Federal Contractors Program

Labour Program

Ressources humaines et Skills Development Canada Développement des compétences Canada

OFFICIAL USE ONLY Agreement N°:

s.19(1)

s.24(1)

Agreement to Implement Employment Equity

| ✓ New Agreement | | | | |
|--|--|--|---|-------------------------|
| Revised Agreement | | | | |
| | ORGANIZATION | | ······ | |
| Legal Name of Organization | ONGANIZATION | Parent company I | ls located outsid | le Canada |
| Averna Technologies Inc. | | , avenue e inpany | o iocaica caici | · |
| | | | Yes | ✓ No |
| Operating Name (if different from Legal Name of Organization) | | Procurement Bu | siness Numbe | г |
| N/A | | | | |
| | | Total number of e | | nada 193 |
| Organization's North American Industry Classification System (| NAICS) Code Nº | (Full-Time/Part-Ti | | G Code Number please |
| 541330 - Engineering Services | • | visit: http://www.s norme/nalcs-sciar | tatcan.gc.ca/su | bjects-sujets/standard- |
| Official transfer and the second seco | OST TO THE RESIDENCE OF THE PARTY OF THE PAR | | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | |
| Official use only (if information above is incorrect) Procurement Business Number Total | al number of employees in Oss | 42 | To | |
| Total enter it business number | al number of employees in Cana | lda . | Organization's | NAICS Gode No |
| | HEAD OFFICE | | | |
| Address (building number, street, suite, etc.) | City | | Province | Postal Code |
| 87 Prince Street | Montreal | | Quebec | H3C 2M7 |
| | Telephone Numb | | Fax Number | 2520 |
| | 514-842-75 | 11 | 514-842- | -7573 |
| | OYMENT EQUITY CON | TACT | | |
| Name (print) Kalina Morin | Title Director of | human capita | al | |
| Telephone Number 514-842-7577 x509 | E-mail Address | n@averna.com | | |
| | Kailia.moli | neaverna.com | | |
| The above and according to | CERTIFICATION | | · · · · · · · · · · · · · · · · · · · | |
| The above-named organization: • having a combined workforce of 100 or more permandary. | ent full-time nermanent nart | time and temperar | u omnlovoca | havila a viante d |
| 12 weeks or more in Canada, AND | ont rail-time, permanent part | -une and temporar | y employees | naving worked |
| intending to bid on, or being in receipt of, a federal go Supply Arrangement, valued at \$1,000,000 or more (in | vernment goods or services | contract, standing | offer or contra | ct issued under a |
| Hereby certifies its commitment to implement or maintain | employment equity on an or | -going basis, beyon | nd the period | of the procurement |
| nstrument, in keeping with the Federal Contractors Progr please refer to: <u>http://www.hrsdc.gc.ca/eng/labour/equality</u> | ram requirements, For more | information on how | to implement | employment equity |
| | | | | |
| mportant note: If an audit of the Agreement to Implemer he procurement instrument(s) with the Government of Ca | nt Employment Equity uncov nada may be terminated. | ers misrepresentati | on on the par | t of the organization, |
| | SIGNATORY | | | |
| NOTE: The signatory must be the Chief Executive Officer contract on behalf of the organization. | | n an executive posi | tion with legal | authority to sign a |
| lame (print) | Title | | | |
| rançois Rainville | Vice-Presid | ent of Sales | | • |
| elephone Number | E-mail Address | i need 3.3 n. 0 n. n. n. | | |
| | Date Trancois, ra | inville@avern | a.com | |
| | | | | |
| | 2014/03/25 | | | |
| RE | TURN INSTRUCTIONS | | | |
| MPORTANT | | | | |
| The original copy of the signed Agreement to Imple | ament Employment Emile | form much ! | 4 6a 6lea 1 1 | and Dungerson |
| at: (819) 953-8768 or by e-mail at: <u>ee-eme@hrsdc-r</u> | hdcc.gc.ca <u>hdcc.gc.ca</u> | rorm must be sen | it to the Labo | ur Program fax, |



FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2015-02-03 to 2018-03-28

Province Census Metropolitan Areas Permanent Permanent **Total Number** Permanent Permanent **Total Number Temporary** Temporary Full-time Part-time of Employees of Employees **Full-time** Part-time 2 0 Ontario 0 2 Montréal 140 3 0 143 Ottawa -3 141 0 144 Québec 2 0 0 2 Gatineau Kitchener -146 Total Employees in Canada Cambridge -1 0 0 1 Waterloo 146 Total Employees in Canada

GEOGRAPHICAL AREAS

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

Employment and Social Emploi et Développement Development Canada social Canada

Averna Technologies Inc. (certificate # 050621)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-02-03 to 2018-03-28

| Occupational Group | | | All Employee: | | | original Peop | | | ns with Disa | | | s of Visible N | |
|------------------------------------|-------|-----------------|---------------|-----------------|-----------------|---------------|-----------------|-----------------|---------------|------------------|------------------|----------------|------------------|
| Salary Range Col. 1 | QTR | Total Col. 2 | Men Col. 3 | Women Col. 4 | Total Col. 5 | Men Col. 6 | Women Col. 7 | Total Col. 8 | Men Col. 9 | Women Col. 10 | Total Col. 11 | Men Col. 12 | Women Col. 13 |
| Senior Managers | 4 | | | | | | | | | | | | |
| Top Range: Under \$5,000 | 3 | | | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 5 | 3 | 2 | | | | | | | | | |
| | Total | 5 | 3 | 2 | | | | | | | | | |
| Middle and Other Managers | 4 | 1 | 1 | | | | | | | | | | |
| Top Range: \$100,000 and over | 3 | 1 | 1 | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 13 | 10 | 3 | | | | | | | | | |
| | Total | 15 | 12 | 3 | | | | | | | | | |
| Professionals | 4 | 5 | 5 | | | | | | | | | | |
| Top Range: \$ 95,000 - \$99,999 | 3 | 3 | 3 | | | | | | | | 1 | 1 | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 82 | 64 | 18 | 2 | 2 | | 1 | 1 | | 9 | 5 | 4 |
| | Total | 90 | 72 | 18 | 2 | 2 | | 1 | 1 | | 10 | 6 | 4 |
| Semi-Professionals and Technicians | 4 | 2 | 2 | | | | | | | | 2 | 2 | |
| Top Range: \$ 45,000 - \$49,999 | 3 | | | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 7 | 6 | 1 | 1 | | 1 | 1 | 1 | | 4 | 3 | 1 |
| | Total | 9 | 8 | 1 | 1 | | 1 | 1 | 1 | | 6 | 5 | 1 |

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Employment and Social Emploi et Développement
Development Canada social Canada

Averna Technologies Inc. (certificate # 050621)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-02-03 to 2018-03-28

| Occupational Group | | | All Employee: | | | original Peo _l | | | ons with Disa | bilities | | s of Visible N | |
|--|-------|-----------------|---------------|-----------------|-----------------|---------------------------|-----------------|-----------------|---------------|------------------|------------------|----------------|------------------|
| Salary Range Col. 1 | QTR | Total Col. 2 | Men Col. 3 | Women Col. 4 | Total Col. 5 | Men Col. 6 | Women Col. 7 | Total Col. 8 | Men Col. 9 | Women Col. 10 | Total Col. 11 | Men Col. 12 | Women Col. 13 |
| Administrative and Senior Clerical Personnel | 4 | | | | | | | | | | | | |
| Top Range: Under \$5,000 | 3 | | | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 7 | 1 | 6 | 1 | | 1 | | | | 2 | | 2 |
| | Total | 7 | 1 | 6 | 1 | | 1 | | | | 2 | | 2 |
| Skilled Sales and Service Personnel | 4 | | | | | | | | | | | | |
| Top Range: \$ 50,000 - \$54,999 | 3 | | | | | | | | | | | | |
| Bottom Range: \$ 50,000 - \$54,999 | 2 | | | | | | | | | | | | |
| | 1 | 1 | 1 | | | | | | | | | | |
| | Total | 1 | 1 | | | | | | | | | | |
| Clerical Personnel | 4 | 1 | | 1 | | | | | | | 1 | | 1 |
| Top Range: \$ 50,000 - \$54,999 | 3 | | | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 12 | 4 | 8 | 1 | | 1 | 1 | 1 | | 6 | 1 | 5 |
| | Total | 13 | 4 | 9 | 1 | | 1 | 1 | 1 | | 7 | 1 | 6 |
| Semi-Skilled Manual Workers | 4 | | | | | | | | | | | | |
| Top Range: Under \$5,000 | 3 | | | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 2 | 2 | | | | | | | | 1 | 1 | |
| | Total | 2 | 2 | | | | | | | | 1 | 1 | |

Page 2 of 4 Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-02-03 to 2018-03-28

| Occupational Group | | , | All Employees | S | Ab | original Peop | oles | Perso | ons with Disa | bilities | Member | s of Visible M | linorities |
|-----------------------------------|-------|--------|---------------|--------|--------|---------------|--------|--------|---------------|----------|---------|----------------|------------|
| Salary Range | QTR | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| Col. 1 | | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 | Col. 13 |
| Other Sales and Service Personnel | 4 | | | | | | | | | | | | |
| Top Range: Under \$5,000 | 3 | | | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 1 | 1 | | | | | | | | | | |
| | Total | 1 | 1 | | | | | | | | | | |
| Total Number of Employees | | 143 | 104 | 39 | 5 | 2 | 3 | 3 | 3 | | 26 | 13 | 13 |

Canada

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2015-02-03 to 2018-03-28

| Occupational Group | | A | All Employee | S | Ab | original Peop | oles | Perso | ns with Disa | bilities | Member | s of Visible N | /linorities |
|------------------------------------|-------|-----------------|---------------|-----------------|-----------------|---------------|-----------------|-----------------|---------------|------------------|------------------|----------------|------------------|
| Salary Range Col. 1 | QTR | Total Col. 2 | Men Col. 3 | Women Col. 4 | Total Col. 5 | Men Col. 6 | Women Col. 7 | Total Col. 8 | Men Col. 9 | Women Col. 10 | Total Col. 11 | Men Col. 12 | Women Col. 13 |
| Professionals | 4 | | | | | | | | | | | | |
| Top Range: \$ 15,000 - \$19,999 | 3 | | | | | | | | | | | | |
| Bottom Range: \$ 15,000 - \$19,999 | 2 | | | | | | | | | | | | |
| | 1 | 1 | 1 | | | | | | | | | | |
| | Total | 1 | 1 | | | | | | | | | | |
| Clerical Personnel | 4 | 1 | 1 | | | | | | | | | | |
| Top Range: \$ 20,000 - \$24,999 | 3 | | | | | | | | | | | | |
| Bottom Range: Under \$5,000 | 2 | | | | | | | | | | | | |
| | 1 | 1 | | 1 | | | | | | | 1 | | 1 |
| | Total | 2 | 1 | 1 | | | | | | | 1 | | 1 |
| Total Number of Employees | - | 3 | 2 | 1 | | | | | | | 1 | | 1 |

Canada

Form 2 B

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2015-02-03 to 2018-03-28

| | | All Employees | | A | boriginal Peopl | es | Pers | ons with Disab | ilities | Membe | rs of Visible Mi | norities |
|---------------------------|--------|---------------|--------|--------|-----------------|--------|--------|----------------|---------|---------|------------------|----------|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 |
| Under \$15,000 | 129 | 91 | 38 | 5 | 2 | 3 | 3 | 3 | | 22 | 10 | 12 |
| \$ 45,000 - \$49,999 | 2 | 2 | | | | | | | | 2 | 2 | |
| \$ 50,000 - \$59,999 | 2 | 1 | 1 | | | | | | | 1 | | 1 |
| \$ 60,000 - \$69,999 | 2 | 2 | | | | | | | | | | |
| \$ 70,000 - \$84,999 | 2 | 2 | | | | | | | | 1 | 1 | |
| \$ 85,000 - \$99,999 | 5 | 5 | | | | | | | | | | |
| \$100,000 and over | 1 | 1 | | | | | | | | | | |
| Total Number of Employees | 143 | 104 | 39 | 5 | 2 | 3 | 3 | 3 | | 26 | 13 | 13 |

Canada

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

Reporting Period 2015-02-03 to 2018-03-28

| | | All Employees | i | А | boriginal Peopl | es | Pers | ons with Disab | oilities | Membe | rs of Visible Mi | inorities |
|---------------------------|--------|---------------|--------|--------|-----------------|--------|--------|----------------|----------|---------|------------------|-----------|
| Salary Range | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 |
| Under \$5,000 | 1 | | 1 | | | | | | | 1 | | 1 |
| \$ 15,000 - \$17,499 | 1 | 1 | | | | | | | | | | |
| \$ 22,500 - \$24,999 | 1 | 1 | | | | | | | | | | |
| Total Number of Employees | 3 | 2 | 1 | | | | | | | 1 | | 1 |

Canada

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

| | | All Employees | | Al | ooriginal Peop | es | Pers | ons with Disab | ilities | Membe | rs of Visible Mi | norities |
|---|--------|---------------|--------|--------|----------------|--------|--------|----------------|---------|---------|------------------|----------|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 |
| Senior Managers | 3 | 1 | 2 | | | | | | | | | |
| Middle and Other Managers | 9 | 6 | 3 | | | | | | | | | |
| Professionals | 51 | 42 | 9 | | | | | | | 4 | 2 | 2 |
| Semi-Professionals and Technicians | 4 | 4 | | | | | | | | 1 | 1 | |
| Supervisors: Crafts and Trades | 1 | 1 | | | | | | | | | | |
| Administrative and Senior Clerical Personnel | 7 | 1 | 6 | | | | | | | 1 | | 1 |
| Clerical Personnel | 15 | 6 | 9 | 1 | | 1 | 1 | 1 | | 5 | 1 | 4 |
| Semi-Skilled Manual Workers | 1 | 1 | | | | | | | | 1 | 1 | |
| Total Number of Employees Hired | 91 | 62 | 29 | 1 | | 1 | 1 | 1 | | 12 | 5 | 7 |

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

| | , | | | | | es | Pers | ons with Disab | ilities | Membe | rs of Visible Mi | norities |
|---------------------------------|---|--------|--------|--------|--------|--------|--------|----------------|---------|---------|------------------|----------|
| Occupational Group | | | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 |
| Clerical Personnel | 1 | | 1 | | | | | | | 1 | | 1 |
| Total Number of Employees Hired | 1 | | 1 | | | | | | | 1 | | 1 |

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

| | Employ | ees promoted (| (Employees pro | moted during | the year are to | be reported or | nly in the occup | ational groups | in which or to | which they hav | e been last pro | moted.) |
|------------------------------------|--------|----------------|----------------|--------------|-----------------|----------------|------------------|----------------|----------------|----------------|-----------------|-----------|
| Occupational Croup | | All Employees | | A | boriginal Peopl | es | Pers | ons with Disab | oilities | Membe | rs of Visible M | inorities |
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 |
| Senior Managers | 2 | 1 | 1 | | | | | | | | | |
| Middle and Other Managers | 2 | 1 | 1 | | | | | | | | | |
| Professionals | 4 | 1 | 3 | | | | | | | 1 | | 1 |
| Clerical Personnel | 2 | 1 | 1 | | | | | | | 1 | 1 | |
| Total Number of Employees Promoted | 10 | 4 | 6 | | | | | | | 2 | 1 | 1 |
| Total Number of Promotions | 10 | 4 | 6 | | | | | | | 2 | 1 | 1 |

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

| | | All Employees | | Al | original Peopl | es | Pers | ons with Disab | oilities | Membe | rs of Visible Mi | norities |
|---|--------|---------------|--------|--------|----------------|--------|--------|----------------|----------|---------|------------------|----------|
| Occupational Group | Total | Men | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 |
| Senior Managers | 4 | 3 | 1 | | | | | | | | | |
| Middle and Other Managers | 8 | 7 | 1 | | | | | | | | | |
| Professionals | 65 | 52 | 13 | 1 | 1 | | | | | 5 | 3 | 2 |
| Semi-Professionals and Technicians | 5 | 5 | | | | | | | | 2 | 2 | |
| Supervisors: Crafts and Trades | 1 | 1 | | | | | | | | | | |
| Administrative and Senior Clerical Personnel | 5 | | 5 | | | | | | | | | |
| Clerical Personnel | 15 | 7 | 8 | 1 | 1 | | | | | 2 | 1 | 1 |
| Semi-Skilled Manual Workers | 1 | 1 | | | | | | | | 1 | 1 | |
| Total Number of Employees Terminated | 104 | 76 | 28 | 2 | 2 | | | | | 10 | 7 | 3 |

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / National

| | All Employees Occupational Group Total Men V | | | | | es | Pers | ons with Disab | ilities | Membe | rs of Visible Mi | inorities |
|--------------------------------------|--|--------|--------|--------|--------|--------|--------|----------------|---------|---------|------------------|-----------|
| Occupational Group | | | Women | Total | Men | Women | Total | Men | Women | Total | Men | Women |
| | Col. 1 | Col. 2 | Col. 3 | Col. 4 | Col. 5 | Col. 6 | Col. 7 | Col. 8 | Col. 9 | Col. 10 | Col. 11 | Col. 12 |
| Professionals | 1 | 1 | | | | | | | | 1 | 1 | |
| Total Number of Employees Terminated | 1 | 1 | | | | | | | | 1 | 1 | |

Workforce Analysis - Detailed Report

Date: 2018-03-29

Women

| Employment Equity Occupational Group | Internal Location | All Employees | Repres | sentation | Avail | ability | Gap | Recruitment Area |
|--|-------------------|---------------|--------|-----------|--------|---------|-----|------------------|
| | | # | # | % | % | # | # | |
| 01 : Senior Managers | National | 5 | 2 | 40.0 % | 27.4 % | 1 | 1 | National |
| 02 : Middle and Other Managers | National | 15 | 3 | 20.0 % | 38.9 % | 6 | -3 | National |
| 03 : Professionals | | 91 | 18 | 19.8 % | 23.1 % | 21 | -3 | |
| 1111 : Financial auditors and accountants | National | 6 | 4 | 66.7 % | 55.1 % | 3 | 1 | National |
| 1112 : Financial and investment analysts | National | 1 | 0 | 0.0 % | 50.1 % | 1 | -1 | National |
| 1121 : Human resources professionals | National | 2 | 2 | 100.0 % | 71.1 % | 1 | 1 | National |
| 1122 : Professional occupations in business management consulting | National | 5 | 4 | 80.0 % | 42.0 % | 2 | 2 | National |
| 1123 : Professional occupations in advertising, marketing and public relations | National | 2 | 2 | 100.0 % | 66.4 % | 1 | 1 | National |
| 2132 : Mechanical engineers | National | 2 | 0 | 0.0 % | 9.0 % | 0 | 0 | National |
| 2133 : Electrical and electronics engineers | National | 14 | 2 | 14.3 % | 11.3 % | 2 | 0 | National |
| 2148 : Other professional engineers, n.e.c. | National | 6 | 0 | 0.0 % | 15.8 % | 1 | -1 | National |
| 2171 : Information systems analysts and consultants | National | 1 | 0 | 0.0 % | 28.3 % | 0 | 0 | National |
| 2173 : Software engineers and designers | National | 34 | 2 | 5.9 % | 17.4 % | 6 | -4 | National |
| 2174 : Computer programmers and interactive media developers | National | 17 | 1 | 5.9 % | 17.9 % | 3 | -2 | National |
| 4112 : Lawyers and Quebec notaries | National | 1 | 1 | 100.0 % | 42.5 % | 0 | 1 | National |
| 04 : Semi-Professionals and Technicians | | 9 | 1 | 11.1 % | 15.2 % | 1 | 0 | |
| 2241 : Electrical and electronics engineering technologists and technicians | Québec | 4 | 0 | 0.0 % | 9.1 % | 0 | 0 | Québec |
| 2262 : Engineering inspectors and regulatory officers | Québec | 1 | 1 | 100.0 % | 22.8 % | 0 | 1 | Québec |
| 2281 : Computer network technicians | Québec | 1 | 0 | 0.0 % | 18.5 % | 0 | 0 | Québec |
| 2282 : User support technicians | Québec | 3 | 0 | 0.0 % | 19.6 % | 1 | -1 | Québec |
| 07 : Administrative and Senior Clerical Personnel | | 7 | 6 | 85.7 % | 80.8 % | 6 | 0 | |
| Employment Equity Occupational Group | Montréal | 7 | 6 | 85.7 % | 80.8 % | 6 | 0 | Montréal |
| 08 : Skilled Sales and Service Personnel | | 1 | 0 | 0.0 % | 29.1 % | 0 | 0 | |
| 6221 : Technical sales specialists - wholesale trade | Québec | 1 | 0 | 0.0 % | 29.1 % | 0 | 0 | Québec |



Workforce Analysis - Detailed Report

Date: 2018-03-29

Women

| | | | | | Women | | | |
|--|-------------------|---------------|--------|----------|--------|----------|-----|------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | entation | Avai | lability | Gap | Recruitment Area |
| | | # | # | % | % | # | # | |
| 10 : Clerical Personnel | | 15 | 10 | 66.7 % | 62.5 % | 9 | 1 | |
| Employment Equity Occupational Group | Montréal | 15 | 10 | 66.7 % | 62.5 % | 9 | 1 | Montréal |
| 12 : Semi-Skilled Manual Workers | | 2 | 0 | 0.0 % | 18.4 % | 0 | 0 | |
| Employment Equity Occupational Group | Montréal | 2 | 0 | 0.0 % | 18.4 % | 0 | 0 | Montréal |
| 13 : Other Sales and Service Personnel | | 1 | 0 | 0.0 % | 51.1 % | 1 | -1 | |
| Employment Equity Occupational Group | Montréal | 1 | 0 | 0.0 % | 51.1 % | 1 | -1 | Montréal |
| Total | | 146 | 40 | 27.4 % | 31.4 % | 45 | -5 | |

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-03-29

Aboriginal Peoples

| | | | | Aborig | | | | |
|--|-------------------|---------------|--------|-----------|--------------|---|-----|------------------|
| Employment Equity Occupational Group Internal Loca | Internal Location | All Employees | Repres | sentation | Availability | | Gap | Recruitment Area |
| | | # | # | % | % | # | # | |
| 01 : Senior Managers | National | 5 | 0 | 0.0 % | 2.9 % | 0 | 0 | National |
| 02 : Middle and Other Managers | National | 15 | 0 | 0.0 % | 2.2 % | 0 | 0 | National |
| 03 : Professionals | | 91 | 2 | 2.2 % | 0.9 % | 1 | 1 | |
| 1111 : Financial auditors and accountants | National | 6 | 0 | 0.0 % | 1.3 % | 0 | 0 | National |
| 1112 : Financial and investment analysts | National | 1 | 0 | 0.0 % | 0.9 % | 0 | 0 | National |
| 1121 : Human resources professionals | National | 2 | 0 | 0.0 % | 2.7 % | 0 | 0 | National |
| 1122 : Professional occupations in business management consulting | National | 5 | 0 | 0.0 % | 1.6 % | 0 | 0 | National |
| 1123 : Professional occupations in advertising, marketing and public relations | National | 2 | 0 | 0.0 % | 2.1 % | 0 | 0 | National |
| 2132 : Mechanical engineers | National | 2 | 0 | 0.0 % | 0.7 % | 0 | 0 | National |
| 2133 : Electrical and electronics engineers | National | 14 | 0 | 0.0 % | 0.7 % | 0 | 0 | National |
| 2148 : Other professional engineers, n.e.c. | National | 6 | 0 | 0.0 % | 1.0 % | 0 | 0 | National |
| 2171 : Information systems analysts and consultants | National | 1 | 0 | 0.0 % | 1.1 % | 0 | 0 | National |
| 2173 : Software engineers and designers | National | 34 | 2 | 5.9 % | 0.6 % | 0 | 2 | National |
| 2174 : Computer programmers and interactive media developers | National | 17 | 0 | 0.0 % | 1.0 % | 0 | 0 | National |
| 4112 : Lawyers and Quebec notaries | National | 1 | 0 | 0.0 % | 1.6 % | 0 | 0 | National |
| 04 : Semi-Professionals and Technicians | | 9 | 1 | 11.1 % | 0.9 % | 0 | 1 | |
| 2241 : Electrical and electronics engineering technologists and technicians | Québec | 4 | 0 | 0.0 % | 0.8 % | 0 | 0 | Québec |
| 2262 : Engineering inspectors and regulatory officers | Québec | 1 | 1 | 100.0 % | 0.0 % | 0 | 1 | Québec |
| 2281 : Computer network technicians | Québec | 1 | 0 | 0.0 % | 1.1 % | 0 | 0 | Québec |
| 2282 : User support technicians | Québec | 3 | 0 | 0.0 % | 1.3 % | 0 | 0 | Québec |
| 07 : Administrative and Senior Clerical Personnel | | 7 | 1 | 14.3 % | 0.7 % | 0 | 1 | |
| Employment Equity Occupational Group | Montréal | 7 | 1 | 14.3 % | 0.7 % | 0 | 1 | Montréal |
| 08 : Skilled Sales and Service Personnel | | 1 | 0 | 0.0 % | 1.0 % | 0 | 0 | |
| 6221 : Technical sales specialists - wholesale trade | Québec | 1 | 0 | 0.0 % | 1.0 % | 0 | 0 | Québec |



Workforce Analysis - Detailed Report

Date: 2018-03-29

Aboriginal Peoples

| | | | | Aboriç | ginal Peoples | ; | | |
|--|-------------------|---------------|--------|----------|---------------|---------|-----|------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | entation | Avail | ability | Gap | Recruitment Area |
| | | # | # | % | % | # | # | |
| 10 : Clerical Personnel | | 15 | 1 | 6.7 % | 0.8 % | 0 | 1 | |
| Employment Equity Occupational Group | Montréal | 15 | 1 | 6.7 % | 0.8 % | 0 | 1 | Montréal |
| 12 : Semi-Skilled Manual Workers | | 2 | 0 | 0.0 % | 0.9 % | 0 | 0 | |
| Employment Equity Occupational Group | Montréal | 2 | 0 | 0.0 % | 0.9 % | 0 | 0 | Montréal |
| 13 : Other Sales and Service Personnel | | 1 | 0 | 0.0 % | 0.8 % | 0 | 0 | |
| Employment Equity Occupational Group | Montréal | 1 | 0 | 0.0 % | 0.8 % | 0 | 0 | Montréal |
| Total | | 146 | 5 | 3.4 % | 1.1 % | 1 | 4 | |

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-03-29

Members of Visible Minorities

| | | | | Members o | | | | |
|--|-------------------|---------------|----|-----------|--------|---------|-----|------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | • | sentation | | ability | Gap | Recruitment Area |
| | | # | # | % | % | # | # | |
| 01 : Senior Managers | National | 5 | 0 | 0.0 % | 10.1 % | 1 | -1 | National |
| 02 : Middle and Other Managers | National | 15 | 0 | 0.0 % | 15.0 % | 2 | -2 | National |
| 03 : Professionals | | 91 | 10 | 11.0 % | 33.3 % | 30 | -20 | |
| 1111 : Financial auditors and accountants | National | 6 | 1 | 16.7 % | 27.5 % | 2 | -1 | National |
| 1112 : Financial and investment analysts | National | 1 | 0 | 0.0 % | 35.4 % | 0 | 0 | National |
| 1121 : Human resources professionals | National | 2 | 1 | 50.0 % | 14.1 % | 0 | 1 | National |
| 1122 : Professional occupations in business management consulting | National | 5 | 0 | 0.0 % | 21.6 % | 1 | -1 | National |
| 1123 : Professional occupations in advertising, marketing and public relations | National | 2 | 0 | 0.0 % | 16.9 % | 0 | 0 | National |
| 2132 : Mechanical engineers | National | 2 | 0 | 0.0 % | 28.6 % | 1 | -1 | National |
| 2133 : Electrical and electronics engineers | National | 14 | 3 | 21.4 % | 34.9 % | 5 | -2 | National |
| 2148 : Other professional engineers, n.e.c. | National | 6 | 0 | 0.0 % | 27.3 % | 2 | -2 | National |
| 2171 : Information systems analysts and consultants | National | 1 | 0 | 0.0 % | 31.4 % | 0 | 0 | National |
| 2173 : Software engineers and designers | National | 34 | 3 | 8.8 % | 40.5 % | 14 | -11 | National |
| 2174 : Computer programmers and interactive media developers | National | 17 | 2 | 11.8 % | 31.5 % | 5 | -3 | National |
| 1112 : Lawyers and Quebec notaries | National | 1 | 0 | 0.0 % | 12.5 % | 0 | 0 | National |
| 04 : Semi-Professionals and Technicians | | 9 | 6 | 66.7 % | 12.5 % | 1 | 5 | |
| 2241 : Electrical and electronics engineering technologists and technicians | Québec | 4 | 3 | 75.0 % | 9.5 % | 0 | 3 | Québec |
| 2262 : Engineering inspectors and regulatory officers | Québec | 1 | 1 | 100.0 % | 6.7 % | 0 | 1 | Québec |
| 2281 : Computer network technicians | Québec | 1 | 1 | 100.0 % | 13.1 % | 0 | 1 | Québec |
| 2282 : User support technicians | Québec | 3 | 1 | 33.3 % | 18.2 % | 1 | 0 | Québec |
| 77 : Administrative and Senior Clerical Personnel | | 7 | 2 | 28.6 % | 12.2 % | 1 | 1 | |
| Employment Equity Occupational Group | Montréal | 7 | 2 | 28.6 % | 12.2 % | 1 | 1 | Montréal |
| 08 : Skilled Sales and Service Personnel | | 1 | 0 | 0.0 % | 8.5 % | 0 | 0 | |
| 6221 : Technical sales specialists - wholesale trade | Québec | 1 | 0 | 0.0 % | 8.5 % | 0 | 0 | Québec |



Workforce Analysis - Detailed Report

Date: 2018-03-29

Members of Visible Minorities

| | | | | Members o | of Visible Mind | orities | | |
|--|-------------------|---------------|--------|-----------|-----------------|----------|-----|------------------|
| Employment Equity Occupational Group | Internal Location | All Employees | Repres | entation | Avail | lability | Gap | Recruitment Area |
| | | # | # | % | % | # | # | |
| 10 : Clerical Personnel | | 15 | 8 | 53.3 % | 17.4 % | 3 | 5 | |
| Employment Equity Occupational Group | Montréal | 15 | 8 | 53.3 % | 17.4 % | 3 | 5 | Montréal |
| 12 : Semi-Skilled Manual Workers | | 2 | 1 | 50.0 % | 22.7 % | 0 | 1 | |
| Employment Equity Occupational Group | Montréal | 2 | 1 | 50.0 % | 22.7 % | 0 | 1 | Montréal |
| 13 : Other Sales and Service Personnel | | 1 | 0 | 0.0 % | 24.3 % | 0 | 0 | |
| Employment Equity Occupational Group | Montréal | 1 | 0 | 0.0 % | 24.3 % | 0 | 0 | Montréal |
| Total | | 146 | 27 | 18.5 % | 26.3 % | 38 | -11 | |

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-03-29

Persons with Disabilities

| Employment Equity Occupational Group | Internal Location | All Employees | Repres | sentation | Avail | ability | Gap | Recruitment Area |
|---|-------------------|---------------|--------|-----------|-------|---------|-----|------------------|
| | | # | # | % | % | # | # | |
| 01/02 : Managers | National | 20 | 0 | 0.0 % | 4.3 % | 1 | -1 | National |
| 03 : Professionals | National | 91 | 1 | 1.1 % | 3.8 % | 3 | -2 | National |
| 04 : Semi-Professionals and Technicians | National | 9 | 1 | 11.1 % | 4.6 % | 0 | 1 | National |
| 07 : Administrative and Senior Clerical Personnel | National | 7 | 0 | 0.0 % | 3.4 % | 0 | 0 | National |
| 08 : Skilled Sales and Service Personnel | National | 1 | 0 | 0.0 % | 3.5 % | 0 | 0 | National |
| 10 : Clerical Personnel | National | 15 | 1 | 6.7 % | 7.0 % | 1 | 0 | National |
| 12 : Semi-Skilled Manual Workers | National | 2 | 0 | 0.0 % | 4.8 % | 0 | 0 | National |
| 13 : Other Sales and Service Personnel | National | 1 | 0 | 0.0 % | 6.3 % | 0 | 0 | National |
| | | | | | | | | |
| Total | | 146 | 3 | 2.1 % | 4.3 % | 5 | -2 | |

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-03-29

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

| Employment Equity Occupational Group | Perform Analysis By | Recruitment Area |
|---|---------------------|------------------|
| 01 : Senior Managers | EEOG | National |
| 02 : Middle and Other Managers | EEOG | National |
| 03 : Professionals | NOC | National |
| 04 : Semi-Professionals and Technicians | NOC | Provincial |
| 06 : Supervisors: Crafts and Trades | NOC | Provincial |
| 07 : Administrative and Senior Clerical Personnel | EEOG | CMA |
| 08 : Skilled Sales and Service Personnel | NOC | Provincial |
| 10 : Clerical Personnel | EEOG | CMA |
| 12 : Semi-Skilled Manual Workers | EEOG | CMA |
| 13 : Other Sales and Service Personnel | EEOG | CMA |



Workforce Analysis - Detailed Report

Date: 2018-03-29

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 |
| 08 : Skilled Sales and Service Personnel | EEOG | National |
| 10 : Clerical Personnel | EEOG | National |
| 12 : Semi-Skilled Manual Workers | EEOG | National |
| 13 : Other Sales and Service Personnel | EEOG | National |



Workforce Analysis - Summary Report

Date: 2018-03-29

Women

| | | | | Women | | | |
|---|---------------|--------|-----------|--------|----------|-----|--|
| Employment Equity Occupational Group | All Employees | Repres | sentation | Avai | lability | Gap | |
| | # | # | % | % | # | # | |
| 01 : Senior Managers | 5 | 2 | 40.0 % | 27.4 % | 1 | 1 | |
| 02 : Middle and Other Managers | 15 | 3 | 20.0 % | 38.9 % | 6 | -3 | |
| 03 : Professionals | 91 | 18 | 19.8 % | 23.1 % | 21 | -3 | |
| 04 : Semi-Professionals and Technicians | 9 | 1 | 11.1 % | 15.2 % | 1 | 0 | |
| 07 : Administrative and Senior Clerical Personnel | 7 | 6 | 85.7 % | 80.8 % | 6 | 0 | |
| 08 : Skilled Sales and Service Personnel | 1 | 0 | 0.0 % | 29.1 % | 0 | 0 | |
| 10 : Clerical Personnel | 15 | 10 | 66.7 % | 62.5 % | 9 | 1 | |
| 12 : Semi-Skilled Manual Workers | 2 | 0 | 0.0 % | 18.4 % | 0 | 0 | |
| 13 : Other Sales and Service Personnel | 1 | 0 | 0.0 % | 51.1 % | 1 | -1 | |
| Total | 146 | 40 | 27.4 % | 31.4 % | 45 | -5 | |



Workforce Analysis - Summary Report

Date: 2018-03-29

Aboriginal Peoples

| Aboriginal Peoples | | | | | | | |
|---|---------------|--------|----------|--------|---------|-----|--|
| Employment Equity Occupational Group | All Employees | Repres | entation | Avail | ability | Gap | |
| | # | # | % | % | # | # | |
| 01 : Senior Managers | 5 | 0 | 0.0 % | 2.9 % | 0 | 0 | |
| 02 : Middle and Other Managers | 15 | 0 | 0.0 % | 2.2 % | 0 | 0 | |
| 03 : Professionals | 91 | 2 | 2.2 % | 0.9 % | 1 | 1 | |
| 04 : Semi-Professionals and Technicians | 9 | 1 | 11.1 % | 0.9 % | 0 | 1 | |
| 07 : Administrative and Senior Clerical Personnel | 7 | 1 | 14.3 % | 0.7 % | 0 | 1 | |
| 08 : Skilled Sales and Service Personnel | 1 | 0 | 0.0 % | 1.0 % | 0 | 0 | |
| 10 : Clerical Personnel | 15 | 1 | 6.7 % | 0.8 % | 0 | 1 | |
| 12 : Semi-Skilled Manual Workers | 2 | 0 | 0.0 % | 0.9 % | 0 | 0 | |
| 13 : Other Sales and Service Personnel | 1 | 0 | 0.0 % | 0.8 % | 0 | 0 | |
| Table | 440 | | 0.40/ | 4.4.0/ | | | |
| Total | 146 | 5 | 3.4 % | 1.1 % | 1 | 4 | |



Workforce Analysis - Summary Report

Date: 2018-03-29

Members of Visible Minorities

| | | | Members o | of Visible Min | orities | |
|---|---------------|----|-----------|----------------|----------|-----|
| Employment Equity Occupational Group | All Employees | | entation | Avai | lability | Gap |
| | # | # | % | % | # | # |
| 01 : Senior Managers | 5 | 0 | 0.0 % | 10.1 % | 1 | -1 |
| 02 : Middle and Other Managers | 15 | 0 | 0.0 % | 15.0 % | 2 | -2 |
| 03 : Professionals | 91 | 10 | 11.0 % | 33.3 % | 30 | -20 |
| 04 : Semi-Professionals and Technicians | 9 | 6 | 66.7 % | 12.5 % | 1 | 5 |
| 07 : Administrative and Senior Clerical Personnel | 7 | 2 | 28.6 % | 12.2 % | 1 | 1 |
| 08 : Skilled Sales and Service Personnel | 1 | 0 | 0.0 % | 8.5 % | 0 | 0 |
| 10 : Clerical Personnel | 15 | 8 | 53.3 % | 17.4 % | 3 | 5 |
| 12 : Semi-Skilled Manual Workers | 2 | 1 | 50.0 % | 22.7 % | 0 | 1 |
| 13 : Other Sales and Service Personnel | 1 | 0 | 0.0 % | 24.3 % | 0 | 0 |
| Table | | | 10.5.0/ | 20.0.07 | | |
| Total | 146 | 27 | 18.5 % | 26.3 % | 38 | -11 |



Workforce Analysis - Summary Report

Date: 2018-03-29

Persons with Disabilities

| | | | Persons | with Disabilit | ties | | |
|---|---------------|--------|----------|----------------|---------|-----|--|
| Employment Equity Occupational Group | All Employees | Repres | entation | Avail | ability | Gap | |
| | # | # | % | % | # | # | |
| 01/02 : Managers | 20 | 0 | 0.0 % | 4.3 % | 1 | -1 | |
| 03 : Professionals | 91 | 1 | 1.1 % | 3.8 % | 3 | -2 | |
| 04 : Semi-Professionals and Technicians | 9 | 1 | 11.1 % | 4.6 % | 0 | 1 | |
| 07 : Administrative and Senior Clerical Personnel | 7 | 0 | 0.0 % | 3.4 % | 0 | 0 | |
| 08 : Skilled Sales and Service Personnel | 1 | 0 | 0.0 % | 3.5 % | 0 | 0 | |
| 10 : Clerical Personnel | 15 | 1 | 6.7 % | 7.0 % | 1 | 0 | |
| 12 : Semi-Skilled Manual Workers | 2 | 0 | 0.0 % | 4.8 % | 0 | 0 | |
| 13 : Other Sales and Service Personnel | 1 | 0 | 0.0 % | 6.3 % | 0 | 0 | |
| Total | 146 | 3 | 2.1 % | 4.3 % | 5 | -2 | |



Workforce Analysis - Summary Report

Date: 2018-03-29

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

| Employment Equity Occupational Group | Perform Analysis By | Recruitment Area |
|---|---------------------|------------------|
| 01 : Senior Managers | EEOG | National |
| 02 : Middle and Other Managers | EEOG | National |
| 03 : Professionals | NOC | National |
| 04 : Semi-Professionals and Technicians | NOC | Provincial |
| 06 : Supervisors: Crafts and Trades | NOC | Provincial |
| 07 : Administrative and Senior Clerical Personnel | EEOG | CMA |
| 08 : Skilled Sales and Service Personnel | NOC | Provincial |
| 10 : Clerical Personnel | EEOG | CMA |
| 12 : Semi-Skilled Manual Workers | EEOG | CMA |
| 13 : Other Sales and Service Personnel | EEOG | СМА |



Workforce Analysis - Summary Report

Date: 2018-03-29

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 |
| 08 : Skilled Sales and Service Personnel | EEOG | National |
| 10 : Clerical Personnel | EEOG | National |
| 12 : Semi-Skilled Manual Workers | EEOG | National |
| 13 : Other Sales and Service Personnel | EEOG | National |



Part 1: Workforce Analysis

Averna Technologies Inc.

[Date: 2019-03-28]

Data from First/Previous Workforce Analysis

| Data II om Sui | Analysis | ent workloree |
|----------------|----------|---------------|
| ↓ · | Ţ | Ţ |

| Data from Fi | rst/Previous Work | force Analysis |
|--------------|-------------------|-----------------|
| Data Hom Fr | istrictions work | oree renary sis |
| YYYY | MM | DD |
| 2015 | 03 | 16 |

| Data from Subse | quent/Current Wo | rkforce Analysis |
|-----------------|------------------|------------------|
| YYYY | MM | DD |
| 2018 | 03 | 29 |

| | | , | Гable 1: Womer | 1 |
|-------|--|---------------|------------------|---------------|
| | | First/Pr | evious Workforce | Analysis |
| Emple | yment Equity Occupational Group (EEOG) | All Employees | Wor | men |
| Embic | yment Equity Occupational Group (EEOG) | | Representation | Availability* |
| | | # | # | % |
| 01 | Senior Managers | 5 | 2 | 27.40 |
| 02 | Middle & Other Managers | 7 | 1 | 38.90 |
| 03 | Professionals | 89 | 18 | 22.70 |
| 04 | Semi-Professionals & Technicians | 12 | 1 | 12.80 |
| 05 | Supervisors | 1 | 1 | 50.80 |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.00 |
| 07 | Administrative & Senior Clerical Personnel | 5 | 5 | 80.80 |
| 08 | Skilled Sales & Service Personnel | 1 | 0 | 29.10 |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.00 |
| 10 | Clerical Personnel | 11 | 8 | 62.50 |
| 11 | Intermediate Sales & Service Personnel | 0 | 0 | 0.00 |
| 12 | Semi-Skilled Manual Workers | 0 | 0 | 0.00 |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.00 |
| 14 | Other Manual Workers | 0 | 0 | 0.00 |
| Total | | 131 | 36 | 28.7 |

| • | <u> Fable 5: Women</u> | |
|---------------|------------------------|---------------|
| Subsequent | /Current Workford | e Analysis |
| All Employees | Won | ien |
| | Representation | Availability* |
| # | # | % |
| 5 | 2 | 27.40 |
| 15 | 3 | 38.90 |
| 91 | 18 | 23.10 |
| 9 | 1 | 15.20 |
| 0 | 0 | 0.00 |
| 0 | 0 | 0.00 |
| 7 | 6 | 80.00 |
| 1 | 0 | 29.10 |
| 0 | 0 | 0.00 |
| 15 | 10 | 62.50 |
| 0 | 0 | 0.00 |
| 2 | 0 | 18.40 |
| 1 | 0 | 51.10 |
| 0 | 0 | 0.00 |
| 146 | 40 | 0.0 |

| * Source: | | |
|-----------|--|--|
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|---|---|---|---|---|---|---|--|---|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|---|-------|---|---|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|--|--|---|---|---|---|---|---|---|---|---|--|---|--|---|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | 8 | 8 | | 3 | 8 | | | | | | | | | | | | | | | | | | | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | Š | Š | 8 | 8 | | | | | | | | | | | | 8 | 8 | 8 | 8 | 8 | 8 | 3 | 8 | 8 | | 8 | | 8 | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | 00000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Part 1: Workforce Analysis

Averna Technologies Inc.

[Date: 2019-03-28]

Data from First/Previous Workforce Analysis

| 2015 | 03 | 16 |
|--------------|-------------------|----------------|
| YYYY | MM | DD |
| Data from Fi | rst/Previous Work | force Analysis |

Data from Subsequent/Current Workforce Analysis

| VVVV | equent/Current Wo | DD |
|------|-------------------|----|
| 2018 | 03 | 29 |

| | | Table 2: Aboriginal Peoples First/Previous Workforce Analysis | | | | | | | | | | |
|-------|--|---|----------------|--------------------|--|--|--|--|--|--|--|--|
| Emplo | were and Equity Occupational Crown (EEOC) | All Employees | | Aboriginal Peoples | | | | | | | | |
| Empio | yment Equity Occupational Group (EEOG) | | Representation | Availability* | | | | | | | | |
| | | # | # | % | | | | | | | | |
| 01 | Senior Managers | 5 | 0 | 2.90 | | | | | | | | |
| 02 | Middle & Other Managers | 7 | 0 | 2.20 | | | | | | | | |
| 03 | Professionals | 89 | 2 | 1.00 | | | | | | | | |
| 04 | Semi-Professionals & Technicians | 12 | 1 | 0.90 | | | | | | | | |
| 05 | Supervisors | 1 | 0 | 0.80 | | | | | | | | |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.00 | | | | | | | | |
| 07 | Administrative & Senior Clerical Personnel | 5 | 0 | 0.70 | | | | | | | | |
| 08 | Skilled Sales & Service Personnel | 1 | 0 | 1.00 | | | | | | | | |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.00 | | | | | | | | |
| 10 | Clerical Personnel | 11 | 1 | 0.80 | | | | | | | | |
| 11 | Intermediate Sales & Service Personnel | 0 | 0 | 0.00 | | | | | | | | |
| 12 | Semi-Skilled Manual Workers | 0 | 0 | 0.00 | | | | | | | | |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.00 | | | | | | | | |
| 14 | Other Manual Workers | 0 | 0 | 0.00 | | | | | | | | |
| Total | | 131 | 4 | 1.1 | | | | | | | | |

| Table 6: Aboriginal Peoples | | | | | | | | |
|---------------------------------------|----------------|---------------|--|--|--|--|--|--|
| Subsequent/Current Workforce Analysis | | | | | | | | |
| All Employees Aboriginal Peoples | | | | | | | | |
| | Representation | Availability* | | | | | | |
| # | # | % | | | | | | |
| 5 | 0 | 2.9 | | | | | | |
| 15 | 0 | 2.2 | | | | | | |
| 91 | 2 | 0.9 | | | | | | |
| 9 | 1 | 0.9 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 7 | 1 | 0.7 | | | | | | |
| 1 | o | 1.0 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 15 | 1 | 0.8 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 2 | 0 | 0.9 | | | | | | |
| 1 | 0 | 0.8 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 146 | 5 | 0.0 | | | | | | |

| * Sour | ce: | | |
|--------|-----|--|--|
| 0 | | | |

| * Source: | |
|-----------|--|
| 0 | |

Part 1: Workforce Analysis

Averna Technologies Inc.

[Date: 2019-03-28]

Data from First/Previous Workforce Analysis

| 2015 | 02 | טט 16 |
|--------------|-------------------|----------------|
| Data from Fi | rst/Previous Work | force Analysis |

Data from Subsequent/Current Workforce Analysis

| 2018 | 03 | 29 |
|-----------------|-------------------|------------------|
| YYYY | MM | DD |
| Data from Subse | equent/Current Wo | rkforce Analysis |

| | l | a | I | e | | 3 | : | 1 | ٧ | 1 | e | I | n | l. | 0 | € | 1 | ľ | Š | (|) | t | | ٧ | S | l | b | 1 | e | ١ | 1 | Ì | n | (|) | ľ | Ì | tì | ŧ | :5 | j | |
|--|---|---|---|---|---|---|---|---|----|---|---|---|---|----|---|---|---|---|---|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|---|----|---|--|
| | | | | | - | | | 7 | /1 | | | | | i. | | | | | | ., | | | ï | W | | | | | Ā | | W | | | | | | | | | | | |

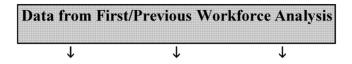
| | | First/Previous Workforce Analysis | | | | | | | | | | |
|-------|--|-----------------------------------|----------------|------------------|--|--|--|--|--|--|--|--|
| Emplo | rement Equity Occupational Crown (EEOC) | All Employees | Members of Vis | sible Minorities | | | | | | | | |
| Embio | yment Equity Occupational Group (EEOG) | | Representation | Availability* | | | | | | | | |
| | | # | # | % | | | | | | | | |
| 01 | Senior Managers | 5 | 0 | 10.10 | | | | | | | | |
| 02 | Middle & Other Managers | 7 | 0 | 15.00 | | | | | | | | |
| 03 | Professionals | 89 | 10 | 32.50 | | | | | | | | |
| 04 | Semi-Professionals & Technicians | 12 | 6 | 11.00 | | | | | | | | |
| 05 | Supervisors | 1 | 1 | 16.70 | | | | | | | | |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.00 | | | | | | | | |
| 07 | Administrative & Senior Clerical Personnel | 5 | 2 | 12.20 | | | | | | | | |
| 08 | Skilled Sales & Service Personnel | 1 | 0 | 8.50 | | | | | | | | |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.00 | | | | | | | | |
| 10 | Clerical Personnel | 11 | 4 | 17.40 | | | | | | | | |
| 11 | Intermediate Sales & Service Personnel | 0 | 0 | 0.00 | | | | | | | | |
| 12 | Semi-Skilled Manual Workers | 0 | 0 | 0.00 | | | | | | | | |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.00 | | | | | | | | |
| 14 | Other Manual Workers | 0 | 0 | 0.00 | | | | | | | | |
| Total | | 131 | 23 | 26.4 | | | | | | | | |

| Table 7: Members of Visible Minorities Subsequent/Current Workforce Analysis | | | | | | | | |
|--|----------------|---------------|--|--|--|--|--|--|
| All Employees Members of Visible Minorities | | | | | | | | |
| ,,,,, | Representation | Availability* | | | | | | |
| # | # | % | | | | | | |
| 5 | 0 | 10.1 | | | | | | |
| 15 | 0 | 15.0 | | | | | | |
| 91 | 10 | 33.3 | | | | | | |
| 9 | 6 | 12.5 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 7 | 2 | 12.2 | | | | | | |
| 1 | 0 | 8.5 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 15 | 8 | 17.4 | | | | | | |
| 0 | 0 | 0.0 | | | | | | |
| 2 | 1 | 22.7 | | | | | | |
| 1 | 0 | 24.3 | | | | | | |
| 0 | ol | 0.0 | | | | | | |
| 146 | 27 | 0.0 | | | | | | |

| * Source: | |
|-----------|--|
| 0 | |

| * Source: | |
|-----------|--|
| 0 | |

Federal Contractors Program Achievement Report Part 1: Workforce Analysis Averna Technologies Inc. [Date: 2019-03-28]



| Data from Fi | rst/Previous Work | force Analysis |
|--------------|-------------------|----------------|
| YYYY | MM | DD |
| 2015 | 03 | 16 |

| Data from S | ubsequent/Curre Analysis | ent Workforce |
|-------------|-----------------------------|---------------|
| | \ | \ |

| 2018 | 03 | 29 |
|-----------------|-------------------|-------------------|
| YYYY | MM | DD |
| Data from Subse | equent/Current Wo | orkforce Analysis |

Table 8: Persons with Disabilities

| | | Table 4: | Persons with Di | sabilities |
|-------|--|---------------|--------------------|---------------|
| | | First/Pr | evious Workforce A | Analysis |
| Emplo | yment Equity Occupational Crown (EEOC) | All Employees | Persons with | Disabilities |
| rmbio | yment Equity Occupational Group (EEOG) | | Representation | Availability* |
| | | # | # | % |
| 01/02 | Managers | 12 | 0 | 4.30 |
| 03 | Professionals | 89 | 2 | 3.80 |
| 04 | Semi-Professionals & Technicians | 12 | 1 | 4.60 |
| 05 | Supervisors | 1 | 0 | 13.90 |
| 06 | Supervisors: Crafts & Trades | 0 | 0 | 0.00 |
| 07 | Administrative & Senior Clerical Personnel | 5 | 0 | 3.40 |
| 08 | Skilled Sales & Service Personnel | 1 | 0 | 3.50 |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0.00 |
| 10 | Clerical Personnel | 11 | 0 | 7.00 |
| 11 | Intermediate Sales & Service Personnel | 0 | 0 | 0.00 |
| 12 | Semi-Skilled Manual Workers | 0 | 0 | 0.00 |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0.00 |
| 14 | Other Manual Workers | 0 | 0 | 0.00 |
| Total | | 131 | 3 | 4.2 |

| Subsequent | /Current Workford | e Analysis |
|---------------|-------------------|---------------|
| All Employees | Persons with | Disabilities |
| | Representation | Availability* |
| # | # | % |
| 20 | 0 | 4.3 |
| 91 | 1 | 3.8 |
| 9 | 1 | 4.6 |
| 0 | 0 | 0.0 |
| 0 | 0 | 0.0 |
| 7 | 0 | 3.4 |
| 1 | 0 | 3.5 |
| 0 | 0 | 0.0 |
| 15 | 1 | 7.0 |
| 0 | 0 | 0.0 |
| 2 | 0 | 4.8 |
| 1 | 0 | 6.3 |
| 0 | 0 | 0.0 |
| 146 | 3 | 0.0 |

| | * | S | 0 | u | ľ | c | e | | | | | | | | | | | | | | | | | | | | | | | |
|-----------|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| 000000000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| , | ę | • | Š | 0 | ι | I | c | e | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Part 2: Flow Data Analysis

Averna Technologies Inc.

[Date: 2019-03-28]

| Start | Date of Flow | / Data |
|-------|--------------|--------|
| YYYY | MM | DD |
| 2015 | 03 | 16 |

| End I | Date of Flow | Data |
|-------|--------------|------|
| YYYY | MM | DD |
| 2018 | 03 | 29 |

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

 $\overline{\downarrow}$

| | | | Table 1: | Women | |
|------------------------|-----------------------------------|---------------------------|-------------|---------------------------|-------------|
| | | Full-time | / National | Part-time | / National |
| Employment l (EEOG) | Equity Occupational Group | All Employees Hired | Women Hired | All Employees Hired | Women Hired |
| | | # | # | # | # |
| 01 Senior Ma | nagers | 3 | 2 | 0 | 0 |
| 02 Middle & | Other Managers | 9 | 3 | 0 | 0 |
| 03 Profession | als | 51 | 9 | 0 | 0 |
| 04 Semi-Profe | essionals & Technicians | 4 | 0 | 0 | 0 |
| 05 Supervisor | 'S | 0 | 0 | 0 | 0 |
| 06 Supervisor | s: Crafts & Trades | 1 | 0 | 0 | 0 |
| 07 Administra | ative & Senior Clerical Personnel | 7 | 6 | 0 | 0 |
| 08 Skilled Sal | les & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Cra | afts & Trades Workers | 0 | 0 | 0 | 0 |
| 10 Clerical Pe | ersonnel | 15 | 9 | 1 | 1 |
| 11 Intermedia | te Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 12 Semi-Skill | ed Manual Workers | 1 | 0 | 0 | 0 |
| 13 Other Sale | s & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Mar | nual Workers | 0 | 0 | 0 | 0 |
| Total | | 91 | 29 | 1 | 1 |

| Full-time / | National | Part-time / | National |
|------------------------------|-------------------|------------------------------|-------------------|
| All Employees Promoted | Women Promoted | All Employees Promoted | Women Promoted |
| # | # | # | # |
| 2 | 1 | 0 | 0 |
| 2 | 1 | 0 | 0 |
| 4 | 3 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 2 | 1 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 6 | 0 | 0 |

| | Table 9: | Women | |
|--------------------------------|---------------------|--------------------------------|---------------------|
| Full-time | / National | Part-time | / National |
| All Employees Terminated | Women Terminated | All Employees Terminated | Women Terminated |
| # | # | # | # |
| 4 | 1 | 0 | 0 |
| 8 | 1 | 0 | 0 |
| 65 | 13 | 0 | 0 |
| 5 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 5 | 5 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 15 | 8 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 1 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 104 | 28 | 0 | 0 |

Part 2: Flow Data Analysis

Averna Technologies Inc.

[Date: 2019-03-28]

| Start | Date of Flov | v Data |
|-------|--------------|--------|
| YYYY | MM | DD |
| 2015 | 03 | 16 |

| YYYY | Date of Flow MM | DD |
|------|--------------------|----|
| 2018 | 03 | 29 |

Data from Form 4 - Employees Hired

Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

 $\overline{\downarrow}$

| | Table 2: Aboriginal Peoples | | | |
|---|-----------------------------|-----------------------------|---------------------------|-----------------------------|
| | Full-time / National | | Part-time / National | |
| Employment Equity Occupational Group (EEOG) | All Employees Hired | Aboriginal Peoples Hired | All Employees Hired | Aboriginal Peoples Hired |
| | # | # | # | # |
| 01 Senior Managers | 3 | 0 | 0 | 0 |
| 02 Middle & Other Managers | 9 | 0 | 0 | 0 |
| 03 Professionals | 51 | 0 | 0 | 0 |
| 04 Semi-Professionals & Technicians | 4 | 0 | 0 | 0 |
| 05 Supervisors | 0 | 0 | 0 | 0 |
| 06 Supervisors: Crafts & Trades | 1 | 0 | 0 | 0 |
| 07 Administrative & Senior Clerical Personnel | 7 | 0 | 0 | 0 |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 0 | o | 0 | 0 |
| 10 Clerical Personnel | 15 | 1 | 1 | 0 |
| 11 Intermediate Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 12 Semi-Skilled Manual Workers | 1 | 0 | 0 | 0 |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 |
| Total | 91 | 1 | 1 | 0 |

| Table 6: Aboriginal Peoples | | | |
|------------------------------|-----------------------------------|------------------------------|-----------------------------------|
| Full-time / National | | Part-time / Nationa | |
| All Employees Promoted | Aboriginal Peoples Promoted | All Employees Promoted | Aboriginal Peoples Promoted |
| # | # | # | # |
| 2 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 4 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 0 | 0 | 0 |

| Table 10: Aboriginal Peoples | | | | |
|--------------------------------|-------------------------------------|--------------------------------|-------------------------------------|--|
| Full-time | Full-time / National Part-time | | / National | |
| All Employees Terminated | Aboriginal Peoples Terminated | All Employees Terminated | Aboriginal Peoples Terminated | |
| # | # | # | # | |
| 4 | 0 | 0 | 0 | |
| 8 | 0 | 0 | 0 | |
| 65 | 1 | 0 | 0 | |
| 5 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 1 | 0 | 0 | 0 | |
| 5 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 15 | 1 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 1 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 104 | 2 | 0 | 0 | |

Part 2: Flow Data Analysis

Averna Technologies Inc.

[Date: 2019-03-28]

| Start | Date of Flow | Data |
|-------|--------------|-------------|
| YYYY | MM | DD |
| 2015 | 03 | 16 |

| End I | Date of Flow | Data |
|-------|--------------|------|
| YYYY | MM | DD |
| 2018 | 03 | 29 |

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Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

| | | Table 3: Persons with Disabilities | | | |
|--|--|------------------------------------|---------------------------------------|---------------------------|---------------------------------------|
| | | Full-time / National | | Part-time / National | |
| Employment Equity Occupational Group (EEOG) | | All Employees Hired | Persons with Disabilities Hired | All Employees Hired | Persons with Disabilities Hired |
| | | # | # | # | # |
| 01 | Senior Managers | 3 | 0 | 0 | 0 |
| 02 | Middle & Other Managers | 9 | 0 | 0 | 0 |
| 03 | Professionals | 51 | 0 | 0 | 0 |
| 04 | Semi-Professionals & Technicians | 4 | 0 | 0 | 0 |
| 05 | Supervisors | 0 | 0 | 0 | 0 |
| 06 | Supervisors: Crafts & Trades | 1 | 0 | 0 | 0 |
| 07 | Administrative & Senior Clerical Personnel | 7 | 0 | 0 | 0 |
| 08 | Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 09 | Skilled Crafts & Trades Workers | 0 | 0 | 0 | 0 |
| 10 | Clerical Personnel | 15 | 1 | 1 | 0 |
| 11 | Intermediate Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 12 | Semi-Skilled Manual Workers | 1 | 0 | 0 | 0 |
| 13 | Other Sales & Service Personnel | 0 | 0 | 0 | 0 |
| 14 | Other Manual Workers | 0 | 0 | 0 | 0 |
| Tot | al | 91 | 1 | 1 | 0 |

Total

| Full-time | / National | Part-time | / National |
|------------------------------|--|------------------------|------------|
| All Employees Promoted | Persons with Disabilities Promoted | bilities Employees Dis | |
| # | # | # | # |
| 2 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 4 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 0 | 0 | 0 |

| Table 11: Persons with Disabilities | | | | |
|-------------------------------------|--|--------------------------------|--|--|
| Full-time / National Part-time | | / National | | |
| All Employees Terminated | Persons with Disabilities Terminated | All Employees Terminated | Persons with Disabilities Terminated | |
| # | # | # | # | |
| 4 | 0 | 0 | 0 | |
| 8 | 0 | 0 | 0 | |
| 65 | 0 | 0 | 0 | |
| 5 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 1 | 0 | 0 | 0 | |
| 5 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 15 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 1 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 104 | 0 | 0 | 0 | |

Part 2: Flow Data Analysis

Averna Technologies Inc.

[Date: 2019-03-28]

| Start | Date of Flow | v Data |
|-------|--------------|--------|
| YYYY | MM | DD |
| 2015 | 03 | 16 |

| 2018 | 03 | 29 |
|-------|--------------|------|
| YYYY | MM | DD |
| End I | Date of Flow | Data |

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

 $\overline{\downarrow}$

| | Table 4: | Table 4: Members of Visible Minorities | | | |
|--|-------------------------------------|--|---------------------------|--|--|
| | Full-time / National Part-time / Na | | | / National | |
| Employment Equity Occupational Group (EEOG) | All Employees Hired | Members of Visible Minorities Hired | All Employees Hired | Members of Visible Minorities Hired | |
| | # | # | # | # | |
| 01 Senior Managers | 3 | 0 | 0 | 0 | |
| 02 Middle & Other Managers | 9 | 0 | 0 | o | |
| 03 Professionals | 51 | 4 | 0 | 0 | |
| 04 Semi-Professionals & Technicians | 4 | 1 | 0 | 0 | |
| 05 Supervisors | 0 | 0 | 0 | 0 | |
| 06 Supervisors: Crafts & Trades | 1 | 0 | 0 | 0 | |
| 07 Administrative & Senior Clerical Personne | 1 7 | 1 | 0 | 0 | |
| 08 Skilled Sales & Service Personnel | 0 | 0 | 0 | 0 | |
| 09 Skilled Crafts & Trades Workers | 0 | 0 | 0 | 0 | |
| 10 Clerical Personnel | 15 | 5 | 1 | 1 | |
| 11 Intermediate Sales & Service Personnel | 0 | 0 | 0 | 0 | |
| 12 Semi-Skilled Manual Workers | 1 | 1 | 0 | 0 | |
| 13 Other Sales & Service Personnel | 0 | 0 | 0 | 0 | |
| 14 Other Manual Workers | 0 | 0 | 0 | 0 | |

Total

91

12

| Full-time / National | | Part-time / National | |
|------------------------------|---|------------------------------|---|
| All Employees Promoted | Members of Visible Minorities Promoted | All Employees Promoted | Members of Visible Minorities Promoted |
| # | # | # | # |
| 2 | 0 | 0 | 0 |
| 2 | 0 | 0 | 0 |
| 4 | 1 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 2 | 1 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 0 | 0 | 0 | 0 |
| 10 | 2 | 0 | 0 |

| Table 12: Members of Visible Minorities | | | | |
|--|---|--------------------------------|---|--|
| Full-time / National | | Part-time / National | | |
| All Employees Terminated | Members of Visible Minorities Terminated | All Employees Terminated | Members of Visible Minorities Terminated | |
| # | # | # | # | |
| 4 | 0 | 0 | 0 | |
| 8 | 0 | 0 | 0 | |
| 65 | 5 | 0 | 0 | |
| 5 | 2 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 1 | 0 | 0 | 0 | |
| 5 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 15 | 2 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 1 | 1 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 0 | 0 | 0 | 0 | |
| 104 | 10 | 0 | 0 | |

Part 3: Goals

Averna Technologies Inc.

[Date: 2019-03-28]

| | Data for First/Previous Goals | | | | | | | | | | | | | | | | | | |
|---------------------------------|-------------------------------|--|----------------|-----------------|---|---------------|-----------------|-----------------------------|-------------------------------|--------------------|-----------------|--------------------|------|------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| A B | C | D | E | F | G | Н | I | J | K | L | М | N | 0 | P | Q | R | S | T | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis‡ | Data Entry | CxHx3 | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K ÷ C | (K - M + O) ÷ (C + F) |
| | | ↓ | 1 | 1 | ↓ | 1 | \ | 1 | \ | 1 | 1 | ↓ | 1 | ↓ | 1 | ↓ | 1 | | <u></u> |
| | | | | | | | | | | Table 1: | | | | | | | | | |
| | | | | | | | | | First/ | Previous Sh | iort-term G | oals | | | | | | | |
| | | | | All En | ployees | | | | | | | | | | men | | | | 1 |
| | Number | Grov | vth (New Posit | ons) | Turnover (Re | | Terminated | | Number | Turnover (Re | eplacement of | Hires | | r Goals | | | | | |
| Employment Equity | | | r | | ļ.,, | Employees) | | Anticipated Hires Over 3 | | Terminated | | Required | | n - To | Present | | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proje | | Actual | Proj | ected | Years | YYYY-MM-DD | | | Over 3 | 1111 | YYYY-YYYY | Availability | Present Gap | Gap | Representation | Years |
| | 2015-03-16 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2015-03-16 | Annually | Over 3 Years | Years | 2015 | 2018 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 5 | 0.0% | 0.0% | 0 | 80.0% | | 0 | 0 | 2 | 0.0% | 0 | -1 | 0 | | 27.4% | 1 | 1 | 40.0% | 40.0% |
| 02 Middle & Other Managers | 7 | 28.9% | 0.0% | 0 | 72.7% | 3.0% | 1 | 1 | 1 | 3.0% | 0 | 2 | 1 | 50.0% | 38.9% | -2 | -1 | 14.3% | 28.6% |
| 03 Professionals | 89 | 0.7% | 0.0% | 0 | 72.2% | 4.0% | 11 | 11 | 18 | 4.0% | 2 | 4 | 3 | 30.0% | 22.7% | -2 | | 20.2% | 21.3% |
| 04 Semi-Professionals & Tech | 12 | -9.1% | 0.0% | 0 | 47.6% | 3.0% | 1 | 1 | 1 | 3.0% | 0 | 1 | 0 | 20.0% | 12.8% | -1 | -1 | 8.3% | 8.3% |
| 05 Supervisors | 1 | -100.0% | 0.0% | 0 | 0.0% | | 0 | 0 | 1 | 0.0% | 0 | 0 | 0 | | 50.8% | 0 | 0 | 100.0% | 100.0% |
| 06 Supervisors: Crafts & Trades | 0 | 0.0% | 0.0% | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 5 | 11.9% | 0.0% | 0 | 83.3% | | 0 | 0 | 5 | 0.0% | 0 | -l | 0 | | 80.8% | 1 | 1 | 100.0% | 100.0% |
| 08 Skilled Sales & Service | 1 | 0.0% | 0.0% | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 29.1% | 0 | 0 | 0.0% | 0.0% |
| 09 Skilled Crafts & Trades | 0 | 0.0% | 0.0% | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 11 | 10.9% | 0.0% | 0 | 115.4% | | 0 | 0 | 8 | 0.0% | 0 | -1 | 0 | | 62.5% | 1 | 1 | 72.7% | 72.7% |
| 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 | 0 | 0.0% | 0.0% | 0 | 100.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | | | 0.0% | | 0 | #DIV/0! | #DIV/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 | 1 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |

^{75.1%} † 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.

3.7%

Total

0.0%

| | | | | | Table 2: Women |
|---|-----------|---------|---------|-----------|----------------|
| F1 | | Wom | ien | | |
| Employment Equity Occupational Group (EEOG) | Short-ter | m Goals | Long-te | erm Goals | Comments |
| 01 Senior Managers | 0 | 0.0 | # (| 0 0.0 | |
| 02 Middle & Other Managers | - 1 | 50.0 | | 1 0.0 | |
| 03 Professionals | 3 | 30.0 | | 1 0.0 | |
| 04 Semi-Professionals & Tech | 0 | 20.0 | | 1 0.0 | |
| 05 Supervisors | 0 | 0.0 | (| 0.0 | |
| 06 Supervisors: Crafts & Trades | 0 | 0.0 | (| 0.0 | |
| 07 Administrative & Sr Clerical | 0 | 0.0 | (| 0.0 | |
| 08 Skilled Sales & Service | 0 | 0.0 | (| 0.0 | |
| 09 Skilled Crafts & Trades | 0 | 0.0 | (| 0.0 | |
| 10 Clerical Personnel | 0 | 0.0 | (| 0.0 | |
| 11 Intermediate Sales & Service | 0 | 0.0 | (| 0.0 | |
| 12 Semi-Skilled Manual | 0 | 0.0 | (| 0.0 | |
| 13 Other Sales & Service | 0 | 0.0 | | ol o.ol | 001129 |

27.5%

27.5%

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.

| | | | | Federal Contractors Program Achievement Report | |
|---------------|----------------------|-------|-------|--|--|
| | | | | Part 3: Goals | |
| | | | | Averna Technologies Inc. | |
| | | | | [Date: 2019-03-28] | |
| 14 (Total | Other Manual Workers | 0 0.0 | 0 0.0 | | |

Federal Contractors Program Achievement Report Part 3: Goals

Averna Technologies Inc.

| | Data for First/Previous Goals | | | | | | | | | | | | | | | | | | |
|---------------------------------|-------------------------------|--|---------------|---------|---|----------------------------|--------------|-----------------------------|-------------------------------|--------------------|---------------|--------------------|----------|---------------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| A B | С | D | Е | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | T | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНх3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | | ↓ | 1 | ↓ | ↓ | ↓ | 1 | ↓ | ↓ | ↓ | ↓ | | 1 | | ↓ | 1 | ↓ | ↓ | <u>\</u> |
| | | | | | | | | | | | iginal Peo | | | | | | | | |
| | | | | 4.00.00 | | | | | First/ | Previous St | iort-term G | oals | | 44 7 7 | 10.1 | | | | |
| | | | | All El | nployees | | | | | | | | 3.0 | A Dorigi r Goals | nal Peoples | | | 1 | |
| | Number | Grev | vth (New Posi | tions) | Turnover (Rep | olacement of Employees) | f Terminated | | Number | | eplacement of | Hires | | m - To | | | | | |
| Employment Equity | YYYY-MM-DD | Actual | Pro | ected | Actual | | ected | Anticipated Hires Over 3 | YYYY-MM-DD | Terminated | Employees) | Required | | - YYYY | Present | Present Gap | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | 1111-000-00 | Actual | | Over 3 | Actual | , | Over 3 | Years | TTTT-MMPDD | | Over 3 | Over 3 Years | | | Availability | | Gap | Representation | Years |
| | 2015-03-16 | Annually | Annually | Years | Annually | Annually | Years | | 2015-03-16 | Annually | Years | | 2015 | 2018 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 5 | 0.0% | 0.0% | (| 80.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | C |) | 2.9% | 0 | 0 | 0.0% | 0.0% |
| 02 Middle & Other Managers | 7 | 28.9% | 0.0% | (| 72.7% | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 |) | 2.2% | 0 | 0 | 0.0% | 0.0% |
| 03 Professionals | 89 | | 0.0% | (| | 0.0% | 0 | 0 | 2 | 0.0% | 0 | -1 | 0 |) | 1.0% | 1 | 1 | 2.2% | 2.2% |
| 04 Semi-Professionals & Tech | 12 | | 0.0% | (| | 0.0% | 0 | 0 | 1 | 0.0% | 0 | -1 | 0 |) | 0.9% | 1 | 1 | 8.3% | 8.3% |
| 05 Supervisors | 1 | -100.0% | 0.0% | (| 0.070 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 |) | 0.8% | 0 | 0 | 0.0% | 0.0% |
| 06 Supervisors: Crafts & Trades | 0 | 0.0% | 0.0% | (| / 0.070 | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 |) | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 5 | 11.9% | 0.0% | (| 83.3% | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 |) | 0.7% | 0 | 0 | 0.0% | 0.0% |
| 08 Skilled Sales & Service | 1 | 0.0% | 0.0% | 1 (| 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 |) | 1.0% | 0 | 0 | 0.0% | 0.0% |
| 09 Skilled Crafts & Trades | 0 | 0.0% | 0.0% | 1 | 0.0% | 0.0% | 0 | 0 | 0 | 0.0% | 0 | 0 | |) | 0.0% | | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 11 | 10.9% | 0.0% | (| 115.4% | 0.0% | 0 | 0 | | 0.0% | 0 | -1 | 0 |) | 0.8% | | 1 | 9.1% | 9.1% |
| 11 Intermediate Sales & Service | 0 | 0.0% | 0.0% | 1 . | 0.0% | 0.0% | 1 0 | 0 | 0 | 0.0% | 0 | 0 | [0 | 2 | 0.0% | | 0 | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | | 0.0% | 0.0% | 1 2 | 100.0% | 0.0% | 1 0 | | | 0.0% | | | | <u>'</u> | 0.0% | | | #DIV/0! | #DIV/0! |
| 13 Other Sales & Service | | 0.0% | 0.0% | 1 : | 0.0% | 0.0% | 1 , | | | 0.0% | | | | <u>'</u>] | 0.0% | | | #DIV/0! | #DIV/0! |
| 14 Other Manual Workers | 121 | 0.0% | 0.0% | 1 ' | 0.0% | 0.0% | 1 0 | 1 0 | 0 | 0.0% | 0 | 0 | 1 0 | 3 | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! 3.1% |
| Total | 131 | 3.7% | l | 1 (| 75.1% | | 1 0 | 1 0 | 1 4 | 1 0.0% | <u> </u> | -3 | 1 0 | '1 | 1.1% | <u> </u> |] 3 | 3.1% | 5.1% |

[†] 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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

| | | | | | | Table 4: Aboriginal Peoples |
|----|---------------------------------------|----------|-----------|---------|----------|---|
| r. | 1 | | Aborigina | Peoples | | |
| | loyment Equity (pational Group (EEOG) | Short-te | m Goals | Long-te | rm Goals | Comments |
| | patiental Group (EEGG) | # | % | # | % | |
| 01 | Senior Managers | 0 | 0.0 | 0 | 0.0 N | To gap was identified in the first compliance assessment. |
| 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 | 001131 |

| | | Federal Contractors Pro | ogram Achievement Report | | | |
|---------|---------|-------------------------|--------------------------|--|---|---|
| | | Part 3 | 3: Goals | | | |
| | | Averna Tec | hnologies Inc. | | | |
| | | [Date: 20 | 019-03-28] | | | |
| 0 0.0 0 | 0.0 | | | | | |
| | 0 0.0 0 | 0 0.0 0 0.0 | Part . Averna Tec | Federal Contractors Program Achievement Report Part 3: Goals Averna Technologies Inc. [Date: 2019-03-28] | Part 3: Goals Averna Technologies Inc. [Date: 2019-03-28] | Part 3: Goals Averna Technologies Inc. [Date: 2019-03-28] |

Part 3: Goals

Averna Technologies Inc.

[Date: 2019-03-28]

| | | | | | | | | | Data | or First/I | Previous (| Goals | | | | | | | |
|-----------------------------------|-------------------------------|--|---------------|-----------------|---|---------------|-----------------|-----------------------|-------------------------------|--------------------|-----------------|--------------------|----------|------------|-------------------------------|-------------------------------|-----------------------------------|----------------|------------------------------|
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | T | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | CxHx3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | ↓ | ↓ | 1 | 1 | ↓ | ↓ | \ | ↓ | ↓ | ↓ | ↓ | ↓ | \ | ↓ | ↓ | ↓ | ↓ | ↓ | <u> </u> |
| | | | | | | | | | | : Persons | | | | | | | | | |
| | | | | | | | | | First/ | Previous Sh | iort-term C | Foals | | | | | | | |
| | | | | All En | iployees | | | | | | | | | | th Disabilitie | s | | | |
| | Number | Grov | wth (New Posi | tions) | Turnover (Re | | Terminated | | Number | T/B | eplacement of | | 3 Yea | r Goals | | | | | |
| Employment Equity | | Employees) | | | | | | Anticipated | | | Employees) | Hires Required | | n - To | Present | | Projected | Present | Projected |
| Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | ected | Actual Projected | | | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY | Availability | Present Gap | Gap | Representation | Representation in 3 Years |
| | 2015-03-16 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | Tears | 2015-03-16 | Annually | Over 3 Years | Years | 2015 | 2018 | | | | | Teats |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01/02 Managers | 12 | 14.5% | 0.0% | 0 | 76.4% | 3.0% | 1 | 1 | 0 | 3.0% | 0 | 1 | 0 | 10.0% | 3.8% | -1 | 0 | 0.0% | 0.0% |
| 03 Professionals | 89 | 0.7% | 0.0% | 0 | 72.2% | 4.0% | 11 | 11 | 2 | 4.0% | 0 | 1 | 1 | 10.0% | 4.6% | -1 | -1 | 2.2% | 3.4% |
| 04 Semi-Professionals & Tech | 12 | -9.1% | | 0 | 47.6% | | 0 | 0 | 1 | 0.0% | 0 | 0 | 0 | | 13.9% | 0 | -1 | 8.3% | 8.3% |
| 05 Supervisors | 1 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | 0.0% | 0.0% |
| 06 Supervisors: Crafts & Trades | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 3.4% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 5 | 11.9% | | 0 | 83.3% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 3.5% | 0 | 0 | 0.0% | 0.0% |
| 08 Skilled Sales & Service | 1 | 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 | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 7.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 11 | 10.9% | 0.0% | 0 | 115.4% | 3.0% | 1 | 1 | 0 | 3.0% | 0 | 1 | 0 | 10.0% | 0.0% | -1 | 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 | 0 | 0.0% | | 0 | 100.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/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 | | 4.2% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 131 | 3.7% | | 0 | 75.1% | | 0 | 0 | 3 | 0.0% | 0 | #REF! | 0 | | #REF! | -3 | #REF! | 2.3% | 2.3% |

[†] 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.

| Workforce Finalysis) · 2) x 10 | | | | Table 6: Persons with Disabilities |
|---|-----------|----------------|-----------------|------------------------------------|
| n • • • | P | ersons with Di | sabilities | |
| Employment Equity Occupational Group (EEOG) | Short-ter | m Goals | Long-term Goals | Comments |
| • | # | % | # % | |
| 01/02 Managers | 0 | 10.0 | 1 (| 0.0 |
| 03 Professionals | 1 | 5.0 | 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 (| 9.0 |
| 10 Clerical Personnel | 0 | 10.0 | 1 (| 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 | | 2 | 001133 |

| Federal Contractors Program Achievement Report |
|--|
| Part 3: Goals |
| Averna Technologies Inc. |
| [Date: 2019-03-28] |

Part 3: Goals

Averna Technologies Inc.

| | | | | | | | | | Data 1 | or First/I | Previous (| Foals | | | | | | | |
|---------------------------------|-----------|--|----------------|-----------|---|----------------------------|------------|-----------------------------|-------------------------------|--------------------|---------------|--------------------|--------|-----------------|-------------------------------|-------------------------------|-----------|------------------|----------------------------------|
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | T | U |
| Data sources: We | | From Workforce Analysis [†] | Data Entry | C x E x 3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНх3 | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | : / \\ | K÷C | (K - M + O) ÷ (C + F) |
| | 1 | <u> </u> | \ | 1 | ↓ . | 1 | \ | ↓ | \ | <u> </u> | \ | 1 | 1 | <u> </u> | 1 | ↓ | ↓ | 1 | J |
| | | | | | | | | | Table 7: M | | | | ş | | | | | | |
| | | | | | | | | | First/ | Previous Sh | iort-term G | oals | | | | | | | |
| | | | | All En | ployees | | | | | | | | 3 Year | | isible Minor | ities | | | <u> </u> |
| 1 | Number | Grow | th (New Positi | ons) | Turnover (Re | placement of Employees) | Terminated | | Number | | eplacement of | Hires | | Goais 1 - To | | | | | |
| Employment Equity | YY-MM-DD | Actual | Proje | cted | Actual | | ected | Anticipated Hires Over 3 | YYYY-MM-DD | Terminated | Employees) | Required | | - YYYY | Present Availability | Present Gap | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | | | 1 | Over 3 | | · | Over 3 | Years | | | Over 3 | Over 3 Years | | | | | Gap | Representation | Years |
| 20 | 015-03-16 | Annually | Annually | Years | Annually | Annually | Years | | 2015-03-16 | Annually | Years | | 2015 | 2018 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 5 | 0.0% | 0.0% | 0 | 80.0% | 4.0% | 1 | 1 | 0 | 4.0% | 0 | 1 | 0 | 15.0% | 10.1% | -1 | -1 | 0.0% | 0.0% |
| 02 Middle & Other Managers | 7 | 28.9% | 0.0% | 0 | 72.7% | 3.0% | 1 | 1 | 0 | 3.0% | 0 | 1 | 0 | 20.0% | 15.0% | -1 | -1 | 0.0% | 0.0% |
| 03 Professionals | 89 | 0.7% | 0.0% | 0 | 72.2% | 4.0% | 11 | 11 | 10 | 4.0% | 1 | 20 | 0 | 0.0% | 32.5% | -19 | | 11.2% | 10.1% |
| 04 Semi-Professionals & Tech | 12 | -9.1% | | 0 | 47.6% | | 0 | 0 | 6 | 0.0% | 0 | -5 | 0 | | 11.0% | 5 | 5 | 50.0% | 50.0% |
| 05 Supervisors | 1 | -100.0% | | 0 | 0.0% | | 0 | 0 | 1 | 0.0% | 0 | -1 | 0 | | 16.7% | 1 | 1 | 100.0% | 100.0% |
| 06 Supervisors: Crafts & Trades | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 5 | 11.9% | | 0 | 83.3% | | 0 | 0 | 2 | 0.0% | 0 | -1 | 0 | | 12.2% | 1 1 | 1 | 40.0% | 40.0% |
| 08 Skilled Sales & Service | 1 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 8.5% | 1 0 | 0 | 0.0% | 0.0% |
| 09 Skilled Crafts & Trades | . 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 11 | 10.9% | | 0 | 115.4% | | 0 | 0 | 4 | 0.0% | 0 | -2 | 0 | | 17.4% | 2 | 2 | 36.4% | 36.4% |
| 11 Intermediate Sales & Service | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | | 0.0% | | | 0 | | 0.0% | | | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 0 | 0.0% | | 0 | 100.0% 0.0% | | 0 | 0 | | 0.0% | | | 0 | | 0.0% | 1 , | | #DIV/0! | #DIV/0! |
| 13 Other Sales & Service | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | | | | | 0 | | 0.0% | 1 % | | #DIV/0! | #DIV/0! |
| 14 Other Manual Workers | 131 | 0.0% 3.7% | | 0 | 75.1% | | 0 | 0 | 23 | 0.0% | 0 | 12 | 0 | | 26.4% | -12 | -12 | #DIV/0! 17.6% | #DIV/0! 17.6% |

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

Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) ÷ ((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 |
|----|---------------------------------------|-----------|---------------|------------|-----------|--|
| r. | 1 | Men | ibers of Visi | ible Minor | rities | |
| | loyment Equity (pational Group (EEOG) | Short-ter | m Goals | Long-te | erm Goals | Comments |
| | | # | % | # | % | |
| 01 | Senior Managers | 0 | 15.0 | | 0.0 | |
| 02 | Middle & Other Managers | 0 | 20,0 | 1 | 0.0 | |
| 03 | Professionals | 4 | 40.0 | 10 | 0.0 | |
| 04 | Semi-Professionals & Tech | 0 | 0.0 | (| 0.0 | |
| 05 | Supervisors | 0 | 0.0 | (| 0.0 | |
| 06 | Supervisors: Crafts & Trades | 0 | 0.0 | (| 0.0 | |
| 07 | Administrative & Sr Clerical | 0 | 0.0 | (| 0.0 | |
| 08 | Skilled Sales & Service | 0 | 0.0 | (| 0.0 | |
| 09 | Skilled Crafts & Trades | 0 | 0.0 | (| 0.0 | |
| 10 | Clerical Personnel | 0 | 0,0 | (| 0.0 | |
| 11 | Intermediate Sales & Service | 0 | 0.0 | (| 0.0 | |
| 12 | Semi-Skilled Manual | 0 | 0.0 | (| 0.0 | |
| 13 | Other Sales & Service | 0 | 0.0 | 1 (| 0.0 | 001135 |

| | Federal Contractors Program Achievement Report | |
|-------------------------------|--|--|
| | Part 3: Goals | |
| | Averna Technologies Inc. | |
| | [Date: 2019-03-28] | |
| 14 Other Manual Workers Total | 0 0.0 0 0.0 | |

Part 3: Goals

Averna Technologies Inc.

| | | | | | | | | | Data for | Subseque | nt/Curre | nt Goals | | | | | | | |
|---|--|--|--------------|-----------------|---|---------------|-----------------|--------------|---|--------------------|-----------------|--------------------|------------------------|---------------------|-------------------------------|-------------------------------|-----------------------------------|---------------------------|--------------------------|
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | T | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНхЗ | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | | ↓ | | ↓ | ↓ | ↓ | 1 |
| | | | | | | | | | ~ . | Table 9: | | | | | | | | | |
| | | | | 4.00.00 | | | | | Subsequ | ent/Current | t Short-teri | n Goals | | 882 | | | | | |
| | | | | All En | ployees | | | | | | | | 1.00 | | omen | | | ı | 1 |
| P. 1 | Number Growth (New Positions) Turnover (Replacement of Terminated Employees) | | | | | | | Anticipated | Number Turnover (Replacement of Terminated Employees) | | | Hires | 3 Year Goals From - To | | | | | | Projected |
| Employment Equity Occupational Group (EEOG) | YYYY-MM-DD | Actual | Proj | ected | Actual Projected | | | Hires Over 3 | YYYY-MM-DD | remmateu | (Employees) | Required Over 3 | YYYY | - YYYY Availability | | Present Gap | Projected Gap | Present Representation | Representation in 3 |
| occupational orong (2200) | 2018-03-29 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | Years | 2018-03-29 | Annually | Over 3 Years | Years | 2018 | 2021 |] | | | , | Years |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 5 | 0.0% | 0.0% | 0 | 80.0% | 4.0% | 1 | 1 | 2 | 4.0% | 0 | -1 | . 1 | | 27.4% | 1 | 2 | 40.0% | 60.0% |
| 02 Middle & Other Managers | 15 | 28.9% | 0.0% | 0 | 72.7% | 4.0% | 2 | 2 | 3 | 4.0% | 0 | 3 | 2 | 50.0% | 38.9% | -3 | | 20.0% | 33.3% |
| 03 Professionals | 91 | 0.7% | 0.0% | 0 | 72.2% | 4.0% | 11 | 11 | 18 | | 2 | 5 | 4 | 30.0% | 23.1% | -3 | - | 19.8% | 22.0% |
| 04 Semi-Professionals & Tech | 9 | -9.1% | 0.0% | 0 | 47.6% | 4.0% | 1 | 1 | | 4.0% | 0 | 0 | #VALUE! | % | 15.2% | 0 | #VALUE! | 11.1% | #VALUE! |
| 05 Supervisors | 0 | -100.0% | 0.0% 0.0% | 0 | 0.0% | | 0 | | | 0.0% | 1 0 | |] 0 | | 0.0% | | | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical | 0 | 0.0% | 0.0% | 0 | 0.0% | 1.00/ | 0 | " | " | 0.0% 4.0% | ' | " | ή ; | | 0.0% 80.0% | 1 0 | " | #DIV/0! 85.7% | #DIV/0! 85.7% |
| 07 Administrative & Sr Clerical 08 Skilled Sales & Service | / | 11.9% 0.0% | 0.0% | 0 | 83.3% 0.0% | 4.0% 4.0% | 1 | 1 | 0 | 4.0% | 1 1 | | | | 80.0% 29.1% | 1 0 | " | 85./% 0.0% | 0.0% |
| 09 Skilled Crafts & Trades | 1 | 0.0% | 0.0% | 0 | 0.0% | 4.0% | 0 | ١ | " | 0.0% | 1 % | " | 1 , | | 0.0% | 1 % | " | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 15 | 10.9% | 0.0% | 0 | 115.4% | 4.0% | 2 | 0 | 10 | 4.0% | ' | " |] ; | | 62.5% | 1 1 | 1 | 66.7% | 66.7% |
| 11 Intermediate Sales & Service | 13 | 0.0% | 0.0% | ١ | 0.0% | 4.070 | 0 | 0 | 100 | 0.0% |] , | " |] , | | 02.570 | 1 | 1 0 | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 2 | 0.0% | 0.0% | | 100.0% | 4.0% | | | | 4.0% |] 0 | | | | 18.4% |] 0 | | 0.0% | 0.0% |
| 13 Other Sales & Service | 1 | 0.0% | 0.0% | ا م | 0.0% | 4.0% | 0 | 0 | " | 4.0% | ن ا | " | ا م | 52.0% | 51.1% | _1 | -1 | 0.0% | 0.0% |
| 14 Other Manual Workers | 0 | 0.0% | 0.0% | ا o | 0.0% | 570 | ا | ا ٥ | 0 | 0.0% | J ő | | ه ا | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 146 | 3.7% | 0.0% | 0 | 75.1% | | 0 | 0 | 40 | - | 0 | -40 | 0 | | 0.0% | 40 | 40 | | 27.4% |

[†] 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.

taclulated by using the following formula: (Terminated full-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 | | Women | | | |
| Occupational Group (EEOG) | Short-tern | n Goals Lon | g-term Goals | Comments | |
| | | % | % | | |
| 01 Senior Managers | | 0.0% | 0.0% | | |
| 02 Middle & Other Managers | | 50.0% | 50.0% | Changed the long term goal from 100% to 50% in order to match the short term goal | |
| 03 Professionals | | 30.0% | 30.0% | Changed long term goal from 100% to 30% in order to match the short term goal | |
| 04 Semi-Professionals & Tech | | % | 0.0% | | |
| 05 Supervisors | | 0.0% | 0.0% | | |
| 06 Supervisors: Crafts & Trades | | 0.0% | 0.0% | | |
| 07 Administrative & Sr Clerical | | 0.0% | 0.0% | | |
| 08 Skilled Sales & Service | | 0.0% | 0.0% | | |
| 09 Skilled Crafts & Trades | | 0.0% | 0.0% | | |
| 10 Clerical Personnel | | 0.0% | 0.0% | | |
| 11 Intermediate Sales & Service | | 0.0% | 0.0% | | |
| 12 Semi-Skilled Manual | | 0.0% | 0.0% | | |
| 13 Other Sales & Service | | 50.0% | 50.0% | Changed short term goal from 52.0% to 50.0% since in this designated group the goal should never be set over 50% | 001137 |
| 14 Other Manual Workers | | 0.0% | 0.0% | | |

| | Federal Contractors Program Achievement Report |
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| | Part 3: Goals |
| | Averna Technologies Inc. |
| | [Date: 2019-03-28] |
| Total | 0.0 |

Part 3: Goals

Averna Technologies Inc.

| | | | | | | | | | Data for | Subseque | nt/Curre | nt Goals | | | | | | | |
|---------------------------------|-------------------------------|--|---------------|-----------------|---|---------------------------|-----------------|-----------------------------|---------------------------------|--------------------|-----------------|--------------------|-----------|-------------|-------------------------------|-------------------------------|-----------------------------------|----------------|----------------------------------|
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | О | Р | Q | R | S | Т | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНхЗ | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | ↓ | 1 | 1 | 1 | ↓ | 1 | ↓ | ↓ | <u> </u> | ↓ | ↓ | . ↓ | ↓ | ↓ | ↓ | ↓ | ↓ | \ | ↓ |
| | | | | | | | | | | 11: Abor | | | | | | | | | |
| | | | | All Fa | ıplovees | | | | Subsequ | ent/Current | t Short-teri | n Goals | | • Normalian | nal Peoples | | | | |
| | | | | AHER | • | | | | | 1 | | | 3 Year | | nai reopies | T | ı | 1 | I |
| | Number | Grov | wth (New Posi | tions) | Turnover (Re | placement o Employees) | l Lermmated | | Number Turnover (Replacement of | | | Hires From - T | | | | | | | |
| Employment Equity | YYYY-MM-DD Actual Projected | | | ected | Actual | Pro | ected | Anticipated Hires Over 3 | YYYY-MM-DD | Terminated | Employees) | Required | YYYY-YYYY | | Present Availability | Present Gap | Projected | Present | Projected Representation in 3 |
| Occupational Group (EEOG) | 2018-03-29 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | Years | 2018-03-29 | Annually | Over 3 Years | Over 3 Years | 2018 | 2021 | Availability | | Gap | Representation | Years |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 5 | 0.0% | | 0 | 80.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 2.9% | 0 | 0 | 0.0% | 0.0% |
| 02 Middle & Other Managers | 15 | 28.9% | | 0 | 72.7% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 2.2% | 0 | 0 | 0.0% | 0.0% |
| 03 Professionals | 91 | 0.7% | | 0 | 72.2% | | 0 | 0 | 2 | 0.0% | 0 | -1 | 0 | | 0.9% | 1 | 1 | 2.2% | 2.2% |
| 04 Semi-Professionals & Tech | 9 | -9.1% | | 0 | 47.6% | | 0 | 0 | 1 | 0.0% | 0 | -1 | 0 | | 0.9% | 1 | 1 | 11.1% | 11.1% |
| 05 Supervisors | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical | 7 | 11.9% | | 0 | 83.3% | | 0 | 0 | 1 | 0.0% | 0 | -1 | 0 | | 0.7% | 1 | 1 | 14.3% | 14.3% |
| 08 Skilled Sales & Service | 1 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 1.0% | 0 | 0 | 0.0% | 0.0% |
| 09 Skilled Crafts & Trades | 0 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 15 | 10.9% | | 0 | 115.4% | | 0 | 0 | 1 | 0.0% | 0 | -1 | 0 | | 0.8% | 1 | 1 | 6.7% | 6.7% |
| 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 | 2 | 0.0% | | 0 | 100.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.9% | 0 | 0 | 0.0% | 0.0% |
| 13 Other Sales & Service | 1 | 0.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.8% | 0 | 0 | 0.0% | 0.0% |
| 14 Other Manual Workers | 0 | 0.0% | 1 | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 146 | 3.7% | | 1 0 | 75.1% | | 1 0 | 0 | 5 | 0.0% | 0 | -5 | <u> </u> | | 0.0% | 1 5 | 5 | 3.4% | 3.4% |

[†] 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.

Laculated by using the following formula: (Terminated full-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) | Short-ter | Aboriginal Peoples m Goals Long | term Goals | Comments |
| Occupational Group (EEOG) | | % | % | |
| 01 Senior Managers | | 0.0 | 0.0 | |
| 02 Middle & Other Managers | | 0.0 | 0.0 | |
| 03 Professionals | | 0.0 | 0.0 | |
| 04 Semi-Professionals & Tech | | 0.0 | 0.0 | |
| 05 Supervisors | | 0.0 | 0.0 | |
| 06 Supervisors: Crafts & Trades | | 0.0 | 0.0 | |
| 07 Administrative & Sr Clerical | | 0.0 | 0.0 | |
| 08 Skilled Sales & Service | | 0.0 | 0.0 | |
| 09 Skilled Crafts & Trades | | 0.0 | 0.0 | |
| 10 Clerical Personnel | | 0.0 | 0.0 | |
| 11 Intermediate Sales & Service | | 0.0 | 0.0 | |
| 12 Semi-Skilled Manual | | 0.0 | 0.0 | |
| 13 Other Sales & Service | | 0.0 | 0.0 | 001139 |
| 14 Other Manual Workers | | 0.0 | 0.0 | |

| | Federal Contractors Program Achievement Report |
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| | Part 3: Goals |
| | Averna Technologies Inc. |
| | [Date: 2019-03-28] |
| Total | 0.0 |

Part 3: Goals

Averna Technologies Inc.

| | | | | | | | | | Data for ! | Subseque | nt/Currei | nt Goals | | | | | | | |
|--|-------------------------------|--|---------------|-----------------|---|------------------------|-----------------|---------|-------------------------------|-----------------------------|------------------------|--------------------|-------------------------|-------------|-------------------------------|-------------------------------|-----------------------------------|-----------------|--------------------------|
| A B | С | D | Е | F | G | Н | I | J | K | L | M | N | О | Р | Q | R | S | T | U |
| Data sources: | From Workforce Analysis | From Workforce Analysis [†] | Data Entry | CxEx3 | From Flow Data Analysis & Workforce Analysis [‡] | Data Entry | СхНх3 | F+I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | | <u> </u> | | ↓ | ↓ | ↓ | ↓ | | <u> </u> | ↓ | ↓ | ↓ | ↓ | ↓ | 1 | ↓ | ↓ | | <u>↓</u> |
| | | | | | | | | | | | with Disa | | | | | | | | |
| | | | | | | | | | Subseque | ent/Current | t Short-tern | n Goals | | | | | | | |
| | | | | All En | aployees | | | | | | | | | | th Disabilitie | S . | | | 1 |
| | Number | Gres | wth (New Posi | tions) | Turnover (Re | | Terminated | | Number | Turnover (R. | rnover (Replacement of | | 3 Year Goals | | | | | | |
| Employment Equity | | | 1 | | | Employees) Anticipated | | | | ted Terminated Employees) R | | | | From - To | | _ | Projected | Present | Projected |
| Occupational Group (EEOG) | YYYY-MM-DD Actual Projected | | | Actual | ected | Hires Over 3 Years | YYYY-MM-DD | | | Over 3 | YYYY | - YYYY | Present Availability | Present Gap | Gap | Representation | Representation in 3 Years | | |
| | 2018-03-29 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | | 2018-03-29 | Annually | Over 3 Years | Years | 2018 | 2021 | | | | | |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01/02 Managers | 20 | 14.5% | 0.0% | C | 76.4% | 4.0% | 2 | 2 | 0 | 4.0% | 0 | 1 | 0 | 5.0% | 4.3% | -1 | -1 | 0.0% | 0.0% |
| 03 Professionals | 91 | 0.7% | 0.0% | C | 72.2% | 4.0% | 11 | 11 | 1 | 4.0% | 0 | 2 | 1 | 5.0% | 3.8% | -2 | -1 | 1.1% | 2.2% |
| 04 Semi-Professionals & Tech | 9 | -9.1% | | 0 | 47.6% | | 0 | 0 | 1 | 0.0% | 0 | -1 | 0 | | 4.6% | 1 | 1 | 11.1% | 11.1% |
| 05 Supervisors | 0 | -100.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical | 0 | 0.0% 11.9% | <u>'</u> | | 0.0% | | 0 | 0 | 0 | 0.0% 0.0% | | 0 | 0 | | 0.0% 3.4% | ٥ | 0 | #DIV/0! 0.0% | #DIV/0! 0.0% |
| 08 Skilled Sales & Service | 1 | 0.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | | ١ | 0 | | 3.4% | ١ | 0 | 0.0% | 0.0% |
| 09 Skilled Crafts & Trades | 0 | 0.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | | | 0 | | 0.0% | | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 15 | 10.9% | | | 115.4% | | 0 | 0 | 1 | 0.0% | | | 0 | | 7.0% | | 0 | 6.7% | 6.7% |
| 11 Intermediate Sales & Service | 0 | 0.0% | | 1 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 2 | 0.0% | | 1 6 | 100.0% | | 0 | 0 | 0 | 0.0% | ا ٥ | | 0 | | 4.8% | 0 | 0 | 0.0% | 0.0% |
| 13 Other Sales & Service | 1 | 0.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 6.3% | 0 | 0 | 0.0% | 0.0% |
| 14 Other Manual Workers | 0 | 0.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 146 | 3.7% | | C | 75.1% | | 0 | 0 | 3 | 0.0% | 0 | -3 | 0 | | 0.0% | 3 | 3 | 2.1% | 2.1% |

[†] 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) | Per Short-tern | rsons with Disa n Goals L | bilities ong-term Goals | Comments |
| Occupational Group (EEGG) | | % | % | |
| 01/02 Managers | | 5.0% | | Changed long term goal from 100% to 5.0% in order to match the short term goal |
| 03 Professionals | | 5.0% | 5.0% | Changed long term goal from 100% to 5.0% in order to match the short term goal |
| 04 Semi-Professionals & Tech | | 0.0% | 0.0% | |
| 05 Supervisors | | 0.0% | 0.0% | |
| 06 Supervisors: Crafts & Trades | | 0.0% | 0.0% | |
| 07 Administrative & Sr Clerical | | 0.0% | 0.0% | |
| 08 Skilled Sales & Service | | 0.0% | 0.0% | |
| 09 Skilled Crafts & Trades | | 0.0% | 0.0% | |
| 10 Clerical Personnel | | 0.0% | 0.0% | |
| 11 Intermediate Sales & Service | | 0.0% | 0.0% | |
| 12 Semi-Skilled Manual | | 0.0% | 0.0% | |
| 13 Other Sales & Service | | 0.0% | 0.0% | |
| 14 Other Manual Workers | | 0.0% | 0.0% | |
| Total | | 0.0 | 0.0 | 001141 |

Part 3: Goals

Averna Technologies Inc.

| | | | | | | | | | Data for | Subseque | nt/Curre | nt Goals | | | | | | | |
|---|--|--|------------|-----------------|---|---------------|-----------------------------|------------|-------------------------------|--------------------|-----------------|--------------------|--------|-------------------------|-------------------------------|-------------------------------|-----------------------------------|----------------------------------|--------------------------|
| A B | С | D | E | F | G | Н | I | J | K | L | M | N | О | 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 | СхНхЗ | F + I | From Workforce Analysis | Equivalent to H | KxLx3 | (F x Q) - R + M | JxP | Data Entry | From Workforce Analysis | From Workforce Analysis | (K - M + O) - ((C + F) x Q) | K÷C | (K - M + O) ÷ (C + F) |
| | _ | 1 | ↓ | 1 | ↓ | ↓ | \ | ↓ | \ | ↓ | ↓ | ↓ | 1 | ↓ | 1 | ↓ | Ţ | ↓ | ↓ |
| | | | | | | | | | Table 15: N | | | | :s | | | | | | |
| | | | | AHFa | ıplovees | | | | Subsequ | ent/Current | Short-terr | n Goals | M. | | /isible Minor | latan | | | |
| | | | | An En | • | , , | on | | | | | | 3 Year | | isible simor | ines | | | |
| | Number Growth (New Positions) Turnover (Replacement of Terminated Employees) | | | | | | | | | Turnover (Re | | Hires | | | | | | | |
| Employment Equity | YYYY-MM-DD | YYY-MM-DD Actual Projected | | Actual | Proj | ected | Anticipated Hires Over 3 | YYYY-MM-DD | Terminated | Employees) | Required | Required VYYY-YYYY | | Present Availability | Present Gap | Projected | Present Representation | Projected Representation in 3 | |
| Occupational Group (EEOG) | 2018-03-29 | Annually | Annually | Over 3 Years | Annually | Annually | Over 3 Years | Years | 2018-03-29 | Annually | Over 3 Years | Years | 2018 | 2021 | Availability | | Gap | Representation | Years |
| | # | % | % | # | % | % | # | # | # | % | # | # | # | % | % | # | # | % | % |
| 01 Senior Managers | 5 | 0.0% | 0.0% | 0 | 80.0% | 4.0% | 1 | 1 | 0 | 4.0% | 0 | 1 | 0 | 15.0% | 10.1% | -1 | -1 | 0.0% | 0.0% |
| 02 Middle & Other Managers | 15 | 28.9% | 0.0% | 0 | 72.7% | 4.0% | 2 | 2 | 0 | 4.0% | 0 | 2 | 0 | 15.0% | 15.0% | -2 | -2 | 0.0% | 0.0% |
| 03 Professionals | 91 | 0.7% | 0.0% | 0 | 72.2% | 4.0% | 11 | 11 | 10 | 1.070 | 1 | 21 | 4 | 35.0% | 33.3% | -20 | -17 | 11.0% | 14.3% |
| 04 Semi-Professionals & Tech | 9 | -9.1% | | 0 | 47.6% | | 0 | 0 | 6 | 0.0% | 0 | -5 | 0 | | 12.5% | 5 | 5 | 66.7% | 66.7% |
| 05 Supervisors | 0 | -100.0% | | 0 | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 06 Supervisors: Crafts & Trades | 0 | 0.0% | | | 0.0% | | 0 | 0 | | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| 07 Administrative & Sr Clerical 08 Skilled Sales & Service | ' | 11.9% 0.0% | | | 83.3% 0.0% | | 0 | 0 | | 0.0% 0.0% | " | -1 | 0 | | 12.2% 8.5% | 1 1 | 1 0 | 28.6% 0.0% | 28.6% 0.0% |
| 09 Skilled Crafts & Trades | 1 | 0.0% | | " | 0.0% | | 0 | | " | 0.0% | ١ | ١ | ١ | | 0.0% | 1 0 | 0 | #DIV/0! | #DIV/0! |
| 10 Clerical Personnel | 15 | 10.9% | | " | 115.4% | | 0 | ١ | " | 0.0% | ١ | _5 | ١ | | 17.4% | 1 5 | 5 | #D1 V/0: 53.3% | 53.3% |
| 11 Intermediate Sales & Service | 15 | 0.0% | | " | 0.0% | | 0 | " | " | 0.0% | 0 | 0 | 0 | | 0.0% | ه ا | ا م | #DIV/0! | #DIV/0! |
| 12 Semi-Skilled Manual | 2 | 0.0% | | 0 | 100.0% | | 0 | 0 | " | 0.0% | ا ، | -1 | ه ا | | 22.7% | 1 | 1 | 50.0% | 50.0% |
| 13 Other Sales & Service | 1 | 0.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | ه ا | | 24.3% | 0 | 0 | 0.0% | 0.0% |
| 14 Other Manual Workers | 0 | 0.0% | | | 0.0% | | 0 | 0 | 0 | 0.0% | 0 | 0 | 0 | | 0.0% | 0 | 0 | #DIV/0! | #DIV/0! |
| Total | 146 | 3.7% | | 0 | 75.1% | | 0 | 0 | 27 | 0.0% | 0 | -27 | 0 | | 0.0% | 27 | 27 | 18.5% | 18.5% |

[†] 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.

Laculated by using the following formula: (Terminated full-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 | Members of Visible Minor | | |
| Occupational Group (EEOG) | | rm Goals | Comments |
| | % | 9% | |
| 01 Senior Managers | 15.0% | | Changed long term goal from 100% to 15% in order to match the short term goal |
| 02 Middle & Other Managers | 15.0% | 15.0% | Changed long term goal from 100% to 15% in order to match the short term goal |
| 03 Professionals | 35.0% | 35.0% | Changed long term goal from 100% to 35% in order to match the short term goal |
| 04 Semi-Professionals & Tech | 0.0% | 0.0% | |
| 05 Supervisors | 0.0% | 0.0% | |
| 06 Supervisors: Crafts & Trades | 0.0% | 0.0% | |
| 07 Administrative & Sr Clerical | 0.0% | 0.0% | |
| 08 Skilled Sales & Service | 0.0% | 0.0% | |
| 09 Skilled Crafts & Trades | 0.0% | 0.0% | |
| 10 Clerical Personnel | 0.0% | 0.0% | |
| 11 Intermediate Sales & Service | 0.0% | 0.0% | |
| 12 Semi-Skilled Manual | 0.0% | 0.0% | |
| 13 Other Sales & Service | 0.0% | 0.0% | .001142 |
| 14 Other Manual Workers | 0.0% | 0.0% | |

| | Federal Contractors Program Achievement Report |
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| | Part 3: Goals |
| | Averna Technologies Inc. |
| | [Date: 2019-03-28] |
| Total | 0.0 |

| | Federal Contractors Program Achievement Re Part 4: Results - Women | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------------|--|--|----------------------------------|----------------|---|----------------|------------------|----------------|-------------------------------|----------------------------------|------------------|-------------|---|-------------------------------|----------------------------------|-------------|-------------|------------|-------------------------------|----------------------------------|----------------|-------------|------------|
| | | | | | | | | | F | Part 4: I | Results | - Wome | n | | | | | | | | | | |
| | | | | | | | | | A | verna [| Techno | logies Ir | c. | | | | | | | | | | |
| | | | | | | | | | | [Date | e: 2 019- | 03-28] | | | | | | | | | | | |
| A B | C | D | E | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | Т | 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÷Px 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 |
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| | | | 1 | | orce Ar | <u> </u> | | | | | | | | | nalysis | | | | | | | | |
| Employment Equity Occupational Group | Year | | I | W | Vorkforce No. | e omen | | | | | Hires | omen | | | P | romotio | ns omen | | | Ter | minatio | omen . | |
| (EEOG) | | All Employees | Represe | ntation | · | ability | Gap | EE Result | All Employees | Ac | tual | Expected | Difference | All Employees | Ac | tual | Expected | Difference | All Employees | Actu | | Expected | Difference |
| | # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # |
| 01 Senior Managers | 2015 2018 | 5 5 | 2 2 | 40.0 40.0 | 27.4 27.4 | : | 1 | 146.0 146.0 | 3 | 2 | 66.7 | 1 | 2 | 1 | 50.0 | 1 | 0 | 1 | 1 | 25.0 | 2 | _1 | |
| 02 Middle & Other | 2015 | 7 | 1 | 14.3 | + | | -2 | | , | | 00.7 | 1 | | 1 | 30.0 | 1 | 0 | | 1 | 23.0 | | -1 | |
| Managers Managers | 2018 | 15 | 3 | | 38.9 | | -3 | | 9 | 3 | -1 | 2 | 1 | 50.0 | 0 | 1 | 8 | 1 | 12.5 | 1 | . 0 | | |
| 03 Professionals | 2015 | 89 | 18 | 20.2 | | | -2 | | | | | | 75.0 | 1 | | | 12 | 20.0 | 12 | | | | |
| Semi-Professionals & | 2018 | 91 | 18 1 | 19.8 | 23.1 12.8 | | -3 -1 | | 51 | 9 | 17.6 | -3 | 4 | 3 | 75.0 | 1 | 2 | 65 | 13 | 20.0 | 13 | 0 | |
| 04 Technicians | 2018 | 9 | 1 | 11.1 | 15.2 | | 0 | 73.1 | 4 | . 0 | 0.0 | 1 | -1 | 0 | 0 | 0.0 | 0 | 0 | 5 | 0 | 0.0 | 0 | 0 |
| 05 Supervisors | 2015 | 1 | 1 | 100.0 | 50.8 | | 0 | 196.9 | | | | | | | | | | | | | | | |
| Supervisors: Crafts & | 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 |
| Trades | 2018 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 1 | 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÷Ix 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F÷M x 100 | | | | | | | | | | | |
| | | , | ↓ | ↓ | , | ↓ | | | ↓ | | | ↓ | | | | | | | | | | | |
| | | | / Entrar | its | | | | | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | F | low Data Won | | | Short-ter | | S | | Long-ter Won | | | | | | | | _ | | | | | |
| Occupational Group (EEOG) | | All | | | | Percent of | | Percent of | | Percent of | | Percent of | | | | | (| Commen | ts | | | | |
| (EEOO) | | Employees | Acti | | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| | 2018 | # 5 | # 3 | 60.0 | # | 0.0 | % | % | # 0 | 0.0 | % | % | | | | | | | | | | | |
| 01 Senior Managers | 2018 | 5 | 3 | 60.0 | | 0.0 | 0.0 | 0.0 | l | V.U | 0.0 | | | | | | | | | | | | |
| 02 Middle & Other | 2018 | 11 | 4 | | 1 | 400.0 | | | 1 | 400.0 | | | | | | | | | | | | | |
| Managers | 2021 | 11 | 4 | 36.4 | 003034000130340001303400013034 | | 0.5 | | | | 0.5 | | | | | | | | | | | | |
| 03 Professionals | 2018 | 55 55 | 12 12 | 21.8 | 000000000000000000000000000000000000000 | 400.0 | 30.0 | 72.7 7272.7 | 1 | 1,200.0 | 0.0 | | | | | | | | | | | | |
| 04 Semi-Professionals & | Semi-Professionals & 2018 | | | | | | | | | | | | | | | | | | | | | | |
| Technicians Technicians | | | | | | | | | | | | | | | | | | | | | | | |
| 05 Supervisors | Supervisors 2018 0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 | | | | | | | | | | | | | | | | | | | | | | |
| Supervisors: Crafts & | upervisors: Crafts & 2018 | | | | | | | | | | | | | | | | | | | | | | |
| 06 Trades | 2021 | 1 | 0 | 0.0 | | 0.0 | 0.0 | | | 1 | 0.0 | | | | | | | | | | | | |

| Part | | | | | | | | | Enda | ual Cants | no oto no | Duoguo | m Ashis | | Denout | | | | | | | | | |
|--|-----------------------|------|-----------|---|----------|--|----------|----------|-------------|--|-------------|----------|-------------|-------|-----------|------------|------|---------|--------|-----|----------|---------|-------------|-----|
| Commission Com | | | | | | | | | reuei | | | _ | | | Керогі | | | | | | | | | |
| Part | | | | | | | | | | | | | | | | | | | | | | | | |
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| Second | A B | C | D | Е | F | G | Н | I | J | K | L | M | N | O | Р | Q | R | S | T | U | V | W | X | Y |
| Second Carlot Second Carlo | Data sources: | | | | | | | E - H | | | : Flow Data | | K x G ÷ 100 | L - N | | Flore Data | | PxF÷100 | O - S | | | | U x F ÷ 100 | V-X |
| Property of the property of | | | Analysis | Analysis | x 100 | Analysis | ÷ 100 | <u> </u> | İ | Data Analysis | Analysis | <u> </u> | | | | Analysis | | | | | Analysis | 100 | | |
| Part | | | <u>↓</u> | • | <u>↓</u> | <u> </u> | • | | | <u> </u> | | | | | ↓ | • | • | • | | ↓ | | | | |
| Second | Employment Equity | ١., | | | | | • | | | | | Hires | | | T | | | • | | Ι | Ter | minatio | ins | |
| Administrative & 2015 10 10 10 10 10 10 10 | Occupational Group | Year | All | | · | | | | | All | | | omen | | All | | | | | All | 101 | | | |
| O Ministrative & O O O O O O O O O | (EEOG) | | | | | | | | | | | | | | Employees | Ac | | | | | | | | |
| Semi-Author Chemical 2018 7 6 88.7 80.0 0 0 0 10 0 0 0 0 0 | Administrative & | | | ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,, | | | | # 1 | • | # | Ħ | % | Ħ | # | # | # | 76 | # | # | Ħ | # | 70 | Ħ | # |
| Service Presented 2018 1 0 0.0 2.91 0 0 0.0 0 0 0 0 0 0 | Senior Clerical | 2018 | 7 | | - | 80.0 | 6 | 0 | | 7 | 6 | 85.7 | 6 | C | 0 | 0 | 0.0 | 0 | 0 | 5 | 5 | 100.0 | 5 | 0 |
| Do Skilled Crafts & 2015 0 0 0 0 0 0 0 0 0 | 1 0 8 1 | | 1 | | | | | 0 | | |) 0 | 0.0 | 0 | (| | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | |
| Trades Workers 2018 0 0 0 0 0 0 0 0 0 | Skilled Crofts & | + | 0 | | | | | 0 | | | | 0.0 | | | , , | | 0.0 | | 0 | 0 | | 0.0 | | |
| 10 Clerical Personnel 2018 15 10 66.7 62.5 9 1 106.7 16 10 62.5 10 0 2 1 50.0 1 0 15 8 53.3 11 3.3 11 Intermediate Sales & 2015 0 0 0 0 0 0 0 0 0 | Trades Workers | _ | · | | | | | 0 | | C | 0 | 0.0 | 0 | C | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 1 | 10 Clerical Personnel | | | | | | | 1 | | 16 | 5 10 | 62.5 | 10 | |) 2 | 1 | 50.0 | 1 | 0 | 15 | 8 | 53.3 | 11 | -3 |
| 12 Semi-Skilled Manual 2015 0 0 0 0 0 0 0 0 0 | | 2015 | | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | | | | | | | | | | | | | | |
| Part Score Par | | | · | | | | : | · | | · · | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Data Sources Plans Plans | | | | | | | | 0 | | 1 | . 0 | 0.0 | 0 | C | 0 | 0 | 0.0 | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| Data Sources Plans Sources Plans Analysis Plans A | f | | : | | : | ······································ | ····· | · | | `````````````````````````````````````` | · ; | | Y | | | | | | | | | | | |
| New Entrance New | Data sources: | | | Flow Data | | | | | F ÷ I x 100 | Part 3: Goals | | | F ÷ M x 100 | | | | | | | | | | | |
| New Entrants Popular Foundational Group (EEOG) Popular P | | | | Analysis | <u>I</u> | <u></u> | <u></u> | <u>.</u> | <u>.</u> | <u>[</u> | <u> </u> | <u> </u> | <u>.</u> | | | | | | | | | | | |
| Part | | | | Entra | nts | | <u> </u> | • | | oals | · · | • | Ψ | | | | | | | | | | | |
| CELOG Remjoyees Actual Goal Percent Goal Percent Goal Percent Goal Goal Met Goal Percent Goal P | Employment Equity | | | | | | Short-te | rm Goal | | | Long-ter | m Goals | | | | | | | | | | | | |
| Main Strative & Main Strat | | Year | | Wo | men | | T | men | l | | 1 | nen | I | | | | | (| Commen | ts | | | | |
| 07 Administrative & Senior Clerical 2018 7 6 85.7 0 0.0< | (EEOG) | | Employees | Ac | tual | Goal | | Goal | | Goal | | Goal | | | | | | | | | | | | |
| Senior Clerical 2021 7 6 85.7 0.0 | Administrativa & | | # 7 | | | # | | | | # | | | | | | | | | | | | | | |
| Service Personnel 2021 0 0 0,0 | | | 7 | | | 0 | 0.0 | | | | 0.0 | | | | | | | | | | | | | |
| Skilled Crafts & 2018 0 0 0 0 0 0 0 0 0 | | | - | | | 0 | 0.0 | | | UNIX CURRENCE DE X CURRENCE DE X | 0.0 | | | | | | | | | | | | | |
| Trades Workers 2021 0 0 0. | Shillad Crafts for | | · · | | - | 0 | 0.0 | | | 300 1.300 1.300 1.300 1.300 | 0.0 | | | | | | | | | | | | | |
| 10 Clerical Personnel 2021 18 11 61.1 0.0 0. | | 2021 | · | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| Intermediate Sales & 2018 0 0 0. | 10 Clerical Personnel | | | | | 0 | 0.0 | | | | 0.0 | | | | | | | | | | | | | |
| 12 Semi-Skilled Manual 2018 1 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 | | _ | | | - | 0 | 0.0 | | | | 0.0 | | 0.0 | | | | | | | | | | | |
| | | | 0 | | | | 0.0 | | | 2000112000011200001120001 | | | _ | | | | | | | | | | | |
| | | 2018 | 1 1 | | | 0 | 0.0 | | | | 0.0 | | | | | | | | | | | | | |

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|--|--------------|---------------------------------------|----------------------------------|----------------|----------------------------------|-------------------|------------------|----------------|-------------------------------|----------------------------------|------------------|---------------|-----------------|-------------------------------|----------------------------------|--|---------------|-----------------|-------------------------------|--------|--------------|---------------|-----------------|
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| | | | | | | | | | A | verna 🛚 | Гесhno | logies In | c. | | | | | | | | | | |
| | | | | | | | | | | [Date | : 2019- | 03-28] | | | | | | | | | | | |
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| A B | С | D | Е | F | G | Н | I | J | K | <u>L</u> | M | N | О | Р | 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 | $\begin{array}{c} Q \div P \ x \\ 100 \end{array}$ | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | | ÷Ux 100 U | J x F ÷ 100 | V - X |
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| | | | 1 | Workfo | rce An | alysis | | | | | | | | | Flow I |)ata A | nalysis | | | | | | |
| Employment Equity | Year | | | W | orkforce | | | | | | Hires | | | | P | omotio | | | | Term | ination | ıs | |
| Occupational Group (EEOG) | | All Employees | | | Wo Avail: | ······ | - | | All Employees | | W | omen | | All Employees | Act | | omen | | All Employees | Actual | Won | | |
| | н | # | Represei | ntation % | Avana % | ibility # | Gap # | EE Result | # | # | - % | Expected # | Difference # | # | # # | 181 % | Expected # | Difference # | # | | % | Expected # | Difference # |
| Other Sales & Service Personnel | 2015 2018 | 0 | 0 | 0.0 | 0.0 51.1 | 0 | 0 -1 | 0.0 | 0 | 0 | | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Other Manual | 2015 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | | <u> </u> | *** | | | | | | | | | | | | |
| Workers | 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 |
| Total | 2015 2018 | 131 146 | 36 40 | 27.5 27.4 | 28.7 0.0 | 38 0 | -2 40 | 95.8 0.0 | 92 | 30 | 32.6 | 0 | 30 | 10 | 6 | 60.0 | 3 | 3 | 104 | 28 | 26.9 | 29 | -1 |
| Data sources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E ÷ D x 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
| <u> </u> | | | ↓ | | | | | 1 | \ | .i↓ | ↓ | J | | | | | | | | | | | |
| | | New | Entran | its | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | FI | ow Data | | | Short-ter | | i | | Long-ter | | | | | | | | | | | | | |
| Occupational Group (EEOG) | ivai | All Employees | Won Acti | | Goal | Wor Percent of | nen Goal | Percent of | Goal | Won Percent of | ien Goal | Percent of | | | | | C | ommen | ts | | | | |
| | # | # | 4 | 9/6 | # | Goal Met | 9/6 | Goal Met | # | Goal Met | % | Goal Met | | | | | | | | | | | |
| Other Sales & Service Personnel | | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | | 0.0 | 0.0 | | | | | | | | | | | |
| Other Manual | 2021 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 14 Workers | 2021 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| Total 2018 102 36 35.3 4 900.0 0.0 0.0 3 1200.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0. | | | | | | | | | | | | | | | | | | | | | | | |

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Averna Technologies Inc. [Date: 2019-03-28] В C E F G Н M Ν P 0 R Т U V W D K О S X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources x 100 Data Analysis Data Analysis Data Analysis x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Actual Difference Gap Expected Expected Expected % # % # % % # % # % # 2015 0 0.0 2.9 0.0 01 Senior Managers 2018 0 0.0 2.9 0.0 0.0 0 0.0 0.0 2015 0.0 2.2 0.0 Middle & Other 0 02 Managers 2018 15 0 0.0 2.2 0.0 0 0.0 0 0.0 0 0.0 2015 89 2 2.2 1.0 224.7 03 Professionals 2018 91 2 2.2 0.9 244.2 51 0.0 0 0.0 65 1.5 Semi-Professionals & 2015 12 8.3 0.9 925.9 Technicians 0.9 2018 1 11.1 1,234.6 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.8 0.0 05 Supervisors 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0 0.0 0.0 2018 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals 100 Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 0.0 0.0 2021 0 0.0 0.0 0.0 Middle & Other 2018 11 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 02 Managers 2021 11 0 0.0 0.0 0.0 0.0 0.0 55 2018 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 03 Professionals 2021 55 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 2021 0 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 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 2018 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Averna Technologies Inc. [Date: 2019-03-28] В \mathbf{C} E F G M Ν P R Т U V W D Н K О O S X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % # % % % # % # # # % # Administrative & 2015 0 0.0 0.7 0.0 Senior Clerical 2018 14.3 0.7 2.040.8 0.0 0 0.0 0.0 2015 0.0 Skilled Sales & 0 1.0 0.0 Service Personnel 2018 0 0.0 1.0 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 0.0 0.0 Skilled Crafts & 0 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 11 9.1 0.8 1,136.4 10 Clerical Personnel 2018 15 -1 6.7 0.8 833.3 16 0 0.0 15 6.7 6.3 0 0.0 0.0 Intermediate Sales & 2015 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Semi-Skilled Manual Workers 0 0.9 2018 0.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 100 Goals Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Aboriginal Peoples **Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 0.0 2021 0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 5.6 0.0 2018 18 1 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel 5.6 2021 18 1 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 0 0.0 0.0 0.0 0.0

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| | | | | | | | | | | | _ | riginal | | • | | | | | | | | | |
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| A B | С | D | Е | F | G | Н | I | J | K | L | M | N | 0 | P | Q | R | S | Т | 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 | | / ÷ U x 100 | U x F ÷ 100 | V - X |
| | | \ | | \ | \ | ↓ | 1 | ·↓ | . | \ | \ | \ | ↓ | | \ | \ | | , | , | ↓ ↓ | 1 | \ | <u> </u> |
| | | | | Workfo | orce An | alysis | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| Employment Equity | Year | | | W | orkforce | | | | | | Hires | | | | F | romotio | | | | Tern | ninatio | | |
| Occupational Group (EEOG) | | All Employees | Represe | entation | Aborigin Avail | | Gap | EE Result | All Employees | 4.0 | Aberig tual | nal Peoples Expected | Difference | All Employees | Ac | Aborig tual | Expected | Difference | All Employees | Actual | | al Peoples Expected | Difference |
| | # | # | # | % | % | # | # # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | # |
| Other Sales & Service | 2015 | 0 | 0 | | 0.0 | | 0 | 0.0 | | | | | | | | | | | | | | | |
| Personnel Other Manual | 2018 2015 | 0 | 0 | | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | - 0 | 1 |
| Workers | 2018 | 0 | 0 | | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| Total | 2015 | 131 | 4 | 3.1 | 1.1 | 1 | 3 | 277.6 | | | | | | | | | | _ | | | | | |
| | 2018 | 146 | 5 | 3.4 | 0.0 | 0 | 5 | 0.0 | 92 | I I | 1.1 | 0 | 1 | . 10 | 0 | 0.0 | 0 | 0 | 104 | 2 | 1.9 | 3 | -1) |
| Data sources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E ÷ D x 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
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| | | New | Entrai | nts | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | F | ow Data | | | Short-tei | | S | | Long-ter | | | | | | | | | | | | | |
| Occupational Group (EEOG) | ı ca: | All Employees | Aborigina | - | | Aborigina Percent of | | Percent of | | Aborigina Percent of | T | Percent of | | | | | (| Commen | ts | | | | |
| ` | | | Act | | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| Other Sales & Service | # 2018 | # 0 | # 0 | 0.0 | # 0 | % 0.0 | 0.0 | 0.0 | # 0 | 0,0 | 0.0 | 0.0 | | | | | | | | | | | |
| 13 Personnel | 2021 | 0 | 0 | | C. C. C. C. C. C. C. C. C. C. C. C. C. C | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| Other Manual | 2018 | 0 | 0 | | 100000100000100000100000 | 0.0 | 0.0 | | 0 | 0.0 | 0 | 0.0 | | | | | | | | | | | |
| Workers | 2021 2018 | 102 | 0 | 0.0 | | 0.0 | 0.0 | | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| Total | 2021 | 102 | 1 | | | 0.0 | 0.0 | | | 1 | 0.0 | 0.0 | | | | | | | | | | | |

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| | | | | | | | | I | Part 6: R | | | | | ies | | | | | | | | | |
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| | | | | | | | | | | [Date | e: 2 019- | 03-28] | | | | | | | | | | | |
| A B | C | D | E | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | Т | 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 | x 100 | K x G ÷ 100 | | Part 2: Flow Data Analysis | Analysis | Q ÷ P x 100 | P x F ÷ 100 | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | √ ÷ U x 100 | UxF÷100 | |
| | | ↓ | <u> </u> | ↓ Vorkfi | ↓ orce An | ↓ | | | <u> </u> | | | | | <u> </u> | ↓ Flow I | ↓ Data Ai | ↓ nalveie | | | <u> </u> | <u> </u> | | |
| Employment Equity | Year | | | | orkforce | | | | | | Hires | | | | | romotio | | | I | Terr | ninatio | ns | |
| Occupational Group (EEOG) | | All Employees | | | Persons with | | | I | All Employees | | | ith Disabilitie | | All Employees | | | th Disabilitie | , | All Employees | | | th Disabilitie | |
| (EEOO) | # | # | Represe | ntation % | Avail. | ability # | Gap # | EE Result | # | # Ac | tual % | Expected # | Difference # | # | Act | ual % | Expected # | Difference # | # | Actua # | l % | Expected # | Difference # |
| 01 & Managers | 2015 | 12 | 0 | 0.0 | 4.3 | 1 | -1 | 0.0 | | | | | | | | | | | | | | | |
| 02 | 2018 | 20 | | 0.0 | 4.3 | 1 | -1 | 0.0 | 12 | 0 | 0.0 | 1 | -1 | 1 4 | 0 | 0.0 | 0 | 0 | 12 | 0 | 0.0 | 0 | 0 |
| 03 Professionals | 2015 | 89 91 | 2 1 | 2.2 1.1 | 3.8 | | -1 -2 | 59.1 28.9 | 51 | 0 | 0.0 | , | -2 | 2 4 | . 0 | 0.0 | 0 | 0 | 65 | 0 | 0.0 | 1 | |
| 04 Semi-Professionals & | 2018 | 12 | 1 | 8.3 | 4.6 | | 0 | 181.2 | 31 | 0 | 0.0 | 2 | -2 | 2 4 | 0 | 0.0 | 0 | 0 | 03 | 0 | 0.0 | 1 | -1 |
| Technicians Technicians | 2018 | 9 | 1 | 11.1 | 4.6 | | 1 | 241.5 | 4 | 0 | 0.0 | 0 | (| 0 | 0 | 0.0 | 0 | 0 | 5 | 0 | 0.0 | 0 | 0 |
| 05 Supervisors | 2015 | 1 0 | 0 | 0.0 | 13.9 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | (| 0 (| 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | |
| 06 Supervisors: Crafts & Trades | 2015 | 0 | 0 | 0.0 | 0.0 | 0 | 0 | 0.0 | 1 | 0 | | 0 | (|) 0 | 0 | | 0 | 0 | 1 | 0 | 0.0 | 0 | 0 |
| | 2010 | , | · · · · · · · · · · · · · · · · · · · | | V.V. | | | 0.0 | | | 1 0.0 | · | | <u> </u> | I | 0.0 | | | | I | 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÷Kx 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
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| | | New | Entrar | nts | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity | Year | | ow Data Person | e with | | Short-te | | | | | m Goals | | | | | | | | | | | | |
| Occupational Group (EEOG) | l can | All | Disab | | | Persons with | ı Disabilitie | | 1 | Persons with | | | | | | | (| Commen | ts | | | | |
| (EEOG) | | Employees | Acti | ual | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | Goal | Percent of Goal Met | | | | | | | | | | | |
| 01 | # | # | # | % | # | % | 9/6 | % | # | % | % | % | | | | | | | | | | | |
| 01 & Managers | 2018 | 16 | 0 | 0.0 | 0 | 0.0 | 10.0 | 0.0 | 1 | 0.0 | 8 | | | | | | | | | | | | |
| 02 | 2021 | 16 55 | i | 0.0 | 1 | 0.0 | 0.1 | 0.0 | 0 | 0.0 | 0.1 | | | | | | | | | | | | |
| 03 Professionals | 2018 | 55 | 0 | 0.0 | 1 | 0.0 | 5.0 0.1 | 0.0 | U | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| 04 Semi-Professionals & Technicians | 2018 | 4 | 0 | 0.0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | | | | | | | | | | | | | |
| | 2021 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | | | | | | | | | | | | |
| 05 Supervisors | 2021 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | V | | 0.0 | 0.0 | | | | | | | | | | | |
| 06 Supervisors: Crafts & Trades | 2018 | 1 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | | | | | | | | | | | | | |
| Trades | 2021 | 1 | 0 | 0.0 | | | 0.0 | 0.0 | | 1 | 0.0 | 0.0 | | | | | | | | | | | |

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Averna Technologies Inc. [Date: 2019-03-28] В \mathbf{C} F G M P V W D E Н K L N О 0 R S Т U X Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: E ÷ D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Representation Availability EE Result Employees Employees Employees Gap Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % # % # # # # % # % Administrative & 2015 0 0.0 3.4 0.0 Senior Clerical 2018 0 0.0 3.4 0.0 0.0 0 0.0 0.0 2015 0.0 3.5 Skilled Sales & 0 0.0 Service Personnel 2018 0 0.0 3.5 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 0.0 0.0 Skilled Crafts & 0 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 11 0 0.0 7.0 -1 0.0 10 Clerical Personnel 7.0 2018 15 -1 6.7 95.2 16 0.0 15 0 0.0 6.3 0 0.0 0.0 Intermediate Sales & 2015 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.0 0.0 Semi-Skilled Manual Workers 2018 0 0.0 4.8 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 $E \div G \; x$ Part 3: $E \div K \; x$ Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Me Goal Met Goal Met Goal Met % % % % % % 9/4 2018 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 2021 0.0 0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 Service Personnel 2021 0.0 0.0 0.0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0.0 0.0 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 5.6 10.0 55.6 0.0 0.0 2018 18 0.0 100.0 Clerical Personnel 18 5.6 0.0 0.0 2021 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 Workers 0.0 0.0 0.0 0.0 2021 0.0 0

| | Federal Contractors Program Achievement Report | | | | | | | | | | | | | | | | | | | | | | |
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| | | | | | | | | | | | | logies In | | | | | | | | | | | |
| | | | | | | | | | | [Date | : 2019- | 03-28] | | | | | | | | | | | |
| A B | С | D | Е | F | G | Н | т | Л | K | L | М | N | 0 | P | 0 | R | S | Т | U | V | W | X | Y |
| [A] B | | <u>u</u> | E | Г | G | - 11 | 1 | J | K | <u> </u> | 1V1 | 17 | | r | ΨΥ | N | | 1 | | Y | | Α | <u> </u> |
| Data sources: | | Part 1: Workforce Analysis | Part 1: Workforce Analysis | E ÷ D x 100 | Part 1: Workforce Analysis | D x G ÷ 100 | E - H | E ÷ H x 100 | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | L ÷ K x 100 | K x G ÷ 100 | L-N | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Q ÷ P x 100 | P x F ÷ 100 | Q - S | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | V ÷ U x 100 | U x F ÷ 100 | V - X |
| | | | ↓ ↓ | \ | ↓ | ↓ | ↓ | ·↓ | <u> </u> | J | ↓ | \ | ↓ | <u> </u> | ↓ | , \ | J | \ | V | , | 1 | ↓ | |
| | | | V | Vorkf | orce An | alysis | | | | | | | | | Flow | Data A | nalysis | | | | | | |
| Employment Equity Occupational Group | Year | | | | orkforce | | | | | | Hires | | | | F | 'romotio | | | | Te | rminati | | |
| (EEOG) | | All Employees | Represen | | Persons with |) Disabilities ability | Gap | EE Result | All Employees | Ac | Persons w | ith Disabilitie Expected | Difference | All Employees | Ac | Persons w | ith Disabilitie Expected | S Difference | All Employees | Act | | th Disabilitie Expected | Difference |
| | # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | Ħ | # |
| Other Sales & Service | 2015 | 0 | 0 | 0.0 | 0.0 6.3 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | | | 0 | 0.0 | 0 | 0 |
| Other Manual | ersonnel 2018 1 0 Wher Manual 2015 0 0 | | | | | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | C | 1 | 0 | 0.0 | 0 | 0 |
| Workers Workers | 2018 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | C | 0 | 0 | 0.0 | 0 | 0 |
| Total | 2015 2018 | 131 146 | 3 | 2.3 | 4.2 0.0 | | -3 3 | 54.5 0.0 | 92 | 1 | 1.1 | 0 | 1 | 10 | 0 | 0.0 | 0 | 0 | 104 | 0 | 0.0 | 2 | -2 |
| | 2010 | 1.0 | | 2.1 | 0.0 | | | 0.0 | ,,,, | | | | | 1 | | | | | 7 101 | L 'i | 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 | | | | | | | | | | | |
| <u> </u> | | | ↓ | J | ↓ | | ↓ | ↓ | ↓ | i↓ | ↓ | <u>.</u> ↓ | | | | | | | | | | | |
| | | New | Entran | ts | | | | G | oals | | | | | | | | | | | | | | |
| Employment Equity | • | Fl | ow Data | | | Short-te | rm Goal | S | | Long-ter | m Goals | | | | | | | | | | | | |
| Occupational Group (EEOG) | Year | All Employees | Persons Disabil | ities | | Persons with | | Percent of | | Persons with | | Percent of | | | | | (| Commen | its | | | | |
| | | | Actu | | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | Goal | Goal Met | | | | | | | | | | | |
| Other Sales & Service | # 2018 | # 0 | # 0 | 0.0 | # 0 | % | % 0.0 | 0.0 | # 0 | 0.0 | % | 0.0 | | | | | | | | | | | |
| Personnel | 2021 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| 14 Other Manual Workers | 2018 2021 | 0 | 0 TRUE | 0.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | |
| | 2021 | 102 | 1 RUE | 1.0 | 1 | 100.0 | 0.0 | 0.0 | 2 | 50.0 | 0.0 | 0.0 | | | | | | | | | | | |
| total 2021 102 1 | | | | 1.0 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |

Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Averna Technologies Inc. [Date: 2019-03-28] В \mathbf{C} E F G Н M Ν P 0 R Т U V W D K О \mathbf{S} X Y Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow $E \div D$ DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $L \div K$ $Q \div P \; x$ Part 2: Flow $V \div U x$ L-N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce :Data sources x 100 Data Analysis Data Analysis Data Analysis x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Employees Representation Availability EE Result Employees Actual Difference Actual Difference Employees Difference Gap Expected Expected Actual Expected % # % % % # % # # # % # 2015 0 0.0 10.1 0.0 01 Senior Managers 2018 0 0.0 10.1 0.0 0.0 0 0.0 0.0 2015 0.0 15.0 -1 Middle & Other 0 0.0 02 Managers 2018 15 0 0.0 15.0 -2 0.0 0 0.0 0 0.0 0 0.0 2015 89 10 11.2 32.5 29 -19 34.6 03 Professionals 2018 91 10 11.0 33.3 30 -20 33.0 51 7.8 17 -13 25.0 65 7.7 Semi-Professionals & 2015 12 6 50.0 11.0 454.5 Technicians 12.5 2018 6 66.7 533.3 25.0 0 0.0 2 40.0 2015 100.0 598.8 16.7 05 Supervisors 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Supervisors: Crafts & 2015 0 0.0 0.0 0.0 Trades 0.0 0.0 2018 0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div D \; x$ Part 3 Part 3: Part 3: F ÷ I x 100 Part 3: Goals ÷ M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals Employment Equity Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % 2018 0 0.0 0.0 15.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0 0.0 0.2 0.0 0.2 0.0 Middle & Other 2018 11 0 0.0 0.0 20.0 0.0 0.0 0.0 0.0 Managers 2021 11 0 0.0 0.2 0.0 0.2 0.0 55 5 2018 9.1 125.0 40.0 22.7 16 31.3 0.0 0.0 03 Professionals 2021 55 9.1 0.4 2597.4 0.4 2597.4 2018 25.0 1 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians 2021 1 25.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0.0 Supervisors: Crafts & 0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0.0 0.0 0.0 0.0

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| | | | | | | | | Par | t 7: Resu | ilts - Mo | embers | of Visib | le Mino | rities | | | | | | | | | |
| | | | | | | | | | A | verna [| Techno | logies Ir | c. | | | | | | | | | | |
| | | | | | | | | | | [Date | e: 2019- | 03-28] | | | | | | | | | | | |
| A B | C | D | Е | F | G | Н | I | J | K | L | M | N | О | P | Q | R | S | Т | 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÷Px 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 |
| | I | <u> </u> | | <u> </u> | <u> </u> | | | | ↓ | | | | | <u></u> | | <u> </u> | <u> </u> | | ↓ | | <u> </u> | | <u>_</u> |
| Employment Equity | | | | | orce An orkforce | | | | | | Hires | | | T | | Data A | • | | I | Tax | minotio | n.c | |
| Occupational Group | Year | All | | V | | dinorities | | | All | | | Minorities | | All | <u> </u> | | Minorities | | All | 161 | minatio Visible | Minorities | |
| (EEOG) | | Employees | Represer | ntation | Avail | ability | Gap | EE Result | Employees | Ac | tual | Expected | Difference | Employees | Ac | ual | Expected | Difference | Employees | Acti | al | Expected | Difference |
| Line | # | # | # | % | % | # | # | % | # | # | % | # | # | # | # | % | # | # | # | # | % | # | Ħ |
| 07 Administrative & Senior Clerical | 2015 2018 | 5 | 2 | 40.0 28.6 | 12.2 12.2 | • | 1 1 | 327.9 234.2 | 7 | 1 | 14.3 | 1 | 0 | ا ا | 0 | 0.0 | 0 | 0 | 5 | 0 | 0.0 | 2 | -2 |
| 08 Skilled Sales & | 2015 | 1 | 0 | 0.0 | 8.5 | | 0 | 0.0 | <u> </u> | · | 11.5 | | | · · | | 0.0 | | Ť | | Ť | 0.0 | | |
| Service Personnel | 2018 | 1 | 0 | 0.0 | 8.5 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | C | 0 | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | 0 |
| 09 Skilled Crafts & Trades Workers | 2015 | 0 | 0 | 0.0 | 0.0 | | 0 | 0.0 | 0 | 0 | 0.0 | 0 | 0 | | 0 | 0.0 | 0 | 0 | 0 | 0 | 0.0 | 0 | |
| | 2015 | 11 | 4 | 36.4 | 17.4 | | 2 | 209.0 | 0 | 0 | 0.0 | 0 | | 1 | | 0.0 | 0 | 0 | 0 | U | 0.0 | 0 | |
| 10 Clerical Personnel | 2018 | 15 | 8 | 53.3 | 17.4 | • | 5 | 306.5 | 16 | 6 | 37.5 | 3 | 3 | 2 | . 1 | 50.0 | 1 | 0 | 15 | 2 | 13.3 | 5 | -3 |
| Intermediate Sales & Service Personnel | 2015 | 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 | 2015 | 0 | | 0.0 | 0.0 | • | 0 | 0.0 | 0 | 0 | 0.0 | 0 | | 1 | | 0.0 | 0 | 0 | | 0 | 0.0 | - 0 | |
| Workers | 2018 | 2 | 1 | 50.0 | 22.7 | 0 | 1 | 220.3 | 1 | 1 | 100.0 | 0 | 1 | . 0 | 0 | 0.0 | 0 | 0 | 1 | 1 | 100.0 | 0 | 1 |
| Data sources: | | Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | E ÷ D x 100 | Part 3: Goals | E ÷ G x 100 | Part 3: Goals | F ÷ I x 100 | Part 3: Goals | E ÷ K x 100 | Part 3: Goals | F ÷ M x 100 | | | | | | | | | | | |
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| | | | Entran | its | | | | | oals | - | | | | | | | | | | | | | |
| Employment Equity Occupational Group | Year | F | ow Data Visible Mi | morities | | Short-te | rm Goal: Inorities | <u> </u> | | Long-ter Visible M | | | | | | | , | Commen | 4 0 | | | | |
| (EEOG) | | All Employees | Actu | | Goal | Percent of | Goal | Percent of | Goal | Percent of | Goal | Percent of | | | | | | Johnnen | ts . | | | | |
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| Administrative & | 2018 | 7 | 1 | 14.3 | 0 | 0.0 | 0.0 | 0.0 | | | | | | | | | | | | | | | |
| Senior Clerical | 2021 | 7 | 1 | 14.3 | | | 0.0 | 0.0 | | | 0.0 | 0.0 | | | | | | | | | | | |
| 08 Skilled Sales & Service Personnel | 2018 | 0 | 0 | 0.0 | 0 | 0.0 | | | UNIX TUDOX TUDOX TUDOX TUDOX | 0.0 | 0.0 | | | | | | | | | | | | |
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| 09 Trades Workers | 2021 | 0 | 0 | 0.0 | | | 0.0 | 0.0 | | | 0.0 | | | | | | | | | | | | |
| 10 Clerical Personnel | 2018 2021 | 18 18 | | 38.9 38.9 | 0 | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 | - | | | | | | | | | | | |
| 11 Intermediate Sales & Service Personnel | 2018 2021 | 0 | 0 | 0.0 | 0 | 0.0 | 0.0 | 0.0 | | 0.0 | 0.0 | - | | | | | | | | | | | |
| 12 Semi-Skilled Manual Workers | 2018 | 1 | 1 | 100.0 | 0 | 0.0 | 0.0 | 0.0 | 0 | 0.0 | | 0.0 | | | | | | | | | | | |
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| Section Case Part | | | | 1 | Workfa | orce An | alysis | | | | | | | | | Flow I |)ata A | nalysis | | | | | | |
| Control Con | Employment Equity | Year | | | W | orkforce | • | | | | | Hires | | | | P | romotio | ns | | | Term | inatio | ns | |
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| New Entrant Equity Occupational Group (EEO) Personnel 2018 | Data sources: | | | Flow Data | | | | | F ÷ I x 100 | Part 3: Goals | | | F ÷ M x 100 | | | | | | | | | | | |
| Present Equity Octupational Group (EEOG) Presentional | | | • | \ | \ | ↓ | ↓ | ↓ | ↓ | ↓ | 1 | ↓ | ↓ | | | | | | | | | | | |
| Carpational Group (EEOG) Percent of Employees Actual Goal Percent of Goal Met Goal Percent of Goal Met Goal Percent of Goal Met Goal M | | | New | Entran | its | | | | | oals | | | | | | | | | | | | | | |
| California Group Fundamental Group Fun | Employment Equity | Vear | F | | | | | | <u> </u> | | | | | | | | | | | | | | | |
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| 13 Other Sales & Service 2018 0 0 0 0 0 0 0 0 0 | (EEOG) | | | Acti | | Goal | Goal Met | | Goal Met | | Goal Met | | Goal Met | | | | | | | | | | | |
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| Lotal E L E L E L E L E L E L E L E L E L E | Workers | | · | | | | 275.0 | | | | 000 | | | | | | | | | | | | | |
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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Averna Technologies Inc. [Date: 2019-03-28]

Efforts

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

| Required n | ieasures: |
|------------|-----------|
|------------|-----------|

| Requi | red 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. |
| \checkmark | 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. |
| \checkmark | 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): |
| | Free from bias, our recognition program, Averna Star was launched. Since its launch in 2015, several Averna Star recipients have been members of designated groups. Winners are showcased internally via different methods. In addition, our internal newsletter featured an article on women in engineering, which promoted our female engineering professionals and the career to others. |
| Oper | rational Context |
| | check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment. |
| ✓ | Impact of economic and industrial conditions on the organization. |
| | Financial underperformance, which led to reorgnization and layoffs (see below). |
| / | Any reorganization or other corporate structural changes. |
| | In April 2017, several corporate changes occurred with the goal of improving financial performance and accountability. Notably, the nomination Chief Operations Officer and other leadership, and a regionalization model. |
| ✓ | Acquisitions, mergers or transfers of employees. |
| | In 2016, we acquired Test & Measurement Solutions based in Belgium, the Netherlands and Poland, as well as NexJen based in Charlotte, NC. One employee from relocated to Montreal, Canada and has been employed by our Canadian entity since July 4th 2016. |
| ✓ | Significant layoffs (include the number of employees affected and the occupational groups of those employees). |
| | In 2017, we laid off 17 employees. Breakdown of occupational groups: 2-Senior Managers, 2-Middle & Other Managers, 12-Professionals, 1-Semi-Professionals & Technicians. Our HR team |

| | is today reduced; we are now a total of 3 employees. |
|----------|---|
| | |
| | Strikes (include dates, the number of employees affected and the occupational groups of those employees). |
| | |
| | |
| | |
| | Other. |
| | |
| | |
| | |
| Addit | ional Details |
| Please p | provide any additional information (optional): |
| | |
| | |
| | |
| | |

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Averna Technologies Inc.

Primary Location: Toronto, Ontario

Number of Employees(Permanent full-time + permanent part-time): 146

Ottawa-Gatineau - 2 Montreal. Qc – 143

Kitchener / Cambridge / Waterloo - 1

Organization Overview:

Averna Technologies Inc. provides services to various industries such as Aerospace, defense, automotive transportation, consumer electronics, life sciences and telecom infrastructure services worldwide. They provide test solutions for communications and electronics device makers. The company was founded in 1999 and is located in Montreal, Quebec.

Key Dates – First Year Assessment

Initiated: 2015-02-26 Received: 2015-09-15 Closed: 2015-11-16 WFA: 2015-03-16

Key Dates – Subsequent Assessment

Initiated: 2018-02-16 Received: 2018-04-03 WFA: 2018-03-29

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:

Comments:

Minor discrepancies were found in the period stated on the Flow Data which starts on 2015-02-03 while the Work Force Analysis in the Achievement table states 2015-03-16. The dates were corrected to 2015-03-16 in order to be consistent. The data from the



current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment many gaps were found in different EEOG's in the designated groups such as women, visible minorities and persons with disabilities. The period for which the data was submitted and analyzed is from 2015-03-16 to 2018-03-29. The organization had set goals in percentage formats only.

Women

| 02 | Middle and Other Managers | Goal not met (72.7% achieved) |
|----|---------------------------------|-------------------------------|
| 03 | Professionals | Goal not met (72.7% achieved) |
| 04 | Semi-Professional & Technicians | Goal not met (0.0% achieved) |

Assessment/Observations

- EEOG 2 There was 11 new entrants and 4 were women, while the market availability is 38.9 %. The company had set a goal of hiring / promoting 50.0 %. They increased the representation of employees in this EEOG from 1 in 2015 to 3 in 2018. They were able to achieve 72.7 % of the goal set and thus did not meet the goal.
- EEOG 3 There were 55 new entrants and 12 were women, while the market availability is 22.7%. The company had set a goal of hiring / promoting 30.0 %. They were able to achieve 72.7 % of the goal set and thus did not meet the goal.
- EEOG 04 There were 4 new entrants and none were women. The company had set a goal of hiring / promoting 20.0%. They did not meet the goal.

Aboriginal Peoples

Assessment/Observations

No gaps exist in any of the EEOG for this designated group.

Persons with Disabilities

| 01/02 | Managers | Goal not met (0.0% achieved) |
|-------|---------------|-------------------------------|
| 03 | Professionals | Goal not met (0.0% achieved) |
| 10 | Clerical | Goal not met (55.6% achieved) |

Assessment/Observations

- EEOG 1/2 There were 16 new entrants and none were persons with disabilities, while the market availability is 4.3%. The company had set a goal of hiring / promoting 10.0% and thus did not meet the goal.
- EEOG 3 There were 55 new entrants and none were person with disabilities, while the market availability is 3.8%. The company had set a goal of hiring / promoting 5.0% and thus did not meet the goal.
- EEOG 10 There were 18 new entrants and 1 was a person with disabilities, while the market availability is 7.0%. The company had set a goal of hiring / promoting 10.0%. They were able to achieve 55.6% of the goal set and thus did not meet the goal.

Members of Visible Minorities

| 1 | Senior Managers | Goal not met (0.0% achieved) |
|---|-------------------------|-------------------------------|
| 2 | Middle & Other Managers | Goal not met (0.0% achieved) |
| 3 | Professionals | Goal not met (22.7% achieved) |

Assessment/Observations

- EEOG 1 There were 5 new entrants and none were visible minorities, while the market availability is 10.1%. The company had set a goal of hiring / promoting 15.0% and thus did not meet the goal.
- EEOG 2 There were 11 new entrants and none were visible minorities, while the market availability is 15.0%. The company had set a goal of hiring / promoting 20.0% and thus did not meet the goal.
- EEOG 3 There were 55 new entrants and 5 were visible minorities, while the market availability is 32.5%. The company had set a goal of hiring / promoting 40.0%. They were able to achieve 22.7% of the goal set and thus did not meet the goal.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2015-11-30 to 2018-03-29. During their initial assessment, the organization had set 9 short term goals and none were achieved.
 - The company stated that in April 2017, several corporate changes occurred with the goal of improving financial performance and accountability, which led to reorganization and layoffs.
 - The company also stated that they laid off 17 employees, including 2 Senior Managers, 2 Middle & Other Managers, 12 Professionals & Technicians, and the HR team was reduced to a total of 3 employees.

ASSESSMENT OF GOALS

Short-term goals

- For all outstanding gaps, a short term goal was set at market availability by the organization. As per the FCP requirement, short-term and long-term goals for EEOG 13 in women were changed from 52.0% to 50.0%, even though the market availability is 51.1%.
- All short-term goals are set in percentages.

Women

- EEOG 2 a short term goal of 50.0% was set while the market availability is 38.9%. By achieving this goal they will reduce / eliminate the present gap.
- EEOG 3 a short-term goal of 30.0% was set while the market availability is 23.1%. By achieving this goal they will reduce / eliminate the present gap.
- EEOG 13 a short-term goal of 50.0% was set while the market availability is 51.1%. This is accepted since it ensures that women are not clustered in specific occupations within the workforce and that these occupations are welcoming of all genders.

Aboriginal Peoples

No gaps existed in this designated group.

Persons with Disabilities

- EEOG 1/2 a short-term goal of 5.0% was set while the market availability is 4.3%. By achieving this goal they will reduce / eliminate the present gap.
- EEOG 3 a short-term goal to be 5.0% while the market availability is 3.8%. By achieving this goal they will reduce / eliminate the present gap.

Members of Visible Minorities

- EEOG 1 a short-term goal of 15.0% was set while the market availability is 10.1%. By achieving this goal they will reduce / eliminate the present gap.
- EEOG 2 a short-term goal of 15.0% was set which matches the market availability. By achieving this goal they will reduce / eliminate the present gap.
- EEOG 3 a short-term goal of 35.0% was set while the market availability is 33.3%. By achieving this goal they will reduce / eliminate the present gap.

Long-term goals

 \times A long-term goal has been set for every gap uncovered by the most recent workforce analysis.

Assessment/Observations

- For all outstanding gaps, a long term goal was set to match the short term goal which was either set as per the market availability or above the market availability.
- All long-term goals are set in percentages.

RECOMMENDATION

| I recommend that t | 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 the closing letter include the following:

- Averna Technologies Inc. has demonstrated through their second compliance assessment submission that they were unable to meet any of the goals set during their first compliance assessment. Seeing as the gaps are still present across all four designated groups, we encourage the organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. Completing an ESR should assist Averna Technologies 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.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& ga=2.252268041.1845905918.1519931408-1912045188.1507820070

| Name of | f Analyst: | Neena | Sharan |
|---------|------------|-------|--------|

Date: June 15, 2018

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: September 20, 2018 2:26 PM

To: 'francois.rainville@averna.com' <francois.rainville@averna.com>; 'kalina.morin@averna.com' <kalina.morin@averna.com>; 'Leesa.Hung@averna.com' <Leesa.Hung@averna.com>

Subject: Government of Canada Agreement Number: 050621 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear François Rainville:

I am writing to inform you that the subsequent compliance assessment initiated on April 03, 2018 has been completed. As a result of the assessment, Averna Technologies Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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 the Averna Technologies Inc.'s employment equity program.

- Averna Technologies Inc. has demonstrated through their second compliance assessment submission that they were unable to meet any of the goals set during their first compliance assessment. Seeing as the gaps are still present across all four designated groups, we encourage the organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. Completing an ESR should assist Averna Technologies 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.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intlnf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on April 03, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Averna Technologies Inc. will be required to demonstrate that it has made reasonable efforts to

achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; 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@hrsdc-rhdcc.gc.ca.

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

Sincerely,

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!