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s.24(1)

Labour Program Federal Contractors Program

OFFICIAL LISE ONLY	
V	
Agreement N°:	

Agreement to Implement Employment Equity

☐ New Agreement				
Revised Agreement				
	ORGANIZATION			
egal Name of Organization		Parent compan	y is located outsi	te Canada
Helicopter Textron Canada	Limited		☑ Yes	□ No
operating Name (if different from Legal Name of Or	rganization)	Procurement F	lucinace V umba	
		(Full-Time/Part	l employees in C. Time/Temporary	
Organization's North American Industry Classification 336410	on System (NAICS) Code N°	visit, http://www	vistalicanigo ca/s lan/2002/halos-sc	S Code Number please abjects-sujets/standard- iam321-eng.htm
Official use only (if information above is incorre Procurement Business Number	Total number of employees in C 1912	anada	Gryanization	s NAICS Code No
	HEAD OFFICE			
ddress (building number, street, suite, etc.)	Cay		Province	Postal Code
2800 Rue de L'Aveni:	Mirabel		0.0	J7J 184
	Telephone Nu	MXXI	Fax Numbe	
	450-971-	6500 X6058	450-437	-0826
	EMPLOYMENT EQUITY CO	ONTACT		
\$ 4.00 A \$ 1.00 A \$	Tatie			
		et in recruits	ent and in	t'l mobility
elegitione (vumber	E-mail Addres	3		
		<u></u>		
	CERTIFICATION			
ne above-named organization:				
ne accerriantes inganication				A CONTRACTOR OF THE STATE OF TH
 having a combined workforce of 100 or mo 12 weeks or more in Canada, AND 	ore permanent full-time, permanent	part-time and tempo	rary employee	s having worked

Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml

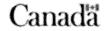
Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

	SIGNATORY
NOTE: The signatory must be the Chief Executive Off contract on behalf of the organization.	icer OR an authorized person in an executive position with legal authority to sign a
Name (print)	Title
Kohler, Barry	President
Telephone Number	E-mail Address
514-458-4641	bkohler@bh.com
Signa	Date -
	2013-08-02

RETURN INSTRUCTIONS

IMPORTANT

. The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION Period covered by the 20.1105e50513 to 2018-03-01

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	ſ	Province			Census Metropolitan Area		
	Permanent full time	Permanent part- time	Temporary	Total number of employees			
Ontario	10	0	0	10	Calgary270	0	27
Quebec	888	2	0	890	Montreal8812	0	883
New- Brunswick	5	0	0	5	Toronto100	0	10
Colombia- British	2	0	0	2	Vancouver20	0	2
Alberta	27	0	0	27	Saint John50	0	5
Total number of e	employees				Quebec70	0	7
in Canada	,			934	Total number of employees as of Canada		934

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2015-05-13 to 2018-03-01

Occupational Category			employees			Aboriginal	_	<u> </u>	ns with disat		I	of Visible M	
Salary Range Col. 1	Quarte r	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management	4	1		1									
Upper value: \$100,000 and over	3												
Lower value: \$100,000 and over	2												
	1	1		1									
	Total	2		2									
Middle management and other directors	4	8	6	2									
Upper value: \$100,000 and over	3	6	4	2									
Lower value: \$100,000 and over	2	24	18	6									
	1	12	8	4									
	Total	50	36	14									
Professionals	4	3	3										
Upper value: \$100,000 and over	3	4	4								1	1	
Lower value: \$50,000 - \$54,999	2	79	69	10							7	7	
	1	83	64	19							9	6	3
	Total	169	140	29							17	14	3
Semi-professional and technical staff	4	1	1										
Upper value: \$100,000 and over	3	8	8										
Lower value: \$50,000 - \$54,999	2	63	51	12							2	2	
	1	112	85	27				4	3	1	3	2	1
	Total	184	145	39				4	3	1	5	4	1

Canada Page 1 of 5

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2015-05-13 to 2018-03-01

Occupational Category			employees			Aboriginal	·		ns with disat		I	of Visible M	
Salary Range Col. 1	Quarte r	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
Supervisors	4	1	1										
Upper value: \$100,000 and over	3	1	1										
Lower value: \$85,000 - \$89,999	2	1	1										
	1	1	1										
	Total	4	4										
Foremen	4	3	2	1									
Upper value: \$100,000 and over	3	8	8		1	1		1	1				
Lower value: \$80,000 - \$84,999	2	8	5	3									
	1	3	3										
	Total	22	18	4	1	1		1	1				
Administrative and main office staff	4	2	2					1	1				
Upper value: \$100,000 and over	3	3	2	1									
Lower value: \$45,000 - \$49,999	2	17	9	8									
	1	37	14	23				2	2		1		1
	Total	59	27	32				3	3		1		1
Specialized sales and service personnel	4	16	15	1									
Upper value: \$100,000 and over	3	24	24					1	1				
Lower value: \$55,000 - \$59,999	2	2	2										
	1	2	1	1							1	1	
	Total	44	42	2				1	1		1	1	

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FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2015-05-13 to 2018-03-01

Occupational Category			employees			Aboriginal		I	ons with disal		<u> </u>	s of Visible M	
Salary Range Col. 1	Quarte	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
	·			001. 4	001. 0	001.0	001. 7	001.0	001. 0	001. 10	001: 17		
Skilled workers and artisans	4	6	6										-
Upper value: \$90,000 - \$94,999	3	42	42					1	1				
Lower value: \$70,000 - \$74,999	2	11	11										
	1	4	4										
	Total	63	63					1	1				
Clerical staff	4	2	2										
Upper value: \$85,000 - \$89,999	3	4	2	2									
Lower value: \$50,000 - \$54,999	2	30	17	13				2	1	1	1		1
	1	11	7	4							1	1	
	Total	47	28	19				2	1	1	2	1	. 1
Skilled Manual Workers	4	31	31								2	2	2
Upper value: \$80,000 - \$84,999	3												
Lower value: \$65,000 - \$69,999	2	254	228	26	1	1					7	7	-
	1	1	1										
	Total	286	260	26	1	1					9	Ş)
Other manual workers	4	1	1										
Upper value: \$65,000 - \$69,999	3												
Lower value: \$60,000 - \$64,999	2												
	1	1	1										
	Total	2	2										

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Form 2 A

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

Reporting period 2015-05-13 to 2018-03-01

Occupational Category		All	employees			Aboriginal		Perso	ns with disat	oilities	Members	of Visible Mi	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total number of employees	•	932	765	167	2	2		12	10	2	35	29	6

FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

Reporting period 2015-05-13 to 2018-03-01

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	bilities	Members	s of Visible M	linorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Semi-professional and technical staff	4	1	1										
Upper value: \$65,000 - \$69,999	3												
Lower value: \$35,000 - \$39,999	2												
	1	1	1										
	Total	2	2										
Total number of employees		2	2										

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2015-05-13 to 2018-03-01

	All	employees			Aboriginal		Perso	ns with disabil	ities	Members of Visible Minorities		
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
45 000 \$ - 49 999 \$	1		1									
50 000 \$ - 59 999 \$	20	11	9				1	1		1	1	
60 000 \$ - 69 999 \$	74	49	25				2	1	1	7	4	
70 000 \$ - 84 999 \$	435	363	72	1	1		5	4	1	14	12	
85 000 \$ - 99 999 \$	217	187	30	1	1		2	2		5	4	
100,000 and more	185	155	30				2	2		8	8	
Total number of employees	932	765	167	2	2		12	10	2	35	29	

FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

Reporting period 2015-05-13 to 2018-03-01

	All employees				Aboriginal		Pers	ons with disabi	lities	Members of Visible Minorities		
Salary Range	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
35 000 \$ - 39 999 \$	1	1										
50,000 and more	1	1										
Total number of employees	2	2										

Canada

Form 3 B

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FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2015-05-13 to 2018-03-01

	Al	II employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Min	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	38	34	4							5	4	1
Semi-professional and technical staff	11	8	3									
Administrative and main office staff	11	5	6				2	2				
Specialized sales and service personnel	3	3					1	1				
Skilled workers and artisans	3	3										
Clerical staff	6	5	1							1	1	
Skilled Manual Workers	1	1										
Total number of employees hired	73	59	14				3	3		6	5	1

FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

Reporting period 2015-05-13 to 2018-03-01

	All employees			Aboriginal			Pers	ons with disab	ilities	Members of Visible Minorities		
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-professional and technical staff	1	1										
Total number of employees hired	1	1										

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	eacting rec	year should be	18 30 18 03 191	n the occupation	onal groups in v	which or to whi	ch they were la	st promoted.	
Ossanskansk Ostorom		I employees		1	Aboriginal			ons with disab			s of Visible Min	orities
Occupational Category	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 Management	2		2									
Middle management and other directors	29	18	11									
Professionals	52	43	9							3	3	,
Semi-professional and technical staff	36	27	9									
Supervisors	3	3							-			
Foremen	6	4	2									
Administrative and main office staff	33	13	20				2	2		1		,
Specialized sales and service personnel	5	4	1				1	1		1	1	
Skilled workers and artisans	1	1										
Clerical staff	6	6								1	1	
Skilled Manual Workers	1	1										
Total number of employees promoted	174	120	54				3	3		6	5	
Total number of promotions	193	133	60				3	3		8	6	

Page 1 of 1 Canada

FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2015-05-13 to 2018-03-01

	Al	I employees			Aboriginal		Pers	ons with disab	lities	Members of Visible Minorities			
Occupational Category	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 Management	1	1											
Middle management and other directors	14	11	3				1	1		1		1	
Professionals	87	64	23	1	1		3	1	2	11	9	2	
Semi-professional and technical staff	93	65	28				3	3		4	2	2	
Supervisors	3	2	1										
Foremen	6	6					1	1					
Administrative and main office staff	35	13	22							2	1	1	
Specialized sales and service personnel	9	9								1	1		
Skilled workers and artisans	19	18	1										
Clerical staff	24	14	10										
Skilled Manual Workers	123	101	22				1	1		5	5		
Other manual workers	1	1											
Total number of employees whose employment was terminated	415	305	110	1	1		9	7	2	24	18	E	

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FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

Reporting period 2015-05-13 to 2018-03-01

	. •											
	All employees Aboriginal		Pers	ons with disabi	lities	Members of Visible Minorities						
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-professional and technical staff	3	3										
Total number of employees whose employment was terminated	3	3										

2018-05-07

Workplace Equity Information Management System - Bell Helicopter Textron Canada Limited

Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Women

				1	Nomen				
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availat	oility	Differ	Place of recruitment	
	location	#	#	%	%	#	ence _#		
01: Senior Management	National	2	2	100.0 %	27.4 %	1	1	National	
02: Middle management and other directors	National	50	14	28.0 %	38.9 %	19	-5	National	
03: Professionals		170	30	17.6 %	21.5 %	37	-7		
1111: Auditors and Accountants	National	14	12	85.7 %	55.1 %	8	4	National	
1121: Human Resources Professionals	National	5	1	20.0 %	71.1 %	4	-3	National	
1122: Business Management Consulting Professionals	National	4	1	25.0 %	42.0 %	2		National	
1123: Advertising, marketing and public relations professionals	National	1	1	100.0 %	66.4 %	1	0	National	
2134 : Chemical engineers	National	1	1	100.0 %	24.5 %	0	1	National	
2141: Industrial and Manufacturing Engineers	National	3	0	0.0 %	17.0 %	1		National	
2146; Aerospace Engineers	National	119	7	5.9 %	12.1 %	14	•7	National	
2171 : IT Analysts and Consultants	National	14	4	28.6 %	28.3 %	4	0	National	
2172 : Database Analysts and Data Administrators	National	7	2	28.6 %	35.2 %	2	0	National	
3012: Registered Nurses and Registered Psychiatric Nurses	National	1	1	100.0 %	92.9 %	1	0	National	
4163: Economic Development Officers, Marketing Researchers and Consultants	National	1	0	0.0 %	50.7 %	1	•	National	
04: Semi-professional and technical staff		186	39	21.0 %	16.5 %	31	8		
2232 : Mechanical Engineering Technologists and Technicians	Quebec	79	17	21.5 %	9.4 %	7	10	Quebec	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	30	11	36.7 %	26.7 %	8	3	Quebec	
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	9.1 %	0	0	Quebec	
2244: Avionics and Instrument and Aircraft Electrical Mechanics, Technicians and Controllers	Quebec	16	0	0.0 %	9.9 %	2		Quebec	
2261: Non-destructive Testing Inspectors and Testers	Quebec	4	0	0.0 %	6.5 %	0	0	Quebec	
2262: Engineering Inspectors and Regulatory Officers	Alberta	2	0	0.0 %	27.7 %	1	1	Alberta	
2262: Engineering Inspectors and Regulatory Officers	Quebec	24	5	20.8 %	22.8 %	5	0	Quebec	
2263 ; Inspectors of Public Health, Environment and Occupational Health and Safety Québec travail	au	5	3	60.0 %	40.2 %	2	1	Quebec	
2271 : Air transport pilots, navigators and flight instructorsQuébec		15	0	0.0 %	5.0 %	1	-1	Quebec	

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2018-05-07

Workplace Equity Information Management System - Bell Helicopter Textron Canada Limited

Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Women

		Women					
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availa		Place of recruitment
	location	#	#	%	%	# ence#	
2272 : Air traffic controllers and related personnel	Quebec	4	0	0.0 %	25.3 %	1 -1	Quebec
4211 : Paralegals and related occupations	Alberta	1	1	100.0 %	89.2 %	1 0	Alberta
4211 : Paralegals and related occupations	Quebec	3	2	66.7 %	85.5 %	3 -1	Quebec
4312: Firefighters	Quebec	2	0	0.0 %	2.6 %	0 0	Quebec
05: Supervisors		4	0	0.0 %	52.9 %	2 -2	
Employment Equity Occupational Group	Calgary	2	0	0.0 %	55.0 %	1 -1	Calgary
Employment Equity Occupational Group	Montreal	2	0	0.0 %	50.8 %	1 -1	Montreal
06 : Foremen		22	4	18.2 %	9.0 %	2 2	
7205: Contractors and Supervisors, Other Construction Trades, Repair and Installation Services	Quebec	1	0	0.0 %	7.6 %	0 0	Quebec
7301: Mechanical Contractors and Supervisors	Ontario	1	0	0.0 %	5.5 %	0 0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator Crews	Ontario	1	0	0.0 %	2.2 %	0 0	Ontario
7303: Supervisors, printing and related occupations	Ontario	1	0	0.0 %	36.8 %	0 0	Ontario
7304: Supervisors, Rail Operations	Quebec	1	0	0.0 %	3.8 %	0 0	Quebec
9226: Supervisors in Other Fabricated Metal Product and Mechanical Manufacturing	Quebec	17	4	23.5 %	8.3 %	1 3	Quebec
07: Administrative and Senior Clerical Staff		59	32	54.2 %	80.7 %	48 -16	
Employment Equity Occupational Group	Calgary	9	4	44.4 %	80.5 %	7 -3	Calgary
Employment Equity Occupational Group	Montreal	47	28	59.6 %	80.8 %	38 -10	Montreal
Employment Equity Occupational Group	Quebec	1	0	0.0 %	80.9 %	1 -1	Quebec
Employment Equity Occupational Group	Toronto	2	0	0.0 %	80.1 %	2 -2	Toronto
08: Specialized sales and service personnel		44	2	4.5 %	28.3 %	12 -10	
6221: Technical Sales Specialists - Wholesale Trade	Alberta	2	0	0.0 %	20.5 %	0 0	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	2	1	50.0 %	26.3 %	1 0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	New Brunswick	4	0	0.0 %	26.1 %	1 -1	New Brunswick
6221: Technical Sales Specialists - Wholesale Trade	Ontario	1	0	0.0 %	28.7 %	0 0	Ontario

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Women

		Women					
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availa		Place of recruitment
	location	#	#	%	%	# ence#	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	35	1	2.9 %	29.1 %	10 9	Quebec
09: Skilled workers and artisans		63	0	0.0 %	6.5 %	4 4	
7231 : Machinists and Machining and Tooling Inspectors	Quebec	1	0	0.0 %	5.2 %	0 0	Quebec
7232 : Tool and die makers	Quebec	7	0	0.0 %	3.3 %	0 0	Quebec
7241: Electricians (except industrial and power system electricians)	Quebec	1	0	0.0 %	1.5 %	0 0	Quebec
7242 ; Industrial Electricians	Quebec	3	0	0.0 %	2.7 %	0 0	Quebec
7251 : Plumbers	Quebec	1	0	0.0 %	1.3 %	0 0	Quebec
7311: Construction milliwrights and industrial mechanics	Quebec	4	0	0.0 %	1.7 %	0 0	Quebec
7315; Aircraft Mechanics and Aircraft Inspectors	Alberta	1	0	0.0 %	6.6 %	0 0	Alberta
7315 : Aircraft Mechanics and Aircraft Inspectors	Ontario	2	0	0.0 %	5.2 %	0 0	Ontario
7315 : Aircraft Mechanics and Aircraft Inspectors	Quebec	43	0	0.0 %	8.1 %	3 3	Quebec
10 : Office staff		47	19	40.4 %	64.1 %	30 •11	
Employment Equity Occupational Group	Calgary	8	1	12.5 %	70.2 %	6 -5	Calgary
Employment Equity Occupational Group	Montreal	35	15	42.9 %	62.5 %	22 -7	Montreal
Employment Equity Occupational Group	Quebec	1	1	100.0 %	61.6 %	1 0	Quebec
Employment Equity Occupational Group	Saint John	1	1	100.0 %	70.5 %	1 0	Saint John
Employment Equity Occupational Group	Toronto	2	1	50.0 %	65.2 %	1 0	Toronto
12: Skilled Manual Workers		286	26	9.1 %	18.4 %	53 -27	
Employment Equity Occupational Group	Montreal	286	26	9.1 %	18.4 %	53 -27	Montreal
14: Other manual workers		2	0	0.0 %	23.8 %	0 0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	23.8 %	0 0	Montreal

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Women

			V	Vomen		
Employment Equity Occupational Group	Internal location	All employees #	Representation #%.	Availability % #	Differ ence #	Place of recruitment
Total		935	168 18.0 %	25.5 % 239	-71	

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

Sources: 2011 National Household Survey and internal employer data

2018-05-07 Page 4 of 15 Canada

Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Aboriginal

		Aboriginal					
Employment Equity Occupational Group	Internal	All employees	Represe	ntation	Availab	oility Differ	Place of recruitment
	location	#	#	%	%	# ence#	
01: Senior Management	National	2	0	0.0 %	2.9 %	0 0	National
02: Middle management and other directors	National	50	0	0.0 %	2.2 %	1 -1	National
03: Professionals		170	0	0.0 %	0.9 %	2 -2	
1111: Auditors and Accountants	National	14	0	0.0 %	1.3 %	0 0	National
1121: Human Resources Professionals	National	5	0	0.0 %	2.7 %	0 0	National
1122: Business Management Consulting Professionals	National	4	0	0.0 %	1.6 %	0 0	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	2.1 %	0 0	National
2134 : Chemical engineers	National	1	0	0.0 %	0.6 %	0 0	National
2141: Industrial and Manufacturing Engineers	National	3	0	0.0 %	0.8 %	0 0	National
2146: Aerospace Engineers	National	119	0	0.0 %	0.6 %	1 .1	National
2171 : IT Analysts and Consultants	National	14	0	0.0 %	1.1 %	0 0	National
2172 : Database Analysts and Data Administrators	National	7	0	0.0 %	1.3 %	0 0	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	1	0	0.0 %	2.3 %	0 0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	1	0	0.0 %	2.0 %	0 0	National
04: Semi-professional and technical staff		186	0	0.0 %	0.7 %	1 -1	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	79	0	0.0 %	0.4 %	0 0	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	30	0	0.0 %	1.4 %	0 0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	0.8 %	0 0	Quebec
2244: Avionics and Instrument and Aircraft Electrical Mechanics, Technicians and Controllers	Quebec	16	0	0.0 %	0.0 %	0 0	Quebec
2261: Non-destructive testing inspectors and testers	Quebec	4	0	0.0 %	0.0 %	0 0	Quebec
2262: Engineering Inspectors and Regulatory Officers	Alberta	2	0	0.0 %	4.6 %	0 0	Alberta
2262: Engineering Inspectors and Regulatory Officers	Quebec	24	0	0.0 %	0.0 %	0 0	Quebec
2263 : Inspectors of Public Health, Environment and Occupational Health and Safety Québec travail	au	5	0	0.0 %	1.6 %	0 0	Quebec
2271 : Air transport pilots, navigators and flight instructorsQuébec		15	0	0.0 %	1.0 %	0 0	Quebec

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Workplace Equity Information Management System - Bell Helicopter Textron Canada Limited

Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Aboriginal

								
Employment Equity Occupational Group	Internal location	All employees #	Represe #	entation %	Availat %	ility #	Differ ence#	Place of recruitment
2272: Air Traffic Controllers and Related OccupationsQuébec		4	0	0.0 %	2.5 %	0	0	Quebec
4211 : Paralegals and Related OccupationsAlberta		1	0	0.0 %	2.7 %	0	0	Alberta
4211 : Paralegals and related occupationsQuébec		3	0	0.0 %	0.9 %	0	0	Quebec
4312: Firefighters Quebec		2	0	0.0 %	2.9 %	0	0	Quebec
05: Supervisors		4	0	0.0 %	1.9 %	0	0	
Employment Equity Occupational CategoryCalgary		2	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational CategoryMontreal		2	0	0.0 %	0.8 %	0	0	Montreal
06 : Foremen		22	1	4.5 %	0.6 %	0	1	
7205: Contractors and supervisors in other construction trades and in repair and insta Quebec	allation services in	1	0	0.0 %	2.3 %	0	0	Quebec
7301: Contractors and Supervisors - Mechanical Contractors and SupervisorsOntario		1	0	0.0 %	1.8 %	0	0	Ontario
7302; Contractors and Supervisors, Heavy Equipment Operator TeamsOntario		1	0	0.0 %	3.3 %	0	0	Ontario
7303: Supervisors, Printing and Related OccupationsOntario		1	0	0.0 %	1.5 %	0	0	Ontario
7304 : Supervisors, Rail Transportation OperationsQuébec		1	0	0.0 %	3.8 %	0	0	Quebec
9226: Supervisors in Other Fabricated Metal Products and Mechanical Parts Manufacture	cturing Quebec City	17	1	5.9 %	0.0 %	0	1	Quebec
07: Administrative and Senior Clerical Staff		59	0	0.0 %	1.0 %	1		
Employment Equity Occupational CategoryCalgary		9	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational CategoryMontreal		47	0	0.0 %	0.7 %	0	0	Montreal
Employment Equity Occupational CategoryQuébec		1	0	0.0 %	0.7 %	0	0	Quebec
Employment Equity Occupational CategoryToronto		2	0	0.0 %	0.8 %	0	0	Toronto
08: Specialized sales and service personnel		44	0	0.0 %	1.0 %	0	0	
6221: Technical Sales Specialists - WholesaleAlberta		2	0	0.0 %	2.0 %	0	0	Alberta
6221: Technical Sales Specialists - Wholesale TradeBritish Columbia		2	0	0.0 %	2.5 %	0	0	British Columbia
6221: Technical Sales Specialists - Wholesale TradeNew Brunswick		4	0	0.0 %	0.0 %	0	0	New Brunswick
6221: Technical Sales Specialists - Wholesale TradeOntario		1	0	0.0 %	1.0 %	0	0	Ontario

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Aboriginal

		Aboriginal						
Employment Equity Occupational Group	Internal	All employees	Represe	ntation	Availab	ility	Differ	Place of recruitment
	location	#	#	%	%	#	ence _#	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	35	0	0.0 %	1.0 %	0	0	Quebec
09: Skilled workers and artisans		63	0	0.0 %	0.7 %	0	0	
7231 : Machinists and Machining and Tooling Inspectors	Quebec	1	0	0.0 %	1.0 %	0	0	Quebec
7232 : Tool and die makers	Quebec	7	0	0.0 %	0.9 %	0	0	Quebec
7241: Electricians (except industrial and power system electricians)	Quebec	1	0	0.0 %	1.5 %	0	0	Quebec
7242 ; Industrial Electricians	Quebec	3	0	0.0 %	0.9 %	0	0	Quebec
7251 : Plumbers	Quebec	1	0	0.0 %	2.1 %	0	0	Quebec
7311: Construction milliwrights and industrial mechanics	Quebec	4	0	0.0 %	1.4 %	0	0	Quebec
7315 ; Aircraft Mechanics and Aircraft Inspectors	Alberta	1	0	0.0 %	2.6 %	0	0	Alberta
7315 : Aircraft Mechanics and Aircraft Inspectors	Ontario	2	0	0.0 %	1.9 %	0	0	Ontario
7315 : Aircraft Mechanics and Aircraft Inspectors	Quebec	43	0	0.0 %	0.5 %	0	0	Quebec
10 : Office staff		47	0	0.0 %	1.2 %	1	-1	
Employment Equity Occupational Group	Calgary	8	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Montreal	35	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Group	Quebec	1	0	0.0 %	0.6 %	0	0	Quebec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	3.3 %	0	0	Saint John
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.7 %	0	0	Taronto
12: Skilled Manual Workers		286	1	0.3 %	0.9 %	3		
Employment Equity Occupational Group	Montreal	286	1	0.3 %	0.9 %	3	-2	Montreal
14: Other manual workers		2	0	0.0 %	0.8 %	0	0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	0.8 %	0	0	Montreal

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Aboriginal

		Aboriginal								
Employment Equity Occupational Group	Internal location	All employees #	Representation #	Availability #	Differ ence #	Place of recruitment				
Total		935	2 0.2 %	0.9 % 9	-7					

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

Sources: 2011 National Household Survey and internal employer data

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Members of Visible Minorities

Manchara of Maible Minerities

			Members of Visible Minorities						
		Internal	All employees	Represe	entationAva	ilability		Differ	Place of recruitment
		location	#	#	%	%	#	ence#	
-	1: Senior Management	National	2	0	0.0 %	10.1 %	0	0	National
6	2: Middle management and other directors	National	50	0	0.0 %	15.0 %	8		National
(3: Professionals		170	18	10.6 %	25.7 %	44	-26	
	111: Auditors and Accountants	National	14	0	0.0 %	27.5 %	4	-4	National
,	121: Human Resources Professionals	National	5	0	0.0 %	14.1 %	1		National
-	122: Business Management Consulting Professionals	National	4	1	25.0 %	21.6 %	1	0	National
•	123: Advertising, Marketing and Public Relations Professionals	National	1	0	0.0 %	16.9 %	0	0	National
2	134 : Chemical engineers	National	1	0	0.0 %	30.8 %	0	0	National
2	141: Industrial and Manufacturing Engineers	National	3	0	0.0 %	31.5 %	1	-1	National
2	146: Aerospace Engineers	National	119	14	11.8 %	25.0 %	30	-16	National
2	1771 ; IT Analysts and Consultants	National	14	3	21.4 %	31.4 %	4		National
2	1172 : Database Analysts and Data Administrators	National	7	0	0.0 %	32.3 %	2	2	National
3	012: Registered Nurses and Registered Psychiatric Nurses	National	1	0	0.0 %	18.3 %	0	0	National
4	163: Economic Development Officers, Marketing Researchers and Consultants	National	1	0	0.0 %	21.9 %	0	0	National
(4: Semi-professional and technical staff		186	5	2.7 %	8.5 %	16	-11	
2	232 : Mechanical Engineering Technologists and Technicians	Quebec	79	3	3.8 %	7.3 %	6	-3	Quebec
2	233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	30	0	0.0 %	12.3 %	4	-4	Quebec
2	241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	9.5 %	0	0	Quebec
	244: Avionics and Instrument and Aircraft Electrical Mechanics, Technicians and Controllers	Quebec	16	0	0.0 %	15.3 %	2	-2	Quebec
2	261: Non-destructive testing inspectors and testers	Quebec	4	0	0.0 %	8.4 %	0	0	Quebec
2	262: Engineering Inspectors and Regulatory Officers	Alberta	2	0	0.0 %	19.1 %	0	0	Alberta
2	262: Engineering Inspectors and Regulatory Officers	Quebec	24	0	0.0 %	6.7 %	2		Quebec
	263 : Inspectors of Public Health, Environment and Occupational Health and Safety Québec avail	au	5	0	0.0 %	4.8 %	0	0	Quebec
	1271 : Air transport pilots, navigators and flight instructorsQuébec		15	0	0.0 %	2.9 %	0	0	Quebec

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Workplace Equity Information Management System - Bell Helicopter Textron Canada Limited

Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	Internal location	All employees #	Repres	entationAv	•	#	Differ ence _#	Place of recruitment
		#	#	₹6 	%	#	#	
2272: Air Traffic Controllers and Related OccupationsQuébec		4	0	0.0 %	10.1 %	0	0	Quebec
4211 : Paralegals and Related OccupationsAlberta		1	1	100.0 %	12.2 %	0	1	Alberta
4211 : Paralegals and related occupationsQuébec		3	1	33.3 %	8.3 %	0	1	Quebec
4312: Firefighters Quebec		2	0	0.0 %	1.7 %	0	0	Quebec
05: Supervisors		4	0	0.0 %	22.0 %	1	-1	
Employment Equity Occupational CategoryCalgary		2	0	0.0 %	27.4 %	1	-1	Calgary
Employment Equity Occupational CategoryMontreal		2	0	0.0 %	16.7 %	0	0	Montreal
06 : Foremen		22	0	0.0 %	7.3 %	2	-2	
7205: Contractors and supervisors in other construction trades and in repair and inst Quebec	allation services in	1	0	0.0 %	5.0 %	0	0	Quebec
7301: Contractors and Supervisors - Mechanical Contractors and SupervisorsOntario		1	0	0.0 %	14.5 %	0	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator TeamsOntario		1	0	0.0 %	8.7 %	0	0	Ontario
7303: Supervisors, Printing and Related OccupationsOntario		1	0	0.0 %	19.0 %	0	0	Ontario
7304 : Supervisors, Rail Transportation OperationsQuébec		1	0	0.0 %	0.0 %	0	0	Quebec
9226: Supervisors in Other Fabricated Metal Products and Mechanical Parts Manufa	cturing Quebec City	17	0	0.0 %	6.7 %	1	-1	Quebec
07: Administrative and Senior Clerical Staff		59	1	1.7 %	13.6 %	8		
Employment Equity Occupational CategoryCalgary		9	1	11.1 %	16.5 %	1	0	Calgary
Employment Equity Occupational CategoryMontreal		47	0	0.0 %	12.2 %	6	-6	Montreal
Employment Equity Occupational CategoryQuébec		1	0	0.0 %	1.5 %	0	0	Quebec
Employment Equity Occupational CategoryToronto		2	0	0.0 %	37.3 %	1	-1	Toronto
08: Specialized sales and service personnel		44	1	2.3 %	8.9 %	4	-3	
6221: Technical Sales Specialists - WholesaleAlberta		2	0	0.0 %	11.3 %	0	0	Alberta
6221; Technical Sales Specialists - Wholesale TradeBritish Columbia		2	0	0.0 %	24.7 %	0	0	British Columbia
6221: Technical Sales Specialists - Wholesale TradeNew Brunswick		4	0	0.0 %	0.0 %	0	0	New Brunswick
6221: Technical Sales Specialists - Wholesale TradeOntario		1	0	0.0 %	20.8 %	0	0	Ontario

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Members of Visible Minorities

		Members of Visible Minorities					
Employment Equity Occupational Group	Internal All employees RepresentationAvailability			Differ	Place of recruitment		
	location	#	#	%	%	# ence#	
6221: Technical Sales Specialists - Wholesale Trade	Quebec	35	1	2.9 %	8.5 %	3 2	Quebec
09: Skilled workers and artisans		63	0	0.0 %	10.1 %	6 6	
7231: Machinists and Machining and Tooling Inspectors	Quebec	1	0	0.0 %	9.0 %	0 0	Quebec
7232 : Tool and die makers	Quebec	7	0	0.0 %	6.2 %	0 0	Quebec
7241: Electricians (except industrial and power system electricians)	Quebec	1	0	0.0 %	4.1 %	0 0	Quebec
7242 ; Industrial Electricians	Quebec	3	0	0.0 %	4.1 %	0 0	Quebec
7251 : Plumbers	Quebec	1	0	0.0 %	2.7 %	0 0	Quebec
7311: Construction milliwrights and industrial mechanics	Quebec	4	0	0.0 %	2.9 %	0 0	Quebec
7315 ; Aircraft Mechanics and Aircraft Inspectors	Alberta	1	0	0.0 %	18.5 %	0 0	Alberta
7315 : Aircraft Mechanics and Aircraft Inspectors	Ontario	2	0	0.0 %	26.4 %	1 -1	Ontario
7315 : Aircraft Mechanics and Aircraft Inspectors	Quebec	43	0	0.0 %	11.2 %	5 -5	Quebec
10 : Office staff		47	2	4.3 %	19.2 %	9 -7	
Employment Equity Occupational Group	Calgary	8	1	12.5 %	24.3 %	2 -1	Calgary
Employment Equity Occupational Group	Montreal	35	1	2.9 %	17.4 %	6 -5	Montreal
Employment Equity Occupational Group	Quebec	1	0	0.0 %	2.0 %	0 0	Quebec
Employment Equity Occupational Group	Saint John	1	0	0.0 %	1.8 %	0 0	Saint John
Employment Equity Occupational Group	Toronto	2	0	0.0 %	48.1 %	1 -1	Toronto
12: Skilled Manual Workers		286	9	3.1 %	22.7 %	65 -56	
Employment Equity Occupational Group	Montreal	286	9	3.1 %	22.7 %	65 -56	Montreal
14: Other manual workers		2	0	0.0 %	22.1 %	0 0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	22.1 %	0 0	Montreal

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Members of Visible Minorities

	Members of Visible Minorities								
Employment Equity Occupational Group	Internal	All employees		Repres	entationAva	ilability	Differ	Place of recruitment	
	location	#	#	%	%	#	ence		
							##		
Total		935	36	3.8 %	17.4 %	163	-127		

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

Sources: 2011 National Household Survey and internal employer data

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Persons with disabilities

Employment Equity Occupational Group	Internal	All employees	Repres	Persons entationAva	with disabili iilability	er Place of recruitment	
	location	#	#	%	*/	# enc	*
01/02 : Executives	National	52	0	0.0 %	4.3 %	2	-2 National
03: Professionals	National	170	0	0.0 %	3.8 %	6	6 National
04: Semi-professional and technical staff	National	186	4	2.2 %	4.6 %	9	-5 National
05: Supervisors	National	4	0	0.0 %	13.9 %	1	-1 National
06 : Foremen	National	22	1	4.5 %	7.8 %	2	National
07: Administrative and Senior Clerical Staff	National	59	3	5.1 %	3.4 %	2	1 National
08: Specialized sales and service personnel	National	44	1	2.3 %	3.5 %	2	-1 National
09: Skilled workers and artisans	National	63	1	1.6 %	3.8 %	2	National
10 : Office staff	National	47	2	4.3 %	7.0 %	3	-1 National
12: Skilled Manual Workers	National	286	0	0.0 %	4.8 %	14	14 National
14: Other manual workers	National	2	0	0.0 %	5.3 %	0	0 National
Total		935	12	1.3 %	4.6 %	43	

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

Sources: 2012 Canadian Disability Survey and Internal employer data

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

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

The majority of our employees are recruited at the provincial level or outside the Montreal area, and the province is more representative of our workforce. Our manual workers and office staff must have a car to come to work (no public transportation to Mirabel.).

The place of recruitment of specialized sales personnel is at the national level.

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

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

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Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	СРЕМЕ	National
4.: Semi-professional and technical staff 05:	СРЕМЕ	National
Supervisors	СРЕМЕ	National
6. Foremen	СРЕМЕ	National
7.08: Specialized sales and service personnel 09:	СРЕМЕ	National
Skilled workers and craftspeople	СРЕМЕ	National
10 : Office staff	СРЕМЕ	National
12: Skilled manual workers 14: Other	CPEME	National
manual workers	СРЕМЕ	National
	СРЕМЕ	National
	СРЕМЕ	

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Default Workforce Analysis System – Summary Report Date: 2018-03-01

Women

	Women							
Employment Equity Occupational Group	All employees	Repres	sentation	Availability		Gap		
	#	#	%	%	#	#		
01: Senior Managers	2	2	100.0%	27.4%	1	1		
02: Middle & Other Managers	50	14	28.0%	38.9%	19	-5		
03: Professionals	169	29	17.2%	21.6%	37	-8		
04: Semi-Professionals & Technicians	186	39	21.0%	16.5%	31	8		
05: Supervisors	4	0	0.0%	52.9%	2	-2		
06: Supervisors: Crafts & Trades	22	4	18.2%	9.0%	2	2		
07: Administrative & Senior Clerical Personnel	59	32	54.2%	80.7%	48	-16		
08: Skilled Sales & Service Personnel	44	2	4.5%	28.3%	12	-10		
09: Skilled Crafts & Trades Workers	63	0	0.0%	6.5%	4	-4		
10: Clerical Personnel	47	19	40.4%	64.1%	30	-11		
12: Semi-Skilled Manual Workers	286	26	9.1%	18.4%	53	-27		
14: Other Manual Workers	2	0	0.0%	23.8%	0	0		
Total	934	167	17.9%	25.6%	239	-72		
The total does not necessarily equal the sum of components due to rounding.								



Default Workforce Analysis System – Summary Report

Date: 2018-03-01

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All employees	Repre	sentation	Avail	ability	Gap	
	#	#	%	%	#	#	
01: Senior Managers	2	0	0.0%	2.9%	0	0	
02: Middle & Other Managers	50	0	0.0%	2.2%	1	-1	
03: Professionals	169	0	0.0%	0.9%	2	-2	
04: Semi-Professionals & Technicians	186	0	0.0%	0.7%	1	-1	
05: Supervisors	4	0	0.0%	1.9%	0	0	
06: Supervisors: Crafts & Trades	22	1	4.5%	0.6%	0	of the state of th	
07: Administrative & Senior Clerical Personnel	59	0	0.0%	1.0%	1	-1	
08: Skilled Sales & Service Personnel	44	0	0.0%	1.0%	0	0	
09: Skilled Crafts & Trades Workers	63	0	0.0%	0.7%	0	0	
10: Clerical Personnel	47	0	0.0%	1.2%	1	-1	
12: Semi-Skilled Manual Workers	286	1	0.3%	0.9%	3	-2	
14: Other Manual Workers	2	0	0.0%	0.8%	0	0	
Total	934	2	0.2%	0.9%	9	-7	

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



Default Workforce Analysis System – Summary Report

Date: 2018-03-01

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Repres	sentation	Availa	bility	Gap	
	#	#	%	%	#	#	
01: Senior Managers	2	0	0.0%	10.1%	0	0	
02: Middle & Other Managers	50	0	0.0%	15.0%	8	-8	
03: Professionals	169	17	10.1%	25.7%	43	-26	
04: Semi-Professionals & Technicians	186	5	2.7%	8.5%	16	-11	
05: Supervisors	4	0	0.0%	22.0%	1	-1	
06: Supervisors: Crafts & Trades	22	0	0.0%	7.3%	2	-2	
07: Administrative & Senior Clerical Personnel	59	1	1.7%	13.6%	8	-7	
08: Skilled Sales & Service Personnel	44	1	2.3%	8.9%	4	-3	
09: Skilled Crafts & Trades Workers	63	0	0.0%	10.1%	6	-6	
10: Clerical Personnel	47	2	4.3%	19.2%	9	-7	
12: Semi-Skilled Manual Workers	286	9	3.1%	22.7%	65	-56	
14: Other Manual Workers	2	0	0.0%	22.1%	0	0	
Total	934	35	3.7%	17.4%	162	-127	

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



Default Workforce Analysis System – Summary Report Date: 2018-03-01

Persons with Disabilities

		Persons with Disabilities						
Employment Equity Occupational Group	All employees	Representation		Availability		Gap		
	#	#	%	%	#	#		
01/02: Managers	52	0	0.0%	4.3%	2	-2		
03: Professionals	169	0	0.0%	3.8%	6	-6		
04: Semi-Professionals & Technicians	186	4	2.2%	4.6%	9	- 5		
05: Supervisors	4	0	0.0%	13.9%	1	-1		
06: Supervisors: Crafts & Trades	22	1	4.5%	7.8%	2	-1		
07: Administrative & Senior Clerical Personnel	59	3	5.1%	3.4%	2	1		
08: Skilled Sales & Service Personnel	44	1	2.3%	3.5%	2	-1		
09: Skilled Crafts & Trades Workers	63	1	1.6%	3.8%	2	-1		
10: Clerical Personnel	47	2	4.3%	7.0%	3	-1		
12: Semi-Skilled Manual Workers	286	0	0.0%	4.8%	14	-14		
14: Other Manual Workers	2	0	0.0%	5.3%	0	0		
Total	934	12	1.3%	4.6%	43	-31		

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



Default Workforce Analysis System – Summary Report

Date: 2018-03-01

Reasons why an occupational group or recruitment area was changed.

The majority of our employees are recruited at the provincial level or outside the Montreal region, and the province is more representative of our workforce. Our manual workers and office staff must have a car to come to work (no public transportation to Mirabel).

Skilled sales personnel are recruited at the national level.

Default data for Workforce Analysis – Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group recruitment	Conduct an analysis by	Recruiting location
01: Senior Managers	EEOG	National
02: Middle & Other Managers	EEOG	National
03: Professionals	NOC	National
04: Semi-Professionals & Technicians	NOC	Provincial
05: Supervisors	EEOG	CMA
06: Supervisors: Crafts & Trades	NOC	Provincial
07: Administrative & Senior Clerical Personnel	EEOG	CMA
08: Skilled Sales & Service Personnel	NOC	Provincial
09: Skilled Crafts & Trades Workers	NOC	Provincial
10: Clerical Personnel	EEOG	CMA
12: Semi-Skilled Manual Workers	EEOG	CMA
14: Other Manual Workers	EEOG	CMA

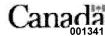


Default Workforce Analysis System – Summary Report

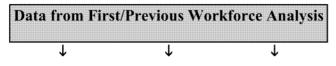
Date: 2018-03-01

Default data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Conduct an analysis by	Recruiting location
01/02: Managers	EEOG	National
03: Professionals	EEOG	National
04: Semi-Professionals & Technicians	EEOG	National
05: Supervisors	EEOG	National
06: Supervisors: Crafts & Trades	EEOG	National
07: Administrative & Senior Clerical Personnel	EEOG	National
08: Skilled Sales & Service Personnel	EEOG	National
09: Skilled Crafts & Trades Workers	EEOG	National
10: Clerical Personnel	EEOG	National
12: Semi-Skilled Manual Workers	EEOG	National
14: Other Manual Workers	EEOG	National



Federal Contractors Program Achievement Report Part 1: Workforce Analysis Bell Helicopter Textron Canada Limited 2018-05-17



Data from Su	bsequent/Curr Analysis	ent Workforce
\	\	1

Data from Fi	rst/Previous Workf	orce Analysis
YYYY	MM	DD
2015	05	13

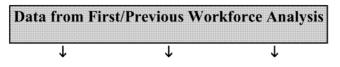
Data from Subse	equent/Current Workforce Analysis
YYYY	MM DD
2018	03 01

		Table 1: Women First/Previous Workforce Analysis			
Employment Equity Occupational Group (EEOG)		All Employees	Women		
			Representation	Availability*	
		#	#	%	
01	Senior Managers	6	2	27.4	
02	Middle & Other Managers	53	11	38.8	
03	Professionals	256	57	29.0	
04	Semi-Professionals & Technicians	233	54	16.8	
05	Supervisors	8	3	53.6	
06	Supervisors: Crafts & Trades	26	3	8.0	
07	Administrative & Senior Clerical Personnel	79	55	82.9	
08	Skilled Sales & Service Personnel	62	7	27.3	
09	Skilled Crafts & Trades Workers	91	4	6.1	
10	Clerical Personnel	63	26	65.1	
11	Intermediate Sales & Service Personnel	0	0	0.0	
12	Semi-Skilled Manual Workers	517	71	17.0	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	2	0	23.8	
Total		1,396	293	0.0	

,	<u> Fable 5: Women</u>			
Subsequent	/Current Workford	e Analysis		
All Employees	Women			
	Representation	Availability*		
#	#	%		
2	2	27.4		
50	14	38.9		
169	29	21.5		
186	39	16.4		
4	0	52.9		
22	4	9.0		
59	32	80.7		
44	2	28.3		
63	0	6.5		
47	19	64.1		
0	0	0.0		
286	26	18.4		
0	0	0.0		
2	0	23.8		
934	167	0.0		

* Source	: :				
2011 Na	tional	Househo	old Surv	'ey	

* Source:			
2011 Natio	nal Househo	old Survey	



Data from Su	bsequent/Curro Analysis	ent Workforce
1	1	1

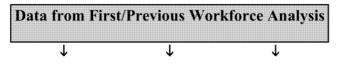
2015	05	13
Data from Fi	rst/Previous Workt	orce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	01

		Table	2: Aboriginal P	eoples
		First/Previous Workforce Analysis		
Emple	oumant Equity Occupational Crown (FEOC)	All Employees	Aborigin	al Peoples
cmbi	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	2.9
02	Middle & Other Managers	53	0	1.2
03	Professionals	256	1	0.8
04	Semi-Professionals & Technicians	233	0	0.7
05	Supervisors	8	0	1.9
06	Supervisors: Crafts & Trades	26	1	0.3
07	Administrative & Senior Clerical Personnel	79	0	1.8
08	Skilled Sales & Service Personnel	62	0	1.7
09	Skilled Crafts & Trades Workers	91	0	0.7
10	Clerical Personnel	63	0	2.1
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	517	2	1.9
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	2	0	0.8
Total		1,396	4	0.0

	6: Aboriginal Pe	
All Employees	/Current Workforce Analysis Aboriginal Peoples	
#	Representation	Availability*
	#	%
2	0	2.9
50	0	2.2
169	0	0.9
186	0	0.7
4	0	1.9
22	1	0.6
59	0	1.0
44	0	1.0
63	0	0.7
47	0	1.2
0	0	0.0
286	1	0.9
0	0	0.0
2	0	0.8
934	2	0.0

* Source:		
2011 National H	usehold Survey	



Data from Su	bsequent/Curre Analysis	nt Workforce
1	\	1

VVVV MM DD	
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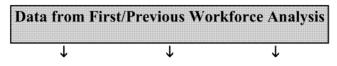
Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	01

		Table 3: Me	mbers of Visibl	e Minorities
		First/Previous Workforce Analysis		
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Members of Vi	sible Minorities
cmpa	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	10.1
02	Middle & Other Managers	53	0	8.2
03	Professionals	256	25	18.1
04	Semi-Professionals & Technicians	233	3	8.5
05	Supervisors	8	0	11.4
06	Supervisors: Crafts & Trades	26	0	6.9
07	Administrative & Senior Clerical Personnel	79	5	7.2
08	Skilled Sales & Service Personnel	62	2	15.7
09	Skilled Crafts & Trades Workers	91	2	9.5
10	Clerical Personnel	63	0	11.4
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	517	18	9.6
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	2	0	22.1
Total		1,396	55	0.0

Table 7: Members of Visible Minorities				
Subsequent	/Current Workford	e Analysis		
All Employees	Members of Visi	of Visible Minorities		
	Representation	Availability*		
#	#	%		
2	0	10.1		
50	0	15.0		
169	17	25.7		
186	5	8.5		
4	0	22.0		
22	0	7.3		
59	1	13.6		
44	1	8.9		
63	0	10.1		
47	2	19.2		
0	0	0.0		
286	9	22.7		
0	o	0.0		
2	0	22.1		
934	35	0.0		

* So	urce	:	** 1	11.0			
2011	Nat	ional	Housel	iold Su	ırvey		

* Source:	
2011 National Househol	d Survey



Data from Su	ıbsequent/Curro Analysis	ent Workforce
1	1	1

2015	05	13
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	01

		Table 4: Persons with Disabilities First/Previous Workforce Analysis			
rambio.	yment Equity Occupational Group (EEGG)		Representation	Availability*	
		#	#	%	
01/02	Managers	59	1	4.3	
03	Professionals	256	4	2.8	
04	Semi-Professionals & Technicians	233	4	3.0	
05	Supervisors	8	0	1.9	
06	Supervisors: Crafts & Trades	26	2	0.0	
07	Administrative & Senior Clerical Personnel	79	1	2.8	
08	Skilled Sales & Service Personnel	62	2	3.5	
09	Skilled Crafts & Trades Workers	91	1	1.9	
10	Clerical Personnel	63	5	4.8	
11	Intermediate Sales & Service Personnel	0	0	0.0	
12	Semi-Skilled Manual Workers	517	21	3.2	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	2	0	0.0	
Total		1,396	41	0.0	

Table 8: Persons with Disabilities					
Subsequent/Current Workforce Analysis					
All Employees	Persons with	Disabilities			
	Representation	Availability*			
#	#	%			
52	0	4.3			
169	0	3.8			
186	4	4.6			
4	0	13.9			
22	1	7.8			
59	3	3.4			
44	1	3.5			
63	1	3.8			
47	2	7.0			
0	0	0.0			
286	0	4.8			
0	0	0.0			
2	o	5.3			
934	12	0.0			

* Source:		
2012 Canad	in Survey on Disability	

* Source:			
2012 Canad	dian Survey on D	Disability	

Part 2: Flow Data Analysis

Bell Helicopter Textron Canada Limited

2018-05-17

2015	05	13
YYYY	MM	DD
Start	Date of Flov	v Data

End I	Date of Flow	Data
YYYY	MM	DD
2018	03	01

Data from Form 4 - Employees
Hired

Data from Form 5 - Employees
Promoted

↓ ↓ ↓ ↓ ↓

	Term	inated	
Data f	from Fort	n 6 - Emple	yees

	•	•	•	Ψ.
	Table 1: Women			
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
Ol Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
O3 Professionals	38	4	0	0
94 Semi-Professionals & Technicians	11	3	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
O7 Administrative & Senior Clerical Personnel	11	6	0	0
98 Skilled Sales & Service Personnel	3	0	0	0
9 Skilled Crafts & Trades Workers	3	0	0	0
0 Clerical Personnel	6	1	0	0
1 Intermediate Sales & Service Personnel	0	0	0	0
2 Semi-Skilled Manual Workers	1	0	0	0
3 Other Sales & Service Personnel	0	0	0	0
4 Other Manual Workers	0	0	0	0
otal	73	14	1	0

Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
2	2	0	0	
29	11	0	0	
52	9	0	0	
36	9	0	0	
3	0	0	0	
6	2	0	0	
33	20	0	0	
5	1	0	0	
1	0	0	0	
6	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
174	54	0	0	

Table 9: Women					
Full-time / National		Part-time / National			
All Employees Women Terminated Terminates		All Employees Terminated	Women Terminated		
#	#	#	#		
1	0	0	0		
14	3	0	0		
87	23	0	0		
93	28	0	0		
3	1	0	0		
6	0	0	0		
35	22	0	0		
9	0	0	0		
19	1	0	0		
24	10	o	0		
0	0	0	0		
123	22	0	0		
0	0	0	0		
1	0	0	0		
415	110	0	0		

Part 2: Flow Data Analysis

Bell Helicopter Textron Canada Limited

2018-05-17

Start	Date of Flow	Data
YYYY	MM	DD
2015	05	13

End I	Date of Flow	Data
YYYY	MM	DD
2018	03	01

Data from Form 4 - Employees Hired

Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees
Terminated

		₩	₩	Ψ	₩
		Table 2: Aboriginal Peoples			ples
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
)1	Senior Managers	0	0	0	0
)2	Middle & Other Managers	0	0	0	0
)3	Professionals	38	0	0	0
)4	Semi-Professionals & Technicians	11	0	1	0
)5	Supervisors	0	0	0	0
)6	Supervisors: Crafts & Trades	0	0	0	0
)7	Administrative & Senior Clerical Personnel	11	0	0	0
8(Skilled Sales & Service Personnel	3	0	0	0
)9	Skilled Crafts & Trades Workers	3	0	0	0
0	Clerical Personnel	6	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

Total

73

Table 6: Aboriginal Peoples				
Full-time /	National	Part-time / National		
All Employees Promoted Aboriginal Peoples Promoted		All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
2	0	0	0	
29	0	0	0	
52	0	0	0	
36	0	0	0	
3	0	0	0	
6	0	0	0	
33	0	0	0	
5	0	0	0	
1	0	0	0	
6	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
174	0	0	0	

Table 10: Aboriginal Peoples				
Full-time	/ National	Part-time	/ National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	
#	#	#	#	
1	()	0	0	
14	0	0	0	
87	1	0	0	
93	0	0	0	
3	0	0	0	
6	0	0	0	
35	0	0	0	
9	0	0	0	
19	0	0	0	
24	0	0	0	
0	0	0	0	
123	0	0	0	
0	0	0	0	
1	0	0	0	
415	1	0	0	

Part 2: Flow Data Analysis

Bell Helicopter Textron Canada Limited

2018-05-17

Start	Date of Flov	Data
YYYY	MM	DD
2015	05	13

-	2018	03	01
-	YYYY	MM	DD
-	End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees
Promoted

↓ ↓ ↓ ↓ ↓

Data from Form 6 - Employees
Terminated

↓ ↓ ↓ ↓ ↓

		•	•	•	Ψ.
		Table 3: Persons with Disabilities			
		Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
		#	#	#	#
01	Senior Managers	0	0	0	(
02	Middle & Other Managers	0	0	0	(
03	Professionals	38	0	0	(
04	Semi-Professionals & Technicians	11	0	1	(
05	Supervisors	0	0	0	(
06	Supervisors: Crafts & Trades	0	0	0	(
07	Administrative & Senior Clerical Personnel	1.1	2	0	(
08	Skilled Sales & Service Personnel	3	1	0	(
09	Skilled Crafts & Trades Workers	3	0	0	(
10	Clerical Personnel	6	0	0	(
11	Intermediate Sales & Service Personnel	0	0	0	(
12	Semi-Skilled Manual Workers	1	0	0	(
13	Other Sales & Service Personnel	0	0	0	(
14	Other Manual Workers	0	0	0	(
***	1		_		

Total

73

	with Disa			
Full-time / National		Part-time / National		
All Employees Promoted Persons with Disabilities Promoted		All Employees Promoted	Persons with Disabilities Promoted	
#	#	#	#	
2	0	0	0	
29	0	0	0	
52	0	0	0	
36	0	0	0	
3	0	0	0	
6	0	0	0	
33	2	0	0	
5	1	0	0	
1	0	0	0	
6	0	0	0	
0	0	0	0	
1	0	0	0	
0	0	0	0	
0	0	0	0	
174	3	0	0	

Table 1	1: Person	s with Disa	bilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
, mark	()	0	0
14	0	0	0
87	0	0	0
93	0	0	0
3	0	0	0
6	0	0	0
35	0	0	0
9	0	0	0
19	0	0	0
24	0	0	0
0	0	0	0
123	0	0	0
0	0	0	0
****	0	0	0
415	0	0	0

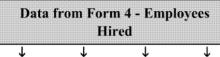
Part 2: Flow Data Analysis

Bell Helicopter Textron Canada Limited

2018-05-17

Start	Date of Flow	Data
YYYY	MM	DD
2015	05	13

End I	Date of Flow	Data
YYYY	MM	DD
2018	03	01



Data from Form 5 - Employees 1

Data from Form 6 - Employees Terminated 1 $\overline{\downarrow}$ $\overline{\downarrow}$

		1	1	1
	Table 4:	Members	of Visible N	linorities
	Full-time	/ National	Part-time	/ National
ployment Equity Occupational Group	All Employees	Members of Visible	All Employees	Members of Visible
COG)	Hired	Minorities Hired	Hired	Minorities Hired
	- 77	,,	- ,,	,,

	Table 4.	MCHIDCI S (JI V ISIDIC IV	imorries
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	o
03 Professionals	38	5	0	0
04 Semi-Professionals & Technicians	1.1	0	1	o
05 Supervisors	0	0	0	o
06 Supervisors: Crafts & Trades	0	0	0	o
07 Administrative & Senior Clerical Personnel	11	0	0	o
08 Skilled Sales & Service Personnel	3	0	0	o
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	6	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	o
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	73	6	1	0

Full-time / National Part-time / National											
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted								
#	#	#	#								
2	0	0	0								
29	0	0	0								
52	3	0	0								
36	0	0	0								
3	0	0	0								
6	0	0	0								
33	1	0	0								
5	1	0	0								
1	0	0	0								
6	1	0	0								
0	0	0	0								
1	0	0	0								
0	0	0	0								
0	0	0	0								

0

174

Promoted

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	0	0
14	1	0	0
87	- 11	0	0
93	4	0	0
3	0	0	0
6	0	0	0
35	2	0	0
9	1	0	0
19	0	0	0
24	0	0	0
0	0	0	0
123	5	0	0
0	0	0	0
1	0	0	0
415	24	0	0

Part 3: Goals

Bell Helicopter Textron Canada Limited

2018-05-17

Data for First/Previous Goals

ABB	C	D	E	F	G	H	1	J	<u> </u>	L	M	l N	0	į P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	2004019007	CxHx3	F + 1	From Workforce Analysis	Equivalen to H	t KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	1	$\mathbf{K} \div \mathbf{C}$	(K - M + O) + (C + F)
700 60000000000000000000000000000000000	J	Ţ	Ţ	Ţ	1	1	Į.		Į.	1	1	T	1	1		1	1	1	.
										Table 1:	Women								

										First/	Previous St	ort-term G	oals							
					All En	nployees									W	omen				
		Number	Cen	wth (New Posi	diane)	Turnover (R	over (Replacement of Terminated			Number	n (n			3 Year	Goals					
Emn	loyment Equity Occupational		Gro.	ora (. ee o 1 051			Employees)		Anticipated	Autori		eplacement of l Employees)	Hires Required	From	- Te	Present		Projected	Present	Projected
\$000000	ip (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Pro	jected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	1111	1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
		2015-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2015-05-13	Annually	Over 3 Years	Years	2015	2018					tears
		#	%	%	Ħ	%	%	#	#	#	9/6	#	#	#	9/6	9/6	#	Ħ	%	9/6
01	Senior Managers	6	-30.7%		(25.0%		0	0	2	0.0%	0	0	0		27.4%	0	0	33.3%	33.3%
02	Middle & Other Managers	53	-1.9%		(27.2%		0	0	11	0.0%	0	10	0		38.8%	-10	-10	20.8%	20.8%
03	Professionals	256	-12.9%		(40.9%		0	0	57	0.0%	0	17	0		29.0%	-17	-17	22.3%	22.3%
04	Semi-Professionals & Tech	233	-7.2%		(44.4%		0	0	54	0.0%	0	-15	0		16.8%	15	15	23.2%	23.2%
05	Supervisors	8	-20.6%			50.0%		0	0	3	0.0%	0	1	0		53.6%	-1	~1	37.5%	37.5%
06	Supervisors: Crafts & Trades	26	-5.4%		(25.0%		0	0	3	0.0%	0	-1	0		8.0%	1	1.	11.5%	11.5%
07	Administrative & Sr Clerical	79	-9.3%		(50.7%		0	0	55	0.0%	0	10	0		82.9%	~10	~10	69.6%	69.6%
08	Skilled Sales & Service	62	-10.8%		(17.0%		0	0	7	0.0%	0	10	0		27.3%	-10	-10	11.3%	11.3%
09	Skilled Crafts & Trades	91	-11.5%		(24.7%		0	0	4	0.0%	0	2	0		6.1%	-2	-2	4.4%	4.4%
10	Clerical Personnel	63	~9.3%		(43.6%		0	0	26	0.0%	0	15	0		65.1%	-15	~15	41.3%	41.3%
11	Intermediate Sales & Service	0	0.0%		(0.0%		0	0	0	0.0%	0	0	0		0.0%	€	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	517	-17.9%		(30,6%		0	0	71	0.0%	0	17	0		17.0%	-17	~17	13.7%	13.7%
13	Other Sales & Service	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	2	0,0%		(50.0%		0	0	0	0.0%	0	0	0		23.8%	0	0	0.0%	0.0%
Total		1,396	-12.5%		(35.6%		0	0	293	0.0%	0	66	0		25.7%	293	-66	21.0%	21.0%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

² 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	Wor	nen		
Group (EEOG)	Short-term Goals	Long-te	rm Goals	Comments
	9,0		%	
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	
Total	0.0		0.0	

									Data i	or First/I	Previous (Goals							
A S	<u> </u>	<u> </u>	E	F	G	H	<u> </u>	J	K	L	M	N	<u> </u>	<u> </u>	Q	R	S	T	U J
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + + + + + + + + + + + + + + + + + + +	From Workforce Analysis	Equivalent to H	KxLx3	(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)
	<u> </u>	Ţ	Ų	Ų	↓	1	Ţ	↓	ţ	Ų.	1	1	↓	1	Į.	Į.	Ţ	Į.	Į
											iginal Peo								
									First/	Previous SI	iort-term C	ioals							
		All Employees Aboriginal Peoples Tayrayar (Penharament of Terminated 3 Year Goals																	
	Number	Gre	wth (New Posi	tions)	Turnover (R	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires							
Employment Equity Occupa	tional VVVV-MM-DE	Actual		ected				Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	***********	Actual	Frei	1	Actual	rroj	ected	Years	3333-330-330		T	Over 3	1111	-1111 	Availability	т теми оар	Gap	Representation	Years
	2015-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-05-13	Annually	Over 3 Years	Years	2015	2018					
	#	%	9/6	#	9/6	%	H	H	#	9/6	#	#	#	%	%	H	Ħ	%	%
01 Senior Managers		-30.7%	6	(25.0%		0	(0	0.0%	0	0	0		2.9%	- 0	0	0.0%	0.0%
02 Middle & Other Manas	gers 5.	-1.9%	Ó	(27.2%		0) 0	0.0%	0	1	C		1.2%	-1	-1	0.0%	0.0%
03 Professionals	256	1		(40.9%		0	() 1	0.0%	0	1	0		0.8%	-1	-1	0.4%	0.4%
04 Semi-Professionals & 7	Fech 23:	1		(44.4%		0	() 0	0.0%	0	2	0		0.7%	-2	-2	0.0%	0.0%
05 Supervisors		-20.6%	1	(50.0%		0		0	0,0%	0	0	0		1.9%	0	0	0.0%	0.0%
06 Supervisors: Crafts & T				(25.0%		0) 1	0.0%	0	-1	0		0.3%		1.	3.8%	3.8%
07 Administrative & Sr Cl	1			(50.7%		0		0	0.0%	0	1	0		1.8%	-1	~1	0.0%	0.0%
08 Skilled Sales & Service	1			(17.0%		0	(0	0.0%	0	1	0		1.7%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	1	- 21.557		(24.7%		0		0	0.0%	0	1	0		0.7%	-1	-1	0.0%	0.0%
10 Clerical Personnel	63	1		(43.6%		0	() 0	0.0%	0	1	0		2.1%	-1	-1	0.0%	0.0%
11 Intermediate Sales & S		0.0%		(0.0%		0	(0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	517			(30,6%		0) 2	0.0%	0	8	0		1.9%	-8	-8	0.4%	0.4%
13 Other Sales & Service		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%	o e	(50.0%		0	() 0	0.0%	0	0	(ļ	0.0%	0	0	0.0%	0.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

Total

35.6%

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

	, , , , , , , , , , , , , , , , , , , ,			Table 4: Aboriginal Peoples
L'anntaire.	ent Equity Occupational	Aboriginal	Peoples	
Group (El		Short-term Goals	Long-term Goals	Comments
		%	9%	
	ior Managers	0.0	0.0	
02 Mid	ldle & Other Managers	0.0	0.0	
03 Prof	fessionals	0.0	0.0	
04 Sem	ni-Professionals & Tech	0.0	0.0	
05 Sup	ervisors	0.0	0.0	
06 Sup	ervisors: Crafts & Trades	0.0	0,0	
07 Adn	ministrative & Sr Clerical	0.0	0.0	
08 Skil	lled Sales & Service	0.0	0.0	
09 Skil	lled Crafts & Trades	0.0	0.0	
10 Cler	rical Personnel	0.0	0.0	
11 Inter	rmediate Sales & Service	0.0	0.0	
12 Sem	ni-Skilled Manual	0.0	0.0	
13 Oth	er Sales & Service	0.0	0,0	
14 Oth	er Manual Workers	0.0	0.0	
Total		0.0	0.0	

0.3%

1.4%

									2018-05-17										
									Data	for First/I	Previous (Goals							
A B	С	D	E	F	G	H	<u> </u>		K	<u> </u>	M	N	<u> 0</u>	P	Q	R	S	T	Ĭ U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]		CxHx3	F +	From Workforce Analysis	Equivalent to H	KxLx3	(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) + (O + F)
***************************************	J	Ţ	Ţ	Ţ	Ţ	-	Ţ.	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	↓	J	i I	1	·	<u> </u>
										: Persons									
									First	Previous SI	iort-term G	oals							
		,		All Er	mployees									Persons w	ith Disabilities	ş			
	Number	Gree	wth (New Posi	finns)	Turnover (R		of Ferminated		Number	T	eplacement of		3 Yea	r Goals					
Employment Equity Occupational		37.0				Employees)		Anticipated		Terminated	epiacement of i Employees)	Hires Required	From	a - Te	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD		• •	Over 3	YYYY	- ٧٧٧٧	Availability	Present Gap	Gap	Representation	Representation in
	2015-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-05-13	Annually	Over 3 Years	Years	2015	2018					Years
	#	%	0/0	#	9/0	9/6	#	#	#	%	#	#	#	9/6	%	#	Ħ	%	9/6
01/02 Managers	59	-16.3%	*	(0 26.1%		0) 1	0.0%	0	2	0		4.3%	-2	-2	1.7%	1.79
03 Professionals	256	-12.9%	*	(0 40.9%		0	•) 4	1 0.0%	0	3	0		2.8%	-3	-3	1.6%	1.69
04 Semi-Professionals & Tech	233	-7.2%		(0 44.4%		0) 4	0.0%	0	3	0		3.0%	-3	-3	1.7%	1.79
05 Supervisors	8	-20.6%	E	1 (0 50.0%		0) (0.0%	. 0	0	0		1.9%	- 0	0	0.0%	0.09
06 Supervisors: Crafts & Trades	26	-5.4%		(0 25.0%		0) 2	0.0%	0	-2	0		0.0%	2	2	7.7%	7.79
07 Administrative & Sr Clerical	79	-9.3%		(0 50.7%		0) 1	0.0%	0	1	0		2.8%	-1	-1	1.3%	1.39
08 Skilled Sales & Service	62	~10.8%		(0 17.0%		0) 2	2 0.0%	0	0	0		3.5%	. 0	0	3.2%	3.29
09 Skilled Crafts & Trades	91	-11.5%	*] (0 24.7%		0) () 1	0.0%	0	1	0		1.9%	-1	-1	1.1%	1.19
10 Clerical Personnel	63	-9.3%		1 (0 43.6%		0		기 5	0.0%	0	-2	0		4.8%	2	2	7.9%	7.99
11 Intermediate Sales & Service	0	0.0%] (0.0%		0) (0.0%	0	0	0		0.0%	()	0	#DIV/0!	#DIV/(
12 Semi-Skilled Manual	517	-17.9%] (0 30.6%		0		21		0	-4	0		3.2%	4	4	4.1%	4.19
13 Other Sales & Service	0	0.0%] (0.0%		0			0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0
14 Other Manual Workers	1 2	0.0%	ol .	1 (0 50.0%		1 0) () (0.0%	0	0	1 0	l	0.0%	. 0	0	0.0%	0.0

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

35.6%

-12.5%

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

WORKING Analysis) * 2) x 10	м.			
				Table 6: Persons with Disabilities
	Persons with	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term G	ioals	Comments
	9/0		%	
01/02 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	
Total	0.0)	0.0	

2.9%

										Data f	or First/I	revious (Goals							
A	В		D	E	F	G	Н		<u> </u>	K	L	<u>M</u>	<u> </u>	О	<u> </u>	Q	R	<u> </u>	T	U
Data	iources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
***************************************	>>>×××××××××××××××××××××××××××××××××××	1	Ţ	J	Ų	J	Ţ	Ţ	Į.	J	Ţ	Į.	Ţ	Į.	Ţ	Į.	Ţ	Ţ	Ţ	Į.
										Table 7: M				i						
										First/	Previous SI	nort-term C	ioals	•		· · · · · · · · · · · · · · · · · · ·				
			1		All Er	nployees									embers of V r Goals	isible Minori	ties	- 1		
		Number	Gree	oth (New Posi	lions)	Turnover (R	eplacement of Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goais n - To					
	oyment Equity Occupational	YVVV-MM-DD	Actual	Pen	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- 1777	Present	Present Gap	Projected	Present	Projected Representation in 3
Grou	(EEOG)	••••	ACIDA		Over 3		1177	Over 3	Years			Over 3	Over 3 Years		I	Availability		Gap	Representation	Years
		2015-05-13	Annually	Annually	Vears	Annually	Annually	Years		2015-05-13	Annually	Years		2015	2018					
		#	%	%	Ħ	%	%	#	Ħ	#	%	#	Ħ	#	%	9%	Ħ	Ħ	%	9/6
01	Senior Managers	6	-30.7%		(25.0%		0	(0	0.0%	0	1	C		10.1%	-1	-1	0.0%	0.0%
02	Middle & Other Managers	53	-1.9%		(27.2%		0	() 0	0.0%	0	4	C		8.2%	-4	-4	0.0%	0.0%
03	Professionals	256	-12.9%		(40.9%		0	(25	0.0%	0	21	C		18.1%	-21	-21	9.8%	9.8%
04	Semi-Professionals & Tech	233	ł .		(44.4%		0		3	0.0%	1 0	17	(8.5%	-17	-17	1.3%	1.3%
05 06	Supervisors Supervisors: Crafts & Trades	26	-20.6% -5.4%		1 '	50,0%		0		1 0	0.0%	1 0	1			11.4% 6.9%	-1	~1	0.0% 0.0%	0.0% 0.0%
07	Administrative & Sr Clerical	79	1		1	50.7%		1 0		1 5	0.0%	1 0	1			7.2%	-2	-2	6.3%	6.3%
08	Skilled Sales & Service	62	-10.8%		1	17.0%		ľ		2	0.0%	1 0	8	Č		15.7%	-8	-8	3.2%	3.2%
09	Skilled Crafts & Trades	91	-11.5%		(24.7%		0		2	0.0%	. 0	7	0		9.5%	-7	-7	2.2%	2.2%
10	Clerical Personnel	63	-9.3%		(43.6%		0	(0	0.0%	0	7	0		11.4%	-7	-7	0.0%	0.0%
11	Intermediate Sales & Service	0	0.0%		(0.0%		0	() 0	0.0%	. 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12	Semi-Skilled Manual	517	-17.9%		(30,6%		0	(18	0.0%	0	32	6		9.6%	-32	-32	3.5%	3.5%
13	Other Sales & Service	0	0.0%		(0.0%		0	(0	0.0%	0	0	C		0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	2	0,0%		(50.0%		0		0	0.0%	0	0	(22.1%	0	0	0.0%	0.0%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

35.6%

Total

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

• -			Table 8: Members of Visible Minorities
Employment Equity Occupationa	Members of Visi	ible Minorities	
Group (FEOG)	Short-term Goals	Long-term Goals	Comments
	%	6/4	
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 & Trade		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	2 0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

3.9%

3.9%

11.1%

-100

Part 3: Goals

Bell Helicopter Textron Canada Limited

2018-05-17

Data for Subsequent/Current Goals

A		D	<u> </u>	F	G	<u>H</u>	I I	l J	<u> </u>	l L	i M	i N	0	<u> </u>	Q	R	S	T	l u
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry		From Flow Data Analysis & Workforce Analysis [‡]	Data Entr	yyC x H x 3	FR.	From Workforce Analysis	Equivaler to H	tt KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
***************************************	<u> </u>	Ţ	Ţ	Ų	J	Ţ	Ţ	Ţ	Į.	Ţ	Į.	Ų	Ţ	Ţ	J	Į.	Ţ	Ţ	J

										Subseque	nt/Current	Short-tern	1 Goals							
					All En	ployees									W	omen				
k mi	oloyment Equity Occupational	Number	Gree	with (New Posit	ions)	Turnover (R	eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Re Terminated		Hires Required	3 Year From		Present		Projected	Present	Projected
	up (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected		YYYY-MM-DD		• •	Over 3	YYYY	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
		2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-03-01	Annually	Over 3 Years	Years	2018	2021					Years
		#	%	%	¥	%	%	#	Ħ	#	%	#	#	Ħ	%	%	Ħ	#	%	%
01	Senior Managers	2	-30.7%	0.0%	0	25.0%	0.3%	0	0	2	0.3%	0	-1	0		27.4%	1	1	100.0%	100.0%
02	Middle & Other Managers	50	-1.9%	0.0%	0	27.2%	2.0%	3	3	14	2.0%	1	6	1	38.9%	38.9%	-5	-5	28.0%	28.0%
03		169	-12.9%	35.0%	177		3.0%	15	192	29	3.0%	3	48	41	21.5%	21.5%	-7	-7	17.2%	19.4%
04	Semi-Professionals & Tech	186	-7.2%	5.0%	28	44.4%	1.0%	6	34	39	1.0%	1	-3	0		16.4%	8	3	21.0%	17.8%
05	Supervisors	4	-20.6%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	2	0	50.0%	52.9%	-2	-2	0.0%	0.0%
06	Supervisors: Crafts & Trades	22	-5.4%	2.0%	1	25.0%	5.0%	3	4	4	5.0%	1	-1	0		9.0%	2	1.	18.2%	13.0%
07	Administrative & Sr Clerical	59	-9.3%	2.0%	4	50.7%	2.0%	4	8	32	2.0%	2	21	0		80.7%	-16	-21	54.2%	47.6%
08	Skilled Sales & Service	44	-10.8%	0.0%	0	17.0%	1.0%	1	1	2	1.0%	0	10	0	28.3%	28.3%	-10	-10	4.5%	4.5%
09	Skilled Crafts & Trades	63	-11.5%	0.0%	0	24.7%	4.0%	8	8	0	4.0%	0	4	1	6.5%	6.5%	-4	-3	0.0%	1.6%
10	Clerical Personnel	47	~9.3%	3.0%	4	43.6%	2.0%	3	7	19	2.0%	1	15	4	50.0%	64.1%	-11	~11	40.4%	43.1%
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	286	-17.9%	0.0%	0	30,6%	3.5%	30	30	26	3.5%	3	30	6	18,4%	18.4%	-27	-24	9.1%	10.1%
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	2	0,0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0		23.8%	0	0	0.0%	0.0%
Tota	1	934	-12.5%		0	35.6%		0	0	167	0.0%	0	72	0		25.6%	-72	-72	17.9%	17.9%

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

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

	worktorce Analysis) = 2) x 10	υ,		
				Table 10: Women
E me	loyment Equity Occupational	Wom	en	
	ap (EEOG)	Short-term Goals	Long-term Goals	Comments
		9/0	9/6	
	Senior Managers	0.0	0.0	
02	Middle & Other Managers	38.9	38.9	
03	Professionals	21.5	21.5	Most of the candidates who apply for our engineering positions are men. Our future action plans will include specific measures to attract women.
04	Semi-Professionals & Tech	0.0	0.0	
05	Supervisors	50.0	50.0	
06	Supervisors: Crafts & Trades	0.0	0.0	
07	Administrative & Sr Clerical	0.0	0.0	
08	Skilled Sales & Service	28.3	28.3	
09	Skilled Crafts & Trades	6.5	6.5	
10	Clerical Personnel	50.0	50.0	
11	Intermediate Sales & Service	0.0	0.0	
12	Semi-Skilled Manual	18,4	18.4	Our positions at the plant are subject to our call-back policies. We have no control over these data.
13	Other Sales & Service	0.0	0.0	
14	Other Manual Workers	0.0	0.0	
Tota	1	0.0	0.0	

Data for Subsequent/Current Goals \mathbf{C} D G H J O U From Flow From Data (K - M + From From From From (K - M + O) + (C (F x Q) Equivalent Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Workforce $K \oplus C$ Data sources: Workforce F + IWorkforce KxLx3 JxP Data Entry Workforce O) - ((C to H R + M+ F) Workforce Analysis Analysis Analysis Analysis F) x Q) Analysis¹ Analysis Table 11: Aboriginal Peoples Subsequent/Current Short-term Goals All Employees **Aboriginal Peoples** 3 Year Goals Turnover (Replacement of Terminated Number Growth (New Positions) Number Turnover (Replacement o Employees) Hires From - To Projected **Employment Equity Occupational** Terminated Employees) Required Present Projected Present YYYY-MM-DD Projected Projected Hires Over 3 YYYY-MM-DD 2222-2227 Present Gap Representation in 3 Actual Actual Group (EEOG) Over 3 Availability Representation Veurs Years Years Over 3 Over 3 Over 3 2018-03-01 Annually Annually 2018-03-01 2018 2021 Years Years Years % 9/6 9% % % % % % % Senior Managers -30.70.0% 25.09 0.3% 0.392.9% 0.0% 0.0% Middle & Other Managers 02 -1.9% 0.0% 27.29 2.0% 2.0% 2.29 0.0% 0.0% 03 Professionals 169 -12.9% 35.0% 177 3.0% 192 3.0% 0.9% 0.0% 0.0% 40.9% 04 1.0% 0.0% Semi-Professionals & Tech 186 -7.29 5.0% 28 44.49 1.0% 0.79 0.0% 05 Supervisors -20.6% 0.0% 50.0% 0.0% 0.0% 1.9% 0.0% 0.0% 06 Supervisors: Crafts & Trades -5.4% 2.0% 25.0% 5.0% 5.0% 0.6% 4.5% 4.3%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

50.7%

17.0%

24.7%

43.6%

0.0%

30,6%

0.0%

50.0%

35.6%

2.0%

1.0%

4.0%

2.0%

0.0%

3.5%

0.0%

0.0%

07

08

09

10

11

12

13

Total

Administrative & Sr Clerical

Intermediate Sales & Service

Skilled Sales & Service

Skilled Crafts & Trades

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

-9.3%

-10.8%

-11.5%

~9.3%

-0.0%

0.0%

0.0%

-12.5%

-17.9%

286

934

2.0%

0.0%

0.0%

3.0%

0.0%

0.0%

0.0%

0.0%

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.

2.0%

1.0%

4.0%

2.0%

0.0%

3.5%

0.0%

0.0%

0.0%

1.0%

1.0%

0.79

1.2%

0.0%

0.9%

0.0%

0.8%

0.9%

				Table 12: Aboriginal Peoples
Eme	loyment Equity Occupational	Aboriginal	Peoples	
	p (EEOG)	Short-term Goals	Long-term Goals	Comments
		9/6	6/6	
	Senior Managers	0.0	0.0	
02	Middle & Other Managers	2.2	2.2	
03	Professionals	0.9	0.9	
04	Semi-Professionals & Tech	0.7	0.7	
05	Supervisors	0.0	0.0	
06	Supervisors: Crafts & Trades	0.0	0.0	
07	Administrative & Sr Clerical	1.0	1.0	
08	Skilled Sales & Service	0.0	0.0	
09	Skilled Crafts & Trades	0.0	0.0	
10	Clerical Personnel	1.2	1.2	
- 11	Intermediate Sales & Service	0.0	0.0	
12	Semi-Skilled Manual	0.9	0.9	
13	Other Sales & Service	0.0	0.0	
14	Other Manual Workers	0.0	0.0	
Tota		0.0	0.0	

0.0%

0.0%

0.0%

0.0%

0.3%

0.0%

0.2%

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0.0%

0.0%

0.0%

0.0%

0.3%

0.0%

0.2%

#DIV/0!

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									2018-05-17										
									Data for	Subseque	nt/Curre	nt Goals							
B B	C	D	E	<u>F</u>	G	H	<u> </u>	J	K	L	M	<u> </u>	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis ²		CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	Ţ	Ţ	J	J.	Ţ	Ţ	·	<u></u>	1	-	<u> </u>	<u> </u>	<u> </u>	J	i i	<u> </u>	<u> </u>	
		↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓																	
									Subsequ	ient/Current	Short-teri	n Goals							
				All En	ployees									Persons w	ith Disabilitie	s			
	Number	Cen	wth (New Posis	tiones	Turnover (8	teplacement of	Terminated		Number				3 Yes	r Goals					
Employment Equity Occupational		u.v		uons,		Employees)		Anticipated	. vamber		eplacement of l'Employees)	Hires Required	Fro	m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Pro	ected	Actual	Proj	ected		YYYY-MM-DE			Over 3	1111	- ٧٧٧٧	Availability	Present Gap	Gap	Representation	Representation in 3
	2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-03-01	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	Ħ	9/6	%
01/02 Managers	52	-16.3%	0.0%	0	26.1%	2.3%	4	4	(2.3%	0	2	(4.3%	4.3%	6 -2	-2	0.0%	0.0%
03 Professionals	169		•	177		3.0%	15	192	(3.0%	0	13		3.8%	3.8%	6 -6	-6	0.0%	2.0%
04 Semi-Professionals & Tech	186		5.0%	28	1	1.0%	6	34	4	1.0%	0	6	1	4.6%	4.6%	6 -5	4	2.2%	2.8%
05 Supervisors	4	-20.6%	.	0	50.0%	0.0%	0	0	(0.0%	0	1	(13.9%	13.9%	1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	22	I .	2.0%	1	25.0%	5.0%	3	4		1 5.0%	0	1	(7.8%	7.8%	1	-1	4.5%	4.3%
07 Administrative & Sr Clerical	59	-9.3%	2.0%	1 4	50.7%	2.0%	4	8		3 2.0%	1 0	-1	I ()[3.4%	6 1	1	5.1%	4.8%

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

17.0%

24.7%

43.6%

0.0%

30.6%

0.0%

50.0%

1.0%

4.0%

2.0%

0.0%

3.5%

0.0%

0.0%

~10.8%

-11.5%

-9.3%

0.0%

0.0%

0.0%

-12.5%

-17.9%

286

0.0%

0.0%

3.0%

0.0%

0.0%

0.0%

0.0%

Skilled Sales & Service

Skilled Crafts & Trades

Intermediate Sales & Service

Clerical Personnel

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

09

10

11

12

13

Total

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

1.0%

4.0%

2.0%

0.0%

3.5%

0.0%

0.0%

3.5%

3.8%

7.0%

4.8%

3.5%

3.8%

7.0%

0.0%

4.8%

0.0%

5.3%

workforce Analysis) = 2) x 10	ν.			
				Table 14: Persons with Disabilities
	Persons with	Disabilities		
Employment Equity Occupational	Short-term Goals	Long-term	Goals	Comments
Group (EEOG)	9/0		%	
01/02 Managers	4.3		4.3	
03 Professionals	3.8		3.8	
04 Semi-Professionals & Tech	4.6		4.6	
05 Supervisors	13.9		13.9	
06 Supervisors: Crafts & Trades	7.8		7.8	
07 Administrative & Sr Clerical	0.0		0.0	
08 Skilled Sales & Service	3.5		3.5	
09 Skilled Crafts & Trades	3.8		3.8	
10 Clerical Personnel	7.0		7.0	
11 Intermediate Sales & Service	0.0		0.0	
12 Semi-Skilled Manual	4.8		4.8	
13 Other Sales & Service	0.0		0.0	
14 Other Manual Workers	0.0		0.0	
Total	0.0		0.0	

2.3%

1.6%

4.3%

0.0%

#DIV/0!

#DIV/0!

-13

2.3%

1.6%

3.9%

0.3%

0.0%

1.3%

#DIV/0!

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2018-05-17

										Data for	Subseque	nt/Curre	nt Goals							
A B		<u> </u>	D	E	F	G	i H	<u> </u>	L	<u>K</u>	<u>l</u>	<u>M</u>	l N	0	<u> </u>	Q	R	S	<u> </u>	<u> </u>
Data sources:		From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Ent	yeeconomic x H x 3	The third the second se	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C
**************************************	***************************************	<u> </u>	Ţ	Ų	Ţ	Ų	1	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ļ
										Table 15: N	Aembers o	of Visible	Minoritie	es e						

									Subsequ	ent/Current	Short-tern	n Goals							
				All En	iployees								Me	mbers of V	isible Minorit	ties			
	Number	Cen	vth (New Positi	lane)	Turnover (R	eplacement of	Terminated		Number				3 Year	Goals					
Employment Equity Occupational	.vannoer	Gio	TER LIVEN F USIN	10431		Employees)		Anticipated	Hunner	Terminated	eplacement of Employees)	Hires Required	From	- Te	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Proje	ected		YYYY-MM-DD			Over 3	1111	1771	Availability	Present Gap	Gap	Representation	Representation in 3
7.	2018-03-01	Annually	Annually	Over 3	Annually	Annually	Over 3	Years	2018-03-01	Annually	Over 3	Years	2018	2021					Years
	н	%	9%	Years	%	9/6	Years 2	u		9/6	Years		u	%	9%	e e		9/6	9/0
01 Senior Managers	7	-30.7%	0.0%	# 0	25.0%	0.3%	# 0	,,	# 0	0.3%	# 0	0	# 0	/6	10.1%	# 0		0.0%	0.0%
02 Middle & Other Managers	50	-1.9%	0.0%	0	27.2%	2.0%	3	3	0	2.0%	0	8	0	15.0%	15.0%	-8	-8	0.0%	0.0%
03 Professionals	169	-12.9%	35.0%	177	40.9%	3.0%	15	192	17	3.0%	2	74	49	25.7%	25.7%	-26	-25	10.1%	18.5%
04 Semi-Professionals & Tech	186	-7.2%	5.0%	28	44.4%	1.0%	6	34	5	1.0%	0	13	3	8.5%	8.5%	-11	-10	2.7%	3.7%
05 Supervisors	4	-20.6%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	1	0	22.0%	22.0%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	22	-5.4%	2.0%	1	25.0%	5.0%	3	4	0	5.0%	0	2	0	7.3%	7.3%	-2	-2	0.0%	0.0%
07 Administrative & Sr Clerical	59	-9.3%	2.0%	4	50.7%	2.0%	4	8	1	2.0%	0	8	1	13.6%	13.6%	-7	~7	1.7%	3.2%
08 Skilled Sales & Service	44	-10.8%	0.0%	0	17.0%	1.0%	1	1	1	1.0%	0	3	0	8.9%	8.9%	-3	-3	2.3%	2.3%
09 Skilled Crafts & Trades	6.5	-11.5% -9.3%	0.0% 3.0%	0	24.7% 43.6%	4.0%	8	8	0	4.0% 2.0%	0	6		10.1% 19.2%	10.1% 19.2%	-6 7	-3	0.0%	1.6% 5.9%
10 Clerical Personnel 11 Intermediate Sales & Service	47	~9.5% 0.0%	0.0%	4	45.0% 0.0%	2.0% 0.0%	3	,	2	0.0%	0	8	1	19.2%	0.0%	~ / D	~/	4.3% #DIV/0!	3.9% #DIV/0!
12 Semi-Skilled Manual	286	-17.9%	0.0%	n	30.6%	3.5%	30	30	0	3.5%	1	57	7	22.7%	22.7%	-56	-50	3.1%	5.2%
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	Ó	0.0%	Ô	0	ó		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	2	0.0%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	o	0		22.1%	0	0	0.0%	0.0%
Total	934	-12.5%		0	35.6%		0	0	35	0.0%	0	128	0		17.4%	-128	-128	3.7%	3,7%

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) 13 × 100.

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

	Workforce Analysis) + 2) x 10	U.		
				Table 16: Members of Visible Minorities
E and	oloyment Equity Occupational	Members of Visi	ble Minorities	
	up (EEOG)	Short-term Goals	Long-term Goals	Comments
		9/0	6/9	
	Senior Managers	0.0	0.0	
02	Middle & Other Managers	15.0	15.0	
03	Professionals	25.7	25.7	
04	Semi-Professionals & Tech	8.5	8.5	
05	Supervisors	22.0	22.0	
06	Supervisors: Crafts & Trades	7.3	7.3	
07	Administrative & Sr Clerical	13.6	13.6	
08	Skilled Sales & Service	8.9	8.9	
09	Skilled Crafts & Trades	10.1	10.1	
10	Clerical Personnel	19.2	19.2	
- 11	Intermediate Sales & Service	0.0	0.0	
12	Semi-Skilled Manual	22.7	22.7	
13	Other Sales & Service	0.0	0.0	
14	Other Manual Workers	0.0	0.0	
Tota	1	0.0	0.0	

Federal Contractors Program Achievement Report Part 4: Results - Women **Bell Helicopter Textron Canada Limited** 2018-05-17 В C D E F G Н L M 0 P Q R U W A N S X Part I: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \oplus U.x$ E = DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \sim S$ Flow Data Ux F = 100 Î $V \cdot X$ x 100 Data Analysis x 100 Data Analysis Data Analysis 100 x.100 + 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 1 T 1 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women Wanten All Employee All Employed (EEOG) Availability Representation EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference Cap . 9/4 9/6 % 2015 33. 27.4 121. 01 Senior Managers 2018 100.0 27.4 365.0 0.0 100.0 0.0 2015 53 38.8 21 53.5 Middle & Other 20.8 -10 Managers 2018 50 14 28.€ 38.9 19 72.0 0 0.0 29 118 37.9 14 21.4 2015 256 57 22. 29.0 74 -17 76.8 03 Professionals 2018 169 29 79.8 17.2 21.5 38 10.5 52 17.3 23 26.4 233 54 23.2 39 15 138.0 Semi-Professionals & 2015 16.8 Technicians 2018 186 39 21.0 127.9 25.0 93 22 16.4 25.0 28 30.1 2015 37.5 53.6 70.0 05 Supervisors 2018 0,6 52.9 33.3 0.0 0.0 0.0 Supervisors: Crafts & 2015 26 11.5 8.0 144.2 Trades 2018 22 18.2 9.0 202.0 0.0 33.3 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 Part 3: Goals F + M x 100 Data sources: Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Occupational Group Women Women Comments All Employees Percent of Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % % 2018 200,€ 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 200.€ 0.0 0.0 0.0 0.0 2018 15 11 73.3 0.0 0.0 0.0 0.0 Middle & Other 0.0 0.0 Managers 2021 15 11 73.3 38.9 38.9 188.5 188.5 2018 13 433.3 0.0 0.0 0.0 0.0 0.0 0.6 03 Professionals 2021 13 433. 2015.5 2015.5 21.5 21.5 -45 12 -26. 0.0 Semi-Professionals & 2018 0.0 0.0 0.0 0.0 0.0 Technicians 2021 -45 12 -26. 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors 2021 0.0 50.0 0.0 50.0 0.0 Supervisors: Crafts & 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2021 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 4: Results - Women **Bell Helicopter Textron Canada Limited** 2018-05-17 В C D F G H M 0 P Q R U W E L N S X Part I: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \oplus U.x$ E = DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \sim S$ Flow Data Ux F = 100 Î $V \cdot X$ Data Analysis Data Analysis Data Analysis 100 x.100 + 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 1 T T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women All Employee All Employed (EEOG) Availability Representation EE Result Actual Difference Difference Actual Difference Cap Expected Actual Expected Expected ... 9/4 % *. ٠,, Administrative & 2015 55 69.0 82.9 -10 84.0 Senior Clerical 2018 32 54... 80.7 -16 67.2 54.5 33 20 60.6 22 62.9 62 27.3 -10 Skilled Sales & Service 2015 11.3 41.4 Personnel 2018 44 4.5 28.3 12 -10 16.1 0.0 20.0 0.0 0 2015 91 4.4 72.1 6.1 Skilled Crafts & Trades Workers 2018 63 0.0 0.0 6.5 0.0 0.0 5.3 26 63.4 2015 63 41.3 65.1 41 -15 10 Clerical Personnel 2018 47 40.4 30 19 64.1 -11 63.1 16.7 0.0 24 10 41.7 2015 0.0 0.0 Intermediate Sales & 0.0 Service Personnel 0,0 0.0 2018 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2015 517 71 13.7 17.0 88 -17 80.8 Workers 2018 286 26 9.1 18.4 -27 49.4 0.0 0.0 123 22 17.9 17 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 Part 3: Goals F + M x 100 Data sources: Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Occupational Group Women Women Women Comments All Employees Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % % 2018 288.9 Administrative & 26 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 26 288.9 0.0 0.0 0.0 0.0 2018 -100.6 0.0 0.0 0.0 0.0 Skilled Sales & Service 0.0 0.0 Personnel -100.0 -353.4 -353.4 2021 28.3 28.3 Skilled Crafts & 2018 -15 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2021 -15 0.0 6.5 0.0 6.5 0.0 -12 -8.3 0.0 0.0 0.0 2018 0.0 0.0 0.0 10 Clerical Personnel 2021 -12 -8.3 50.0 -16.7 50.0 -16. 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 -121 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2021 -121 0.0 18.4 0.0 18.4 0.0

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Data sources:		Part I: Workforce Analysis	Part 1: Workforce Analysis	x 100 E ÷ D	Part I: Workforce Analysis	DxG +100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x100	K x G + 100	L-N	Part 2: Flow Data Analysis	Purt 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	UxF+100	V-X
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Employment Equity Occupational Group	Year			<u> </u>	orkforce Woo						Hires	omen			P	romotio v	NS Vomen			Tei	rminatio	onien	
(EEOG)		All Employees	Represe	ntation	Avails		Gap	EE Result	All Employees	Act	tual	Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Acu		Expected	Difference
	Ħ	4	#	%	%	*	#	%		#	%	н	и	#	Ħ	%	и	#	"	н	%	H	#
Other Sales & Service	2015	0	0	0.0	0.0	0	0	0.0												contract (
Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015 2018		0	0.0	23.8 23.8	0	t)	0.0	<i>f</i>)		0.0		0		0	0.0			1	0	0.0	0	
Total	2015	1,396	293	21.0	0.0	0	293	0.0			0.0	V			<u> </u>				·	V		······································	
1 Otal	2018	934	167	17.9	0.0	0	167	0.0	74	14	18.9	0	14	174	54	31.0	37	17	415	110	26.5	87	23
Data sources:	33XXAXXX444000021+33	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F ← M x 100											
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Employment Equity			ow Data			Short-ter	m Goals			Long-teri	m Goals												
Occupational Group	Year		Won	nen		Won	ien			Won	ien						(Comment	ts				
(EEOG)		All Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	#	%	Ħ	9/6	%	9%	#	%	%	%											
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 2018	-1	0	0.0	0	0,0	0.0 0.0	0.0	0	0.0	0,0	0.0											
14 Other Manual Workers	2021	+1	0	0.0			0.0	0.0			0.0	0.0											
Total	2018	-167	68	-40.7	0	0.0	0,0	0.0	0	0.0	0.0	0.0											
	2021	-167	68	-40.7			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Bell Helicopter Textron Canada Limited** 2018-05-17 В C D E F G H L M 0 P Q R U W A N S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow E = DDxG $E \circ H$ L + KData sources: Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data Ux F = 100 Î $V \cdot X$ Data Analysi x 100 Data Analysis Data Analysis 100 x.100 + 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 1 T 1 T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples All Employee (EEOG) Representation Availability EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference Gap 9/4 % 96 2015 0.0 2.9 0.0 Senior Managers 2018 0.0 2.9 0.0 0.0 0.0 0.0 2015 53 0.0 Middle & Other 1.2 0.0 Managers 2018 50 0.0 2.2 -1 0.0 0.0 29 0.0 0.0 0 2015 256 0.4 0.8 48.8 03 Professionals 2018 169 0.0 0.9 0.0 38 0.0 52 0.0 1.1 233 0.0 -2 0.0 Semi-Professionals & 2015 0.7 Technicians 2018 186 0.6 93 0.7 0.0 0.0 36 0.0 0.0 2015 0.0 0.0 1.9 05 Supervisors 2018 0.0 0.0 1.9 0.0 0.0 0.0 3.8 1.282.1 Supervisors: Crafts & 2015 26 0.3 Trades 2018 22 4.5 0.6 757.€ 0.0 0.0 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 Part 3: Goals * + M x 100 Data sources: Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All Employees Percent of Percent of Percent of (EEOG) Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0.0 2018 15 0.0 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 Managers 2021 15 0.0 2.2 0.0 0.0 2.2 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 0.0 0.9 0.0 0.9 0.0 -45 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 Technicians 2021 -45 0.0 0.7 0.0 0.7 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Supervisors 2021 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 0.0 2021 0.0 0.0 0.0 0.0

Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples **Bell Helicopter Textron Canada Limited** 2018-05-17 В C D G H M 0 Р Q R U W E L N S X Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Part 2: Flow Part 2: Flow $V \oplus U.x$ E = DDxG $E \circ H$ L + KData sources Workforce Workforce Workfore E - H Flow Data K x G + 100 L-N Flow Data Q + P x 100 P x F + 100 $Q \circ S$ Flow Data U x F = 100 $V \cdot X$ Data Analysis Data Analysis Data Analysis 100 x.100 + 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis T T 1 T 1 T T 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples All Employee (EEOG) Expected Representation Availability EE Result Actual Expected Difference Actual Difference Actual Expected Difference Cap ... 9/4 % 96 Administrative & 2015 0.0 1.8 0.0 Senior Clerical 2018 59 0.0 1.0 0.0 1.1 0.0 33 0.0 0.0 62 0.0 Skilled Sales & Service 2015 0.0 Personnel 44 2018 0.0 1.0 0.0 0.0 0.0 0.0 0 2015 91 0.0 0.7 0.0 Skilled Crafts & Trades Workers 2018 63 0.0 0.0 0.7 0.0 0.0 0.0 0.0 0.0 2015 63 2.1 10 Clerical Personnel 2018 47 0.6 1.2 0.0 0.0 0.0 24 0.0 2015 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0.0 0.0 0.0 2018 0.0 0.0 0.0 Semi-Skilled Manual 2015 517 0.4 1.9 10 20.4 Workers 2018 286 0.3 0.9 38.9 0.0 0.0 123 0 0.0 Part 2: Part 2: Flow E + DxPart 3: $E \div G x$ E + K xPart 3: Part 3: F + I x 100 Part 3: Goals * + M x 100 Data sources: Data Analysis 100 Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples Occupational Group Comments All Employees Percent of Percent of (EEOG) Percent of Actual Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % % % 2018 0.0 Administrative & 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 0.0 1.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & Service 0 0.0 0.0 Personnel 0.0 0.0 2021 0.0 0.0 0.0 Skilled Crafts & 2018 -15 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades Workers 2021 -15 0.0 0.0 0.0 0.0 0.0 0.0 -12 0.0 0.0 0.0 0.0 2018 0.0 0.0 10 Clerical Personnel 2021 -12 0.0 1.2 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 -121 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2021 -121 0.0 0.9 0.0 0.9 0.0

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A B	I C	D	E	F	G	H	1	J	K	L	M	N	0	P	Q	R	S	T	U	V	W	X	Y
Data sources:	>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D	Part 1: Workforce Analysis	D x G + 100	Е-Н	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+Px10	PxF+100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	UxF+100	V-X
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Employment Equity					orce An									T			nalysis		·				
Occupational Group	Year			<u> </u>	orkforce Aborigina						Hires	inal Peoples			I	romotic	IIS inal Peoples			Tei	minatio	nal Peoples	
(EEOG)		All Employees	Represe	ntation	Availa		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Acti		Expected	Difference
	я	"	Ħ	%	%	Ħ	Ħ	%	*	#	%	H	н	Ħ	Ħ	%	н	#	"	#	%	Ħ	#
13 Other Sales & Service Personnel	2015 2018	0	0	0.0	0.0	0	0	0.0													0.0	A	6
	2015	2.	0	0.0	0.0 0.8		()	0.0	ŧ,	0	0.0	U	U	1	0	0.0	1	U	0	0	0.0	U	U
14 Other Manual Workers	2018	2	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
Total	2015	1,396	4	0.3	0.0	0	4	0.0								000 mm				on processor			
	2018	934	2	0.2	0.0	0	2	0.0	74	0	0.0	0	0	174		0.0	<u></u>		415	l	0.2	1	0
Data sources:	>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>>	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F + M x 100											
		1	↓	1	1	\	1	Ψ	1	1	<u> </u>	1											
			Entrai	nts					oals														
Employment Equity	Year	FI	ow Data Aborigina	J Davidso			rm Goal: at Peoples	<u> </u>		Long-ter Aborigina													
Occupational Group (EEOG)		All Employees	Act		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					(Commen	ts				
	#	#	#	%	¥	%	%	9/4	#	%	%	%											
Other Sales & Service	±	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Personnel	2021	-1	0	0.0	0	0,0	0.0	0.0	0	0.0	0,0	0.0											
14 Other Manual Workers	2021	-1	0	0.0	'	5,0	0.0	0.0	,	0.0	0.0	0.0											
Total	2018	-167	0	0.0	0	0.0	0,0	0.0	0	0,0	0.0	0.0											
	2021	-167	0	0.0			0.0	0.0			0.0	0.0											

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									Part 6: R	tesults -	Person	s with I	Disabiliti	es									
									Bell Heli	icopter	Textroi	n Canad	a Limite	·d									
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A B	. C	Î D	E	F	G	H	1	J	K	L	M	l N	O	P	0	R	S	T	U	v	W	X	Y
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Data sources:		Workforce	Workforce	E + D x 100	Workforce	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Flow Data	L+K x100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Flow Data	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysi	Flow Data	V ± U x 100	U x F + 100	V-X
	***************************************	Analysis	Analysis		Analysis	J	J	J.		Analysis	l J	<u> </u>	l J	l J	Analysis	Ţ	l J	l L	<u> </u>	Analysis L	J		<u> </u>
		T			orce An		•		Ť	•	•	•	· · · · ·	•	· · · · ·	Data A		· · · ·	•	· · ·		· · ·	•
Employment Equity	Vear				orkforce						Hires			T		romotio			Ι	Te	rminatio	ons	
Occupational Group (EEOG)		All Employees	_		·	h Disabilities			All Employees	,		ith Disabilitie		All Employees			ith Disabilitie		All Employee	,		th Disabilitie	
(ELOG)	#	#	Represei	itation %	Avail	ability #	Gap #	EE Result	#	# Ac	rtual %	Expected #	Difference #	#	# Ac	tual %	Expected	Difference #	#	Ac	ual **	Expected #	Difference #
01& Managers	2015	59	Ling	1.7	4.3	B	-2	39.4															
02 Managers	2018 2015	52 256	0	0.0 1.6	4.3		-2 -3	0.0 55.8	0	0	0.0	0	0	31	0	0.0	1	-1	1:	5 0	0.0	0	0
03 Professionals	2013	169	0	0.0	3.8	8	-5 -6	0.0	38	3 0	0.0	1	-1	52	2 0	0.0	1	-1	8'	7 0	0.0	1	-1
04 Semi-Professionals &	2015	233	4	1.7	3.0		-3	57.2															
Technicians	2018 2015	186	4 0	2.2 0.0	·L·····	<u></u>	-5 0	46.8 0.0	12	2 0	0.0	1	-1	36	0	0.0	1	-I	9:	3 0	0.0	2	-2
05 Supervisors	2018	4	0	0.0	13.9	£	-1	0.0	0) 0	0.0	0	0	3	0	0.0	0	0		3 0	0.0	0	0
06 Supervisors: Crafts &	2015	26	2	7.7	0.0	5	2	0.0													0.0		
Trades	2018	22	l si	4.5	7.8	1 2	-1	58.3	0	0	0.0	1 0	0	1 0	5 0	0.0	<u> </u>	0	1	6 0	0.0	0	U
	***************************************	Part 2: Flow	Part 2:	E ÷ D x	Part 3:	E÷Gx	Part 3:			E+Kx	Part 3:		***************************************										
Data sources:		Data Analysis	Flow Data Analysis	160	Goals	100	Goals	F÷1x100	Part 3: Goals	100	Goals	F = M x 100	00000000000000000000000000000000000000										
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			Entran	ts					oals	-													
Employment Equity	Year	F	ow Data Person	with		Short-ter				Long-ter Persons with								_					
Occupational Group (EEOG)		All Employees	Disabi			Percent of		Percent of		Percent of		Percent of					(Commen	ts				
,			Acn		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
01&	2018	# 16	# 0	0.0	# ()	0.0	%	0.0	# ()	0.0	0.0	0.0											
Managers	2021	16	0	0.0			4.3	0.0			4.3	0.0											
03 Professionals	2018 2021	3	0	0.0		0.0	0.0 3.8	0.0	0	0,0	0.0 3.8	0.0											
04 Scmi-Professionals &	2018	-45	0	0.0		0.0	0.0	0.0	0	0.0	4		ļ										
Technicians	2021	-45	0	0.0			4.6	0.0			4.6	0.0											
05 Supervisors	2018 2021	0	0	0.0	0	0.0	0.0 13.9	0.0	- 0	0.0	0.0 13.9	0.0											
06 Supervisors: Crafts &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	4	<u> </u>										
Trades	2021	0	0	0.0			7.8	0.0			7.8	0.0											

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(EEOG)		All Employees	Represe	ntation	Availa	bility	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act	ual	Expected	Difference	All Employees	Actu	al	Expected I	Difference
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07 Administrative & Senior Clerical	2015 2018	79 59		1.3 5.1	2.8	2	*! 1	45.2 149.6	1.1	2	18.2	(1	2	33	2	6.1	0		35	0	0.0	0	0
08 Skilled Sales & Service	· -	62		3.2	3.5	2	0	92.2			1											~	
Personnel	2018	44	1	2.3	3.5	2	-1	64.9	3	1	33.3	0	1	5	1	20.0	0	<u> </u>	9	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015 2018	91 63		1.1 1.6	1.9 3.8	2	-l -l	57.8 41.8	3	0	0.0	0	0		0	0.0	0	0	19	0	0.0	0	0
10 Clerical Personnel	2015	63		7.9	4.8	3	2	165.3								•••••							***************************************
Intermediate Sales &	2018 2015	47 0	2 0	4.3 0.0	7.0 0.0	- 3 0	-1 0	60.8 0.0	6	0	0.0	()	0	6	0	0.0	0	()	24	0]	0.0	2	-2
Service Personnel	2018	0	0	0,0	0.0	0	0	0.0	0	0	0.0	0	()	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015 2018	517 286	21	4.1 0.0	3.2 4.8	17 14		126.9 0.0	1	0	0.0	0	0		0	0.0	0		123	0	0.0		5
1	1 2010		Vi	0.0	7.01		-1-4	0.0	*		1 0.0	L		1	· · · · · · · · · · · · · · · · · · ·	0.01			1.27	Vį.	0.0	<u> </u>	
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Administrative &	2018	9	4	44.4	# 0	0.0	% 0.0	0.0	# ()	0.0	% 0.0	9,0											
Senior Clerical	2021	9	4	44.4			0.0	0.0			0.0	0,0											
08 Skilled Sales & Service Personnel	2018	-1 -1			0	0.0	0.0 3.5	0.0 -5714.3	()	0.0	0.0 3.5	-5714.3											
oo Skilled Crafts &	2018	-15		***************************************	0	0.0	-	0.0	()	0.0	0.0	4	}										
Trades Workers	2021	-15	ļ			0.0	3.8	0.0	^	0.0	3.8	0.0	 										
10 Clerical Personnel	2018 2021	-12 -12			0	0.0	0.0 7.0	0.0	()	0.0	0.0 7.0												
Intermediate Sales &	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Service Personnel Semi-Skilled Manual	2021	-121	0		0	0.0	0,0 0.0	0.0	0	0.0	0.0	0.0											
Workers	2021	-121	0	0.0		V.V	4.8	0.0	V		4.8	0.0	.										

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(EEOG)		All Employees	Represe	ntation	Avail		Gap	EE Result	All Employee	, Ac	tual	Expected	Difference	All Employees	Α.	ctual	Expected	Difference	All Employees	Acti		Expected	Difference
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13 Other Sales & Service	2015	0	0	0.0	0.0		0	0.0												000			
Personnel	2018 2015	9	0]	0.0	0.0		()	0.0	(0	0.0	0	()	0	(0.0	1 0	U	0	0	0.0	0	υ
14 Other Manual Workers	2018	2	0	0.0	5.3		0	0.0	(0 0	0.0	0	0	0	(0.0	0	0	1	0	0.0	0	0
Total	2015	1,396	41	2.9	0.0	0		0,0								300							
	2018	934	12	1.3	0.0	0	12	0.0	74	1 3	4.1	0	3	174		1.7	5	-2	415	0	0.0	12	-12
Data sources:	3300.0000.0446.040314011433	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E → K x	Part 3: Goals	F ~ M x 100											
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13 Other Sales & Service Personnel	2018 2021	0 n	0	0.0	0	0.0	0,0 0.0	0.0	(0.0	0.0	0.0											
	2018	-1	0	0.0	0	0.0	0.0	0.0	(0.0	0.0	0.0											
14 Other Manual Workers	2021	-1	0	0.0 -3.6			0.0	0.0			0.0	0.0											
Total	131				0	0.0	0.0 0.0	0.0	(0.0	0.0	0.0											
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01	Senior Managers	2015 2018	6 2	0	0.0	10.1 10.1	1	-1 n	0.0 0.0	n	0	0.0	(0	2	0	0.0	0	0)	0	0.0	0 6
02	Middle & Other	2015	53	0	0.0	8.2	4	-4	0.0						20	-							
03	Managers Professionals	2018 2015	50 256	25	0.0 9.8	15.0 18.1	8 46		0.0 54.0	U	0	0.0	()	0		0	0.0	U	0	14	I	7.1	<u> </u>
	Semi-Professionals &	2018 2015	169 233	17 3	10.1	25.7 8.5	43 20	L	39.1 15.1	38	5	13.2	10	-5	52	3	5.8	5	-2	87	11	12.6	8 3
04	Technicians	2018 2015	186	5	2.7 0.0	8.5 11.4	16	-11 -1	31.6 0.0	12	0	0.0	1	-1	36	0	0.0	0	0	93	4	4.3	1 3
05	Supervisors	2018	4	0	0,0	22.0	ĺ	-1	0,0	0	0	0.0	0	0	3	0	0.0	0	0	3	O	0,0	0 0
06	Supervisors: Crafts & Trades	2015 2018	26 22	0 0	0.0	6.9 7.3	2 2	-2 -2	0.0 0.0	0	0	0.0	0	0	6	0	0.0	0	0	6	0	0.0	0 0
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Data	iources:		Part 2: Flow Data Analysis	Flow Data Analysis	E + D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E+Kx 100	Part 3: Goals	F - M x 100	400060111398899									
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	ployment Equity upational Group	Year		Visible Mir	norities	·	Visible N		,		Visible M							C	ommen	ts			
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		# 2018	# 1	# 01	0.0	# 0	% 0.0	% 0.0	0.0	# ()	0.0	0.0	% 0,0										
01	Senior Managers	2021	ĺ	0	0.0	Ĭ		0.0	0.0			0.0	0.0										
02	Middle & Other Managers	2018 2021	15 15		0.0 0.0	0	0.0	0.0 15.0	0.0 0.0	0	0.0	0.0 15.0	0.0										
03	Professionals	2018 2021	3	8	266.7 266.7	0	0.0	0.0 25.7	0.0 1037.6	0	0.0	0.0 25.7	0.0 1037.6	I									
04	Semi-Professionals & Technicians	2018 2021	-45 -45	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
05	Supervisors	2018	-45 0	0	0.0	0	0.0	8.5 0.0	0.0	0	0.0	0.0	0.0										
	Supervisors: Crafts &	2021 2018	0	0 0	0.0	0	0.0	22.0 0.0	0.0 0.0	0	0.0	22.0 0.0	0.0										
06	Trades	2021	0	0	0.0			7.3	0.0			7.3	.										

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07	Administrative & Senior Clerical	2015 2018	79 59	5	6.3 1.7	7.2 13.6	6	-1 -7	87.9 12.5	11	0	0.0	1	-1	33	1	3.0	2	-1	35	2	5.7	3 0
ne	Skilled Sales & Service	2015	62	2	3.2	15.7	10	-8	20.5	3.1	<u> </u>	. 0.0		-1	33	1 2	2.0	-	-1	33		27.7	2 0
	Personnel	2018	44	1	2.3	8.9 9.5	4	-3	25.5 23.1	3	0	0.0	0	(5	1	20.0	0	1	9	1	11.1	0 1
09	Skilled Crafts & Trades Workers	2015 2018	91 63	2 0	2.2	10.1	6	-/ -6	23.1 0.0	3	0	0.0	0	€	I	0	0.0	0	0	19	0	0.0	0 0
10	Clerical Personnel	2015	63	0	0.0	11.4	7	-7	0.0													•••••	
	Intermediate Sales &	2018 2015	47 0	2 0 0 1	4.3 0.0	19.2 0.0	0	-/ 0	22.2 0.0	6	1	16.7	1		0	1	16.7	0		24	0]	0.0	0 0
11	Service Personnel	2018	0	0	0,0	0.0	0	0	0.0	0	0	0.0	0	(0	0	0.0	0	0	0	0	0,0	0 0
12	Semi-Skilled Manual Workers	2015 2018	517 286	18] 9]	3.5	9.6 22.7	50 65	I	36.3 13.9	1	0	0.0	0	0	1	0	0.0	0	0	123	5	4.1	4 1
£	(1872)								A	·*************************************			2 Career 11 11 20	4				<u>.</u>		-			-
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07	Senior Clerical	2016	9	Line	11.1		0.0	13.6	81.7	U	0.0	13.6	81.7										
08	Skilled Sales & Service		-1	Limb	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	Personnel Skilled Crafts &	2021 2018	-1 -15	0	-100.0 0.0	0	0.0	8.9 0.0	-1123.6 0.0	0	0.0	8.9 0.0	-1123.6 0.0	-									
09	Trades Workers	2021	-15	0	0,0			10.1	0.0			10.1	0.0										
1.0	Clerical Personnel	2018 2021	-12 -12	2 j 2 j	-16.7 -16.7	0	0.0	0.0 19.2	0.0 -86.8	()	0.0	0,0 19,2	-86.8										
11	Intermediate Sales &	2018	0	0	0.0	0	0.0	0.0	0.0	()	0,0	0.0	0.0										
	Service Personnel Semi-Skilled Manual	2021 2018	-121	0 0	0.0	0	0.0	0.0 0.0	0.0	n	0.0	0.0	0.0	-									
12	Workers	2018	-121	0	0.0	0	0.0	22.7	0.0	V	0.0	22.7		1									

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(EEOG)		All Employees	Represer	itation	Avail	chility	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Act	ual	Expected	Difference	All Employees	Acti	ial	Expected	Difference
Other Sales & Service	# 2015	# 0	# 0	0.0	0.0	*	# 0	0.0	*	*	9/6	#	#	H	#	%	H	#	#	#	%	*	#
Personnel	2013	0	0	0.0	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	2	0	0.0	22.1	0	0	0.0															
	2018 2015	1,396	0] 55	0.0 3.9	22.1 0.0	0	55 55	0.0	()	0	0.0	0	0	0	0	0.0	0	0	1	0]	0.0	0	0
Total	2018	934	35	3.7	0.0	0	35	0.0	74	6	8.1	0	6	174	6	3.4	7	-1	415	24	5.8	16	8
Data sources:	2220.48214461999919422 2000.0821446199922	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x	Part 3: Goals	F ÷ 1 x 100	Part 3: Goals	E → K x	Part 3: Goals	F ~ M x 100											
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r			Entran ow Data	IS		Short-ter	m Coals		oals	Long-ter	m Coals												
Employment Equity Occupational Group	apational Group Year Visible Minorities Visible Minorities										inorities						(Commen	ts				
(EEOG)		All Employees	Actu		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
Other Sales & Service	# 2018	# 0	# 0	0.0	#	% 0.0	0.0	0.0	# 0	0.0	0,0	% 0.0											
13 Personnel	2021	0	0	0.0		0.0	0.0	0.0	V	0.0	0.0	0.0											
14 Other Manual Workers	2018 2021	-1 -1	0	0,0 0.0	0	0,0	0.0 0.0	0.0	()	0.0	0.0	0.0											
Total	2018	-167	12	-7.2	0	0.0	0,0	0.0	0	0.0	0.0	0.0											
2021 -167 12 -7.2 0.0 0.0 0.0 0.0 0.0																							

Efforts

 \Box

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

-								
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	·u	LARA	Cu	***	a	JU		Э.

Requi	red measures:
Ø	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
Ø	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.
V	Adjusted survey results to reflect hires, promotions and terminations.
Ø	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.
7	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).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
V	Ensured that any new gaps identified are addressed accordingly.
Ø	Maintained appropriate records in all required areas.
Other	measures:
Ø	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.
Ø	Ensured ongoing senior-level support for employment equity and its implementation.
Į.	Established accountability mechanisms to ensure that the short-term goals would be met.
Ø.	Communicated the goals to relevant managers as well as monitored and recorded the results.
Ø	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.

Ø	Put in place a strategy to ensure a barrier-free workplace.
Ø	Undertook initiatives to increase representation where gaps in representation were found.
Ø	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment.
Ø	Impact of economic and industrial conditions on the organization.
	Steady decline in the volume of commercial helicopter orders over the last three years. Any upsurge in professional activities is strongly influenced by R&D activities.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
図	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	The workforce has shrunk by roughly 50% over the last three years, from just over 2,000 employees in 2016 to the current 935.

Other.	
Future hiring in	specialized manual worker positions is subject to a call-back list based on
seniority.	

Additional Details

Please provide any additional information (optional):

The plant is located outside Montreal, and public transit is therefore not available. This also affects our talent pipeline, as workers must have a car to get to work. Knowledge of French is required for our positions. Knowledge of English is also required for our professional and management positions, given our international work teams.

Federal Contractors Program Report of the Subsequent Compliance Assessment

Empl	loyer N	lame: Be	ll Helico	pter Textr	on Canada	ı Limited
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Primary Location: Mirabel (Québec)

Number of Employees: 934

Ontario: 10 Québec: 890 New Brunswick: 5 British Columbia: 2

Alberta: 27

Organization Overview:

NAICS 3364 (Aerospace Product and Parts Manufacturing)

Bell Helicopter Textron Canada Limited, A subsidiary of Textron headquartered in Texas, manufactures commercial helicopters. The Mirabel facility currently manufactures most of the commercial helicopter lines of Bell.

Key Dates - First Year Assessment

Initiated: 2015-05-09 Received: 2015-05-13 Closed: 2015-11-30 Workforce Analysis: 2015-05-13

Key Dates – Subsequent Assessment

Initiated: 2018-05-09 Received: 2018-05-17 Workforce Analysis: 2018-03-01

DATA VERIFICATION

I have verified that the	data provided a	as part of the	subsequent	assessment	package is
consistent with that pro	ovided during th	ne previous si	ubmission:		

\times Y	'es		N	0
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Comments:

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

~ 1	1/	1 1		
			N	_



Comments:

Discrepancies were noted in the Achievement Report for the current assessment. The workforce analysis date was outside of the reporting period. Corrections were made based on the updated workforce analysis and the corrected report was returned to the employer for validation. The data from the current workforce analysis included in the Achievement Report is now consistent with that found in Forms 1 to 6 in WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

Women

02	Middle & Other Managers	No goal set, Gap: -10
03	Professionals	No goal set, Gap: -17
05	Supervisors	No goal set, Gap: -1
07	Administrative & Senior Clerical Personnel	No goal set, Gap: -10
08	Skilled Sales & Service Personnel	No goal set, Gap: -10
09	Skilled Crafts & Trades Workers	No goal set, Gap: -2
10	Clerical Personnel	No goal set, Gap: -15
12	Semi-Skilled Manual Workers	No goal set, Gap: -17

Assessment/Observations:

Aboriginal Peoples

02	Middle & Other Managers	No goal set, Gap: -1
03	Professionals	No goal set, Gap: -1
04	Semi-Professionals & Technicians	No goal set, Gap: -2
07	Administrative & Senior Clerical Personnel	No goal set, Gap: -1
08	Skilled Sales & Service Personnel	No goal set, Gap: -1
09	Skilled Crafts & Trades Workers	No goal set, Gap: -1
10	Clerical Personnel	No goal set, Gap: -1
12	Semi-Skilled Manual Workers	No goal set, Gap: -8

Assessment/Observations:

Persons with Disabilities

01/02	Managers	No goal set, Gap: -2
03	Professionals	No goal set, Gap: -3
04	Semi-Professionals & Technicians	No goal set, Gap: -3
07	Administrative & Senior Clerical Personnel	No goal set, Gap: -1
09	Skilled Crafts & Trades Workers	No goal set, Gap: -1

Assessment/Observations:

Members of Visible Minorities

01	Senior Managers	No goal set, Gap: -1
02	Middle & Other Managers	No goal set, Gap: -4
03	Professionals	No goal set, Gap: -21
04	Semi-Professionals & Technicians	No goal set, Gap: -17
05	Supervisors	No goal set, Gap: -1
06	Supervisors: Crafts & Trades	No goal set, Gap: -2
07	Administrative & Senior Clerical Personnel	No goal set, Gap: -1
08	Skilled Sales & Service Personnel	No goal set, Gap: -8
09	Skilled Crafts & Trades Workers	No goal set, Gap: -7
10	Clerical Personnel	No goal set, Gap: -7
12	Semi-Skilled Manual Workers	No goal set, Gap: -32

Assessment/Observations

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The previous compliance assessment revealed a total of 32 gaps. The previous assessment accepted that the company be found in compliance without setting goals for all the area of under-representation. An assessment of reasonable progress is therefore not possible.

ASSESSMENT OF GOALS

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

Women

	Workforce Analysis Results			pals		
		Gap	Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)		(1 to 3 years)	(3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-5	38.9	38.9	28.0	38.9
03	Professionals	-8	21.6	21.6	17.2	21.6
05	Supervisors	-2	50.0	50.0	0.0	52.9
07	Administrative & Senior Clerical Personnel	-16	-	-	54.2	80.7
08	Skilled Sales & Service Personnel	-10	28.3	28.3	4.5	28.3
09	Skilled Crafts & Trades Workers	-4	6.5	6.5	0.0	6.5
10	Clerical Personnel	-11	50.0	50.0	40.4	64.1
12	Semi-Skilled Manual Workers	-27	18.4	18.4	9.1	18.4

Observations:

• No goal is required for EEOG 07 given that the current representation of women is above 50%.

Aboriginal Peoples

	Workforce Analysis Results			als		
	Employment Equity Occupational Group (EEOG)		Short-	Long-		
Emn			term	term	Representation	LMA
Emb			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
03	Professionals	-2	0.9	0.9	0.0	0.9
04	Semi-Professionals & Technicians	-1	0.7	0.7	0.0	0.7
07	Administrative & Senior Clerical Personnel	-1	1.0	1.0	0.0	1.0
10	Clerical Personnel	-1	1.2	1.2	0.0	1.2
12	Semi-Skilled Manual Workers	-2	0.9	0.9	0.3	0.9

Observations:

Members of Visible Minorities

	Workforce Analysis Results			als		
			Short-	Long-	D t - t - t	1848
Emn	Employment Equity Occupational Group (EEOG)		term	term	Representation	LMA
Lilip			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-8	15.0	15.0	0.0	15.0
03	Professionals	-26	25.7	25.7	10.1	25.7
04	Semi-Professionals & Technicians	-11	8.5	8.5	2.7	8.5
05	Supervisors	-1	22.0	22.0	0.0	22.0
06	Supervisors: Crafts & Trades	-2	7.3	7.3	0.0	7.3
07	Administrative & Senior Clerical Personnel	-7	13.6	13.6	1.7	13.6
08	Skilled Sales & Service Personnel	-3	8.9	8.9	2.3	8.9
09	Skilled Crafts & Trades Workers	-6	10.1	10.1	0.0	10.1
10	Clerical Personnel	-7	19.2	19.2	4.3	19.2
12	Semi-Skilled Manual Workers	-56	22.7	22.7	3.1	22.7

Observations:

Persons with Disabilities

Workforce Analysis Results				als		
Employment Equity Occupational Group (EEOG)		Gap	Short-	Long-		LMA
			term	term	Representation	
			(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
1/2	Managers	-2	4.3	4.3	0.0	4.3
03	Professionals	-6	3.8	3.8	0.0	3.8
04	Semi-Professionals & Technicians	-5	4.6	4.6	2.2	4.6
05	Supervisors	-1	13.9	13.9	0.0	13.9
06	Supervisors: Crafts & Trades	-1	7.8	7.8	4.5	7.8
08	Skilled Sales & Service Personnel	-1	3.5	3.5	2.3	3.5
09	Skilled Crafts & Trades Workers	-1	3.8	3.8	1.6	3.8
10	Clerical Personnel	-1	7.0	7.0	4.3	7.0
12	Semi-Skilled Manual Workers	-14	4.8	4.8	0.0	4.8

Observations:

RECOMMENDATION

١	recommend	that	the	emp	oloyer	be	four	٦d
	⊠in complia	nce		in no	on-coi	npl	ianc	e

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

- Overall, we observed stagnation in the Employment Equity Occupational Group representation gaps for which under-representation was identified in the previous workforce analysis. Given that no short-term objectives were set during the first assessment, no assessment of reasonable efforts was conducted for the current assessment.
- We recommend that Bell Helicopter Textron Canada Limited focus on the early stages of the recruitment process to ensure that there are no barriers to employment equity, particularly in the designated groups of Women and Visible Minorities, which have significant gaps.
- Bell Helicopter Textron Canada Limited may also benefit from leveraging its relationships with universities to identify qualified students from the designated groups as potential employees through internships or permanent positions in the event of a vacancy.

Name of Analyst: Maurice N. Yakibonge

Date: 2018-10-10

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

Sent: October 12, 2018 12:14 PM

To: 'cgarneau@bh.com' <cgarneau@bh.com>

Cc: 'mst-aubin@bh.com' <mst-aubin@bh.com>; 'kpesant@bh.com' <kpesant@bh.com>

Subject: Government of Canada Agreement Number 050016 - Notification of Compliance with the

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Ms.Garneau:

I am writing to inform you that the subsequent compliance assessment initiated on May 9, 2018, has now been completed. As a result of the assessment, Bell Helicopter Textron Canada Limited has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

- Overall, we observed stagnation in the Employment Equity Occupational Group representation
 gaps for which under-representation was identified in the previous workforce analysis. Given that
 no short-term objectives were set during the first assessment, no assessment of reasonable
 efforts was conducted for the current assessment.
- We recommend that Bell Helicopter Textron Canada Limited focus on the early stages of the recruitment process to ensure that there are no barriers to employment equity, particularly in the designated groups of Women and Visible Minorities, which have significant gaps.
- Bell Helicopter Textron Canada Limited may also benefit from leveraging its relationships with universities to identify qualified students from the designated groups as potential employees through internships or permanent positions in the event of a vacancy.

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 May 9, 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, Bell Helicopter Textron Canada Limited 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 following:

- The implementation of initiatives to foster a diverse and inclusive workplace;
- Measures to remove employment barriers;
- The implementation of 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@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish Bell Helicopter Textron Canada Limited continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milleu 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 Join the online workplace space for employers. Send us an email to join!



Mirabel - May 17, 2018

Mrs Sylvie Fortin,

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada

Subject: Federal Contractors Program

Bell Helicopter Textron Canada Workforce Analysis

Mrs. Fortin,

We are pleased to submit to you the analysis of our workforce according to the indications given in the last few months. This analysis takes into account our workforce as of March 1, 2018.

As mentioned in our last telephone conversations, our market is slowly recovering and in the current context we expect a minimum level of hiring in the next three years. In addition, hirings in the plant will be subject to our recall process. These two constraints will influence our ability to reach our targeted objectives, but we are determined to work on improving the representativeness of the targeted groups and to prepare for the future.

Furthermore, we confirm, as requested, that the equity survey was given to all employees when they were hired, and that it is completed and submitted to human resources in 100% of cases.

Please do not hesitate to contact Ms. Marie St-Aubin or Ms. Kelly Pesant at 450-971-6500 if you would like more information.

Yours sincerely,

Dominique Gérin-Lajoie

Senior Director, Human Resources

Post Office Box 482 Fort Worth, Texas 76101 Tel: 000 000 0000