	0.0 %	14.1 %	0	0	National
2112 : Chemists	National	4	2	50.0 %	37.3 %	1	1	National
2132 : Mechanical engineers	National	1	0	0.0 %	28.6 %	0	0	National
2174: Programmers and Interactive Media Developers	National	2	0	0.0 %	31.5 %	1	-1	National
04: Semi-professional and technical staff		4	0	0.0 %	10.9 %	0	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	2	0	0.0 %	12.3 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	2	0	0.0 %	9.5 %	0	0	Quebec
06 : Foremen		19	0	0.0 %	9.2 %	2	-2	
9214: Supervisors in Rubber and Plastic Product Manufacturing	Quebec	19	0	0.0 %	9.2 %	2	-2	Quebec
07: Administrative and Senior Clerical Staff		1	0	0.0 %	2.2 %	0	0	
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	2.2 %	0	0	Trois-Rivières
08: Specialized sales and service personnel		4	0	0.0 %	9.6 %	0	0	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	3	0	0.0 %	8.5 %	0	0	Quebec
6233: NOC 2006 - Retail and Wholesale Buyers	Quebec	1	0	0.0 %	13.0 %	0	0	Quebec
09: Skilled workers and artisans		3	0	0.0 %	2.9 %	0	0	
7311: Construction millwrights and industrial mechanics	Quebec	3	0	0.0 %	2.9 %	0	0	Quebec
10 : Office staff		6	0	0.0 %	2.4 %	0	0	
Employment Equity Occupational Group	Trois-Rivières	6	0	0.0 %	2.4 %	0	0	Trois-Rivières
11: Intermediate sales and service personnel		2	0	0.0 %	2.1 %	0	0	
Employment Equity Occupational Group	Trois-Rivières	2	0	0.0 %	2.1 %	0	0	Trois-Rivières

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Availability %	Availability #		
12: Skilled Manual Workers		182	5	2.7 %	1.3 %	2	3	
Employment Equity Occupational Group	Trois-Rivières	182	5	2.7 %	1.3 %	2	3	Trois-Rivières
Total		240	8	3.3 %	4.0 %	8	0	

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

Sources: 2011 National Household Survey and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	Availability %		
01/02 : Executives	National	9	1	11.1 %	4.3 %	0	1	National
03: Professionals	National	10	0	0.0 %	3.8 %	0	0	National
04: Semi-professional and technical staff	National	4	0	0.0 %	4.6 %	0	0	National
06 : Foremen	National	19	0	0.0 %	7.8 %	1	-1	National
07: Administrative and Senior Clerical Staff	National	1	0	0.0 %	3.4 %	0	0	National
08: Specialized sales and service personnel	National	4	0	0.0 %	3.5 %	0	0	National
09: Skilled workers and artisans	National	3	0	0.0 %	3.8 %	0	0	National
10 : Office staff	National	6	0	0.0 %	7.0 %	0	0	National
11: Intermediate sales and service personnel	National	2	0	0.0 %	5.6 %	0	0	National
12: Skilled Manual Workers	National	182	0	0.0 %	4.8 %	9	-9	National
Total		240	1	0.4 %	5.0 %	10	-9	

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

Sources: 2012 Canadian Disability Survey and internal employer data

Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Reasons why an occupational category or area of recruitment has been changed.

To match the right recruitment pool, we have changed the location of recruitment of professionals to provincial.

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

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



Default Workforce Analysis System - Detailed Report

Date: 2018-04-26

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Personnel 08:	CPEME	National
Specialized Sales and Service Personnel 09: Skilled	CPEME	National
Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	

Default Workforce Analysis System - Summary Report

Date: 2018-04-26

Women

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Differ ence #
		#	%	%	#	
01: Senior Management	1	0	0.0 %	27.4 %	0	0
02: Middle management and other directors	8	0	0.0 %	38.9 %	3	-3
03: Professionals	10	6	60.0 %	38.9 %	4	2
04: Semi-professional and technical staff	4	1	25.0 %	17.9 %	1	0
06 : Foremen	19	4	21.1 %	18.1 %	3	1
07: Administrative and Senior Clerical Staff	1	1	100.0 %	83.5 %	1	0
08: Specialized sales and service personnel	4	4	100.0 %	34.2 %	1	3
09: Skilled workers and artisans	3	0	0.0 %	1.7 %	0	0
10 : Office staff	6	5	83.3 %	64.9 %	4	1
11: Intermediate sales and service personnel	2	1	50.0 %	68.7 %	1	0
12: Skilled Manual Workers	182	82	45.1 %	12.1 %	22	60
Total	240	104	43.4 %	17.1 %	40	64

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

Default Workforce Analysis System - Summary Report

Date: 2018-04-26

Aboriginal

Employment Equity Occupational Group	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #
		#	%	%	#	
01: Senior Management	1	0	0.0 %	2.9 %	0	0
02: Middle management and other directors	8	0	0.0 %	2.2 %	0	0
03: Professionals	10	0	0.0 %	1.1 %	0	0
04: Semi-professional and technical staff	4	0	0.0 %	1.1 %	0	0
06 : Foremen	19	0	0.0 %	1.4 %	0	0
07: Administrative and Senior Clerical Staff	1	0	0.0 %	0.4 %	0	0
08: Specialized sales and service personnel	4	0	0.0 %	1.1 %	0	0
09: Skilled workers and artisans	3	0	0.0 %	1.4 %	0	0
10 : Office staff	6	1	16.7 %	1.0 %	0	1
11: Intermediate sales and service personnel	2	0	0.0 %	1.1 %	0	0
12: Skilled Manual Workers	182	2	1.1 %	2.0 %	4	-2
Total	240	3	1.3 %	1.8 %	4	-1

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

Default Workforce Analysis System - Summary Report

Date: 2018-04-26

Members of Visible Minorities

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Differ ence #
		Representation		Availability		
		#	%	%	#	
01: Senior Management	1	0	0.0 %	10.1 %	0	0
02: Middle management and other directors	8	1	12.5 %	15.0 %	1	0
03: Professionals	10	2	20.0 %	31.0 %	3	-1
04: Semi-professional and technical staff	4	0	0.0 %	10.9 %	0	0
06 : Foremen	19	0	0.0 %	9.2 %	2	-2
07: Administrative and Senior Clerical Staff	1	0	0.0 %	2.2 %	0	0
08: Specialized sales and service personnel	4	0	0.0 %	9.6 %	0	0
09: Skilled workers and artisans	3	0	0.0 %	2.9 %	0	0
10 : Office staff	6	0	0.0 %	2.4 %	0	0
11: Intermediate sales and service personnel	2	0	0.0 %	2.1 %	0	0
12: Skilled Manual Workers	182	5	2.7 %	1.3 %	2	3
Total	240	8	3.3 %	4.0 %	8	0

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

Default Workforce Analysis System - Summary Report

Date: 2018-04-26

Persons with disabilities

Employment Equity Occupational Group	All employees #	Persons with disabilities				Difference #
		Representation		Availability		
		#	%	%	%	
01/02 : Executives	9	1	11.1 %	4.3 %	0	1
03: Professionals	10	0	0.0 %	3.8 %	0	0
04: Semi-professional and technical staff	4	0	0.0 %	4.6 %	0	0
06 : Foremen	19	0	0.0 %	7.8 %	1	-1
07: Administrative and Senior Clerical Staff	1	0	0.0 %	3.4 %	0	0
08: Specialized sales and service personnel	4	0	0.0 %	3.5 %	0	0
09: Skilled workers and artisans	3	0	0.0 %	3.8 %	0	0
10 : Office staff	6	0	0.0 %	7.0 %	0	0
11: Intermediate sales and service personnel	2	0	0.0 %	5.6 %	0	0
12: Skilled Manual Workers	182	0	0.0 %	4.8 %	9	-9
Total	240	1	0.4 %	5.0 %	10	-9

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

Default Workforce Analysis System - Summary Report

Date: 2018-04-26

Reasons why an occupational category or area of recruitment has been changed.

In order to match the right recruitment pool, we have changed the location of recruitment of professionals to provincial.

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

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

Default Workforce Analysis System - Summary Report

Date: 2018-04-26

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Personnel 08:	CPEME	National
Specialized Sales and Service Personnel 09: Skilled	CPEME	National
Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	10	27

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	04	25

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	7	0	2.9
02	Middle & Other Managers	16	0	2.2
03	Professionals	28	0	1.0
04	Semi-Professionals & Technicians	27	0	1.0
05	Supervisors	4	0	1.4
06	Supervisors: Crafts & Trades	21	0	1.4
07	Administrative & Senior Clerical Personnel	10	0	2.4
08	Skilled Sales & Service Personnel	9	0	1.1
09	Skilled Crafts & Trades Workers	14	0	1.5
10	Clerical Personnel	23	0	2.0
11	Intermediate Sales & Service Personnel	5	0	2.3
12	Semi-Skilled Manual Workers	262	1	2.0
13	Other Sales & Service Personnel	2	0	4.5
14	Other Manual Workers	216	0	3.3
Total		644	1	2.3

*** Source:**
2011 National Household Survey

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		1	0	2.9
		8	0	2.2
		10	0	1.1
		4	0	1.1
		0	0	0.0
		19	0	1.4
		1	0	0.4
		4	0	1.1
		3	0	1.4
		6	1	1.0
		2	0	1.1
		182	2	2.0
		0	0	0.0
		0	0	0.0
Total		240	3	1.8

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
2014	10	27

End Date of Flow Data		
YYYY	MM	DD
2018	04	25

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 1: Women

Table 5: Women

Table 9: Women

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	2	0	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	4	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	16	6	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	1	1	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	2	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	122	68	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	152	79	0	0

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

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
4	1	0	0
0	0	0	0
0	0	0	0
5	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
2014	10	27

End Date of Flow Data		
YYYY	MM	DD
2018	04	25

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	16	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	2	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	122	2	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	152	3	0	0

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

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
2014	10	27

End Date of Flow Data		
YYYY	MM	DD
2018	04	25

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	2	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	16	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	122	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	152	0	0	0

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

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
5	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

Start Date of Flow Data		
YYYY	MM	DD
2014	10	27

End Date of Flow Data		
YYYY	MM	DD
2018	04	25

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	16	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	122	4	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	152	5	0	0

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

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
0	0	0	0
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
5	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees																	First/Previous Short-term Goals					Women				
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years								
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Annually		Over 3 Years	From - To						YYYY - YYYY							
	2014-10-27	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2014-10-27	Annually	Over 3 Years	2014	2017															
	#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%										
01 Senior Managers	7	-47.7%		0	0.0%		0	0	1	0.0%	0	1	0	27.4%	-1	-1	14.3%	14.3%									
02 Middle & Other Managers	16	-20.6%		0	0.0%		0	0	1	0.0%	0	5	0	38.9%	-5	-5	6.3%	6.3%									
03 Professionals	28	-29.1%		0	5.3%		0	0	14	0.0%	0	-5	0	33.3%	5	5	50.0%	50.0%									
04 Semi-Professionals & Tech	27	-47.1%		0	0.0%		0	0	11	0.0%	0	-1	0	36.7%	1	1	40.7%	40.7%									
05 Supervisors	4	-100.0%		0	0.0%		0	0	1	0.0%	0	1	0	58.5%	-1	-1	25.0%	25.0%									
06 Supervisors: Crafts & Trades	21	-3.3%		0	0.0%		0	0	3	0.0%	0	1	0	17.7%	-1	-1	14.3%	14.3%									
07 Administrative & Sr Clerical	10	-53.6%		0	0.0%		0	0	8	0.0%	0	1	0	86.7%	-1	-1	80.0%	80.0%									
08 Skilled Sales & Service	9	-23.7%		0	0.0%		0	0	5	0.0%	0	-2	0	33.7%	2	2	55.6%	55.6%									
09 Skilled Crafts & Trades	14	-40.2%		0	0.0%		0	0	0	0.0%	0	0	0	2.3%	0	0	0.0%	0.0%									
10 Clerical Personnel	23	-36.1%		0	0.0%		0	0	16	0.0%	0	-1	0	65.7%	1	1	69.6%	69.6%									
11 Intermediate Sales & Service	5	-26.3%		0	0.0%		0	0	0	0.0%	0	3	0	69.6%	-3	-3	0.0%	0.0%									
12 Semi-Skilled Manual	262	-11.4%		0	1.8%		0	0	119	0.0%	0	-87	0	12.1%	87	87	45.4%	45.4%									
13 Other Sales & Service	2	-100.0%		0	0.0%		0	0	0	0.0%	0	1	0	58.8%	-1	-1	0.0%	0.0%									
14 Other Manual Workers	216	-100.0%		0	0.0%		0	0	98	0.0%	0	-50	0	22.3%	50	50	45.4%	45.4%									
Total	644	-28.0%		0	1.1%		0	0	277	0.0%	0	-132	0	22.5%	132	132	43.0%	43.0%									

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	All Employees										Aboriginal Peoples																											
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years					Turnover (Replacement of Terminated Employees)					Hires Required Over 3 Years					3 Year Goals												
	Actual		Projected		Over 3 Years	Actual		Projected		Over 3 Years	Over 3 Years		Over 3 Years		Over 3 Years		Over 3 Years		Over 3 Years		From - To		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years							
	Annually	%	Annually	%		Annually	%	Annually	%		Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	2014	2017	%	%	#	%	#	%						
01 Senior Managers	7	-47.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	16	-20.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
03 Professionals	28	-29.1%	0	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
04 Semi-Professionals & Tech	27	-47.1%	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%
05 Supervisors	4	-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%	0	0.0%	0	0.0%	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	21	-3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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 & Sr Clerical	10	-53.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
08 Skilled Sales & Service	9	-23.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	14	-40.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10 Clerical Personnel	23	-36.1%	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%
11 Intermediate Sales & Service	5	-26.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	262	-11.4%	0	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	2	-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%	0	0.0%	0	0.0%	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	216	-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%	0	0.0%	0	0.0%	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	644	-28.0%	0	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	2.6	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	1.6	0	0.0	
Intermediate Sales & Service	0	1.5	0	0.0	
Semi-Skilled Manual	0	0.0	0	0.0	
Other Sales & Service	0	2.4	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees										Members of Visible Minorities																			
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years					Turnover (Replacement of Terminated Employees)					Hires Required Over 3 Years					3 Year Goals				
	Actual		Projected		Over 3 Years	Actual		Projected		Over 3 Years	Over 3 Years		Over 3 Years		Over 3 Years		From - To		Present Gap	Projected Gap	Present Availability	Present Representation	Projected Representation in 3 Years							
	Annually	%	Annually	%		Annually	%	Annually	%		Annually	%	Annually	%	Annually	%	Annually	%						Annually	%	Annually	%			
01 Senior Managers	7	-47.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
02 Middle & Other Managers	16	-20.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
03 Professionals	28	-29.1%	0	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
04 Semi-Professionals & Tech	27	-47.1%	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%						
05 Supervisors	4	-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%	0	0.0%	0	0.0%	0.0%	0.0%						
06 Supervisors: Crafts & Trades	21	-3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
07 Administrative & Sr Clerical	10	-53.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
08 Skilled Sales & Service	9	-23.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
09 Skilled Crafts & Trades	14	-40.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
10 Clerical Personnel	23	-36.1%	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%						
11 Intermediate Sales & Service	5	-26.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						
12 Semi-Skilled Manual	262	-11.4%	0	1.8%	0	0.0%	0	0.0%	0	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	2	-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%	0	0.0%	0	0.0%	0.0%	0.0%						
14 Other Manual Workers	216	-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%	0	0.0%	0	0.0%	0.0%	0.0%						
Total	644	-28.0%	0	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%						

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

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

Table 8: Members of Visible Minorities

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

000747

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)	All Employees										Women																											
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years					Turnover (Replacement of Terminated Employees)					Hires Required Over 3 Years					3 Year Goals					Present Representation	Projected Representation in 3 Years						
	Actual		Projected			Actual		Projected			Over 3 Years		Annually			Over 3 Years		Over 3 Years		From - To		Present Availability	Present Gap	Projected Gap														
	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	2018				2021													
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				#	%												
01 Senior Managers	1	-47.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	8	-20.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
03 Professionals	10	-29.1%	0	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
04 Semi-Professionals & Tech	4	-47.1%	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%
05 Supervisors	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%	0	0.0%	0	0.0%	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	19	-3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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 & Sr Clerical	1	-53.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
08 Skilled Sales & Service	4	-23.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	3	-40.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
10 Clerical Personnel	6	-36.1%	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%
11 Intermediate Sales & Service	2	-26.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	182	-11.4%	0	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	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%	0	0.0%	0	0.0%	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	-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%	0	0.0%	0	0.0%	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	240	-28.0%	0	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Short-term Goals		Long-term Goals		Comments
	%	#	%	#	
01 Senior Managers	0.0	0.0	0.0	0.0	
02 Middle & Other Managers	38.9	38.9	38.9	38.9	
03 Professionals	0.0	0.0	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	0.0	0.0	
05 Supervisors	0.0	0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	0.0	0.0	
10 Clerical Personnel	0.0	0.0	0.0	0.0	
Intermediate Sales & Service	0.0	0.0	0.0	0.0	
Semi-Skilled Manual	0.0	0.0	0.0	0.0	
Other Sales & Service	0.0	0.0	0.0	0.0	
Other Manual Workers	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Total			0.0		0.0
-------	--	--	-----	--	-----

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	All Employees										Aboriginal Peoples																										
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Anticipated Hires Over 3 Years					Turnover (Replacement of Terminated Employees)					Hires Required Over 3 Years					3 Year Goals											
	Actual		Projected		Over 3 Years	Actual		Projected		Over 3 Years	Over 3 Years		Over 3 Years		Over 3 Years		Over 3 Years		Over 3 Years		Over 3 Years		From - To		Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years									
	Annually	%	Annually	%		Annually	%	Annually	%		Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%	Annually	%					2018	2021	Present Availability						
01 Senior Managers	1	-47.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	8	-20.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%					
03 Professionals	10	-29.1%	0	5.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%					
04 Semi-Professionals & Tech	4	-47.1%	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%					
05 Supervisors	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%	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	19	-3.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
07 Administrative & Sr Clerical	1	-53.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				
08 Skilled Sales & Service	4	-23.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	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	3	-40.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			
10 Clerical Personnel	6	-36.1%	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%			
11 Intermediate Sales & Service	2	-26.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	182	-11.4%	0	1.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	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	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%	0	0.0%	0	0.0%	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	-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%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Total	240	-28.0%	0	1.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	0.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
Intermediate Sales & Service	0.0	0.0	
Semi-Skilled Manual	2.0	2.0	
Other Sales & Service	0.0	0.0	
Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Total		0.0	0.0
-------	--	-----	-----

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees												Members of Visible Minorities											
	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	Actual		Projected	Actual		Projected	Over 3 Years		Annually		Over 3 Years		From - To YYYY - YYYY		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	Number YYYY-MM-DD	Annually	%	Annually	%	Annually	%	#	%	#	2018	2021	%	%	#	%	#	%	#	%	%	%	%	
01 Senior Managers	1	-47.7%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0.0%	0.0%	
02 Middle & Other Managers	8	-20.6%	0	0.0%	0	0.0%	0	0.0%	0	1	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	12.5%	12.5%		
03 Professionals	10	-29.1%	0	5.3%	0	0.0%	0	0.0%	0	2	0	0	0.0%	0	31.0%	0	-1	20.0%	0	20.0%	20.0%	20.0%		
04 Semi-Professionals & Tech	4	-47.1%	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%		
05 Supervisors	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	0.0%	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	19	-3.3%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	9.2%	0	-2	0.0%	0	0.0%	0.0%	0.0%		
07 Administrative & Sr Clerical	1	-53.6%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%		
08 Skilled Sales & Service	4	-23.7%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%		
09 Skilled Crafts & Trades	3	-40.2%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%		
10 Clerical Personnel	6	-36.1%	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%		
11 Intermediate Sales & Service	2	-26.3%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%		
12 Semi-Skilled Manual	182	-11.4%	0	1.8%	0	0.0%	0	0.0%	0	5	0	0	0.0%	0	1.3%	0	-3	0.0%	0	0.0%	2.7%	2.7%		
13 Other Sales & Service	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	0.0%	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	-100.0%	0	0.0%	0	0.0%	0	0.0%	0	0	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%	#DIV/0!	#DIV/0!		
Total	240	-28.0%	0	1.1%	0	0.0%	0	0.0%	0	8	0	0	0.0%	0	0.0%	0	2	4.0%	-2	-2	3.3%	3.3%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	0.0	0.0	
03 Professionals	31.0	31.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	9.2	0.0	
07 Administrative & Sr Clerical	0.0	9.2	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.0	
Intermediate Sales & Service	0.0	0.0	
Semi-Skilled Manual	0.0	0.0	
Other Sales & Service	0.0	0.0	
Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Air-Boss Engineered Products Inc.

[Date : 25-04-2018]

Total		0.0	0.0
-------	--	-----	-----

Federal Contractors Program Achievement Report

Part 4: Results - Women

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%	#	#	#		
01 Senior Managers	2014	7	1	14.3	27.4	2	-1	52.1																
	2018	1	0	0.0	27.4	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	2014	16	1	6.3	38.9	6	-5	16.1																
	2018	8	0	0.0	38.9	3	-3	0.0	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2014	28	14	50.0	33.3	9	5	150.2																
	2018	10	6	60.0	38.9	4	2	154.2	4	1	25.0	2	-1	0	0	0.0	0	0	0	1	0	0.0	1	-1
04 Semi-Professionals & Technicians	2014	27	11	40.7	36.7	10	1	111.0																
	2018	4	1	25.0	17.9	1	0	139.7	4	1	25.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2014	4	1	25.0	58.5	2	-1	42.7																
	2018	0	0	0.0	0.0	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	2014	21	3	14.3	17.7	4	-1	80.7																
	2018	19	4	21.1	18.1	3	1	116.3	16	6	37.5	3	3	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										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		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									
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%							
01 Senior Managers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0						
	2021	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0						
02 Middle & Other Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0						
	2021	2	0	0.0			38.9	0.0			38.9	0.0			0.0	0.0						
03 Professionals	2018	3	1	33.3	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0						
	2021	3	1	33.3			0.0	0.0			0.0	0.0			0.0	0.0						
04 Semi-Professionals & Technicians	2018	4	1	25.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0						
	2021	4	1	25.0			0.0	0.0			0.0	0.0			0.0	0.0						
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0						
	2021	0	0	0.0			0.0	0.0			0.0	0.0			0.0	0.0						
06 Supervisors: Crafts & Trades	2018	16	6	37.5	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0						
	2021	16	6	37.5			0.0	0.0			0.0	0.0			0.0	0.0						

Federal Contractors Program Achievement Report

Part 4: Results - Women

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y			
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis
Data sources:																											
Flow Data Analysis																											
Workforce Analysis												Flow Data Analysis															
Employment Equity Occupational Group (EOG)	Year	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
07 Administrative & Senior Clerical	2014	10	8	80.0	86.7	9	-1	92.3																			
	2018	1	1	100.0	83.5	1	0	119.8																			
08 Skilled Sales & Service Personnel	2014	9	5	55.6	33.7	3	2	164.9																			
	2018	4	4	100.0	34.2	1	3	292.4																			
09 Skilled Crafts & Trades Workers	2014	14	0	0.0	2.3	0	0	0.0																			
	2018	3	0	0.0	1.7	0	0	0.0																			
10 Clerical Personnel	2014	23	16	69.6	65.7	15	1	105.9																			
	2018	6	5	83.3	64.9	4	1	128.4																			
11 Intermediate Sales & Service Personnel	2014	5	0	0.0	69.6	3	-3	0.0																			
	2018	2	1	50.0	68.7	1	0	72.8																			
12 Semi-Skilled Manual Workers	2014	262	119	45.4	12.1	32	87	375.4																			
	2018	182	82	45.1	12.1	22	60	372.4																			

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		
																									Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Data sources:																										
Goals																										
Employment Equity Occupational Group (EOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments						
		All Employees	Flow Data	Actual	%	Goal	Percent of Goal Met	All Employees	Flow Data	Actual	%	Goal	Percent of Goal Met	All Employees	Flow Data	Actual	%	Goal	Percent of Goal Met		All Employees	Flow Data	Actual	%	Goal	Percent of Goal Met
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	1	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	1	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	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	
	2021	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	
10 Clerical Personnel	2018	2	2	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	2	2	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	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	2018	118	68	57.6	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
	2021	118	68	57.6	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis										Terminations			
		Workforce					Hires					Promotions					All Employees								
#	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	2014	2018	
																									13
14	Other Manual Workers	216	98	45.4	22.3	48	50	203.5	0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0
Total		644	277	43.0	22.5	145	132	191.2	0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0
		240	104	43.3	17.1	41	63	253.4	152	79	52.0	26	53	0	0	0	0	0.0	0	0	0	1	20.0	2	-1

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals										Comments		
		Flow Data					Short-term Goals					Long-term Goals												
#	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021
14	Other Manual Workers	0	0	0.0	0	0.0	0	0.0	0.0	0.0	0	0	0.0	0.0	0.0	0	0	0.0	0.0	0.0	0	0	0.0	0.0
Total		147	79	53.7	0	0.0	0	0.0	0.0	0.0	0	0	0.0	0.0	0.0	0	0	0.0	0.0	0.0	0	0	0.0	0.0
		147	79	53.7	0	0.0	0	0.0	0.0	0.0	0	0	0.0	0.0	0.0	0	0	0.0	0.0	0.0	0	0	0.0	0.0

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

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

Employment Equity Occupational Group (EOG)	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			
01 Senior Managers	2014	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	0	0.0	0	0.0	0	0.0	
01 Senior Managers	2018	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	
02 Middle & Other Managers	2014	16	0	0.0	0	0.0	0	0.0	0	0.0	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
02 Middle & Other Managers	2018	8	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
03 Professionals	2014	28	0	0.0	0	1.0	0	0.0	0	0.0	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
03 Professionals	2018	10	0	0.0	0	1.1	0	0.0	0	0.0	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
04 Semi-Professionals & Technicians	2014	27	0	0.0	0	1.0	0	0.0	0	0.0	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
04 Semi-Professionals & Technicians	2018	4	0	0.0	0	1.1	0	0.0	0	0.0	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
05 Supervisors	2014	4	0	0.0	0	1.4	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	0	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	2014	21	0	0.0	0	1.4	0	0.0	0	0.0	16	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	2018	19	0	0.0	0	1.4	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + 1 x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
---------------	----------------------------	----------------------------	----------------------------	----------------	---------------	----------------	---------------	-------------	---------------	----------------	---------------	-------------

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals										Comments			
		Flow Data					Short-term Goals					Long-term Goals													
		All Employees	Aboriginal Peoples	Actual	Percent of Goal Met	Goal	Aboriginal Peoples	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Aboriginal Peoples	Percent of Goal Met	Goal	Percent of Goal Met	Goal									
01 Senior Managers	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
01 Senior Managers	2021	0	0	0.0	0	0.0	0	0.0	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	2018	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2021	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2018	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2021	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	2018	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	2021	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0	0.0	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	2021	0	0	0.0	0	0.0	0	0.0	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	2018	16	0	0.0	0	0.0	0	0.0	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	2021	16	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

AirBoss Engineered Products Inc.

[Date : 25-04-2018]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce 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	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

Employment Equity Occupational Group (EOG)	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		
07 Administrative & Senior Clerical	2014	10	0	0.0	2.4	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	1	0	0.0	0.4	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2014	9	0	0.0	1.1	0	0	0.0	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	4	0	0.0	1.1	0	0	0.0	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2014	14	0	0.0	1.5	0	0	0.0	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	3	0	0.0	1.4	0	0	0.0	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2014	23	0	0.0	2.0	0	0	0.0	0	0.0	2	1	500.0	0	1	1,666.7	0	0	0	0	0	0.0	0	0
	2018	6	1	16.7	1.0	0	1	1,666.7	0	0.0	2	1	500.0	0	1	1,666.7	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2014	5	0	0.0	2.3	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	2	0	0.0	1.1	0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2014	262	1	0.4	2.0	5	-4	19.1			122	2	1.6	2	54.9						4	0	0.0	0
	2018	182	2	1.1	2.0	4	-2	54.9			122	2	1.6	2	54.9						4	0	0.0	0

Employment Equity Occupational Group (EOG)	Year	New Entrants					Goals																	
		Flow Data		Short-term Goals			Long-term Goals																	
		All Employees	Aboriginal Peoples	Actual	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met													
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	2018	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
	2021	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
09 Skilled Crafts & Trades Workers	2018	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
	2021	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
10 Clerical Personnel	2018	2	1	50.0	0	0.0	1.6	3225.8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0
	2021	2	1	50.0	0	0.0	0	0.0	0	0.0	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	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
	2021	0	0	0.0	0	0.0	0	0.0	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	2018	118	2	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	0	0.0	0	0.0
	2021	118	2	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	0	0.0	0	0.0

Employment Equity Occupational Group (EOG)	Year	New Entrants					Goals					Comments															
		Flow Data		Short-term Goals			Long-term Goals																				
		All Employees	Aboriginal Peoples	Actual	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met																		
07 Administrative & Senior Clerical	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2018	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	
	2021	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	
09 Skilled Crafts & Trades Workers	2018	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	
	2021	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	
10 Clerical Personnel	2018	2	1	50.0	0	0.0	1.6	3225.8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	2	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	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	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	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	2018	118	2	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	0	0.0	0	0.0	0	0.0	
	2021	118	2	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	0	0.0	0	0.0	0	0.0	

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

Employer Name: AirBoss Engineered Products Inc.

Primary Location: Acton Vale (Québec)

Number of Employees: 240

Organization Overview:

NAICS 3263: Rubber Product Manufacturing

AirBoss Engineered Products Inc. develops custom rubber mixing, calendaring, extrusion and molding. They engage in development and sale of chemical, biological, radiological and nuclear protective rubber wear for military and first response applications. AirBoss of America Corps is the parent organisation located in USA.

Key Dates – First Year Assessment

Initiated: 2014-06-23

Received: 2015-10-21

Closed: 2017-11-30

Workforce Analysis: 2014-10-27

Key Dates – Subsequent Assessment

Initiated: 2018-07-05

Received: 2018-05-18

Workforce Analysis: 2018-04-26

DATA VERIFICATION

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

Yes No

Comments:

I have verified that the data provided in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- Minor discrepancies were noted in the Flow Data Analysis. Corrections were made based on the forms. The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

- No short term goals were set during the first assessment. According to notes on file, AirBoss Engineering Products Inc. experienced low volume production in 2014 which placed them in a precarious position. AirBoss Engineering Products Inc. made several layoffs and used work sharing from November 19, 2013 to March 29, 2014. The short-term goals of zero were therefore accepted for the first assessment.
- For the first assessment, the information on forms 1 to 6 was not saved properly in WEIMS by the employer. The organization is unable to provide accurate information on employees hired, promoted and terminated since the first assessment.
- The number of employees was 644 in 2014, and gradually decreased to 240 in 2018, which represents a reduction of 63%. All EEOGs experienced a decline in the number of employees, and EEOGs 5, 13 and 14 disappeared from the workforce analysis.
- In view of the above, an assessment of reasonable progress is not possible.

Women

1.	Senior Managers	No goal was set (Gap: -1)
2.	Middle & Other Managers	No goal was set (Gap: -5)
5.	Supervisors	No goal was set (Gap: -1)
6.	Supervisors: Crafts & Trades	No goal was set (Gap:-1)
7.	Administrative & Senior Clerical Personnel	No goal was set (Gap:-1)
11.	Intermediate Sales & Service Personnel	No goal was set (Gap:-3)
13	Other Sales & Service Personnel	No goal was set (Gap:-1)

Assessment/Observations

-

Aboriginal Peoples

12.	Semi-Skilled Manual Workers	No goal was set (Gap:-4)
14.	Other Manual Workers	No goal was set (Gap:-7)

Assessment/Observations

-

Persons with Disabilities

1./2.	Managers	No goal was set (Gap:-1)
3.	Professionals	No goal was set (Gap:-1)
4.	Semi-Professionals & Technicians	No goal was set (Gap:-1)
5.	Supervisors	No goal was set (Gap:-1)
6.	Supervisors: Crafts & Trades	No goal was set (Gap:-2)
10.	Clerical Personnel	No goal was set (Gap:-2)

Assessment/Observations

-

Members of Visible Minorities

1.	Senior Managers	No goal was set (Gap:-1)
2.	Middle & Other Managers	No goal was set (Gap:-2)
3.	Professionals	No goal was set (Gap:-7)
4.	Semi-Professionals & Technicians	No goal was set (Gap:-4)
6.	Supervisors: Crafts & Trades	No goal was set (Gap:-2)
8.	Skilled Sales & Service Personnel	No goal was set (Gap:-1)
9.	Skilled Crafts & Trades Workers	No goal was set (Gap:-1)

Assessment/Observations

-

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- There were insufficient hires and promotions in the organisation to perform an assessment of reasonable efforts. In addition, the first assessment was accepted without short-term goals.

ASSESSMENT OF GOALS**Short-term goals**

- All goals have been set in percentage format as recommended by the Labour Program. A short-term and long-term goal was established for every area of under-representation uncovered, and all goals are set equal to the respective labour market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-3	38.9	38.9	0.0	38.9

Observations:

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
12	Semi-Skilled Manual Workers	-2	2.0	2.0	1.1	2.0

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
03	Professionals	-1	31.0	31.0	20.0	31.0
06	Supervisors: Crafts & Trades	-2	9.2	9.2	0.0	9.2

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
05	Supervisors	-1	7.8	7.8	0.0	7.8
12	Semi-Skilled Manual Workers	-9	4.8	4.8	0.0	4.8

Observations:

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- We recognize that the company experienced a significant workforce reduction since the first compliance assessment. Given the scale of the changes in your organization, an assessment of reasonable efforts was not performed for this assessment. The current workforce analysis presents the benchmark data in which progress will be measured for the next evaluation.

Name of Analyst: Maurice Yakibonge

Date: July 19, 2018

From: Yakibonge, Maurice [NC] **On Behalf Of** EE-EME

Sent: October 2, 2018 9:52 AM

To: 'yvan.ambeault@airboss-acton.com' <yvan.ambeault@airboss-acton.com>

Cc: 'Benoit Champagne' <Benoit.Champagne@airboss-acton.com>

Subject: Accord numéro 050017 du gouvernement du Canada – Avis de conformité avec le Programme de contrats fédéraux

This information is also available in English, upon request

Monsieur Ambeault,

Nous vous informons que l'évaluation de conformité subséquente entreprise on July 5, 2017 is now complete. L'évaluation a permis de conclure que AirBoss Engineered Products Inc. se conforme aux exigences du Programme de contrats fédéraux (PCF) en vertu de la Loi sur l'équité en matière d'emploi.

Cette évaluation de conformité subséquente visait à vérifier si votre entreprise avait maintenu la conformité aux exigences du PCF et a fait des progrès raisonnables et/ou déployés des efforts raisonnables afin d'atteindre l'équité en matière d'emploi.

Après avoir examiné les renseignements présentés par AirBoss Engineered Products Inc., nous avons formulé des recommandations qui garantiront le succès de son programme d'équité en matière d'emploi :

- We recognize that AirBoss Engineered Products Inc. has experienced a significant reduction in personnel since the first compliance evaluation. Given the scope of the changes that have taken place in the organization, no evaluation of reasonable effort was conducted for this evaluation. The personnel analysis provided with this evaluation constitutes the reference data from which the progress will be measured for your next evaluation.

Aux termes du PCF, votre entreprise fera l'objet d'évaluations de conformité subséquentes tous les trois ans. La prochaine évaluation sera initiée le 5 juillet 2020. Les prochaines évaluations de conformité seront axées sur la réalisation de progrès raisonnables dans l'atteinte des objectifs établis par votre entreprise.

Lorsque AirBoss Engineered Products Inc. recevra un avis concernant la prochaine évaluation, vous devrez fournir les renseignements suivants avant la date d'échéance :

- les formulaires 1 à 6 portants sur les données sur l'effectif à l'échelle nationale;
- une analyse de l'effectif à jour;
- un rapport des réalisations dûment rempli qui comprend vos objectifs numériques révisés à court et à long terme en fonction des lacunes décelées en matière de représentation.

Ces documents permettront au Programme du travail d'évaluer si votre entreprise a réalisé des progrès raisonnables depuis l'évaluation précédente. Si ce n'est pas le cas, AirBoss Engineered Products Inc. devra démontrer avoir déployé des efforts raisonnables pour atteindre ses objectifs. Nous invitons votre entreprise à élaborer un plan d'action qui l'aidera à atteindre ses objectifs.

Le PCF n'établit pas les mesures à adopter. Chaque entrepreneur fédéral est invité à adopter des mesures d'équité en matière d'emploi qui sont utiles et pertinentes pour son entreprise. Voici des exemples de preuves démontrant qu'une entreprise a déployé des efforts raisonnables :

- mise en œuvre d'initiatives qui favorisent un milieu de travail diversifié et inclusif;
- adoption de mesures pour supprimer les obstacles à l'emploi;
- mise sur pied de programmes sur mesure afin d'attirer et de maintenir en poste des membres d'un groupe désigné dans des secteurs où ils sont sous-représentés;

- établissement de mécanismes de responsabilisation approuvés par la haute direction afin de veiller à l'atteinte des objectifs.

Les agents du Programme du travail sont disponibles pour répondre à vos questions et vous guider. Vous pouvez aussi consulter notre site Web pour accéder à différents outils et une série de modules de formation. Nous vous invitons, plus particulièrement, à continuer d'utiliser le Systeme de gestion de l'information sur l'équité en milieu de travail (SGIÉMT). Ce système vous aidera à produire l'analyse de votre effectif; il contient aussi d'autres outils d'analyses de données comme le rapport des réalisations ainsi qu'une série de modules de formation.

Pour obtenir plus de renseignements au sujet de vos obligations en vertu du PCF, veuillez communiquer avec nous par courriel à l'adresse suivante : ee-eme@hrsdcc-rhdcc.gc.ca.

Nous vous sommes reconnaissants de votre collaboration à l'évaluation de conformité et vous souhaitons une bonne continuation dans la création d'un milieu de travail diversifié et inclusif.

Équipe de l'équité en emploi

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
ee-eme@hrsdcc-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!

De: Benoit Champagne <Benoit.Champagne@airboss-acton.com>
Envoyé: 12 septembre 2018 15:00
À: Yakibonge, Maurice [NC]
Objet: RE: Formulaire 1-6 : Changement de la période visée par le rapport
Pièces jointes: Formulaire 1.pdf; Formulaire 2.pdf; Formulaire 3.pdf; Formulaire 4.pdf; Formulaire 6.pdf

Hello Mr. Yakibonge,

Here are the reports requested. There is no form 5, since no progress.

Feel free to contact me if you have any questions.

Have a nice day!

Benoit Champagne
Directeur des ressources humaines / HR Director
Airboss Produits D'Ingénierie dba AirBoss Rubber Solution
970Landry
Acton Vale, Qc
J0H 1A0
Tel: 450-546-2776, Ext 331
Cell: 514-886-9967
Benoit.champagne@airboss-acton.com
www.airbossofamerica.com

De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Envoyé : 12 septembre 2018 09:47
À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>
Objet : RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Champagne,

Thank you for your response. I await your email.

Have a nice day.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]
Sent: September-12-18 8:52 AM
To: Yakibonge, Maurice [NC]
Subject: RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Yakibonge,

I will be able to send you the reports by the end of the afternoon.

Have a nice day!

Benoit Champagne
Directeur des ressources humaines / HR Director
Airboss Produits D'Ingénierie dba AirBoss Rubber Solution
970Landry
Acton Vale, Qc
J0H 1A0
Tel: 450-546-2776, Ext 331
Cell: 514-886-9967
Benoit.champagne@airboss-acton.com
www.airbossofamerica.com

De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Envoyé : 4 septembre 2018 13:41

À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>

Objet : RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Champagne,

I apologize for my tardy response

As indicated in my email in July, I need forms containing the information from 2014-10-27 to 2018-04-25. To get this information from the WEIMS main menu, go to the Forms section and add the following dates under Period covered by the report:

- Start date (yyyy-mm-dd): **2014-10-27**
- End date (yyyy-mm-dd): **2018-04-26**

Select Compile forms by occupational groups only and Include the national forms. Then click Compile forms.

Once the process is complete, please download forms 1 to 6 and email them to me. I will then be able to finalize the analysis of your report.

If you have any questions or need any clarification, feel free to contact me.

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]

Sent: August-29-18 10:29 AM

To: Yakibonge, Maurice [NC]

Subject: RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello,

I would like to know the status of the file.

Thank you and have a good day!

Benoit Champagne
Directeur des ressources humaines / HR Director
Airboss Produits D'Ingénierie dba AirBoss Rubber Solution
970Landry
Acton Vale, Qc
J0H 1A0
Tel: 450-546-2776, Ext 331
Cell: 514-886-9967
Benoit.champagne@airboss-acton.com
www.airbossofamerica.com

De : maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]
Envoyé : 30 juillet 2018 08:30
À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>
Objet : RE: Formulaire 1-6 : Changement de la période visée par le rapport
Importance : Haute

Hello Mr. Champagne,

I would like to reiterate my request made on July 19, 2018 to provide forms 1 to 6 with the correct dates. I would appreciate it if you contacted me as soon as possible to discuss this and provide the information requested in order to allow me to complete the analysis of your file.

You can contact me directly at 819-654-6099.

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Yakibonge, Maurice [NC]
Sent: July-19-18 10:34 AM

To: 'Benoit Champagne'

Subject: Formulaire 1-6 : Changement de la période visée par le rapport

Importance: High

Hello Mr. Champagne,

I am currently in the analysis phase of your report and I would like to ask you to provide me with forms 1 to 6 again and update the dates for the period covered by the report.

The forms that you submitted concern the period from **2017-10-27** to 2018-04-25. For the purposes of the analysis, I would like to have the information from **2014-10-27 to 2018-04-26**. I will then update the information in the report on achievements and complete the analysis of your file.

You can call me at any time today and I can help you generate the new forms.

Thank you for your co-operation.

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]

Sent: May-01-18 1:11 PM

To: Yakibonge, Maurice [NC]

Subject: RE: Rapport des réalisations AirBoss

Hello,

As requested.

Feel free to contact me if you have other questions.

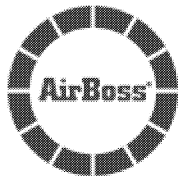
Have a good day!

Benoit Champagne

Directeur ressources humaines / HR Director
AirBoss Produits d'Ingénierie Inc.
AirBoss Engineered Products

(450) 546-2776 ext 331 (office/Bureau)
(514) 886-9967 (mobile)

970 rue Landry
Acton Vale, QC, Canada, J0H1A0
benoit.champagne@airboss-acton.com
www.airboss-acton.com



De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]

Envoyé : 1 mai 2018 11:52

À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>

Objet : RE: Rapport des réalisations AirBoss

Hello Benoit,

Thank you for your email. Can you send me the following documents in the same email?

- **forms 1 to 6;**
- an analysis of personnel to date, including the **summary report** and the **detailed report;**
- the **report on achievements.**

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]
Sent: May-01-18 9:50 AM
To: Yakibonge, Maurice [NC]
Subject: Rapport des réalisations AirBoss

Hello Mr. Yakibonge,

As requested, here is the report on achievements.

Feel free to contact me if you need more information.

For the next evaluation, it will be much more representative, since I spoke with my team about the importance of keeping all traces for the next three years.

Thank you and have a nice day!

Benoit Champagne
Directeur ressources humaines / HR Director
AirBoss Produits d'Ingénierie Inc.
AirBoss Engineered Products

(450) 546-2776 ext 331 (office/Bureau)
(514) 886-9967 (mobile)

970 rue Landry
Acton Vale, QC, Canada, J0H1A0
benoit.champagne@airboss-acton.com
www.airboss-acton.com



AVIS DE CONFIDENTIALITÉ: Le contenu de ce e-mail et de ses pièces jointes est uniquement destiné au (x) destinataire (s) et peut contenir des informations confidentielles et / ou privilégiées et peut être légalement protégé contre la divulgation. Si vous n'êtes pas le destinataire prévu de ce message ou de son agent, ou si ce message vous a été adressé par erreur, veuillez immédiatement alerter l'expéditeur en répondant par e-mail, puis supprimer ce message et toutes les pièces jointes. Si vous n'êtes pas le destinataire prévu, vous êtes informé par la présente que toute utilisation, diffusion, copie ou stockage de ce message ou de ses pièces jointes est strictement interdite.

CONFIDENTIALITY NOTICE: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

De: Yakibonge, Maurice [NC]
Envoyé: 17 septembre 2018 15:00
À: 'Benoit Champagne'
Objet: RE: Formulaire 1-6 : Changement de la période visée par le rapport
Pièces jointes: AirBoss Engineered Products Inc. - Rapport des réalisations Corrigé.xlsx

Hello Mr. Champagne,

Thank you for your response. The corrected report on achievements has been placed in the file.

Sincerely,

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]
Sent: September-17-18 1:54 PM
To: Yakibonge, Maurice [NC]
Subject: RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Yakibonge,

I validated the documents and everything seems correct, so I approve these documents.

Feel free to contact me if you need more information.

Thank you for your complete co-operation.

Have a nice day!

Benoit Champagne
Directeur des ressources humaines / HR Director

Airboss Produits D'Ingénierie dba AirBoss Rubber Solution
970Landry
Acton Vale, Qc
J0H 1A0
Tel: 450-546-2776, Ext 331
Cell: 514-886-9967
Benoit.champagne@airboss-acton.com
www.airbossofamerica.com

De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Envoyé : 13 septembre 2018 09:21
À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>
Objet : RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Champagne,

I updated the information in the report on achievements on the *Analysisdataonmobility* tab in order to take into account the changes stemming from the new forms that you provided.

Please find attached the corrected report for your review. Please send it back to me with your approval.

Thank you for your co-operation.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [mailto:Benoit.Champagne@airboss-acton.com]
Sent: September-12-18 3:00 PM
To: Yakibonge, Maurice [NC]
Subject: RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Yakibonge,

Here are the reports requested. There is no form 5, since no progress.

Feel free to contact me if you have any questions.

Have a nice day!

Benoit Champagne
Directeur des ressources humaines / HR Director
Airboss Produits D'Ingénierie dba AirBoss Rubber Solution
970Landry
Acton Vale, Qc
J0H 1A0
Tel: 450-546-2776, Ext 331
Cell: 514-886-9967
Benoit.champagne@airboss-acton.com
www.airbossofamerica.com

De : maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca]
Envoyé : 12 septembre 2018 09:47
À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>
Objet : RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Champagne,

Thank you for your response. I await your email.

Have a nice day.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]
Sent: September-12-18 8:52 AM
To: Yakibonge, Maurice [NC]
Subject: RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Yakibonge,

I will be able to send you the reports by the end of the afternoon.

Have a nice day!

Benoit Champagne
Directeur des ressources humaines / HR Director
Airboss Produits D'Ingénierie dba AirBoss Rubber Solution
970Landry
Acton Vale, Qc
J0H 1A0
Tel: 450-546-2776, Ext 331
Cell: 514-886-9967
Benoit.champagne@airboss-acton.com
www.airbossamerica.com

De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Envoyé : 4 septembre 2018 13:41
À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>
Objet : RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello Mr. Champagne,

I apologize for my tardy response.

As indicated in my email in July, I need forms containing the information from 2014-10-27 to 2018-04-25. To get this information from the WEIMS main menu, go to the Forms section and add the following dates under Period covered by the report:

- Start date (yyyy-mm-dd): **2014-10-27**
- End date (yyyy-mm-dd): **2018-04-26**

Select Compile forms by occupational groups only and Include the national forms. Then click Compile forms.

Once the process is complete, please download forms 1 to 6 and email them to me. I will then be able to finalize the analysis of your report.

If you have any questions or need any clarification, feel free to contact me.

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]
Sent: August-29-18 10:29 AM
To: Yakibonge, Maurice [NC]
Subject: RE: Formulaire 1-6 : Changement de la période visée par le rapport

Hello,

I would like to know the status of the file.

Thank you and have a good day!

Benoit Champagne

Directeur des ressources humaines / HR Director

Airboss Produits D'Ingénierie dba AirBoss Rubber Solution

970Landry

Acton Vale, Qc

J0H 1A0

Tel: 450-546-2776, Ext 331

Cell: 514-886-9967

Benoit.champagne@airboss-acton.com

www.airbossofamerica.com

De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]

Envoyé : 30 juillet 2018 08:30

À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>

Objet : RE: Formulaire 1-6 : Changement de la période visée par le rapport

Importance : Haute

Hello Mr. Champagne,

I would like to reiterate my request made on July 19, 2018 to provide forms 1 to 6 with the correct dates. I would appreciate it if you contacted me as soon as possible to discuss this and provide the information requested in order to allow me to complete the analysis of your file.

You can contact me directly at 819-654-6099.

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Yakibonge, Maurice [NC]

Sent: July-19-18 10:34 AM

To: 'Benoit Champagne'

Subject: Formulaire 1-6 : Changement de la période visée par le rapport
Importance: High

Hello Mr. Champagne,

I am currently in the analysis phase of your report and I would like to ask you to provide me with forms 1 to 6 again and update the dates for the period covered by the report.

The forms that you submitted concern the period from **2017-10-27** to 2018-04-25. For the purposes of the analysis, I would like to have the information from **2014-10-27 to 2018-04-26**. I will then update the information in the report on achievements and complete the analysis of your file.

You can call me at any time today and I can help you generate the new forms.

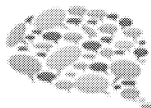
Thank you for your co-operation.

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]

Sent: May-01-18 1:11 PM

To: Yakibonge, Maurice [NC]

Subject: RE: Rapport des réalisations AirBoss

Hello,

As requested.

Feel free to contact me if you have other questions.

Have a good day!

Benoit Champagne

Directeur ressources humaines / HR Director
AirBoss Produits d'Ingénierie Inc.
AirBoss Engineered Products

(450) 546-2776 ext 331 (office/Bureau)
(514) 886-9967 (mobile)

970 rue Landry
Acton Vale, QC, Canada, J0H1A0
benoit.champagne@airboss-acton.com
www.airboss-acton.com



De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]

Envoyé : 1 mai 2018 11:52

À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>

Objet : RE: Rapport des réalisations AirBoss

Hello Benoit,

Thank you for your email. Can you send me the following documents in the same email?

- **forms 1 to 6;**
- an analysis of personnel to date, including the **summary report** and the **detailed report;**
- the **report on achievements.**

Thank you.

Maurice Yakibonge

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

Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]
Sent: May-01-18 9:50 AM
To: Yakibonge, Maurice [NC]
Subject: Rapport des réalisations AirBoss

Hello Mr. Yakibonge,

As requested, here is the report on achievements.

Feel free to contact me if you need more information.

For the next evaluation, it will be much more representative, since I spoke with my team about the importance of keeping all traces for the next three years.

Thank you and have a nice day!

Benoit Champagne
Directeur ressources humaines / HR Director
AirBoss Produits d'Ingénierie Inc.
AirBoss Engineered Products

(450) 546-2776 ext 331 (office/Bureau)
(514) 886-9967 (mobile)

970 rue Landry
Acton Vale, QC, Canada, J0H1A0
benoit.champagne@airboss-acton.com
www.airboss-acton.com



AVIS DE CONFIDENTIALITÉ: Le contenu de ce e-mail et de ses pièces jointes est uniquement destiné au (x) destinataire (s) et peut contenir des informations confidentielles et / ou privilégiées et peut être légalement protégé contre la divulgation. Si vous n'êtes pas le destinataire prévu de ce message ou de son agent, ou si ce message vous a été adressé par erreur, veuillez immédiatement alerter l'expéditeur en répondant par e-mail, puis supprimer ce message et toutes les pièces jointes. Si vous n'êtes pas le destinataire prévu, vous êtes informé par la présente que toute utilisation, diffusion, copie ou stockage de ce message ou de ses pièces jointes est strictement interdite.

CONFIDENTIALITY NOTICE: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

De: Benoit Champagne <Benoit.Champagne@airboss-acton.com>
Envoyé: 23 janvier 2018 15:19
À: Yakibonge, Maurice [NC]
Objet: Suivi AirBoss Produits d'Ingénierie Inc.
Pièces jointes: SKM_C284e18012315590.pdf

Hello Mr. Yakibonge,

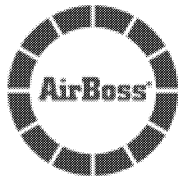
My account has been created and here is the completed request for extension. Feel free to contact me if you have any questions.

Thank you for you complete co-operation.

Benoit Champagne
Directeur ressources humaines / HR Director
AirBoss Produits d'Ingénierie Inc.
AirBoss Engineered Products

(450) 546-2776 ext 331 (office/Bureau)
(514) 886-9967 (mobile)

970 rue Landry
Acton Vale, QC, Canada, J0H1A0
benoit.champagne@airboss-acton.com
www.airboss-acton.com



De : maurice.yakibonge@labour-travail.gc.ca [<mailto:maurice.yakibonge@labour-travail.gc.ca>]
Envoyé : 22 janvier 2018 14:05

À : Benoit Champagne <Benoit.Champagne@airboss-acton.com>

Objet : RE: Un compte a été créé pour vous.

Hello Benoît,

If you miss the one-hour window to set your password, please go to the WEIMS main page and select at the bottom of the page "I forgot my password". If this doesn't work, let me know and I will do what is necessary.

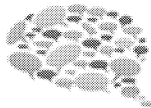
It is possible to submit a request for extension to submit the documentation after the deadline. Please fill out the attached document and return it to me as soon as possible.

Thank you.

Maurice Yakibonge

Direction de l'équité en milieu de travail, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
Maurice.Yakibonge@labour-travail.gc.ca / Tel.: 819-654-6099



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

From: Benoit Champagne [<mailto:Benoit.Champagne@airboss-acton.com>]

Sent: January-21-18 8:52 AM

To: Yakibonge, Maurice [NC]

Subject: RE: Un compte a été créé pour vous.

Hello,

Can I have another access, since I went over the allocated time? Also, I would like to have an extension of at least one month. One and half months would be ideal in order to be able to send you all the documents requested.

Thanks for your co-operation.

Benoit Champagne

Directeur ressources humaines / HR Director
AirBoss Produits d'Ingénierie Inc.
AirBoss Engineered Products