



<b>OFFICIAL USE ONLY</b>
Agreement N°:

s.19(1)

s.24(1)

Labour Program  
Federal Contractors Program

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Averna Technologies Inc.	Parent company is located outside Canada  <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) N/A	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 541330 - Engineering Services	Total number of employees in Canada (Full-Time/Part-Time/Temporary)    193  To find your organization's NAICS Code Number please visit: <a href="http://www.slatcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02-eng.htm">http://www.slatcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02-eng.htm</a>

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 87 Prince Street	City Montreal	Province Quebec	Postal Code H3C 2M7
	Telephone Number 514-842-7577	Fax Number 514-842-7573	

EMPLOYMENT EQUITY CONTACT	
Name (print) Kalina Morin	Title Director of human capital
Telephone Number 514-842-7577 x509	E-mail Address kalina.morin@averna.com

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) François Rainville	Title Vice-President of Sales
Telephone Number [REDACTED]	E-mail Address francois.rainville@averna.com
	Date 2014/03/25

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



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

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

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

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



Averna Technologies Inc. (certificate # 050621)

Form 2 A

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-28**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	3	2									
	<b>Total</b>	5	3	2									
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over  Bottom Range: Under \$5,000	4	1	1										
	3	1	1										
	2												
	1	13	10	3									
	<b>Total</b>	15	12	3									
<b>Professionals</b>  Top Range: \$ 95,000 - \$99,999  Bottom Range: Under \$5,000	4	5	5										
	3	3	3								1	1	
	2												
	1	82	64	18	2	2		1	1		9	5	4
	<b>Total</b>	90	72	18	2	2		1	1		10	6	4
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 45,000 - \$49,999  Bottom Range: Under \$5,000	4	2	2								2	2	
	3												
	2												
	1	7	6	1	1		1	1	1		4	3	1
	<b>Total</b>	9	8	1	1		1	1	1		6	5	1



Averna Technologies Inc. (certificate # 050621)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	7	1	6	1		1				2		2
	<b>Total</b>	7	1	6	1		1				2		2
<b>Skilled Sales and Service Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: \$ 50,000 - \$54,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Clerical Personnel</b>  Top Range: \$ 50,000 - \$54,999  Bottom Range: Under \$5,000	4	1		1							1		1
	3												
	2												
	1	12	4	8	1		1	1	1		6	1	5
	<b>Total</b>	13	4	9	1		1	1	1		7	1	6
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2								1	1	
	<b>Total</b>	2	2								1	1	



Averna Technologies Inc. (certificate # 050621)

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-28**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Total Number of Employees</b>		143	104	39	5	2	3	3	3		26	13	13



Averna Technologies Inc. (certificate # 050621)

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
Part-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Professionals</b>  Top Range: \$ 15,000 - \$19,999  Bottom Range: \$ 15,000 - \$19,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Clerical Personnel</b>  Top Range: \$ 20,000 - \$24,999  Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	1		1							1		1
	<b>Total</b>	2	1	1							1		1
<b>Total Number of Employees</b>		3	2	1							1		1



Averna Technologies Inc. (certificate # 050621)

Form 3 A

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-28**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$15,000</b>	129	91	38	5	2	3	3	3		22	10	12
<b>\$ 45,000 - \$49,999</b>	2	2								2	2	
<b>\$ 50,000 - \$59,999</b>	2	1	1							1		1
<b>\$ 60,000 - \$69,999</b>	2	2										
<b>\$ 70,000 - \$84,999</b>	2	2								1	1	
<b>\$ 85,000 - \$99,999</b>	5	5										
<b>\$100,000 and over</b>	1	1										
<b>Total Number of Employees</b>	<b>143</b>	<b>104</b>	<b>39</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>		<b>26</b>	<b>13</b>	<b>13</b>



Averna Technologies Inc. (certificate # 050621)

**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-28**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Under \$5,000</b>	1		1							1		1
<b>\$ 15,000 - \$17,499</b>	1	1										
<b>\$ 22,500 - \$24,999</b>	1	1										
<b>Total Number of Employees</b>	<b>3</b>	<b>2</b>	<b>1</b>							<b>1</b>		<b>1</b>





Averna Technologies Inc. (certificate # 050621)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
<b>Total Number of Employees Hired</b>	<b>91</b>	<b>62</b>	<b>29</b>	<b>1</b>		<b>1</b>	<b>1</b>	<b>1</b>		<b>12</b>	<b>5</b>	<b>7</b>



**Averna Technologies Inc. (certificate # 050621)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

**Part-Time / National**

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

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



**Averna Technologies Inc. (certificate # 050621)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2015-02-03 to 2018-03-28**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
<b>Total Number of Employees Promoted</b>	<b>10</b>	<b>4</b>	<b>6</b>							<b>2</b>	<b>1</b>	<b>1</b>
<b>Total Number of Promotions</b>	<b>10</b>	<b>4</b>	<b>6</b>							<b>2</b>	<b>1</b>	<b>1</b>



Averna Technologies Inc. (certificate # 050621)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
<b>Total Number of Employees Terminated</b>	<b>104</b>	<b>76</b>	<b>28</b>	<b>2</b>	<b>2</b>					<b>10</b>	<b>7</b>	<b>3</b>



**Averna Technologies Inc. (certificate # 050621)**

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Temporary / National**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Professionals</b>	1	1								1	1	
<b>Total Number of Employees Terminated</b>	1	1								1	1	



Workplace Equity Information Management System - Averno Technologies Inc.

Workforce Analysis - Detailed Report

Date: 2018-03-29

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	5	2	40.0 %	27.4 %	1	1	National
<b>02 : Middle and Other Managers</b>	National	15	3	20.0 %	38.9 %	6	-3	National
<b>03 : Professionals</b>		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
<b>04 : Semi-Professionals and Technicians</b>		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
<b>07 : Administrative and Senior Clerical Personnel</b>		7	6	85.7 %	80.8 %	6	0	
<b>Employment Equity Occupational Group</b>	Montréal	7	6	85.7 %	80.8 %	6	0	Montréal
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	29.1 %	0	0	
6221 : Technical sales specialists - wholesale trade	Québec	1	0	0.0 %	29.1 %	0	0	Québec



Workplace Equity Information Management System - Avera Technologies Inc.

**Workforce Analysis - Detailed Report**

Date: 2018-03-29

**Women**

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>10 : Clerical Personnel</b>		15	10	66.7 %	62.5 %	9	1	
Employment Equity Occupational Group	Montréal	15	10	66.7 %	62.5 %	9	1	Montréal
<b>12 : Semi-Skilled Manual Workers</b>		2	0	0.0 %	18.4 %	0	0	
Employment Equity Occupational Group	Montréal	2	0	0.0 %	18.4 %	0	0	Montréal
<b>13 : Other Sales and Service Personnel</b>		1	0	0.0 %	51.1 %	1	-1	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	51.1 %	1	-1	Montréal
<b>Total</b>		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



Workplace Equity Information Management System - Averno Technologies Inc.

Workforce Analysis - Detailed Report

Date: 2018-03-29

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area	
			Representation #	%	Availability %			
<b>01 : Senior Managers</b>	National	5	0	0.0 %	2.9 %	0	0	National
<b>02 : Middle and Other Managers</b>	National	15	0	0.0 %	2.2 %	0	0	National
<b>03 : Professionals</b>		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
<b>04 : Semi-Professionals and Technicians</b>		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
<b>07 : Administrative and Senior Clerical Personnel</b>		7	1	14.3 %	0.7 %	0	1	
<b>Employment Equity Occupational Group</b>	Montréal	7	1	14.3 %	0.7 %	0	1	Montréal
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	1.0 %	0	0	
6221 : Technical sales specialists - wholesale trade	Québec	1	0	0.0 %	1.0 %	0	0	Québec





Workplace Equity Information Management System - Avera Technologies Inc.

**Workforce Analysis - Detailed Report**

Date: 2018-03-29

**Aboriginal Peoples**

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area	
			Representation #	Representation %				
<b>10 : Clerical Personnel</b>		15	1	6.7 %	0.8 %	0	1	
<b>Employment Equity Occupational Group</b>	Montréal	15	1	6.7 %	0.8 %	0	1	Montréal
<b>12 : Semi-Skilled Manual Workers</b>		2	0	0.0 %	0.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Montréal	2	0	0.0 %	0.9 %	0	0	Montréal
<b>13 : Other Sales and Service Personnel</b>		1	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montréal	1	0	0.0 %	0.8 %	0	0	Montréal
<b>Total</b>		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



Workplace Equity Information Management System - Avera Technologies Inc.

Workforce Analysis - Detailed Report

Date: 2018-03-29

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	5	0	0.0 %	10.1 %	1	-1	National
<b>02 : Middle and Other Managers</b>	National	15	0	0.0 %	15.0 %	2	-2	National
<b>03 : Professionals</b>		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
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	12.5 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		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
<b>07 : Administrative and Senior Clerical Personnel</b>		7	2	28.6 %	12.2 %	1	1	
<b>Employment Equity Occupational Group</b>	Montréal	7	2	28.6 %	12.2 %	1	1	Montréal
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	8.5 %	0	0	
6221 : Technical sales specialists - wholesale trade	Québec	1	0	0.0 %	8.5 %	0	0	Québec



Workplace Equity Information Management System - Avera Technologies Inc.

**Workforce Analysis - Detailed Report**

Date: 2018-03-29

**Members of Visible Minorities**

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>10 : Clerical Personnel</b>		15	8	53.3 %	17.4 %	3	5	
Employment Equity Occupational Group	Montréal	15	8	53.3 %	17.4 %	3	5	Montréal
<b>12 : Semi-Skilled Manual Workers</b>		2	1	50.0 %	22.7 %	0	1	
Employment Equity Occupational Group	Montréal	2	1	50.0 %	22.7 %	0	1	Montréal
<b>13 : Other Sales and Service Personnel</b>		1	0	0.0 %	24.3 %	0	0	
Employment Equity Occupational Group	Montréal	1	0	0.0 %	24.3 %	0	0	Montréal
<b>Total</b>		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



Workplace Equity Information Management System - Avera Technologies Inc.

Workforce Analysis - Detailed Report

Date: 2018-03-29

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	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
<b>Total</b>		<b>146</b>	<b>3</b>	<b>2.1 %</b>	<b>4.3 %</b>	<b>5</b>	<b>-2</b>	

Total may not equal sum of components due to rounding.

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



## Workforce Analysis - Detailed Report

Date: 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



Workplace Equity Information Management System - Avera Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2018-03-29

**Women**

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
<b>Total</b>	<b>146</b>	<b>40</b>	<b>27.4 %</b>	<b>31.4 %</b>	<b>45</b>	<b>-5</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Avera Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2018-03-29

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>146</b>	<b>5</b>	<b>3.4 %</b>	<b>1.1 %</b>	<b>1</b>	<b>4</b>

Total may not equal sum of components due to rounding.





Workplace Equity Information Management System - Avera Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2018-03-29

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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
<b>Total</b>	<b>146</b>	<b>27</b>	<b>18.5 %</b>	<b>26.3 %</b>	<b>38</b>	<b>-11</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Avera Technologies Inc.

**Workforce Analysis - Summary Report**

Date: 2018-03-29

**Persons with Disabilities**

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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
<b>Total</b>	<b>146</b>	<b>3</b>	<b>2.1 %</b>	<b>4.3 %</b>	<b>5</b>	<b>-2</b>

Total may not equal sum of components due to rounding.



## 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	CMA



## 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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	16

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	29

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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
<b>Total</b>		<b>131</b>	<b>36</b>	<b>28.7</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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
<b>Total</b>		<b>146</b>	<b>40</b>	<b>0.0</b>

**\* Source:**

**\* Source:**

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

**Data from First/Previous Workforce Analysis**

↓                      ↓                      ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	16

**Data from Subsequent/Current Workforce Analysis**

↓                      ↓                      ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	29

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 2: Aboriginal Peoples</b>		
		<b>First/Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Aboriginal Peoples</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>%</b>	
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
<b>Total</b>		<b>131</b>	<b>4</b>	<b>1.1</b>

<b>Employment Equity Occupational Group (EEOG)</b>		<b>Table 6: Aboriginal Peoples</b>		
		<b>Subsequent/Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Aboriginal Peoples</b>	
		<b>#</b>	<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>%</b>	
		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	0	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
<b>Total</b>		<b>146</b>	<b>5</b>	<b>0.0</b>

**\* Source:**  
0

**\* Source:**  
0

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	16

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	29

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	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
<b>Total</b>		<b>131</b>	<b>23</b>	<b>26.4</b>

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		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	0	0.0
<b>Total</b>		<b>146</b>	<b>27</b>	<b>0.0</b>

\* Source:  
0

\* Source:  
0





**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

Start Date of Flow Data		
YYYY	MM	DD
2015	03	16

End Date of Flow Data		
YYYY	MM	DD
2018	03	29

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓

**Data from Form 5 - Employees Promoted**

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**Data from Form 6 - Employees Terminated**

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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	3	2	0	0
02 Middle & Other Managers	9	3	0	0
03 Professionals	51	9	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	6	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	15	9	1	1
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
<b>Total</b>	<b>91</b>	<b>29</b>	<b>1</b>	<b>1</b>

	Table 5: Women			
	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
<b>Total</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>

	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
<b>Total</b>	<b>104</b>	<b>28</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

Start Date of Flow Data		
YYYY	MM	DD
2015	03	16

End Date of Flow Data		
YYYY	MM	DD
2018	03	29

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓

**Table 2: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#

01 Senior Managers	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
<b>Total</b>	<b>91</b>	<b>1</b>	<b>1</b>	<b>0</b>

**Data from Form 5 - Employees Promoted**

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**Table 6: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
	#	#	#	#

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

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**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#

01 Senior Managers	4	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	65	1	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	5	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	0	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
<b>Total</b>	<b>104</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

Start Date of Flow Data		
YYYY	MM	DD
2015	03	16

End Date of Flow Data		
YYYY	MM	DD
2018	03	29

**Data from Form 4 - Employees Hired**

↓ ↓ ↓ ↓

**Table 3: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

01 Senior Managers	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
<b>Total</b>	<b>91</b>	<b>1</b>	<b>1</b>	<b>0</b>

**Data from Form 5 - Employees Promoted**

↓ ↓ ↓ ↓

**Table 7: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

↓ ↓ ↓ ↓

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	4	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	65	0	0	0
04 Semi-Professionals & Technicians	5	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	5	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	0	0	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
<b>Total</b>	<b>104</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

Start Date of Flow Data		
YYYY	MM	DD
2015	03	16

End Date of Flow Data		
YYYY	MM	DD
2018	03	29

**Data from Form 4 - Employees Hired**



**Table 4: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	9	0	0	0
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 Personnel	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
<b>Total</b>	<b>91</b>	<b>12</b>	<b>1</b>	<b>1</b>

**Data from Form 5 - Employees Promoted**



**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	2	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	2	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>10</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**



**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	4	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	65	5	0	0
04 Semi-Professionals & Technicians	5	2	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	5	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	2	0	0
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
<b>Total</b>	<b>104</b>	<b>10</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Data for First/Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2015
	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	-1	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	-1	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%	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%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>131</b>	<b>3.7%</b>		<b>0</b>	<b>75.1%</b>		<b>0</b>	<b>0</b>	<b>36</b>	<b>0.0%</b>	<b>0</b>	<b>2</b>	<b>0</b>		<b>28.7%</b>	<b>-2</b>	<b>-2</b>	<b>27.5%</b>	<b>27.5%</b>	

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

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

**Table 2: Women**

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
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	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

14	Other Manual Workers	0	0.0	0	0.0
Total		4		3	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

[Date: 2019-03-28]

**Data for First/Previous Goals**

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

**Table 3: Aboriginal Peoples**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	Yyyy - Yyyy								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-03-16	Annually	Over 3 Years	Hires Required Over 3 Years	2015	2018						
		#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01	Senior Managers	5	0.0%	0.0%	0	80.0%	0.0%	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%	
02	Middle & Other Managers	7	28.9%	0.0%	0	72.7%	0.0%	0	0	0.0%	0	0	0	0	2.2%	0	0	0.0%	0.0%	
03	Professionals	89	0.7%	0.0%	0	72.2%	0.0%	0	0	0.0%	0	-1	0	0	1.0%	1	1	2.2%	2.2%	
04	Semi-Professionals & Tech	12	-9.1%	0.0%	0	47.6%	0.0%	0	0	0.0%	0	-1	0	0	0.9%	1	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	0.8%	0	0	0.0%	0.0%	
06	Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	5	11.9%	0.0%	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%	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	0.0%	0	0	#DIV/0!	#DIV/0!	
10	Clerical Personnel	11	10.9%	0.0%	0	115.4%	0.0%	0	0	0.0%	0	-1	0	0	0.8%	1	1	9.1%	9.1%	
11	Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	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	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	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total		131	3.7%		0	75.1%		0	0	0.0%	0	-3	0	0	1.1%	3	3	3.1%	3.1%	

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

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments	
	Short-term Goals		Long-term Goals			
	#	%	#	%		
01	Senior Managers	0	0.0	0	0.0	No 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	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

[Date: 2019-03-28]

**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
		2015-03-16	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2015-03-16	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
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!	
<b>Total</b>		<b>131</b>	<b>3.7%</b>		<b>0</b>	<b>75.1%</b>		<b>0</b>	<b>0</b>	<b>3</b>	<b>0.0%</b>	<b>0</b>	<b>#REF!</b>	<b>0</b>		<b>#REF!</b>	<b>-3</b>	<b>#REF!</b>	<b>2.3%</b>	<b>2.3%</b>

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	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	0.0	
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	
<b>Total</b>		<b>1</b>		<b>2</b>		

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

[Date: 2019-03-28]

**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	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%	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	-20	11.2%	10.1%	
04 Semi-Professionals & Tech	12	-9.1%		0	47.6%		0	0	6	0.0%	0	-5	0	11.0%	0.0%	5	5	50.0%	50.0%	
05 Supervisors	1	-100.0%		0	0.0%		0	0	1	0.0%	0	-1	0	16.7%	0.0%	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%	0.0%	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%	0.0%	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%	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	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%	0.0%	2	2	36.4%	36.4%	
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	100.0%		0	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%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>131</b>	<b>3.7%</b>		<b>0</b>	<b>75.1%</b>		<b>0</b>	<b>0</b>	<b>23</b>	<b>0.0%</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>26.4%</b>	<b>0.0%</b>	<b>-12</b>	<b>-12</b>	<b>17.6%</b>	<b>17.6%</b>	

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

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

**Table 8: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	15.0	1	0.0	
02 Middle & Other Managers	0	20.0	1	0.0	
03 Professionals	4	40.0	16	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

14	Other Manual Workers	0	0.0	0	0.0
Total		4		18	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Data for Subsequent/Current Goals**

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

**Table 9: Women**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			2018	2021					
	2018-03-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-29	Annually	Over 3 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	-1	20.0%	33.3%	
03 Professionals	91	0.7%	0.0%	0	72.2%	4.0%	11	11	18	4.0%	2	5	4	30.0%	23.1%	-3	-1	19.8%	22.0%	
04 Semi-Professionals & Tech Supervisors	9	-9.1%	0.0%	0	47.6%	4.0%	1	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%	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%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	7	11.9%	0.0%	0	83.3%	4.0%	1	1	6	4.0%	1	1	1		80.0%	0	0	85.7%	85.7%	
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	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	15	10.9%	0.0%	0	115.4%	4.0%	2	2	10	4.0%	1	0	1		62.5%	1	1	66.7%	66.7%	
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	2	0.0%	0.0%	0	100.0%	4.0%	0	0	0	4.0%	0	0	0		18.4%	0	0	0.0%	0.0%	
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	4.0%	0	0	0	4.0%	0	1	0	52.0%	51.1%	-1	-1	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>146</b>	<b>3.7%</b>	<b>0.0%</b>	<b>0</b>	<b>75.1%</b>		<b>0</b>	<b>0</b>	<b>40</b>	<b>0.0%</b>	<b>0</b>	<b>-40</b>	<b>0</b>		<b>0.0%</b>	<b>40</b>	<b>40</b>	<b>27.4%</b>	<b>27.4%</b>	

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

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

**Table 10: Women**

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%	%	%	
01 Senior Managers		0.0%		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 Supervisors		%		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%
14 Other Manual Workers		0.0%		0.0%	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

Total		0.0	0.0
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Data for Subsequent/Current Goals**

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

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2018-03-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-29	Annually	Over 3 Years	Years	2018	2021	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
01 Senior Managers	5	0.0%		0	80.0%		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%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
<b>Total</b>	<b>146</b>	<b>3.7%</b>		<b>0</b>	<b>75.1%</b>		<b>0</b>	<b>0</b>	<b>5</b>	<b>0.0%</b>	<b>0</b>	<b>-5</b>	<b>0</b>	<b>0.0%</b>	<b>5</b>	<b>5</b>	<b>3.4%</b>	<b>3.4%</b>		

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

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

**Table 12: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		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	
14 Other Manual Workers		0.0		0.0	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

Total		0.0		
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**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Data for Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities  
Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	YYYY - YYYY								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-29	Annually	Over 3 Years	2018	2021							
		#	%	%	#	%	%	#	#	%	#	#	%	%	#	#	%	%		
01/02	Managers	20	14.5%	0.0%	0	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%	0	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	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	0	0.0%	0	0	0	3.4%	0	0	0.0%	0.0%	
08	Skilled Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	3.5%	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	0	0	7.0%	0	0	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	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	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	0	#DIV/0!	#DIV/0!	
<b>Total</b>		<b>146</b>	<b>3.7%</b>		<b>0</b>	<b>75.1%</b>		<b>0</b>	<b>0</b>	<b>3</b>	<b>0.0%</b>	<b>0</b>	<b>-3</b>	<b>0</b>	<b>0.0%</b>	<b>3</b>	<b>3</b>	<b>2.1%</b>	<b>2.1%</b>	

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

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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01/02	Managers		5.0%	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%	
<b>Total</b>			<b>0.0</b>	<b>0.0</b>	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2018	2021					
	2018-03-29	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 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	4.0%	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%	0.0%	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%	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%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	7	11.9%		0	83.3%		0	0	2	0.0%	0	-1	0	12.2%	1	1	28.6%	28.6%		
08 Skilled Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	8.5%	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	8	0.0%	0	-5	0	17.4%	5	5	53.3%	53.3%		
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	1	0.0%	0	-1	0	22.7%	1	1	50.0%	50.0%		
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	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	0	#DIV/0!	#DIV/0!		
<b>Total</b>	<b>146</b>	<b>3.7%</b>		<b>0</b>	<b>75.1%</b>		<b>0</b>	<b>0</b>	<b>27</b>	<b>0.0%</b>	<b>0</b>	<b>-27</b>	<b>0</b>	<b>0.0%</b>	<b>27</b>	<b>27</b>	<b>18.5%</b>	<b>18.5%</b>		

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

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		15.0%		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%	
14 Other Manual Workers		0.0%		0.0%	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

Total		0.0	0.0
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**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2015	5	2	40.0	27.4	1	1	146.0																
	2018	5	2	40.0	27.4	1	1	146.0	3	2	66.7	1	1	2	1	50.0	1	0	4	1	25.0	2	-1	
02 Middle & Other Managers	2015	7	1	14.3	38.9	3	-2	36.7																
	2018	15	3	20.0	38.9	6	-3	51.4	9	3	33.3	4	-1	2	1	50.0	0	1	8	1	12.5	1	0	
03 Professionals	2015	89	18	20.2	22.7	20	-2	89.1																
	2018	91	18	19.8	23.1	21	-3	85.6	51	9	17.6	12	-3	4	3	75.0	1	2	65	13	20.0	13	0	
04 Semi-Professionals & Technicians	2015	12	1	8.3	12.8	2	-1	65.1																
	2018	9	1	11.1	15.2	1	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	1	0	196.9																
	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	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	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 ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	5	3	60.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	3	60.0										
02 Middle & Other Managers	2018	11	4	36.4	1	400.0	50.0	72.7	1	400.0	0.0	0.0		
	2021	11	4	36.4			0.5	7272.7			0.5	7272.7		
03 Professionals	2018	55	12	21.8	3	400.0	30.0	72.7	1	1,200.0	0.0	0.0		
	2021	55	12	21.8			0.3	7272.7			0.3	7272.7		
04 Semi-Professionals & Technicians	2018	4	0	0.0	0	0.0	20.0	0.0	1	0.0	0.0	0.0		
	2021	4	0	0.0			%	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2015	5	5	100.0	80.8	4	1	123.8																
	2018	7	6	85.7	80.0	6	0	107.1	7	6	85.7	6	0	0	0	0.0	0	0	0	5	5	100.0	5	0
08 Skilled Sales & Service Personnel	2015	1	0	0.0	29.1	0	0	0.0																
	2018	1	0	0.0	29.1	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	11	8	72.7	62.5	7	1	116.4																
	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	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	2	0	0.0	18.4	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	7	6	85.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	6	85.7										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	18	11	61.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	18	11	61.1										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0										

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	#	%	#	#					
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	51.1	1	-1	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
Total	2015	131	36	27.5	28.7	38	-2	95.8																	
	2018	146	40	27.4	0.0	0	40	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Women			All Employees	Women				All Employees	Women				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met			
#	#	#	%	#	%	%	#	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2021	0	0	0.0			0.5	0.0			0.5	0.0				
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	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	0.0	3	1200.0	0.0	0.0	0.0		
	2021	102	36	35.3			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]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2015	5	0	0.0	2.9	0	0	0.0																	
	2018	5	0	0.0	2.9	0	0	0.0	3	0	0.0	0	0	0	2	0	0.0	0	0	0	4	0	0.0	0	0
02 Middle & Other Managers	2015	7	0	0.0	2.2	0	0	0.0																	
	2018	15	0	0.0	2.2	0	0	0.0	9	0	0.0	0	0	0	2	0	0.0	0	0	0	8	0	0.0	0	0
03 Professionals	2015	89	2	2.2	1.0	1	1	224.7																	
	2018	91	2	2.2	0.9	1	1	244.2	51	0	0.0	0	0	0	4	0	0.0	0	0	0	65	1	1.5	1	0
04 Semi-Professionals & Technicians	2015	12	1	8.3	0.9	0	1	925.9																	
	2018	9	1	11.1	0.9	0	1	1,234.6	4	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
05 Supervisors	2015	1	0	0.0	0.8	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	5	0	0.0										
02 Middle & Other Managers	2018	11	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	11	0	0.0										
03 Professionals	2018	55	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	55	0	0.0										
04 Semi-Professionals & Technicians	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0										
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0										



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	5	0	0.0	0.7	0	0	0.0	7	0	0.0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
	2018	7	1	14.3	0.7	0	1	2,040.8		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2015	1	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	1	0	0.0	1.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
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	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2015	11	1	9.1	0.8	0	1	1,136.4	16	1	6.3	0	1	2	0	0.0	0	0	0	15	1	6.7	1	0
	2018	15	1	6.7	0.8	0	1	833.3		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
11 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	0	0	0	0	0.0	0	0
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
	2018	2	0	0.0	0.9	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	18	1	5.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	18	1	5.6										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0										



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	131	4	3.1	1.1	1	3	277.6																	
	2018	146	5	3.4	0.0	0	5	0.0	92	1	1.1	0	1	10	0	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0	0.0			0.0	0.0	
Total	2018	102	1	1.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	102	1	1.0			0.0	0.0	0.0			0.0	0.0	

**Federal Contractors Program Achievement Report**

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

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
01 & 02 Managers	2015	12	0	0.0	4.3	1	-1	0.0																
	2018	20	0	0.0	4.3	1	-1	0.0	12	0	0.0	1	-1	4	0	0.0	0	0	0	12	0	0.0	0	0
03 Professionals	2015	89	2	2.2	3.8	3	-1	59.1																
	2018	91	1	1.1	3.8	3	-2	28.9	51	0	0.0	2	-2	4	0	0.0	0	0	0	65	0	0.0	1	-1
04 Semi-Professionals & Technicians	2015	12	1	8.3	4.6	1	0	181.2																
	2018	9	1	11.1	4.6	0	1	241.5	4	0	0.0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
05 Supervisors	2015	1	0	0.0	13.9	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2018	16	0	0.0	0	0.0	10.0	0.0	1	0.0	0.0	0.0		
	2021	16	0	0.0			0.1	0.0			0.1	0.0		
03 Professionals	2018	55	0	0.0	1	0.0	5.0	0.0	0	0.0	0.0	0.0		
	2021	55	0	0.0			0.1	0.0			0.1	0.0		
04 Semi-Professionals & Technicians	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities							
		All Employees	Representation			Availability		Gap	EE Result	All Employees	Actual			Expected	Difference	All Employees	Actual			Expected	Difference	All Employees	Actual		
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	5	0	0.0	3.4	0	0	0.0																	
	2018	7	0	0.0	3.4	0	0	0.0	7	0	0.0	0	0	0	0	0	0.0	0	0	0	5	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	1	0	0.0	3.5	0	0	0.0																	
	2018	1	0	0.0	3.5	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	11	0	0.0	7.0	1	-1	0.0																	
	2018	15	1	6.7	7.0	1	0	95.2	16	1	6.3	1	0	2	0	0.0	0	0	0	15	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	2	0	0.0	4.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Actual			Goal	Percent of Goal Met			Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	18	1	5.6	0	0.0	10.0	55.6	1	100.0	0.0	0.0		
	2021	18	1	5.6			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

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

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	131	3	2.3	4.2	6	-3	54.5																
	2018	146	3	2.1	0.0	0	3	0.0	92	1	1.1	0	1	10	0	0.0	0	0	0	104	0	0.0	2	-2

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	TRUE	0.0			0.0	0.0			0.0	0.0		
Total	2018	102	1	1.0	1	100.0	0.0	0.0	2	50.0	0.0	0.0		
	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]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2015	5	0	0.0	10.1	1	-1	0.0																
	2018	5	0	0.0	10.1	1	-1	0.0	3	0	0.0	0	0	2	0	0.0	0	0	4	0	0.0	0	0	0
02 Middle & Other Managers	2015	7	0	0.0	15.0	1	-1	0.0																
	2018	15	0	0.0	15.0	2	-2	0.0	9	0	0.0	1	-1	2	0	0.0	0	0	8	0	0.0	0	0	0
03 Professionals	2015	89	10	11.2	32.5	29	-19	34.6																
	2018	91	10	11.0	33.3	30	-20	33.0	51	4	7.8	17	-13	4	1	25.0	0	1	65	5	7.7	7	-2	
04 Semi-Professionals & Technicians	2015	12	6	50.0	11.0	1	5	454.5																
	2018	9	6	66.7	12.5	1	5	533.3	4	1	25.0	1	1	0	0	0.0	0	0	5	2	40.0	3	-1	
05 Supervisors	2015	1	1	100.0	16.7	0	1	598.8																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	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	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments										
		Flow Data				Short-term Goals				Long-term Goals														
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities														
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met													
#	#	%	%	#	%	%	%	#	%	%	%													
01 Senior Managers	2018	5	0	0.0	0	0.0	15.0	0.0																
	2021	5	0	0.0			0.2	0.0																
02 Middle & Other Managers	2018	11	0	0.0	0	0.0	20.0	0.0	1	0.0	0.0	0.0												
	2021	11	0	0.0			0.2	0.0																
03 Professionals	2018	55	5	9.1	4	125.0	40.0	22.7	16	31.3	0.0	0.0												
	2021	55	5	9.1			0.4	2597.4																
04 Semi-Professionals & Technicians	2018	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	4	1	25.0			0.0	0.0																
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	0	0	0.0			0.0	0.0																
06 Supervisors: Crafts & Trades	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
	2021	1	0	0.0			0.0	0.0																

**Federal Contractors Program Achievement Report**

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

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	5	2	40.0	12.2	1	1	327.9																
	2018	7	2	28.6	12.2	1	1	234.2	7	1	14.3	1	0	0	0	0.0	0	0	0	5	0	0.0	2	-2
08 Skilled Sales & Service Personnel	2015	1	0	0.0	8.5	0	0	0.0																
	2018	1	0	0.0	8.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	11	4	36.4	17.4	2	2	209.0																
	2018	15	8	53.3	17.4	3	5	306.5	16	6	37.5	3	3	2	1	50.0	1	0	15	2	13.3	5	-3	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	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
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	7	1	14.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	1	14.3										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
10 Clerical Personnel	2018	18	7	38.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	18	7	38.9										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
12 Semi-Skilled Manual Workers	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0										

**Federal Contractors Program Achievement Report**

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

**Averna Technologies Inc.**

**[Date: 2019-03-28]**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	24.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
Total	2015	131	23	17.6	26.4	35	-12	66.5																
	2018	146	27	18.5	0.0	0	27	0.0	92	13	14.1	0	13	10	2	20.0	2	0	104	10	9.6	18	-8	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	102	15	14.7	4	375.0	0.0	0.0	18	83.3	0.0	0.0		
	2021	102	15	14.7			0.0	0.0			0.0	0.0		



<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Averna Technologies Inc.</b>
<b>[Date: 2019-03-28]</b>

## Efforts

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

### Required measures:

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

### Other measures:

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



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

Free from bias, our recognition program, Averno Star was launched. Since its launch in 2015, several Averno 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.

### Operational Context

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

- Impact of economic and industrial conditions on the organization.

Financial underperformance, which led to reorganization 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 [redacted] 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.

### **Additional Details**

Please provide any additional information (optional):

## Federal Contractors Program Report of the Subsequent Compliance Assessment

**Employer Name:** Avera 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:**

Avera 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:

Yes  No

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***

- 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 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:

- Avera 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 Avera 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.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070)

**Name of 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, Avera Technologies Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Avera 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 Avera 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.1intInf.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, Avera 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

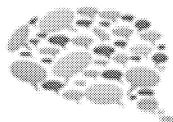
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at [ee-eme@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.gc.ca).

Your cooperation during the course of this compliance assessment was appreciated and we wish Avera 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@hrsdcc.gc.ca](mailto:ee-eme@hrsdcc.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!