



s.19(1)

s.24(1)

Labour Program  
Federal Contractors Program

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Bell Helicopter Textron Canada Limited	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 336410	Total number of employees in Canada (Full-Time/Part-Time/Temporary) To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02-eng.htm</a> 1912

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada 1912	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 12800 Rue de L'Avenir	City Mirabel	Province QC	Postal Code J7J 1R4
	Telephone Number 450-971-6500 x6058	Fax Number 450-437-0826	

EMPLOYMENT EQUITY CONTACT	
Name (print) [REDACTED]	Title Specialist in recruitment and int'l mobility
Telephone Number [REDACTED]	E-mail Address [REDACTED]

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

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

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



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by this report: 2016-05-01 to 2018-03-01

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Ontario	10	0	0	10	Calgary	0 27
Quebec	888	2	0	890	Montreal	0 883
New-Brunswick	5	0	0	5	Toronto	0 10
Colombia-British	2	0	0	2	Vancouver	0 2
Alberta	27	0	0	27	Saint John	0 5
					Quebec	0 7
<b>Total number of employees in Canada</b>				934	<b>Total number of employees as of Canada</b>	934



FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

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

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



FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Upper value: \$100,000 and over  Lower value: \$85,000 - \$89,999	4	1	1										
	3	1	1										
	2	1	1										
	1	1	1										
	<b>Total</b>	<b>4</b>	<b>4</b>										
<b>Foremen</b>  Upper value: \$100,000 and over  Lower value: \$80,000 - \$84,999	4	3	2	1									
	3	8	8		1	1		1	1				
	2	8	5	3									
	1	3	3										
	<b>Total</b>	<b>22</b>	<b>18</b>	<b>4</b>	<b>1</b>	<b>1</b>		<b>1</b>	<b>1</b>				
<b>Administrative and main office staff</b>  Upper value: \$100,000 and over  Lower value: \$45,000 - \$49,999	4	2	2					1	1				
	3	3	2	1									
	2	17	9	8									
	1	37	14	23				2	2		1		1
	<b>Total</b>	<b>59</b>	<b>27</b>	<b>32</b>				<b>3</b>	<b>3</b>		<b>1</b>		<b>1</b>
<b>Specialized sales and service personnel</b>  Upper value: \$100,000 and over  Lower value: \$55,000 - \$59,999	4	16	15	1									
	3	24	24					1	1				
	2	2	2										
	1	2	1	1							1		1
	<b>Total</b>	<b>44</b>	<b>42</b>	<b>2</b>				<b>1</b>	<b>1</b>		<b>1</b>		<b>1</b>



FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Skilled workers and artisans</b>  Upper value: \$90,000 - \$94,999 Lower value: \$70,000 - \$74,999	4	6	6										
	3	42	42				1	1					
	2	11	11										
	1	4	4										
	<b>Total</b>	63	63					1	1				
<b>Clerical staff</b>  Upper value: \$85,000 - \$89,999 Lower value: \$50,000 - \$54,999	4	2	2										
	3	4	2	2									
	2	30	17	13			2	1	1	1			1
	1	11	7	4							1	1	
	<b>Total</b>	47	28	19				2	1	1	2	1	
<b>Skilled Manual Workers</b>  Upper value: \$80,000 - \$84,999 Lower value: \$65,000 - \$69,999	4	31	31								2	2	
	3												
	2	254	228	26	1	1					7	7	
	1	1	1										
	<b>Total</b>	286	260	26	1	1					9	9	
<b>Other manual workers</b>  Upper value: \$65,000 - \$69,999 Lower value: \$60,000 - \$64,999	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>	2	2										



FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Full time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Total number of employees</b>		<b>932</b>	<b>765</b>	<b>167</b>	<b>2</b>	<b>2</b>		<b>12</b>	<b>10</b>	<b>2</b>	<b>35</b>	<b>29</b>	<b>6</b>



FEDERAL CONTRACT PROGRAMS: PROFESSIONAL CATEGORIES

Part-time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Semi-professional and technical staff</b>  Upper value: \$65,000 - \$69,999  Lower value: \$35,000 - \$39,999	4	1	1										
	3												
	2												
	1	1	1										
	<b>Total</b>		2	2									
<b>Total number of employees</b>			2	2									



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

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

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	3
70 000 \$ - 84 999 \$	435	363	72	1	1		5	4	1	14	12	2
85 000 \$ - 99 999 \$	217	187	30	1	1		2	2		5	4	1
100,000 and more	185	155	30				2	2		8	8	
<b>Total number of employees</b>	<b>932</b>	<b>765</b>	<b>167</b>	<b>2</b>	<b>2</b>		<b>12</b>	<b>10</b>	<b>2</b>	<b>35</b>	<b>29</b>	<b>6</b>





FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

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

Salary Range	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>35 000 \$ - 39 999 \$</b>	1	1										
<b>50,000 and more</b>	1	1										
<b>Total number of employees</b>	<b>2</b>	<b>2</b>										



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	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										
<b>Total number of employees hired</b>	<b>73</b>	<b>59</b>	<b>14</b>				<b>3</b>	<b>3</b>		<b>6</b>	<b>5</b>	<b>1</b>



FEDERAL CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Semi-professional and technical staff</b>	1	1										
<b>Total number of employees hired</b>	1	1										



Bell Helicopter Textron Canada Limited (Certificate # 050016)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2015-05-13 to 2016-03-01

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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		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										
<b>Total number of employees promoted</b>	<b>174</b>	<b>120</b>	<b>54</b>				<b>3</b>	<b>3</b>		<b>6</b>	<b>5</b>	<b>1</b>
<b>Total number of promotions</b>	<b>193</b>	<b>133</b>	<b>60</b>				<b>3</b>	<b>3</b>		<b>8</b>	<b>6</b>	<b>2</b>



FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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										
<b>Total number of employees whose employment was terminated</b>	<b>415</b>	<b>305</b>	<b>110</b>	<b>1</b>	<b>1</b>		<b>9</b>	<b>7</b>	<b>2</b>	<b>24</b>	<b>18</b>	<b>6</b>



FEDERAL CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Part-time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Semi-professional and technical staff</b>	3	3										
<b>Total number of employees whose employment was terminated</b>	3	3										

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	2	2	100.0 %	27.4 %	1	1	National
<b>02: Middle management and other directors</b>	National	50	14	28.0 %	38.9 %	19	-5	National
<b>03: Professionals</b>		170	30	17.6 %	21.5 %	37	-2	
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	-1	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	-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	-1	National
<b>04: Semi-professional and technical staff</b>		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	-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 instructors Québec		15	0	0.0 %	5.0 %	1	-1	Quebec

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
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
<b>05: Supervisors</b>		4	0	0.0 %	52.9 %	2	-2	
<b>Employment Equity Occupational Group</b>	Calgary	2	0	0.0 %	55.0 %	1	-1	Calgary
<b>Employment Equity Occupational Group</b>	Montreal	2	0	0.0 %	50.8 %	1	-1	Montreal
<b>06 : Foremen</b>		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
<b>07: Administrative and Senior Clerical Staff</b>		59	32	54.2 %	80.7 %	48	-16	
<b>Employment Equity Occupational Group</b>	Calgary	9	4	44.4 %	80.5 %	7	-3	Calgary
<b>Employment Equity Occupational Group</b>	Montreal	47	28	59.6 %	80.8 %	38	-10	Montreal
<b>Employment Equity Occupational Group</b>	Quebec	1	0	0.0 %	80.9 %	1	-1	Quebec
<b>Employment Equity Occupational Group</b>	Toronto	2	0	0.0 %	80.1 %	2	-2	Toronto
<b>08: Specialized sales and service personnel</b>		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



### Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

#### Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
6221: Technical Sales Specialists - Wholesale Trade	Quebec	35	1	2.9 %	29.1 %	10	-9	Quebec
<b>09: Skilled workers and artisans</b>		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 millwrights 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
<b>10 : Office staff</b>		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
<b>12: Skilled Manual Workers</b>		286	26	9.1 %	18.4 %	53	-27	
Employment Equity Occupational Group	Montreal	286	26	9.1 %	18.4 %	53	-27	Montreal
<b>14: Other manual workers</b>		2	0	0.0 %	23.8 %	0	0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	23.8 %	0	0	Montreal

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women 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

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Aboriginal

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

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Difference #	Place of recruitment
			Representation #	%			
2272: Air Traffic Controllers and Related Occupations	Québec	4	0	0.0 %	2.5 %	0	Québec
4211 : Paralegals and Related Occupations	Alberta	1	0	0.0 %	2.7 %	0	Alberta
4211 : Paralegals and related occupations	Québec	3	0	0.0 %	0.9 %	0	Québec
4312: Firefighters	Québec	2	0	0.0 %	2.9 %	0	Québec
<b>05: Supervisors</b>		4	0	0.0 %	1.9 %	0	
<b>Employment Equity Occupational Category</b>	Calgary	2	0	0.0 %	3.1 %	0	Calgary
<b>Employment Equity Occupational Category</b>	Montreal	2	0	0.0 %	0.8 %	0	Montreal
<b>06 : Foremen</b>		22	1	4.5 %	0.6 %	0	1
7205: Contractors and supervisors in other construction trades and in repair and installation services in	Québec	1	0	0.0 %	2.3 %	0	Québec
7301: Contractors and Supervisors - Mechanical Contractors and Supervisors	Ontario	1	0	0.0 %	1.8 %	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator Teams	Ontario	1	0	0.0 %	3.3 %	0	Ontario
7303: Supervisors, Printing and Related Occupations	Ontario	1	0	0.0 %	1.5 %	0	Ontario
7304 : Supervisors, Rail Transportation Operations	Québec	1	0	0.0 %	3.8 %	0	Québec
9226: Supervisors in Other Fabricated Metal Products and Mechanical Parts Manufacturing	Québec City	17	1	5.9 %	0.0 %	0	1
<b>07: Administrative and Senior Clerical Staff</b>		59	0	0.0 %	1.0 %	1	-1
<b>Employment Equity Occupational Category</b>	Calgary	9	0	0.0 %	2.6 %	0	0
<b>Employment Equity Occupational Category</b>	Montreal	47	0	0.0 %	0.7 %	0	0
<b>Employment Equity Occupational Category</b>	Québec	1	0	0.0 %	0.7 %	0	0
<b>Employment Equity Occupational Category</b>	Toronto	2	0	0.0 %	0.8 %	0	0
<b>08: Specialized sales and service personnel</b>		44	0	0.0 %	1.0 %	0	0
6221: Technical Sales Specialists - Wholesale	Alberta	2	0	0.0 %	2.0 %	0	0
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	2	0	0.0 %	2.5 %	0	0
6221: Technical Sales Specialists - Wholesale Trade	New Brunswick	4	0	0.0 %	0.0 %	0	0
6221: Technical Sales Specialists - Wholesale Trade	Ontario	1	0	0.0 %	1.0 %	0	0

### Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

#### Aboriginal

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

### Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

#### Aboriginal

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

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

Sources: 2011 National Household Survey and internal employer data

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
<b>01: Senior Management</b>	National	2	0	0.0 %	10.1 %	0	0	National
<b>02: Middle management and other directors</b>	National	50	0	0.0 %	15.0 %	8	-8	National
<b>03: Professionals</b>		170	18	10.6 %	25.7 %	44	-26	
1111: Auditors and Accountants	National	14	0	0.0 %	27.5 %	4	-4	National
1121: Human Resources Professionals	National	5	0	0.0 %	14.1 %	1	-1	National
1122: Business Management Consulting Professionals	National	4	1	25.0 %	21.6 %	1	0	National
1123: Advertising, Marketing and Public Relations Professionals	National	1	0	0.0 %	16.9 %	0	0	National
2134 : Chemical engineers	National	1	0	0.0 %	30.8 %	0	0	National
2141: Industrial and Manufacturing Engineers	National	3	0	0.0 %	31.5 %	1	-1	National
2146: Aerospace Engineers	National	119	14	11.8 %	25.0 %	30	-16	National
2171 : IT Analysts and Consultants	National	14	3	21.4 %	31.4 %	4	-1	National
2172 : Database Analysts and Data Administrators	National	7	0	0.0 %	32.3 %	2	-2	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	1	0	0.0 %	18.3 %	0	0	National
4163: Economic Development Officers, Marketing Researchers and Consultants	National	1	0	0.0 %	21.9 %	0	0	National
<b>04: Semi-professional and technical staff</b>		186	5	2.7 %	8.5 %	16	-11	
2232 : Mechanical Engineering Technologists and Technicians	Quebec	79	3	3.8 %	7.3 %	6	-3	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	30	0	0.0 %	12.3 %	4	-4	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	1	0	0.0 %	9.5 %	0	0	Quebec
2244: Avionics and Instrument and Aircraft Electrical Mechanics, Technicians and Controllers	Quebec	16	0	0.0 %	15.3 %	2	-2	Quebec
2261: Non-destructive testing inspectors and testers	Quebec	4	0	0.0 %	8.4 %	0	0	Quebec
2262: Engineering Inspectors and Regulatory Officers	Alberta	2	0	0.0 %	19.1 %	0	0	Alberta
2262: Engineering Inspectors and Regulatory Officers	Quebec	24	0	0.0 %	6.7 %	2	-2	Quebec
2263 : Inspectors of Public Health, Environment and Occupational Health and Safety Québec travail	au	5	0	0.0 %	4.8 %	0	0	Quebec
2271 : Air transport pilots, navigators and flight instructors Québec		15	0	0.0 %	2.9 %	0	0	Quebec

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Availability %	Availability %		
2272: Air Traffic Controllers and Related Occupations	Québec	4	0	0.0 %	10.1 %	0	0	Québec
4211 : Paralegals and Related Occupations	Alberta	1	1	100.0 %	12.2 %	0	1	Alberta
4211 : Paralegals and related occupations	Québec	3	1	33.3 %	8.3 %	0	1	Québec
4312: Firefighters	Québec	2	0	0.0 %	1.7 %	0	0	Québec
<b>05: Supervisors</b>		4	0	0.0 %	22.0 %	1	-1	
<b>Employment Equity Occupational Category</b>	Calgary	2	0	0.0 %	27.4 %	1	-1	Calgary
<b>Employment Equity Occupational Category</b>	Montreal	2	0	0.0 %	16.7 %	0	0	Montreal
<b>06 : Foremen</b>		22	0	0.0 %	7.3 %	2	-2	
7205: Contractors and supervisors in other construction trades and in repair and installation services in	Québec	1	0	0.0 %	5.0 %	0	0	Québec
7301: Contractors and Supervisors - Mechanical Contractors and Supervisors	Ontario	1	0	0.0 %	14.5 %	0	0	Ontario
7302: Contractors and Supervisors, Heavy Equipment Operator Teams	Ontario	1	0	0.0 %	8.7 %	0	0	Ontario
7303: Supervisors, Printing and Related Occupations	Ontario	1	0	0.0 %	19.0 %	0	0	Ontario
7304 : Supervisors, Rail Transportation Operations	Québec	1	0	0.0 %	0.0 %	0	0	Québec
9226: Supervisors in Other Fabricated Metal Products and Mechanical Parts Manufacturing	Québec City	17	0	0.0 %	6.7 %	1	-1	Québec
<b>07: Administrative and Senior Clerical Staff</b>		59	1	1.7 %	13.6 %	8	-7	
<b>Employment Equity Occupational Category</b>	Calgary	9	1	11.1 %	16.5 %	1	0	Calgary
<b>Employment Equity Occupational Category</b>	Montreal	47	0	0.0 %	12.2 %	6	-6	Montreal
<b>Employment Equity Occupational Category</b>	Québec	1	0	0.0 %	1.5 %	0	0	Québec
<b>Employment Equity Occupational Category</b>	Toronto	2	0	0.0 %	37.3 %	1	-1	Toronto
<b>08: Specialized sales and service personnel</b>		44	1	2.3 %	8.9 %	4	-3	
6221: Technical Sales Specialists - Wholesale	Alberta	2	0	0.0 %	11.3 %	0	0	Alberta
6221: Technical Sales Specialists - Wholesale Trade	British Columbia	2	0	0.0 %	24.7 %	0	0	British Columbia
6221: Technical Sales Specialists - Wholesale Trade	New Brunswick	4	0	0.0 %	0.0 %	0	0	New Brunswick
6221: Technical Sales Specialists - Wholesale Trade	Ontario	1	0	0.0 %	20.8 %	0	0	Ontario



## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Availability %	Representation %		
6221: Technical Sales Specialists - Wholesale Trade	Quebec	35	1	2.9 %	8.5 %	3	-2	Quebec
<b>09: Skilled workers and artisans</b>		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 millwrights 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
<b>10 : Office staff</b>		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
<b>12: Skilled Manual Workers</b>		286	9	3.1 %	22.7 %	65	-56	
Employment Equity Occupational Group	Montreal	286	9	3.1 %	22.7 %	65	-56	Montreal
<b>14: Other manual workers</b>		2	0	0.0 %	22.1 %	0	0	
Employment Equity Occupational Group	Montreal	2	0	0.0 %	22.1 %	0	0	Montreal

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

### Members of Visible Minorities

Employment Equity Occupational Group	Internal location	Members of Visible Minorities					Place of recruitment
		All employees	Members of Visible Minorities	RepresentationAvailability		Difference	
		#	#	%	%	#	#
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

### Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

#### Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	Availability %		
01/02 : Executives	National	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	-1	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	-1	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
<b>Total</b>		<b>935</b>	<b>12</b>	<b>1.3 %</b>	<b>4.6 %</b>	<b>43</b>	<b>-31</b>	

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

Sources: 2012 Canadian Disability Survey and internal employer data



### Default Workforce Analysis System - Detailed Report

Date: 2018-05-07

**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



**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	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 05 : Supervisors	CPEME	National
6. Foremen	CPEME	National
7.08: Specialized sales and service personnel 09: Skilled workers and craftspeople	CPEME	National
10 : Office staff	CPEME	National
12: Skilled manual workers 14: Other manual workers	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National
	CPEME	National



Workplace Equity Information Management System – Bell Helicopter Textron Canada Limited

Default Workforce Analysis System – Summary Report

Date: 2018-03-01

Women

Employment Equity Occupational Group	All employees		Representation		Women 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
<b>Total</b>	<b>934</b>		<b>167</b>	<b>17.9%</b>	<b>25.6%</b>	<b>239</b>	<b>-72</b>

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



Workplace Equity Information Management System – Bell Helicopter Textron Canada Limited

Default Workforce Analysis System – Summary Report

Date: 2018-03-01

Aboriginal Peoples

Employment Equity Occupational Group	All employees #	Aboriginal Peoples Representation		Availability		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	1
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
<b>Total</b>	<b>934</b>	<b>2</b>	<b>0.2%</b>	<b>0.9%</b>	<b>9</b>	<b>-7</b>

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



Workplace Equity Information Management System – Bell Helicopter Textron Canada Limited

Default Workforce Analysis System – Summary Report

Date: 2018-03-01

Members of Visible Minorities

Employment Equity Occupational Group	All employees	Members of Visible Minorities				Gap	
		#	Representation		Availability		
			#	%	%		#
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	
<b>Total</b>	<b>934</b>	<b>35</b>	<b>3.7%</b>	<b>17.4%</b>	<b>162</b>	<b>-127</b>	

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





Workplace Equity Information Management System – Bell Helicopter Textron Canada Limited

Default Workforce Analysis System – Summary Report

Date: 2018-03-01

Persons with Disabilities

Employment Equity Occupational Group	All employees #	Persons with Disabilities				Gap #
		Representation #	%	Availability %	#	
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
<b>Total</b>	<b>934</b>	<b>12</b>	<b>1.3%</b>	<b>4.6%</b>	<b>43</b>	<b>-31</b>

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



Workplace Equity Information Management System – Bell Helicopter Textron Canada Limited

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**

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

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	05	13

**Data from Subsequent/Current Workforce Analysis**



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

**Table 1: Women**

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		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
<b>Total</b>		<b>1,396</b>	<b>293</b>	<b>0.0</b>

**Table 5: Women**

		Subsequent/Current Workforce 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
		<b>934</b>	<b>167</b>	<b>0.0</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	05	13

**Data from Subsequent/Current Workforce Analysis**



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

**Table 2: Aboriginal Peoples**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees		
		Aboriginal Peoples		Availability*
		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
<b>Total</b>		<b>1,396</b>	<b>4</b>	<b>0.0</b>

**\* Source:**

2011 National Household Survey

**Table 6: Aboriginal Peoples**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees		
		Aboriginal Peoples		Availability*
		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
<b>Total</b>		<b>934</b>	<b>2</b>	<b>0.0</b>

**\* Source:**

2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	05	13

**Data from Subsequent/Current Workforce Analysis**



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

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			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
<b>Total</b>		<b>1,396</b>	<b>55</b>	<b>0.0</b>

**\* Source:**

2011 National Household Survey

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Members 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	0	0.0
		2	0	22.1
<b>Total</b>		<b>934</b>	<b>35</b>	<b>0.0</b>

**\* Source:**

2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	05	13

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

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

**Table 4: Persons with Disabilities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			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
<b>Total</b>		<b>1,396</b>	<b>41</b>	<b>0.0</b>

**\* Source:**  
2012 Canadian Survey on Disability

**Table 8: Persons with Disabilities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		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	0	5.3
<b>Total</b>		<b>934</b>	<b>12</b>	<b>0.0</b>

**\* Source:**  
2012 Canadian Survey on Disability

**Federal Contractors Program Achievement Report**

**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 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**

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	2	2	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	29	11	0	0	14	3	0	0
03 Professionals	38	4	0	0	52	9	0	0	87	23	0	0
04 Semi-Professionals & Technicians	11	3	1	0	36	9	0	0	93	28	0	0
05 Supervisors	0	0	0	0	3	0	0	0	3	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	6	2	0	0	6	0	0	0
07 Administrative & Senior Clerical Personnel	11	6	0	0	33	20	0	0	35	22	0	0
08 Skilled Sales & Service Personnel	3	0	0	0	5	1	0	0	9	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0	1	0	0	0	19	1	0	0
10 Clerical Personnel	6	1	0	0	6	0	0	0	24	10	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0	1	0	0	0	123	22	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	1	0	0	0
<b>Total</b>	<b>73</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>174</b>	<b>54</b>	<b>0</b>	<b>0</b>	<b>415</b>	<b>110</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**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 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**

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	38	0	0	0
04 Semi-Professionals & Technicians	11	0	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	11	0	0	0
08 Skilled Sales & Service Personnel	3	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 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
<b>Total</b>	<b>73</b>	<b>0</b>	<b>1</b>	<b>0</b>

	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
<b>Total</b>	<b>174</b>	<b>0</b>	<b>0</b>	<b>0</b>

	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	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
<b>Total</b>	<b>415</b>	<b>1</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**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 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**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	2	0	0	0	1	0	0	0
02 Middle & Other Managers	0	0	0	0	29	0	0	0	14	0	0	0
03 Professionals	38	0	0	0	52	0	0	0	87	0	0	0
04 Semi-Professionals & Technicians	11	0	1	0	36	0	0	0	93	0	0	0
05 Supervisors	0	0	0	0	3	0	0	0	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	6	0	0	0	6	0	0	0
07 Administrative & Senior Clerical Personnel	11	2	0	0	33	2	0	0	35	0	0	0
08 Skilled Sales & Service Personnel	3	1	0	0	5	1	0	0	9	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0	1	0	0	0	19	0	0	0
10 Clerical Personnel	6	0	0	0	6	0	0	0	24	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0	1	0	0	0	123	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	1	0	0	0
<b>Total</b>	<b>73</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>174</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>415</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**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 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**

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

	Table 8: Members of Visible Minorities			
	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
<b>Total</b>	<b>174</b>	<b>6</b>	<b>0</b>	<b>0</b>

	Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#
	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
<b>Total</b>	<b>415</b>	<b>24</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for First/Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Group (EOG)		All Employees										Women										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To						
		2015-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-05-13	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018							
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01	Senior Managers	6	-30.7%		0	25.0%		0	0	2	0.0%	0	0	0	0	27.4%	0	0	33.3%	33.3%		
02	Middle & Other Managers	53	-1.9%		0	27.2%		0	0	11	0.0%	0	10	0	38.8%	-10	-10	20.8%	20.8%			
03	Professionals	256	-12.9%		0	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%		0	44.4%		0	0	54	0.0%	0	-15	0	16.8%	15	15	23.2%	23.2%			
05	Supervisors	8	-20.6%		0	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%		0	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%		0	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%		0	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%		0	24.7%		0	0	4	0.0%	0	2	0	6.1%	-2	-2	4.4%	4.4%			
10	Clerical Personnel	63	-9.3%		0	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%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	517	-17.9%		0	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	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	23.8%	0	0	0.0%	0.0%			
<b>Total</b>		<b>1,396</b>	<b>-12.5%</b>		<b>0</b>	<b>35.6%</b>		<b>0</b>	<b>0</b>	<b>293</b>	<b>0.0%</b>	<b>0</b>	<b>66</b>	<b>0</b>	<b>25.7%</b>	<b>293</b>	<b>-66</b>	<b>21.0%</b>	<b>21.0%</b>			

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

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

**Table 2: Women**

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

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for First/Previous Goals**

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

**Table 3: Aboriginal Peoples**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples												
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years	Annually		Over 3 Years	From - To					
		2015-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-05-13	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018						
		#	%	%	#	%	%	#	#	%	#	#	%	#	%						
01	Senior Managers	6	-30.7%		0	25.0%		0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%		
02	Middle & Other Managers	53	-1.9%		0	27.2%		0	0	0.0%	0	1	0	1.2%	-1	-1	0.0%	0.0%			
03	Professionals	256	-12.9%		0	40.9%		0	0	0.0%	0	1	0	0.8%	-1	-1	0.4%	0.4%			
04	Semi-Professionals & Tech	233	-7.2%		0	44.4%		0	0	0.0%	0	2	0	0.7%	-2	-2	0.0%	0.0%			
05	Supervisors	8	-20.6%		0	50.0%		0	0	0.0%	0	0	0	1.9%	0	0	0.0%	0.0%			
06	Supervisors: Crafts & Trades	26	-5.4%		0	25.0%		0	0	0.0%	0	-1	0	0.3%	1	1	3.8%	3.8%			
07	Administrative & Sr Clerical	79	-9.3%		0	50.7%		0	0	0.0%	0	1	0	1.8%	-1	-1	0.0%	0.0%			
08	Skilled Sales & Service	62	-10.8%		0	17.0%		0	0	0.0%	0	1	0	1.7%	-1	-1	0.0%	0.0%			
09	Skilled Crafts & Trades	91	-11.5%		0	24.7%		0	0	0.0%	0	1	0	0.7%	-1	-1	0.0%	0.0%			
10	Clerical Personnel	63	-9.3%		0	43.6%		0	0	0.0%	0	1	0	2.1%	-1	-1	0.0%	0.0%			
11	Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	517	-17.9%		0	30.6%		0	0	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%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	2	0.0%		0	50.0%		0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%			
Total		1,396	-12.5%		0	35.6%		0	0	0.0%	0	16	0	1.4%	4	-16	0.3%	0.3%			

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

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

**Table 4: Aboriginal Peoples**

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

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for First/Previous Goals**

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

**Table 5: Persons with Disabilities**

**First/Previous Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2015-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-05-13	Annually	Over 3 Years	#	2015	2018						
	#	%	%	#	%	%	#	#	%	#	#	#	%	%					
01/02 Managers	59	-16.3%		0	26.1%		0	0	1	0.0%	0	2	0	4.3%	-2	-2	1.7%	1.7%	
03 Professionals	256	-12.9%		0	40.9%		0	0	4	0.0%	0	3	0	2.8%	-3	-3	1.6%	1.6%	
04 Semi-Professionals & Tech	233	-7.2%		0	44.4%		0	0	4	0.0%	0	3	0	3.0%	-3	-3	1.7%	1.7%	
05 Supervisors	8	-20.6%		0	50.0%		0	0	0	0.0%	0	0	0	1.9%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	26	-5.4%		0	25.0%		0	0	2	0.0%	0	-2	0	0.0%	2	2	7.7%	7.7%	
07 Administrative & Sr Clerical	79	-9.3%		0	50.7%		0	0	1	0.0%	0	1	0	2.8%	-1	-1	1.3%	1.3%	
08 Skilled Sales & Service	62	-10.8%		0	17.0%		0	0	2	0.0%	0	0	0	3.5%	0	0	3.2%	3.2%	
09 Skilled Crafts & Trades	91	-11.5%		0	24.7%		0	0	1	0.0%	0	1	0	1.9%	-1	-1	1.1%	1.1%	
10 Clerical Personnel	63	-9.3%		0	43.6%		0	0	5	0.0%	0	-2	0	4.8%	2	2	7.9%	7.9%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	517	-17.9%		0	30.6%		0	0	21	0.0%	0	-4	0	3.2%	4	4	4.1%	4.1%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%	
Total	1,396	-12.5%		0	35.6%		0	0	41	0.0%	0	1	0	3.0%	-1	-1	2.9%	2.9%	

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

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Group (EOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for First/Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)		All Employees										Members of Visible Minorities										
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected		YYYY-MM-DD		Annually	Over 3 Years	Annually	Over 3 Years		From - To	Present Availability					
		2015-05-13	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-05-13	Annually	Over 3 Years	Annually	Over 3 Years	2015	2018	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years		
		#	%	%	#	%	%	#	#	%	#	#	%	#	%	%	#	#	%	%		
01	Senior Managers	6	-30.7%		0	25.0%		0	0	0	0.0%	0	1	0	10.1%	-1	-1	0.0%	0.0%			
02	Middle & Other Managers	53	-1.9%		0	27.2%		0	0	0	0.0%	0	4	0	8.2%	-4	-4	0.0%	0.0%			
03	Professionals	256	-12.9%		0	40.9%		0	0	25	0.0%	0	21	0	18.1%	-21	-21	9.8%	9.8%			
04	Semi-Professionals & Tech	233	-7.2%		0	44.4%		0	0	3	0.0%	0	17	0	8.5%	-17	-17	1.3%	1.3%			
05	Supervisors	8	-20.6%		0	50.0%		0	0	0	0.0%	0	1	0	11.4%	-1	-1	0.0%	0.0%			
06	Supervisors: Crafts & Trades	26	-5.4%		0	25.0%		0	0	0	0.0%	0	2	0	6.9%	-2	-2	0.0%	0.0%			
07	Administrative & Sr Clerical	79	-9.3%		0	50.7%		0	0	5	0.0%	0	1	0	7.2%	-1	-1	6.3%	6.3%			
08	Skilled Sales & Service	62	-10.8%		0	17.0%		0	0	2	0.0%	0	8	0	15.7%	-8	-8	3.2%	3.2%			
09	Skilled Crafts & Trades	91	-11.5%		0	24.7%		0	0	2	0.0%	0	7	0	9.5%	-7	-7	2.2%	2.2%			
10	Clerical Personnel	63	-9.3%		0	43.6%		0	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%	0	0	#DIV/0!	#DIV/0!			
12	Semi-Skilled Manual	517	-17.9%		0	30.6%		0	0	18	0.0%	0	32	0	9.6%	-32	-32	3.5%	3.5%			
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!			
14	Other Manual Workers	2	0.0%		0	50.0%		0	0	0	0.0%	0	0	0	22.1%	0	0	0.0%	0.0%			
Total		1,396	-12.5%		0	35.6%		0	0	55	0.0%	0	100	0	11.1%	-100	-100	3.9%	3.9%			

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

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

**Table 8: Members of Visible Minorities**

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

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for Subsequent/Current Goals**

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

**Table 9: Women**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees	Women																		
		Number							Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Growth (New Positions)		Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To									
		Actual	Projected		Actual	Projected		Annually	Over 3 Years		YYYY - YYYY									
		2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-01	Annually	Over 3 Years	2018	2021							
#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%		
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	Professionals	169	-12.9%	35.0%	177	40.9%	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%	52.0%	-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%
Total		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)<sup>1/3</sup> - 1) x 100.

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

**Table 10: Women**

Employment Equity Occupational Group (EOG)	Women		Comments	
	Short-term Goals	Long-term Goals		
		%		
01	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	
Total		0.0	0.0	



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**Part 3: Goals**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for Subsequent/Current Goals**

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

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-01	Annually	Over 3 Years	#	2018	2021	%	%	%	#	#	%	%
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	2	-30.7%	0.0%	0	25.0%	0.3%	0	0	0	0.3%	0	0	0	0	2.9%	0	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	1	0	2.2%	-1	-1	0.0%	0.0%		
03 Professionals	169	-12.9%	35.0%	177	40.9%	3.0%	15	192	0	3.0%	0	3	0	0.9%	-2	-3	0.0%	0.0%		
04 Semi-Professionals & Tech	186	-7.2%	5.0%	28	44.4%	1.0%	6	34	0	1.0%	0	1	0	0.7%	-1	-1	0.0%	0.0%		
05 Supervisors	4	-20.6%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	0	0	1.9%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	22	-5.4%	2.0%	1	25.0%	5.0%	3	4	1	5.0%	0	-1	0	0.6%	1	1	4.5%	4.3%		
07 Administrative & Sr Clerical	59	-9.3%	2.0%	4	50.7%	2.0%	4	8	0	2.0%	0	1	0	1.0%	-1	-1	0.0%	0.0%		
08 Skilled Sales & Service	44	-10.8%	0.0%	0	17.0%	1.0%	1	1	0	1.0%	0	0	0	1.0%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	63	-11.5%	0.0%	0	24.7%	4.0%	8	8	0	4.0%	0	0	0	0.7%	0	0	0.0%	0.0%		
10 Clerical Personnel	47	-9.3%	3.0%	4	43.6%	2.0%	3	7	0	2.0%	0	1	0	1.2%	-1	-1	0.0%	0.0%		
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
12 Semi-Skilled Manual	286	-17.9%	0.0%	0	30.6%	3.5%	30	30	1	3.5%	0	2	0	0.9%	-2	-2	0.3%	0.3%		
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	0.8%	0	0	0.0%	0.0%		
<b>Total</b>	<b>934</b>	<b>-12.5%</b>		<b>0</b>	<b>35.6%</b>		<b>0</b>	<b>0</b>	<b>2</b>	<b>0.0%</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0.9%</b>	<b>-6</b>	<b>-6</b>	<b>0.2%</b>	<b>0.2%</b>		

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

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

**Table 12: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		0.0	
02 Middle & Other Managers		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	
<b>Total</b>		<b>0.0</b>		<b>0.0</b>	

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**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for Subsequent/Current Goals**

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

**Table 13: Persons with Disabilities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Persons with Disabilities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-01	Annually	Over 3 Years	#	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01/02 Managers	52	-16.3%	0.0%	0	26.1%	2.3%	4	4	0	2.3%	0	2	0	4.3%	4.3%	-2	-2	0.0%	0.0%
03 Professionals	169	-12.9%	35.0%	177	40.9%	3.0%	15	192	0	3.0%	0	13	7	3.8%	3.8%	-6	-6	0.0%	2.0%
04 Semi-Professionals & Tech	186	-7.2%	5.0%	28	44.4%	1.0%	6	34	4	1.0%	0	6	2	4.6%	4.6%	-5	-4	2.2%	2.8%
05 Supervisors	4	-20.6%	0.0%	0	50.0%	0.0%	0	0	0	0.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	22	-5.4%	2.0%	1	25.0%	5.0%	3	4	1	5.0%	0	1	0	7.8%	7.8%	-1	-1	4.5%	4.3%
07 Administrative & Sr Clerical	59	-9.3%	2.0%	4	50.7%	2.0%	4	8	3	2.0%	0	-1	0	3.4%	3.4%	1	1	5.1%	4.8%
08 Skilled Sales & Service	44	-10.8%	0.0%	0	17.0%	1.0%	1	1	1	1.0%	0	1	0	3.5%	3.5%	-1	-1	2.3%	2.3%
09 Skilled Crafts & Trades	63	-11.5%	0.0%	0	24.7%	4.0%	8	8	1	4.0%	0	1	0	3.8%	3.8%	-1	-1	1.6%	1.6%
10 Clerical Personnel	47	-9.3%	3.0%	4	43.6%	2.0%	3	7	2	2.0%	0	2	0	7.0%	7.0%	-1	-2	4.3%	3.9%
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%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	286	-17.9%	0.0%	0	30.6%	3.5%	30	30	0	3.5%	0	14	1	4.8%	4.8%	-14	-13	0.0%	0.3%
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%	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	5.3%	5.3%	0	0	0.0%	0.0%
Total	934	-12.5%		0	35.6%		0	0	12	0.0%	0	31	0		4.6%	-31	-31	1.3%	1.3%

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

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

**Table 14: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
		%	%	
01/02 Managers		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	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-01	Annually	Over 3 Years	#	%	%	#	%	%	#	%	
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	2	-30.7%	0.0%	0	25.0%	0.3%	0	0	0	0.3%	0	0	0	10.1%	0	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	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	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	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	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	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	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	8.9%	8.9%	-3	-3	2.3%	2.3%	
09 Skilled Crafts & Trades	63	-11.5%	0.0%	0	24.7%	4.0%	8	8	0	4.0%	0	6	10.1%	10.1%	-6	-5	0.0%	1.6%	
10 Clerical Personnel	47	-9.3%	3.0%	4	43.6%	2.0%	3	7	2	2.0%	0	8	19.2%	19.2%	-7	-7	4.3%	5.9%	
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	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	286	-17.9%	0.0%	0	30.6%	3.5%	30	30	9	3.5%	1	57	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	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	0.0%	22.1%	0	0	0.0%	0.0%	
<b>Total</b>	<b>934</b>	<b>-12.5%</b>		<b>0</b>	<b>35.6%</b>		<b>0</b>	<b>0</b>	<b>35</b>	<b>0.0%</b>	<b>0</b>	<b>128</b>		<b>17.4%</b>	<b>-128</b>	<b>-128</b>	<b>3.7%</b>	<b>3.7%</b>	

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

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.0		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	
<b>Total</b>		<b>0.0</b>		<b>0.0</b>	

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#						
01 Senior Managers	2015	6	2	33.3	27.4	2	0	121.7																	
	2018	2	2	100.0	27.4	1	1	365.0	0	0	0.0	0	0	2	2	100.0	1	1	1	0	0.0	0	0	0	0
02 Middle & Other Managers	2015	53	11	20.8	38.8	21	-10	53.5																	
	2018	50	14	28.0	38.9	19	-5	72.0	0	0	0.0	0	0	29	11	37.9	6	5	14	3	21.4	3	0	0	
03 Professionals	2015	256	57	22.3	29.0	74	-17	76.8																	
	2018	169	29	17.2	21.5	36	-7	79.8	38	4	10.5	8	-4	52	9	17.3	12	-3	87	23	26.4	19	4	4	
04 Semi-Professionals & Technicians	2015	233	54	23.2	16.8	39	15	138.0																	
	2018	186	39	21.0	16.4	31	8	127.9	12	3	25.0	2	1	36	9	25.0	8	1	93	28	30.1	22	6	6	
05 Supervisors	2015	8	3	37.5	53.6	4	-1	70.0																	
	2018	4	0	0.0	52.9	2	-2	0.0	0	0	0.0	0	0	3	0	0.0	1	-1	3	1	33.3	1	0	0	
06 Supervisors: Crafts & Trades	2015	26	3	11.5	8.0	2	1	144.2																	
	2018	22	4	18.2	9.0	2	2	202.0	0	0	0.0	0	0	6	2	33.3	1	1	6	0	0.0	1	-1	-1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	2	200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	2	200.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	15	11	73.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	15	11	73.3			38.9	188.5			38.9	188.5		
03 Professionals	2018	3	13	433.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	13	433.3			21.5	2015.5			21.5	2015.5		
04 Semi-Professionals & Technicians	2018	-45	12	-26.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-45	12	-26.7			0.0	0.0			0.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			50.0	0.0			50.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	2	0.0			0.0	0.0			0.0	0.0		

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		All Employees	Workforce							Hires				Promotions				Terminations						
			Women							Women				Women				Women						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	#	#		
07 Administrative & Senior Clerical	2015	79	55	69.6	82.9	65	-10	84.0																
	2018	59	32	54.2	80.7	48	-16	67.2	11	6	54.5	9	-3	33	20	60.6	23	-3	35	22	62.9	24	-2	
08 Skilled Sales & Service Personnel	2015	62	7	11.3	27.3	17	-10	41.4																
	2018	44	2	4.5	28.3	12	-10	16.1	3	0	0.0	1	-1	5	1	20.0	1	0	9	0	0.0	1	-1	
09 Skilled Crafts & Trades Workers	2015	91	4	4.4	6.1	6	-2	72.1																
	2018	63	0	0.0	6.5	4	-4	0.0	3	0	0.0	0	0	1	0	0.0	0	0	19	1	5.3	1	0	
10 Clerical Personnel	2015	63	26	41.3	65.1	41	-15	63.4																
	2018	47	19	40.4	64.1	30	-11	63.1	6	1	16.7	4	-3	6	0	0.0	2	-2	24	10	41.7	10	0	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	517	71	13.7	17.0	88	-17	80.8																
	2018	286	26	9.1	18.4	53	-27	49.4	1	0	0.0	0	0	1	0	0.0	0	0	123	22	17.9	17	5	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Women				Women				Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	9	26	288.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	26	288.9			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-1	1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	1	-100.0			28.3	-353.4			28.3	-353.4		
09 Skilled Crafts & Trades Workers	2018	-15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-15	0	0.0			6.5	0.0			6.5	0.0		
10 Clerical Personnel	2018	-12	1	-8.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-12	1	-8.3			50.0	-16.7			50.0	-16.7		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	-121	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-121	0	0.0			18.4	0.0			18.4	0.0		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#					
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	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	23.8	0	0	0.0																
	2018	2	0	0.0	23.8	0	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	293	21.0	0.0	0	293	0.0																
	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:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
			Actual	Goal	Percent of Goal Met									
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
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		

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2015	6	0	0.0	2.9	0	0	0.0																
	2018	2	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	1	0	0.0	0	0
02 Middle & Other Managers	2015	53	0	0.0	1.2	1	-1	0.0																
	2018	50	0	0.0	2.2	1	-1	0.0	0	0	0.0	0	0	0	29	0	0.0	0	0	14	0	0.0	0	0
03 Professionals	2015	256	1	0.4	0.8	2	-1	48.8																
	2018	169	0	0.0	0.9	2	-2	0.0	38	0	0.0	0	0	0	52	0	0.0	0	0	87	1	1.1	0	1
04 Semi-Professionals & Technicians	2015	233	0	0.0	0.7	2	-2	0.0																
	2018	186	0	0.0	0.7	1	-1	0.0	12	0	0.0	0	0	0	36	0	0.0	0	0	93	0	0.0	0	0
05 Supervisors	2015	8	0	0.0	1.9	0	0	0.0																
	2018	4	0	0.0	1.9	0	0	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	3	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	26	1	3.8	0.3	0	1	1,282.1																
	2018	22	1	4.5	0.6	0	1	757.6	0	0	0.0	0	0	0	6	0	0.0	0	0	6	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	15	0	0.0			2.2	0.0			2.2	0.0		
03 Professionals	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0			0.9	0.0			0.9	0.0		
04 Semi-Professionals & Technicians	2018	-45	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-45	0	0.0			0.7	0.0			0.7	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

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**2018-05-17**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples			EE Result	All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	79	0	0.0	1.8	1	-1	0.0																
	2018	59	0	0.0	1.0	1	-1	0.0	11	0	0.0	0	0	0	33	0	0.0	0	0	35	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	62	0	0.0	1.7	1	-1	0.0																
	2018	44	0	0.0	1.0	0	0	0.0	3	0	0.0	0	0	0	5	0	0.0	0	0	9	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	91	0	0.0	0.7	1	-1	0.0																
	2018	63	0	0.0	0.7	0	0	0.0	3	0	0.0	0	0	0	1	0	0.0	0	0	19	0	0.0	0	0
10 Clerical Personnel	2015	63	0	0.0	2.1	1	-1	0.0																
	2018	47	0	0.0	1.2	1	-1	0.0	6	0	0.0	0	0	0	6	0	0.0	0	0	24	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	517	2	0.4	1.9	10	-8	20.4																
	2018	286	1	0.3	0.9	3	-2	38.9	1	0	0.0	0	0	0	1	0	0.0	0	0	123	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0			1.0	0.0			1.0	0.0		
08 Skilled Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-15	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	-12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-12	0	0.0			1.2	0.0			1.2	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	-121	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-121	0	0.0			0.9	0.0			0.9	0.0		



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	%	%	#	#	%	#	%	#	%	#	#	%	#	%	#	#	%	#	#				
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	2	0	0.0	0.8	0	0	0.0																
	2018	2	0	0.0	0.8	0	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																
	2018	934	2	0.2	0.0	0	2	0.0	74	0	0.0	0	0	0	0	0.0	0	0	0	415	1	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 ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
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		

**Federal Contractors Program Achievement Report**

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

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities			EE Result	All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
01&02 Managers	2015	59	1	1.7	4.3	3	-2	39.4																
	2018	52	0	0.0	4.3	2	-2	0.0	0	0	0.0	0	0	0	31	0	0.0	1	-1	15	0	0.0	0	0
03 Professionals	2015	256	4	1.6	2.8	7	-3	55.8																
	2018	169	0	0.0	3.8	6	-6	0.0	38	0	0.0	1	-1	52	0	0.0	1	-1	87	0	0.0	1	-1	
04 Semi-Professionals & Technicians	2015	233	4	1.7	3.0	7	-3	57.2																
	2018	186	4	2.2	4.6	9	-5	46.8	12	0	0.0	1	-1	36	0	0.0	1	-1	93	0	0.0	2	-2	
05 Supervisors	2015	8	0	0.0	1.9	0	0	0.0																
	2018	4	0	0.0	13.9	1	-1	0.0	0	0	0.0	0	0	3	0	0.0	0	0	3	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	26	2	7.7	0.0	0	2	0.0																
	2018	22	1	4.5	7.8	2	-1	58.3	0	0	0.0	0	0	6	0	0.0	0	0	6	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
01&02 Managers	2018	16	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	16	0	0.0			4.3	0.0			4.3	0.0	
03 Professionals	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	3	0	0.0			3.8	0.0			3.8	0.0	
04 Semi-Professionals & Technicians	2018	-45	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-45	0	0.0			4.6	0.0			4.6	0.0	
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			13.9	0.0			13.9	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			7.8	0.0			7.8	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Bell Helicopter Textron Canada Limited

2018-05-17

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#				
07 Administrative & Senior Clerical	2015	79	1	1.3	2.8	2	-1	45.2																	
	2018	59	3	5.1	3.4	2	1	149.6	11	2	18.2	0	2	33	2	6.1	0	2	35	0	0.0	0	0	0	
08 Skilled Sales & Service Personnel	2015	62	2	3.2	3.5	2	0	92.2																	
	2018	44	1	2.3	3.5	2	-1	64.9	3	1	33.3	0	1	5	1	20.0	0	1	9	0	0.0	0	0	0	
09 Skilled Crafts & Trades Workers	2015	91	1	1.1	1.9	2	-1	57.8																	
	2018	63	1	1.6	3.8	2	-1	41.8	3	0	0.0	0	0	1	0	0.0	0	0	19	0	0.0	0	0	0	
10 Clerical Personnel	2015	63	5	7.9	4.8	3	2	165.3																	
	2018	47	2	4.3	7.0	3	-1	60.8	6	0	0.0	0	0	6	0	0.0	0	0	24	0	0.0	2	-2		
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
12 Semi-Skilled Manual Workers	2015	517	21	4.1	3.2	17	4	126.9																	
	2018	286	0	0.0	4.8	14	-14	0.0	1	0	0.0	0	0	1	0	0.0	0	0	123	0	0.0	5	-5		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	9	4	44.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	4	44.4			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-1	2	-200.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	2	-200.0			3.5	-5714.3			3.5	-5714.3		
09 Skilled Crafts & Trades Workers	2018	-15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-15	0	0.0			3.8	0.0			3.8	0.0		
10 Clerical Personnel	2018	-12	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-12	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	-121	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-121	0	0.0			4.8	0.0			4.8	0.0		

**Federal Contractors Program Achievement Report**

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

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis							Flow Data Analysis																
		All Employees	Persons with Disabilities						All Employees	Hires			All Employees	Promotions			All Employees	Terminations							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
			#	#	%	%	#	#		%	#	#		%	#	#		%	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	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	0.0	0	0	0.0																	
	2018	2	0	0.0	5.3	0	0	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	41	2.9	0.0	0	41	0.0																	
	2018	934	12	1.3	0.0	0	12	0.0	74	3	4.1	0	3	174	3	1.7	5	-2	415	0	0.0	12	-12		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
Total	2018	-167	6	-3.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	-167	6	-3.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0

**Federal Contractors Program Achievement Report**

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

**Bell Helicopter Textron Canada Limited**

2018-05-17

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities			EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2015	6	0	0.0	10.1	1	-1	0.0																	
	2018	2	0	0.0	10.1	0	0	0.0	0	0	0.0	0	0	0	2	0	0.0	0	0	1	0	0.0	0	0	0
02 Middle & Other Managers	2015	53	0	0.0	8.2	4	-4	0.0																	
	2018	50	0	0.0	15.0	8	-8	0.0	0	0	0.0	0	0	0	29	0	0.0	0	0	14	1	7.1	0	1	1
03 Professionals	2015	256	25	9.8	18.1	46	-21	54.0																	
	2018	169	17	10.1	25.7	43	-26	39.1	38	5	13.2	10	-5	52	3	5.8	5	-2	87	11	12.6	8	3	3	
04 Semi-Professionals & Technicians	2015	233	3	1.3	8.5	20	-17	15.1																	
	2018	186	5	2.7	8.5	16	-11	31.6	12	0	0.0	1	-1	36	0	0.0	0	0	93	4	4.3	1	3	3	
05 Supervisors	2015	8	0	0.0	11.4	1	-1	0.0																	
	2018	4	0	0.0	22.0	1	-1	0.0	0	0	0.0	0	0	3	0	0.0	0	0	3	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2015	26	0	0.0	6.9	2	-2	0.0																	
	2018	22	0	0.0	7.3	2	-2	0.0	0	0	0.0	0	0	6	0	0.0	0	0	6	0	0.0	0	0	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	15	0	0.0			15.0	0.0			15.0	0.0		
03 Professionals	2018	3	8	266.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	8	266.7			25.7	1037.6			25.7	1037.6		
04 Semi-Professionals & Technicians	2018	-45	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-45	0	0.0			8.5	0.0			8.5	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			22.0	0.0			22.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			7.3	0.0			7.3	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Bell Helicopter Textron Canada Limited

2018-05-17

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			
			Representation	Availability					Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference	
#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	79	5	6.3	7.2	6	-1	87.9																
	2018	59	1	1.7	13.6	8	-7	12.5	11	0	0.0	1	-1	33	1	3.0	2	-1	35	2	5.7	2	0	
08 Skilled Sales & Service Personnel	2015	62	2	3.2	15.7	10	-8	20.5																
	2018	44	1	2.3	8.9	4	-3	25.5	3	0	0.0	0	0	5	1	20.0	0	1	9	1	11.1	0	1	
09 Skilled Crafts & Trades Workers	2015	91	2	2.2	9.5	9	-7	23.1																
	2018	63	0	0.0	10.1	6	-6	0.0	3	0	0.0	0	0	1	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																
	2018	47	2	4.3	19.2	9	-7	22.2	6	1	16.7	1	0	6	1	16.7	0	1	24	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	517	18	3.5	9.6	50	-32	36.3																
	2018	286	9	3.1	22.7	65	-56	13.9	1	0	0.0	0	0	1	0	0.0	0	0	123	5	4.1	4	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2018	9	1	11.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	1	11.1			13.6	81.7			13.6	81.7		
08 Skilled Sales & Service Personnel	2018	-1	1	-100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	1	-100.0			8.9	-1123.6			8.9	-1123.6		
09 Skilled Crafts & Trades Workers	2018	-15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-15	0	0.0			10.1	0.0			10.1	0.0		
10 Clerical Personnel	2018	-12	2	-16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-12	2	-16.7			19.2	-86.8			19.2	-86.8		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	-121	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-121	0	0.0			22.7	0.0			22.7	0.0		

**Federal Contractors Program Achievement Report**

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

**Bell Helicopter Textron Canada Limited**

**2018-05-17**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference			
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	2	0	0.0	22.1	0	0	0.0																
	2018	2	0	0.0	22.1	0	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	55	3.9	0.0	0	55	0.0																
	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:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
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		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Bell Helicopter Textron Canada Limited</b>
<b>2018-05-17</b>

## Efforts

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

### Required measures:

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

### Other measures:

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



- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

### Operational Context

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

- Impact of economic and industrial conditions on the organization.

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.

- 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.

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

[Redacted area]

- 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

**Employer Name:** Bell Helicopter Textron Canada Limited

**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 as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes  No

Comments:

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

Yes  No

## Comments:

- 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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
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**

I recommend that the employer be found:

in compliance    in non-compliance

Having assessed the data submitted by the employer regarding its workforce and, considering their unique circumstances, I recommend 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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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@hrsgc-rhdcc.gc.ca](mailto:ee-eme@hrsgc-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@hrsgc-rhdcc.gc.ca](mailto:ee-eme@hrsgc-rhdcc.gc.ca)



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



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