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s.24(1)



Employment and
Social Development Canada

Emploi et
Développement social Canada

deadline Oct 27

PROTECTED WHEN COMPLETED - B

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

(All sections must be completed)

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Atlantica Mechanical Contractors Incorporated	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Business Number [Redacted]
Organization's North American Industry Classification System (NAICS) Code Number To find your organization's four-digit NAICS code please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2007/list-liste-eng.htm 23822	Total number of employees in Canada (Permanent Full-Time and/or Part-Time) 265 <input type="checkbox"/> Federally Regulated <input checked="" type="checkbox"/> Provincially Regulated

HEAD OFFICE			
Address (building number, street, suite, etc.) 9 Ralston Avenue	City Dartmouth	Province NS	Postal Code B3B1H5
Telephone Number 902 468 2300			

EMPLOYMENT EQUITY CONTACT			
Name (print) Tom Vincent	Title President		Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Telephone Number 902 468 2300	E-mail Address tvincent@atlantica-mechanical.ca		

CERTIFICATION	
The above-named organization:	
<ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time and permanent part-time employees 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 :	
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.	

SIGNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.			
Name (print) Tom Vincent	Title President		Preferred Language of Correspondence <input checked="" type="checkbox"/> English <input type="checkbox"/> French
Telephone Number 902 468 2300	E-mail Address tvincent@atlantica-mechanical.ca		
Signature X	Date (YYYY-MM-DD) 2015-10-23		

Privacy Notice:

The information you provide on this form is collected under the authority of section 42 of the *Employment Equity Act* to determine your eligibility for the Federal Contractors Program (FCP).

Completion of this form is mandatory. Refusal to provide personal information will result in the organization's name being placed on the FCP Limited Eligibility to Bid List, loss of the right to bid on federal government goods or services contracts of any value and may also result in the termination of the contract.

The information you provide may be used and/or disclosed for policy analysis, research and/or evaluation purposes. However, these additional uses and/or disclosures of your personal information will never result in an administrative decision being made about you.

Your personal information is administered in accordance with the *Privacy Act* and other applicable laws. You have the right to the protection of, and access to, your personal information, which is described in Personal Information Bank ESDC PPU 721. Instructions for obtaining this information are outlined in the government publication entitled *Info Source*, which is available at the following website address: <http://www.infosource.gc.ca>. *Info Source* may also be accessed online at any Service Canada Centre.

RETURN INSTRUCTIONS	
IMPORTANT	
<ul style="list-style-type: none"> • The signed Agreement to Implement Employment Equity form must be sent to the Labour Program by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca. 	

From: Dobney, Alicia A <alicia.dobney@labour-travail.gc.ca>
Sent: May 16, 2018 11:02 AM
To: 'Clarke, Jane' <JClarke@atlanticacontractors.ca>
Subject: RE: Atlantica Mechanical Contractors Incorporated - 2nd Compliance Assessment under the Federal Contractors Program

Hi Jane,

My Director has approved the new extension date of Wednesday June 13, 2018.

I will send you the Achievement Report (pre-populated with details from your last assessment), the Quick Reference Guide, and the step-by-step PowerPoint explaining how to create your .txt files by early next week. These documents will assist you in completing your 2nd Compliance Assessment submission.

Note that these documents are also all available on the WEIMS Help Page.

██████████ Feel free to call me when you are back if you need assistance with completing your submission.

A.

From: Clarke, Jane [mailto:JClarke@atlanticacontractors.ca]
Sent: May-15-18 1:46 PM
To: Dobney, Alicia A
Subject: RE: Atlantica Mechanical Contractors Incorporated - 2nd Compliance Assessment under the Federal Contractors Program

Hi Alicia,

I am requesting an extension to June 13th.

██████████ I require the additional time for collect the survey and complete the reports.

Please let me know.

Thanks,

Jane Clarke, CMA, CPA
VP Finance, Atlantica.
T 902.468.2300 x.267 C 902.441.9912 F 902.468.3289
atlanticacontractors.ca



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interception

of any Internet communication with you or the transmission of computer viruses. Thank you.

From: alicia.dobney@labour-travail.gc.ca [<mailto:alicia.dobney@labour-travail.gc.ca>]

Sent: Tuesday, May 15, 2018 11:49 AM

To: Clarke, Jane

Subject: Atlantica Mechanical Contractors Incorporated - 2nd Compliance Assessment under the Federal Contractors Program

Good morning Jane!

My name is Alicia and I am the new Program Officer assigned to your file. Nice to virtually meet you!

I understand that the due date (August 26th, 2018) and the extension date (January 26th, 2018) assigned to your organization to submit documents for your second compliance assessment have elapsed. My Director, Gert Zagler, who I believe you spoke to over the phone recently has asked me to connect with you regarding this matter.

I would like to set up some time for us to chat as soon as possible so that I can answer any questions you might have regarding the documents you are required to submit for your upcoming assessment. We can also discuss a new deadline date for your organization at that time.

Please let me know when you might be free for a quick phone conversation. I am available any time this afternoon from 1:30pm – 3:00pm, EST if that works for you. If not, I can connect on Wednesday afternoon or any time on Thursday during the day.

Looking forward to hearing from you! Speak soon.

Alicia Dobney

Program Officer | Agente de programme

Workplace Equity Division | Labour Program
Employment and Social Development Canada | Government of Canada
Phone: (819) 654-5735 | Office: 11D367

Direction de l'équité en milieu de travail | Programme du travail
Emploi et Développement social Canada | Gouvernement du Canada
Téléphone : (819) 654-5735 | Bureau: 11D367



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!



Atlantica Mechanical Contractors Incorporated (certificate # 10000370)

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2016-06-11 to 2018-05-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Nova Scotia	136	0	0	136	Halifax	136	0	0	136
Newfoundland and Labrador	2	0	0	2	St. John's	2	0	0	2
Total Employees in Canada				138	Total Employees in Canada				138



Atlantica Mechanical Contractors Incorporated (certificate # 10000370)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-11 to 2018-05-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	19	17	2									
	Total	19	17	2									
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1							1		1
	Total	1		1							1		1
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	35	26	9	1		1	1		1	3	1	2
	Total	35	26	9	1		1	1		1	3	1	2
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	5								1	1	
	Total	5	5								1	1	

Atlantica Mechanical Contractors Incorporated (certificate # 10000370)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2016-06-11 to 2018-05-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	1	1									
	Total	2	1	1	1	2	2	2	2	2	4	4	4
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	65	64	1	2	2					4	4	
	Total	65	64	1	2	2	2	2	2	2	4	4	4
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	1	4									
	Total	5	1	4	4								
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	6		1	1							
	Total	6	6	6	1	1	1	1	1	1	1	1	1



Atlantica Mechanical Contractors Incorporated (certificate # 10000370)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2016-06-11 to 2018-05-31

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		138	120	18	4	3	1	1		1	9	6	3



Atlantica Mechanical Contractors Incorporated (certificate # 10000370)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

Reporting Period 2016-06-11 to 2018-05-31

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	138	120	18	4	3	1	1		1	9	6	3
Total Number of Employees	138	120	18	4	3	1	1		1	9	6	3



Atlantica Mechanical Contractors Incorporated (certificate # 10000370)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-06-11 to 2018-05-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	2	2										
Professionals	1		1							1		1
Semi-Professionals and Technicians	6	4	2							3	1	2
Supervisors: Crafts and Trades	2	2								1	1	
Administrative and Senior Clerical Personnel	2	1	1									
Skilled Crafts and Trades Workers	4	3	1							1	1	
Total Number of Employees Hired	17	12	5							6	3	3



Atlantica Mechanical Contractors Incorporated (certificate # 10000370)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-06-11 to 2018-05-31

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Supervisors: Crafts and Trades	1	1										
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Terminated	2	2										



Workplace Equity Information Management System - Atlantica Mechanical Contractors Incorporated

Workforce Analysis - Summary Report

Date: 2018-05-31

Women

Employment Equity Occupational Group	Women					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
02 : Middle and Other Managers	19	2	10.5 %	38.9 %	7	-5
03 : Professionals	1	1	100.0 %	55.1 %	1	0
04 : Semi-Professionals and Technicians	35	9	25.7 %	4.4 %	2	7
06 : Supervisors: Crafts and Trades	5	0	0.0 %	12.2 %	1	-1
07 : Administrative and Senior Clerical Personnel	2	1	50.0 %	81.4 %	2	-1
09 : Skilled Crafts and Trades Workers	65	1	1.5 %	1.1 %	1	0
10 : Clerical Personnel	5	4	80.0 %	67.7 %	3	1
12 : Semi-Skilled Manual Workers	6	0	0.0 %	12.1 %	1	-1
Total	138	18	13.0 %	12.0 %	18	0

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-05-31

Aboriginal Peoples

Employment Equity Occupational Group	All Employees		Aboriginal Peoples			
	#	Representation %	Representation #	Availability %	Availability #	Gap #
02 : Middle and Other Managers	19	0.0%	0	2.2%	0	0
03 : Professionals	1	0.0%	0	1.3%	0	0
04 : Semi-Professionals and Technicians	35	2.9%	1	3.5%	1	0
06 : Supervisors: Crafts and Trades	5	0.0%	0	0.0%	0	0
07 : Administrative and Senior Clerical Personnel	2	0.0%	0	2.2%	0	0
09 : Skilled Crafts and Trades Workers	65	3.1%	2	2.3%	1	1
10 : Clerical Personnel	5	0.0%	0	2.7%	0	0
12 : Semi-Skilled Manual Workers	6	16.7%	1	2.9%	0	1
Total	138	2.9%	4	2.5%	2	2

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-05-31

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Availability #	Gap #
	#	%	Representation #	%		
02 : Middle and Other Managers	19	0.0%	0	15.0%	3	-3
03 : Professionals	1	100.0%	1	27.5%	0	1
04 : Semi-Professionals and Technicians	35	8.6%	3	0.0%	0	3
06 : Supervisors: Crafts and Trades	5	20.0%	1	0.0%	0	1
07 : Administrative and Senior Clerical Personnel	2	0.0%	0	5.8%	0	0
09 : Skilled Crafts and Trades Workers	65	6.2%	4	0.5%	0	4
10 : Clerical Personnel	5	0.0%	0	7.3%	0	0
12 : Semi-Skilled Manual Workers	6	0.0%	0	6.1%	0	0
Total	138	6.6%	9	3.1%	3	6

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-05-31

Employment Equity Occupational Group	Persons with Disabilities					
	All Employees	Representation	Persons with Disabilities		Gap	
	#	#	%	Availability	#	
01/02 : Managers	19	0	0.0 %	4.3 %	1	
03 : Professionals	1	0	0.0 %	3.8 %	0	
04 : Semi-Professionals and Technicians	35	1	2.9 %	4.6 %	2	
06 : Supervisors: Crafts and Trades	5	0	0.0 %	7.8 %	0	
07 : Administrative and Senior Clerical Personnel	2	0	0.0 %	3.4 %	0	
09 : Skilled Crafts and Trades Workers	65	0	0.0 %	3.8 %	2	
10 : Clerical Personnel	5	0	0.0 %	7.0 %	0	
12 : Semi-Skilled Manual Workers	6	0	0.0 %	4.8 %	0	
Total	138	1	0.7 %	4.4 %	5	

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-05-31

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-05-31

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis

YYYY	MM	DD
2,016	6	10

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis

YYYY	MM	DD
2018	05	31

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.00
02	Middle & Other Managers	13	2	38.90
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	25	7	5.20
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	3	0	11.80
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	53	1	0.90
10	Clerical Personnel	5	4	67.70
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	6	0	12.10
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		105	14	10.8

Table 5: Women

Subsequent/Current Workforce Analysis

		All Employees	Women	
			Representation	Availability*
		#	#	%
		0	0	0.00
		19	2	38.90
		1	1	55.10
		35	9	4.40
		0	0	0.00
		5	0	12.20
		2	1	81.40
		0	0	0.00
		65	1	1.10
		5	4	67.70
		0	0	0.00
		6	0	12.10
		0	0	0.00
		0	0	0.00
		138	18	12.0

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	6	10

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	31

Table 2: Aboriginal Peoples

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.00
02	Middle & Other Managers	13	0	2.20
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	25	1	4.20
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	3	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	53	2	2.30
10	Clerical Personnel	5	0	2.70
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	6	1	2.90
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		105	4	2.7

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		0	0	0.00
		19	0	2.20
		1	0	1.30
		35	1	3.50
		5	0	0.00
		0	0	0.00
		2	0	2.20
		0	0	0.00
		65	2	2.30
		5	0	2.70
		0	0	0.00
		6	1	2.90
		0	0	0.00
		0	0	0.00
Total		138	4	2.9

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	6	10

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	31

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.00
02	Middle & Other Managers	13	0	15.00
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	25	0	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	3	0	0.00
07	Administrative & Senior Clerical Personnel	0	0	0.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	53	2	0.40
10	Clerical Personnel	5	0	7.30
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	6	0	6.10
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		105	2	2.8

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
		0	0	0.00
		19	0	15.00
		1	1	27.50
		35	3	8.60
		0	0	0.00
		5	1	20.00
		2	0	5.80
		0	0	0.00
		65	4	0.50
		5	0	7.30
		0	0	0.00
		6	0	6.10
		0	0	0.00
		0	0	0.00
		138	9	3.1

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31

Start Date of Flow Data		
YYYY	MM	DD
2016	06	11

End Date of Flow Data		
YYYY	MM	DD
2018	05	31

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 6: Aboriginal Peoples

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	17	0	0	0	0	0	0	0	2	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31

Start Date of Flow Data		
YYYY	MM	DD
2016	06	11

End Date of Flow Data		
YYYY	MM	DD
2018	05	31

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	0	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	17	0	0	0	0	0	0	0	2	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31

Start Date of Flow Data		
YYYY	MM	DD
2016	06	11

End Date of Flow Data		
YYYY	MM	DD
2018	05	31

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		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2	0	0	0	0	0	0	0	0	0	0	0
03 Professionals	1	1	0	0	0	0	0	0	0	0	0	0
04 Semi-Professionals & Technicians	6	3	0	0	0	0	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2	1	0	0	0	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	4	1	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	0	0	0	0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	17	6	0	0	0	0	0	0	2	0	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-6-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-6-10	Annually	Over 3 Years	2016	2019							
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	13	13.5%		0	0.0%		0	0	0.0%	0	3	0	0	38.9%	-3	-3	15.4%	15.4%	
03 Professionals	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	25	11.9%		0	0.0%		0	0	0.0%	0	-6	0	0	5.2%	6	6	28.0%	28.0%	
05 Supervisors	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	3	18.6%		0	25.0%		0	0	0.0%	0	0	0	0	11.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	53	7.0%		0	1.7%		0	0	0.0%	0	-1	0	0	0.9%	1	1	1.9%	1.9%	
10 Clerical Personnel	5	0.0%		0	0.0%		0	0	0.0%	0	-1	0	0	67.7%	1	1	80.0%	80.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	6	0.0%		0	0.0%		0	0	0.0%	0	1	0	0	12.1%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	105	9.5%		0	1.6%		0	0	0.0%	0	-3	0	0	10.8%	3	3	13.3%	13.3%	

† 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 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	1	0.0	2	0.0	Dependent on Interest in Industry and Engineering programs (basis for industry)
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	1	0.0	1	0.0	Rare in Industry
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	2		3		

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	All Employees										Aboriginal Peoples											
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To	2016		2019						
	2016-6-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-6-10	Annually	Over 3 Years	2016	2019	%	%								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%				
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	13	13.5%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	2.2%	0	0	0	0.0%	0.0%	
03 Professionals	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!	
04 Semi-Professionals & Tech	25	11.9%		0	0.0%		0	0	1	0.0%	0	0	0	0	0	4.2%	0	0	0	4.0%	4.0%	
05 Supervisors	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	3	18.6%		0	25.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	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!	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	53	7.0%		0	1.7%		0	0	2	0.0%	0	-1	0	0	0	2.3%	1	1	0	3.8%	3.8%	
10 Clerical Personnel	5	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	2.7%	0	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	6	0.0%		0	0.0%		0	0	1	0.0%	0	-1	0	0	0	2.9%	1	1	0	16.7%	16.7%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	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	105	9.5%		0	1.6%		0	0	4	0.0%	0	-1	0	0	0	2.7%	1	1	0	3.8%	3.8%	

† 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 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	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	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0		0		

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities											
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Actual	Projected		From - To	YYYY - YYYY								
	2016-6-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-6-10	Annually	Over 3 Years	2016	2019										
	#	%	%	#	%	%	#	#	%	#	#	%	%									
01/02 Managers	13	6.7%		0	0.0%		0	0	0	0.0%	0	1	0	4.3%	-1	-1	0.0%	0.0%				
03 Professionals	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
04 Semi-Professionals & Tech	25	11.9%		0	0.0%		0	0	2	0.0%	0	-1	0	4.6%	1	1	8.0%	8.0%				
05 Supervisors	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	3	18.6%		0	25.0%		0	0	0	0.0%	0	0	0	7.8%	0	0	0.0%	0.0%				
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
09 Skilled Crafts & Trades	53	7.0%		0	1.7%		0	0	0	0.0%	0	2	0	3.8%	-2	-2	0.0%	0.0%				
10 Clerical Personnel	5	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	7.0%	0	0	0.0%	0.0%				
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
12 Semi-Skilled Manual	6	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	4.8%	0	0	0.0%	0.0%				
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!				
Total	105	9.5%		0	1.6%		0	0	2	0.0%	0	3	0	4.4%	-3	-3	1.9%	1.9%				

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	1	0.0	0	0.0	Dependent on Interest in Industry and Engineering programs (basis for industry)
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	1	0.0	0	0.0	Driven by available pool of Union Labour
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	2		0		

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Over 3 Years			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-6-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-6-10	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	13	13.5%		0	0.0%		0	0	0.0%	0	2	0	0	15.0%	-2	-2	0.0%	0.0%	
03 Professionals	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
04 Semi-Professionals & Tech	25	11.9%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	3	18.6%		0	25.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	53	7.0%		0	1.7%		0	0	2	0.0%	0	-2	0	0.4%	2	2	3.8%	3.8%	
10 Clerical Personnel	5	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	7.3%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	6	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	6.1%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	105	9.5%		0	1.6%		0	0	2	0.0%	0	1	0	2.8%	-1	-1	1.9%	1.9%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	1	0.0	Dependent on Interest in Industry and Engineering programs (basis for industry)
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	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1		1		

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
	2018-05-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-31	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
02 Middle & Other Managers	19	13.5%	1.0%	1	0.0%	5.0%	3	4	2	5.0%	0	6	2	40.0%	38.9%	-5	-4	10.5%	20.0%	
03 Professionals	1	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		55.1%	0	0	100.0%	100.0%	
04 Semi-Professionals & Tech	35	11.9%	2.0%	2	0.0%	1.0%	1	3	9	1.0%	0	-7	0		4.4%	7	7	25.7%	24.3%	
05 Supervisors	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	5	18.6%	4.0%	1	25.0%	2.0%	0	1	0	2.0%	0	1	0	15.0%	12.2%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	1	0.0%	0	1	0		81.4%	-1	-1	50.0%	50.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	65	7.0%	2.0%	4	1.7%	2.0%	4	8	1	2.0%	0	0	0		1.1%	0	0	1.5%	1.4%	
10 Clerical Personnel	5	0.0%	5.0%	1	0.0%	0.0%	0	1	4	0.0%	0	0	0		67.7%	1	0	80.0%	66.7%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	6	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	12.1%	12.1%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	138	9.5%	3.0%	12	1.6%	0.5%	2	14	18	0.5%	0	0	2	12.0%	12.0%	1	2	13.0%	13.3%	

† 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 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%		
02 Middle & Other Managers	4000.0%		Dependent on Interest in Industry and Engineering programs (basis for industry)
03 Professionals	0.0%		
04 Semi-Professionals & Tech	0.0%		
05 Supervisors	0.0%		
06 Supervisors: Crafts & Trades	1500.0%		Rare in Industry (trade oriented - union labour pool)
07 Administrative & Sr Clerical	0.0%		
08 Skilled Sales & Service	0.0%		
09 Skilled Crafts & Trades	0.0%		
10 Clerical Personnel	0.0%		
11 Intermediate Sales & Service	0.0%		
12 Semi-Skilled Manual	1210.0%		Rare in Industry (trade oriented - union labour pool)
13 Other Sales & Service	0.0%		
14 Other Manual Workers	0.0%		
Total	1200.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2018-05-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-31	Annually	Over 3 Years	#	2018	2021	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	19	13.5%	1.0%	1	0.0%	5.0%	3	4	0	5.0%	0	0	0	0	2.2%	0	0	0	0.0%	0.0%
03 Professionals	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	1.3%	0	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	35	11.9%	2.0%	2	0.0%	1.0%	1	3	1	1.0%	0	0	0	0	3.5%	0	0	0	2.9%	2.7%
05 Supervisors	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	5	18.6%	4.0%	1	25.0%	2.0%	0	1	0	2.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	2.2%	0	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	65	7.0%	2.0%	4	1.7%	2.0%	4	8	2	2.0%	0	0	0	0	2.3%	1	0	0	3.1%	2.9%
10 Clerical Personnel	5	0.0%	5.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0	0	2.7%	0	0	0	0.0%	0.0%
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	6	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	0	2.9%	1	1	0	16.7%	16.7%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	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	138	9.5%	3.0%	12	1.6%	5.0%	21	33	4	5.0%	1	1	0	0	2.9%	0	-1	0	2.9%	2.0%

† 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 (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0%			
02 Middle & Other Managers		0.0%			
03 Professionals		0.0%			
04 Semi-Professionals & Tech		0.0%			
05 Supervisors		0.0%			
06 Supervisors: Crafts & Trades		0.0%			
07 Administrative & Sr Clerical		0.0%			
08 Skilled Sales & Service		0.0%			
09 Skilled Crafts & Trades		0.0%			
10 Clerical Personnel		0.0%			
11 Intermediate Sales & Service		0.0%			
12 Semi-Skilled Manual		0.0%			
13 Other Sales & Service		0.0%			
14 Other Manual Workers		0.0%			
Total		0.0%			

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Terminated Employees			From - To						
	2018-05-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-31	Annually	Over 3 Years	#	2018	2021	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	#	%	#	#	%	%	%	#	#	%	%
01/02 Managers	19	6.7%	1.0%	1	0.0%	5.0%	3	4	0	5.0%	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%	
03 Professionals	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	35	11.9%	2.0%	2	0.0%	1.0%	1	3	1	1.0%	0	1	0	4.6%	4.6%	-1	-1	2.9%	2.7%	
05 Supervisors	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	5	18.6%	4.0%	1	25.0%	2.0%	0	1	0	2.0%	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	65	7.0%	2.0%	4	1.7%	2.0%	4	8	0	2.0%	0	3	0	3.8%	3.8%	-2	-3	0.0%	0.0%	
10 Clerical Personnel	5	0.0%	5.0%	1	0.0%	0.0%	0	1	0	0.0%	0	0	0	7.0%	7.0%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	6	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	4.8%	4.8%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	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	138	9.5%	3.0%	12	1.6%	5.0%	21	33	1	5.0%	0	6	1	4.4%	4.4%	-5	-5	0.7%	1.3%	

† 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 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	430.0%		
03 Professionals	0.0%		
04 Semi-Professionals & Tech	460.0%		
05 Supervisors	0.0%		
06 Supervisors: Crafts & Trades	0.0%		
07 Administrative & Sr Clerical	0.0%		
08 Skilled Sales & Service	0.0%		
09 Skilled Crafts & Trades	380.0%		
10 Clerical Personnel	0.0%		
11 Intermediate Sales & Service	0.0%		
12 Semi-Skilled Manual	0.0%		
13 Other Sales & Service	0.0%		
14 Other Manual Workers	0.0%		
Total	440.0%		

Federal Contractors Program Achievement Report

Part 3: Goals

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2018-05-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-31	Annually	Over 3 Years	#	2018	2021	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	%	%	#	#	%
01 Senior Managers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
02 Middle & Other Managers	19	13.5%	1.0%	1	0.0%	5.0%	3	4	5.0%	0	3	1	15.0%	15.0%	-3	-2	0.0%	5.0%		
03 Professionals	1	0.0%		0	0.0%		0	0	0.0%	0	-1	0	27.5%	27.5%	1	1	100.0%	100.0%		
04 Semi-Professionals & Tech	35	11.9%	2.0%	2	0.0%	1.0%	1	3	1.0%	0	0	0	8.6%	8.6%	0	0	8.6%	8.1%		
05 Supervisors	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	5	18.6%	4.0%	1	25.0%	2.0%	0	1	2.0%	0	0	0	20.0%	20.0%	0	0	20.0%	16.7%		
07 Administrative & Sr Clerical	2	0.0%		0	0.0%		0	0	0.0%	0	0	0	5.8%	5.8%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
09 Skilled Crafts & Trades	65	7.0%	2.0%	4	1.7%	2.0%	4	8	2.0%	0	-4	0	0.5%	0.5%	4	4	6.2%	5.8%		
10 Clerical Personnel	5	0.0%	5.0%	1	0.0%	0.0%	0	1	0.0%	0	0	0	7.3%	7.3%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	6	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	6.1%	6.1%	0	0	0.0%	0.0%		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!		
Total	138	9.5%	3.0%	12	1.6%	5.0%	21	33	5.0%	1	-3	5	15.0%	3.1%	5	8	6.5%	8.7%		

† 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 (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%		
02 Middle & Other Managers	1500.0%	20.0%	Dependent on Interest in Industry and Engineering programs (basis for industry)
03 Professionals	0.0%		
04 Semi-Professionals & Tech	0.0%		
05 Supervisors	0.0%		
06 Supervisors: Crafts & Trades	0.0%		
07 Administrative & Sr Clerical	0.0%		
08 Skilled Sales & Service	0.0%		
09 Skilled Crafts & Trades	0.0%		Dependent on interest in industry and availability of union trade personnel
10 Clerical Personnel	0.0%		
11 Intermediate Sales & Service	0.0%		
12 Semi-Skilled Manual	0.0%		
13 Other Sales & Service	0.0%		
14 Other Manual Workers	0.0%		
Total	1500.0%		

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Part 4: Results - Women

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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	2016	0	0	0.0	0.0	0	0	0.0																
	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
02 Middle & Other Managers	2016	13	2	15.4	38.9	5	-3	39.5																
	2018	19	2	10.5	38.9	7	-5	27.1	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	1	100.0	55.1	1	0	181.5	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	25	7	28.0	5.2	1	6	538.5																
	2018	35	9	25.7	4.4	2	7	584.4	6	2	33.3	0	2	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	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	2016	3	0	0.0	11.8	0	0	0.0																
	2018	5	0	0.0	12.2	1	-1	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	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		
02 Middle & Other Managers	2018	2	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2021	2	0	0.0			40.0	0.0			0.0	0.0		
03 Professionals	2018	1	1	100.0	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		
04 Semi-Professionals & Technicians	2018	6	2	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	2	33.3			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		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			15.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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							
#	#	%	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	0	0	0.0	0.0	0	0	0	0.0																
	2018	2	1	50.0	81.4	2	-1	61.4		2	1	50.0	2	-1		0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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
09 Skilled Crafts & Trades Workers	2016	53	1	1.9	0.9	0	1	209.6																	
	2018	65	1	1.5	1.1	1	0	139.9		4	1	25.0	0	1		0	0	0.0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	5	4	80.0	67.7	3	1	118.2																	
	2018	5	4	80.0	67.7	3	1	118.2		0	0	0.0	0	0		0	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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
12 Semi-Skilled Manual Workers	2016	6	0	0.0	12.1	1	-1	0.0																	
	2018	6	0	0.0	12.1	1	-1	0.0		0	0	0.0	0	0		0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2018	2	1	50.0	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		
08 Skilled Sales & Service Personnel	2018	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		
09 Skilled Crafts & Trades Workers	2018	3	1	33.3	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		
10 Clerical Personnel	2018	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		
11 Intermediate Sales & Service Personnel	2018	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		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			12.1	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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			EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#				
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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	
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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	
Total	2016	105	14	13.3	10.8	11	3	123.5																	
	2018	138	18	13.0	12.0	17	1	108.7	17	5	29.4	2	3	0	0	0.0	0	0	0	2	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			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	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		
14 Other Manual Workers	2018	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		
Total	2018	15	5	33.3	2	250.0	0.0	0.0	3	166.7	0.0	0.0		
	2021	15	5	33.3			12.0	277.8			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#			
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																
	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
02 Middle & Other Managers	2016	13	0	0.0	2.2	0	0	0.0																
	2018	19	0	0.0	2.2	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	1.3	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
04 Semi-Professionals & Technicians	2016	25	1	4.0	4.2	1	0	95.2																
	2018	35	1	2.9	3.5	1	0	81.6	6	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																
	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	2016	3	0	0.0	0.0	0	0	0.0																
	2018	5	0	0.0	0.0	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	1	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	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%					
01 Senior Managers	2018	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	
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	
	2021	2	0	0.0			0.0	0.0			0.0	0.0	0.0	
03 Professionals	2018	1	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	
04 Semi-Professionals & Technicians	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	6	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	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	1	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	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	2.2	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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
09 Skilled Crafts & Trades Workers	2016	53	2	3.8	2.3	1	1	164.1																	
	2018	65	2	3.1	2.3	1	1	133.8	4	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	5	0	0.0	2.7	0	0	0.0																	
	2018	5	0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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
12 Semi-Skilled Manual Workers	2016	6	1	16.7	2.9	0	1	574.7																	
	2018	6	1	16.7	2.9	0	1	574.7	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	2	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			0.0	0.0				0.0	0.0	
08 Skilled 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
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	3	0	0.0			0.0	0.0				0.0	0.0	
10 Clerical Personnel	2018	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	
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
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
12 Semi-Skilled Manual Workers	2018	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	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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
Total	2016	105	4	3.8	2.7	3	1	141.1																	
	2018	138	4	2.9	2.9	4	0	100.0	17	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
			Actual	Goal	Percent of Goal Met									
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	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		
14 Other Manual Workers	2018	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		
Total	2018	15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	15	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities										
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
01 & 02 Managers	2016	13	0	0.0	4.3	1	-1	0.0																	
	2018	19	0	0.0	4.3	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	3.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	25	2	8.0	4.6	1	1	173.9																	
	2018	35	1	2.9	4.6	2	-1	62.1	6	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	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
06 Supervisors: Crafts & Trades	2016	3	0	0.0	7.8	0	0	0.0																	
	2018	5	0	0.0	7.8	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	2	0	0.0	1	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	2	0	0.0			4.3	0.0			0.00	0.0		
03 Professionals	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	1	0	0.0			0.0	0.0			0.00	0.0		
04 Semi-Professionals & Technicians	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	6	0	0.0			4.6	0.0			0.00	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0	0.0			0.0	0.0			0.00	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	1	0	0.0			0.0	0.0			0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	0	0	0.0	0.0	0	0	0.0																
	2018	2	0	0.0	3.4	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	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
09 Skilled Crafts & Trades Workers	2016	53	0	0.0	3.8	2	-2	0.0																
	2018	65	0	0.0	3.8	2	-2	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2016	5	0	0.0	7.0	0	0	0.0																
	2018	5	0	0.0	7.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	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
12 Semi-Skilled Manual Workers	2016	6	0	0.0	4.8	0	0	0.0																
	2018	6	0	0.0	4.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	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		
09 Skilled Crafts & Trades Workers	2018	3	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			3.8	0.0			0.0	0.0		
10 Clerical Personnel	2018	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		
11 Intermediate Sales & Service Personnel	2018	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		
12 Semi-Skilled Manual Workers	2018	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		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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 (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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
Total	2016	105	2	1.9	4.4	5	-3	43.3																	
	2018	138	1	0.7	4.4	6	-5	16.5	17	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	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		
14 Other Manual Workers	2018	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		
Total	2018	15	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	15	0	0.0			4.4	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	%	#	%	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#	%	#	
01 Senior Managers	2016	0	0	0.0	0.0	0	0	0.0																	
	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
02 Middle & Other Managers	2016	13	0	0.0	15.0	2	-2	0.0																	
	2018	19	0	0.0	15.0	3	-3	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
03 Professionals	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	1	1	100.0	27.5	0	1	363.6	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	25	0	0.0	0.0	0	0	0.0																	
	2018	35	3	8.6	8.6	3	0	99.7	6	3	50.0	1	2	0	0	0.0	0	0	0	0	0	0.0	0	0	0
05 Supervisors	2016	0	0	0.0	0.0	0	0	0.0																	
	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
06 Supervisors: Crafts & Trades	2016	3	0	0.0	0.0	0	0	0.0																	
	2018	5	1	20.0	20.0	1	0	100.0	2	1	50.0	0	1	0	0	0.0	0	0	0	1	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	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	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		
02 Middle & Other Managers	2018	2	0	0.0	1	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0			15.0	0.0			0.2	0.0		
03 Professionals	2018	1	1	100.0	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		
04 Semi-Professionals & Technicians	2018	6	3	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	3	50.0			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		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	1	100.0	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		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#	
07 Administrative & Senior Clerical	2016	0	0	0.0	0.0	0	0	0.0																
	2018	2	0	0.0	5.8	0	0	0.0	2	0	0.0				0	0	0.0				0	0	0.0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0				0	0	0.0				0	0	0.0	
09 Skilled Crafts & Trades Workers	2016	53	2	3.8	0.4	0	2	943.4																
	2018	65	4	6.2	0.5	0	4	1,230.8	4	1	25.0				0	0	0.0				1	0	0.0	
10 Clerical Personnel	2016	5	0	0.0	7.3	0	0	0.0																
	2018	5	0	0.0	7.3	0	0	0.0	0	0	0.0				0	0	0.0				0	0	0.0	
11 Intermediate Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0				0	0	0.0				0	0	0.0	
12 Semi-Skilled Manual Workers	2016	6	0	0.0	6.1	0	0	0.0																
	2018	6	0	0.0	6.1	0	0	0.0	0	0	0.0				0	0	0.0				0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	2	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	2	0	0.0			0.0	0.0				0.0	0.0	
08 Skilled Sales & Service Personnel	2018	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	
09 Skilled Crafts & Trades Workers	2018	3	1	33.3	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	
10 Clerical Personnel	2018	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	
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	
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
12 Semi-Skilled Manual Workers	2018	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	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Atlantica Mechanical Contractors Inc.

[Date: 2018-05-31]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	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
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																	
	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
Total	2016	105	2	1.9	2.8	3	-1	68.0																	
	2018	138	9	6.5	3.1	4	5	210.4	17	6	35.3	1	5	0	0	0.0	0	0	0	2	0	0.0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	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		
14 Other Manual Workers	2018	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		
Total	2018	15	6	40.0	1	600.0	0.0	0.0	1	600.0	0.0	0.0		
	2021	15	6	40.0			15.0	266.7			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Atlantica Mechanical Contractors Inc.
[Date: 2018-05-31

Efforts

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

Required measures:

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

Other measures:

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

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

We encourage diversity in the workplace and in our interview and hiring processes. We are in an industry heavily concentrated in Construction and only recently have there been interest in the diversity of this workforce through the local trade colleges and universities. We, whenever possible, apply for grant funding to encourage under represented groups to promote interest in our industry and work place.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Unionized environment provide a technically competent pool of trade for the field and the trade colleges are finally getting on board with encourage diversity in the trades in general. We are currently starting to see impact our workforce. It will take some time as the newly graduated technical staff still need to complete their apprenticeship training which is a long term program.

- Any reorganization or other corporate structural changes.

Cahill Group purchased Atlantica since the first assessment. We are currently under review with our processes on all levels.

- Acquisitions, mergers or transfers of employees.

We were purchased by the GJ Cahill Group

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

None

[Redacted area]

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

None

Other.

[Redacted area]

Additional Details

Please provide any additional information (optional):

[Redacted area]

Employment Equity Program Survey

The completion of this survey is voluntary. The information collected will be treated as confidential and will only be used for employment equity purposes. The data collected from the survey is aggregated and analyzed anonymously; you will not be identified by name. Participants are asked to provide their name and trade so that results can be analyzed accordingly to the broader categories of positions in the company.

If you do not wish to participate in the survey, please indicate on the bottom of this page and fill in your name and trade in the space provided.

Please provide your name _____

What is your job type or role in your jobsite Plumber Sheet Metal Pipefitter
 Other _____ Union _____

Are you Male Female

For the purposes of employment equity, "aboriginal peoples" means persons who are Indian, Inuit or Metis. Based on this definition, are you an Aboriginal Person Yes No

For the purposes of employment equity, "persons with disabilities" means persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who: a) consider themselves to be disadvantaged in employment by reason of that impairment or b) believe that an employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment. This also includes persons who functional limitations owing to their impairment have to be accommodated in their current job or workplace.

Based on this definition, are you a person with a disability Yes No

For the purposes of employment equity, "members of visible minorities" means persons, other than Aboriginal people, who are non-Caucasian in race or non-white in color.

Based on this definition are you a member of a visible minority? Yes No

If you have decided to participate in the survey, please do not answer the following question. If you have decided to OPT OUT please check the box in the following statement.

I have reviewed the content of the Employment Equity Self Identification Survey and have chosen NOT to participate in it. I have decided NOT to participate

Thank you for taking the time to complete our survey. Have a great day!

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Atlantica Mechanical Contractors Inc.

Primary Location: Dartmouth, Nova Scotia

Number of Employees: This organization employs 138 staff in total, the majority of which are located in Nova Scotia. 136 are based out of Halifax, while the other two are located in St. John's, Newfoundland.

Organization Overview: NAICS 2382: Building Equipment Contractors
Atlantica manages mechanical construction projects and oversees the production of mechanical equipment.

Key Dates – First Year Assessment

Initiated:	January 4, 2016
Received:	March 4, 2016
Closed:	June 11, 2016
Workforce Analysis:	June 10, 2016

Although the 1st year assessment submission was received in March, revisions were required in order to better comply with the FCP. The newest version of the WFA reflected the date of June 10, and the assessment was closed and a closing letter was sent on the following day.

Key Dates – Subsequent Assessment

Initiated:	August 26, 2017
Received:	June 11, 2018
Workforce Analysis:	May 31, 2018

The contract award date for this employer was August 26, 2013. Documents for their first compliance assessment were received in 2016. In order to bring this file into compliance with reporting dates, only one year elapsed between the first and second assessment. Going forward, this employer will be on a more regular schedule for their assessments.

As per the Access Database, extensions were given until January 26, 2018 and then again until June 13, 2018 for this organization to complete their second compliance assessment.

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

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

Yes No

ASSESSMENT OF REASONABLE PROGRESS

Goals were set numerically instead of by percentage.

Women

EEOG	Title	Percentage of goal met	Assessment Comments
2.	Middle & Other Managers	0.0%	Goal of 1 set to address gap of -3
12.	Semi-Skilled Manual Workers	0.0%	Goal of 1 set to address gap of -1. There was no growth or turnover in this EEOG

Aboriginal Peoples

A goal was set in EEOG 09, however as there was no gap, there was actually no goal required. The goal set in this EEOG was not met.

Person with Disabilities

EEOG	Title	Percentage of goal met	Assessment Comments
1./2.	Managers	0.0%	Goal of 1 set to address gap of -1
9.	Skilled Crafts & Trades Workers	0.0%	Goal of 1 set to address gap of -2

Members of Visible Minorities

EEOG	Title	Percentage of goal met	Assessment Comments
2.	Middle & Other Managers	0.0%	Goal of 1 set to address gap of -2

ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

- Given the shortened period in between assessments, limited progress was reported.
- Going forward, Atlantical Mechanical will benefit from a three-year time period to work towards meeting their newly established goals.

ASSESSMENT OF GOALS**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	# or %	# or %	%
			(1 to 3 years)	(3 years or more)		
02	Middle & Other Managers	-5	40.0	-	10.5	38.9
06	Supervisors: Crafts & Trades	-1	15.0	-	0.0	12.2
12	Semi-Skilled Manual Workers	-1	12.1	-	0.0	12.1

Aboriginal Peoples

- There are currently no gaps for Aboriginal Peoples in this organization.

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 or more)		
02	Middle & Other Managers	-3	15	20	0.0	15

- EEOG 02: The organization has set a short term goal equivalent to availability; however their long term goal is set at 5% above availability. It is not necessary for this employer to set goals in excess of availability, however as this is only a slight increase of availability in the long-term and there are only 19 employees in this EEOG, it should not greatly affect their ability to meet their goal.

Person 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 or more)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	4.3	-	0.0	4.3
03	Professionals	-1	4.6	-	2.9	4.6
08	Skilled Sales & Service Personnel	-2	3.8	-	0.0	3.8

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Atlantica Mechanical Contractors Inc. has demonstrated through their second compliance assessment submission that they were unable to meet any of the 5 goals set during their first compliance assessment. As all of the gaps are still present, and a number of new gaps have now emerged in various EEOG's across all four designated groups, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>. Completing an ESR should assist Atlantica Mechanical Contractors Inc. in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Name of Analyst: Alicia Dobney

Date: June 26, 2018

From: Dobney, Alicia A **On Behalf Of** EE-EME

Sent: August 9, 2018 10:18 AM

To: 'tvincen@atlanticamechanical.ca' <tvincen@atlanticamechanical.ca>;

'Jclarke@atlanticamechanical.ca' <Jclarke@atlanticamechanical.ca>

Subject: Government of Canada Agreement Number: 10000370 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Tom Vincent:

I am writing to inform you that the subsequent compliance assessment initiated on August 26, 2017 has been completed. As a result of the assessment, Atlantica Mechanical Contractors Incorporated has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Atlantica Mechanical Contractors Inc. has demonstrated through their second compliance assessment submission that they were unable to meet any of the 5 goals set during their first compliance assessment. As all of the gaps are still present, and a number of new gaps have now emerged in various EEOG's across all four designated groups, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>. Completing an ESR should assist Atlantica Mechanical Contractors Inc. in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on August 26, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Atlantica Mechanical Contractors Incorporated will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Atlantica Mechanical Contractors Incorporated continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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

From: Dobney, Alicia A <alicia.dobney@labour-travail.gc.ca>
Sent: August 9, 2018 10:22 AM
To: Dobney, Alicia A <alicia.dobney@labour-travail.gc.ca>
Subject: FW: Updated Work Force Report

A.

From: Clarke, Jane [<mailto:JClarke@atlanticacontractors.ca>]
Sent: July-03-18 9:33 AM
To: Dobney, Alicia A
Subject: Updated Work Force Report

Hi Alicia,

Find attached the revised Achievement Report – updated for the notes provided.

As mentioned in prior email and on the phone, I approach this not only from an availability point of view but a company/industry point of view. I understand now, the Analysis isn't looking for this information, but just to the current availability.

I have also added notes in the tab 8 as recommended.

I do still find the report extremely difficult to read and understand what to complete, the prior report was much easier.

Please review and advise if I have missed anything.

Regards,

Jane Clarke, CMA, CPA
VP Finance, Atlantica.
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