

Labour Program Federal Contractors Program

OFFICIAL USE	YLNC			
Agreement N	l°:	;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;		
1 1111	0	Oc	79	C

Agreement to Implement Employment Equity

	ORGANIZATION		····	
Legal Name of Organization		Parent company is	s located outsi	de Canada
DEW Engineering & Development ULC		E	Yes	No
Operating Name (if different from Legal Name of Organization)		Procurement Bus	iness Numb	er .
		Total number of ex (Full-Time/Part-Tir		
Organization's North American Industry Classification System (NAICS 54133 Engineering Services & 33299 Other Fabricated Metal Product Manu		To find your organ	ization's NAIC talcan.gc.ca/s	S Code Number please ubjects-sujets/standard-
Official use only (if Information above is incorrect)			t. Sugar sa etago atr	
The state of the s		للتسليس للبين الأناف الثلما		Section Responsibility
Flocaretien pusitiess (winder 101a) num	ber of employees in Canad	0	Organization	s NAICS Code No
	HEAD OFFICE	· · · ·		
Address (building number, street, suite, etc.) 3429 Hawthorne Rd	City		Province	Postal Code
5425 nawthorne kd	Ottawa		ON	KlG 4G2
	Telephone Number		Fax Numbe	
	613-736-510	0	613-736	-1348
	ENT EQUITY CONT	ACT		
Name (print)	Title			
Lisa Greening		ces & Admin:	istration	Manager
Telephone Number 613-736-5100 X308	E-mail Address			
013-130-3100 X308	ligreeningede	wengineering	g.com	
	ERTIFICATION			
The above-named organization: • having a combined workforce of 100 or more permanent full 12 weeks or more in Canada, AND	ll-time, permanent part-	lime and tempora	y employees	s having worked
 intending to bid on, or being in receipt of, a federal government, valued at \$1,000,000 or more (including to bid on). 	nent goods or services (contract, standing	offer or cont	ract issued under a
tereby certifies its commitment to implement or maintain emplonstrument, in keeping with the Federal Contractors Program release refer to: http://www.hrsdc.gc.ca/eng/labour/equality/fcp/idease refer to: <a href="http://www.hrsdc.gc.gc.ca/eng/labour/equality/fcp/idease refer to: <a href=" http:="" td="" www.hrsdc.gc.gc.gc.gc.gc.gc.gc.gc.gc.gc.gc.gc.gc<=""><td>oyment equity on an on-</td><td>going basis, beyo nformation on hov</td><td>nd the period v to impleme</td><td>d of the procurement at employment equity</td>	oyment equity on an on-	going basis, beyo nformation on hov	nd the period v to impleme	d of the procurement at employment equity
mportant note: If an audit of the Agreement to Implement Em ne procurement instrument(s) with the Government of Canada	ployment Equity uncove may be terminated,	us misrepresentat	ion on the pa	ut of the organization
	SIGNATORY		***************************************	
IOTE: The signatory must be the Chief Executive Officer OR contract on behalf of the organization.	an authorized person in	an executive posi	tion with legi	al authority to sign a
ame (print)	Title	······································		
an Marsh	President	Proposition in the Africa Van II assurance, helder was a discovered with the	*****	plante, and a street of the st
elephone Number	E-mail Address			
13-736-5100	imarsh@dewen	gineering.co	m	
Willen	duly	11,200	3	
RETUR	N INSTRUCTIONS			

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DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2014-08-30 to 2017-05-17

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2	1	1									
\$ 25,000 - \$29,999	31	26	5	1	1		1	1				
\$ 30,000 - \$34,999	33	31	2	1	1							
\$ 35,000 - \$37,499	18	16	2				1		1	2	1	1
\$ 37,500 - \$39,999	10	9	1				1	1				
\$ 40,000 - \$44,999	13	11	2							2	2	
\$ 45,000 - \$49,999	31	26	5				3	2	1	3	3	
\$ 50,000 - \$59,999	13	12	1				1	1		2	2	
\$ 60,000 - \$69,999	19	16	3				1	1		3	3	
\$ 70,000 - \$84,999	17	14	3							1	1	
\$ 85,000 - \$99,999	10	7	3							1	1	
\$100,000 and over	16	15	1	1		1				1	1	
Total Number of Employees	213	184	29	3	2	1	8	6	2	15	14	1

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DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2014-08-30 to 2017-05-17

Total Number of Employees	\$ 50,000 and over	\$ 40,000 - \$49,999	\$ 35,000 - \$39,999		Salary Range		
3	1	1	1	Col. 1			
2		1	1	Col. 2	Men	All Employees	
ļ	1			Col. 3	Women		
				Col. 4	Total	A	
				Col. 5	Men	Aboriginal Peoples	
				Col. 6	Women	es	
				Col. 7		Pers	
				Col. 8	Men	Persons with Disabilities	
				Col. 9	Women	ilities	
1			1	Col. 10	Total	Membe	
1			1) Col. 11	Men	Members of Visible Minorities	
				Col. 12	Women	inorities	

Total Number of Employees	\$ 50,000 and over	\$ 40,000 - \$49,999	\$ 35,000 - \$39,999	Salary Range	
3	1	1	1	Total Col. 1	
2		1	1	Men Col. 2	All Employees
l	1			Women Col. 3	, 5,
				Total Col. 4	A
				Men Col. 5	Aboriginal Peoples
				Women Col. 6	les
				Total Col. 7	Pers
				Men Col. 8	Persons with Disabilities
				Women Col. 9	oilities
L			1	Total Col. 10	Membe
1			1	Total Men Worn ol. 10 Col. 11 Col.	rs of Visible M
			1	Women Col. 12	inorities

Form 3 A

DEW Engineering and Development ULC (certificate # 060890) FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario Reporting Period 2014-08-30 to 2017-05-17

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999		Salary Range	
96	15	7	14	14	11	13	8	6	6	2	Col. 1	Total	
80	14	5	11	11	10	10	7	5	5	2	Col. 2	Men	All Employees
16		2	3	3		3	1	-			Col. 3	Women	
_											Col. 4	Total	AŁ
											Col. 5	Men	Aboriginal Peoples
ا	1										Col. 6	Women	es
4				1	1	2					Col. 7	Total	Pers
ဒ				1	1	1					Col. 8	Men	Persons with Disabilities
						1					Col. 9	Women	lities
14	_1		1	3	2	2	2		2		Col. 10	Total	Membe
13	_	_	1	3	2	2	2		_		Col. 11	Men	Members of Visible Minorities
									_		Col. 12	Women	norities

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Total Number of Employees	\$ 50,000 and over	\$ 40,000 - \$49,999	\$ 35,000 - \$39,999	Salary Range	
3	1	1	1	l otal Col. 1	
2		1	1	Men Col. 2	All Employees
1	1			Women Col. 3	
				Col. 4	
				Men Col. 5	Aboriginal Peoples
				Col. 6	
				Col. 7	Per
				Men Col. 8	Persons with Disabilities
				Women Col. 9	bilities
				Col. 10	Memb
				Men Col. 11	Members of Visible Minorities
1			1	Women Col. 12	/linorities

Form 3 A

DEW Engineering and Development ULC (certificate # 060890) FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec Reporting Period 2014-08-30 to 2017-05-17

Total Number of Employees	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 35,000 - \$37,499	salary Range	
11	1	1	2	4	2	1	Col. 1	
11	1	1	2	4	2	1	Col. 2	All Employees
							Col. 3	
							Col. 4	
							Col. 5	Aboriginal Peoples
							Col. 6	
-				_			Col. 7	Per
				_			Col. 8	Persons with Disabilities
							Col. 9	oilities
1							Col. 10	Memb
1							Col. 11	Members of Visible Minorities
-							Col. 12	linorities

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FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / New Brunswick Reporting Period 2014-08-30 to 2017-05-17

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	\$ 25,000 - \$29,999	Under \$15,000	Salary Range	
106	1	2	2	3	2	14	3	4	11	31	31	2	Total Col. 1	
93		_	2	3	2	12	2	4	10	29	26	1	Men Col. 2	All Employees
13		_				2	_		_	2	5	1	Women Col. 3	
2										1	1		Total Col. 4	1
2										_	_		Men Col. 5	Aboriginal Peoples
													Women Col. 6	1
3								1	1		_		Total Col. 7	Pers
2								_			_		Men Col. 8	Persons with Disabilities
													Women Col. 9	oilities
									_				Total Col. 10	Memb
													Men Col. 11	Members of Visible Minorities
													Women Col. 12	/linorities

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Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	Calary Farigo	Coloni Bango
96	14	7	15	15	10	14	10	4	5	2	Col. 1	
82	13	5	12	12	9	13	9	3	4	2	Col. 2	All Employees
14	1	2	3	3	1	1	1	1	1		Col. 3	Momon
1	1										Col. 4	1 1
											Col. 5	Aboriginal Peoples
_	1										Col. 6	
5				1	1	3					Col. 7	Pers
4				1	1	2					Col. 8	Persons with Disabilities
						1					Col. 9	oilities
15		1		3	2	3	2		2		Col. 10	Memb
5 14				3		3	2 2				Col. 11	Members of Visible Minorities
1		1		_ 	2		.5				Col. 12	linorities

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Total Number of Employees	\$ 50,000 and over	\$ 40,000 - \$49,999		Salary Range	
2	1	1	Col. 1		
J.		1	Col. 2	Men	All Employees
ļ	1		Col. 3	Women	
			Col. 4	Total	AI
			Col. 5	Men	Aboriginal Peoples
			Col. 6	Women	es
			Col. 7	Total	Pers
			Col. 8	Men	Persons with Disabilities
			Col. 9	Women	ilities
			Col. 10	Total	Membe
			Col. 11	Men	Members of Visible Minorities
			Col. 12	Women	norities

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FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / N.B. less CMA Reporting Period 2014-08-30 to 2017-05-17

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	\$ 25,000 - \$29,999	Under \$15,000		Salary Range	
106	1	2	2	3	2	14	3	4	11	31	31	2	Col. 1	Total	
93	1	1	2	3	2	12	2	4	10	29	26	1	Col. 2	Men	All Employees
13		1				2	1		1	2	5	1	Col. 3	Women	
2										1	1		Col. 4	Total	At
2										1	1		Col. 5	Men	Aboriginal Peoples
													Col. 6	Women	es
3								1	1		1		Col. 7	Total	Pers
2								1			1		Col. 8	Men	Persons with Disabilities
1									1				Col. 9	Women	ilities
													Col. 10	Total	Membe
													Col. 11	Men	Members of Visible Minorities
													Col. 12	Women	inorities

Form 3 A

DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Ont. less CMAs
Reporting Period 2014-08-30 to 2017-05-17

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499		Salary Range	
11	1	1	1	1	3	2	2	Col. 1	Total	
9	1	1	1	1	1	2	2	Col. 2	Men	All Employees
2					2			Col. 3	Women	
								Col. 4	Total	A
								Col. 5	Men	Aboriginal Peoples
								Col. 6	Women	es
								Col. 7	Total	Per
								Col. 8	Men	Persons with Disabilities
								Col. 9	Women	oilities
								Col. 10	Total	Memb
										Members of Visible Minorities
								Col. 12	Women	/linorities



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Total Number of Employees	\$ 35,000 - \$39,999	Salary Range		
1	1	Total Col. 1		
1	1	Men Col. 2	All Employees	
		Women Col. 3	, Gr	
		Total Col. 4	A	
		Men Col. 5	Aboriginal Peoples	
		Women Col. 6	les	
		Total Col. 7	Pers	
		Men Col. 8	Persons with Disabilities	
		Women Col. 9	ilities	
1	1	Total Col. 10	Membe	
1	1	Men Col. 11	Members of Visible Minorities	
	1	Women Col. 12	inorities	

DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2014-08-30 to 2017-05-17

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	1	1										
Professionals	8	5	3									
Semi-Professionals and Technicians	4	4										
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	2	1	1									
Skilled Crafts and Trades Workers	8	8										
Clerical Personnel	3	1	2							1		1
Semi-Skilled Manual Workers	20	20										
Other Manual Workers	85	76	9	1	1		1	1				
Total Number of Employees Hired	134	119	15	1	1		1	1		1		1

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				6								
		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1	1								1	1	
Administrative and Senior Clerical Personnel	1	1										
Total Number of Employees Hired	2	2								1	1	

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

		All Employees		At	Aboriginal Peoples	SS	Persi	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men		Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	2	2										
Professionals	7	5	2									
Semi-Professionals and Technicians	4	4										
Administrative and Senior Clerical Personnel	1	1										
Skilled Crafts and Trades Workers	7	7										
Clerical Personnel	2		2							1		1
Other Manual Workers	2	2										
Total Number of Employees Hired	25	21	4							1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ontario Reporting Period 2014-08-30 to 2017-05-17

		All Employees		Ab	Aboriginal Peoples	es	Perso	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1	1								1	1	
Administrative and Senior Clerical Personnel	1	1										
Total Number of Employees Hired	2	2								1	1	

		All Employees		AŁ	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membei	Members of Visible Minorities	norities
Occupational Group	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
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Hired	1	1										

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		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Professionals	1		1									
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	1	1										
Semi-Skilled Manual Workers	20	20										
Other Manual Workers	83	74	9	1	1		1	1				
Total Number of Employees Hired	108	97	11	1	1		1	1				

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DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Ottawa - Gatineau
Reporting Period 2014-08-30 to 2017-05-17

		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total		Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9		Col. 11	Col. 12
Senior Managers	2	2										
Professionals	4	4										
Semi-Professionals and Technicians	3	3										
Skilled Crafts and Trades Workers	6	6										
Clerical Personnel	2		2							1		_
Other Manual Workers	2	2										
Total Number of Employees Hired	19	17	2							1		

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ottawa - Gatineau Reporting Period 2014-08-30 to 2017-05-17

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and Senior Clerical Personnel	1	1										
Total Number of Employees Hired	1	1										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / N.B. less CMA

				•								
		All Employees		Al	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Professionals	1		1									
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	1	1										
Semi-Skilled Manual Workers	20	20										
Other Manual Workers	83	74	9	_	_		_	_				
Total Number of Employees Hired	108	97	11	1	1		1	1				

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ont. less CMAs

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	llities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	- 1	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	3	1	2									
Semi-Professionals and Technicians	1	1										
Administrative and Senior Clerical Personnel	1	1										
Skilled Crafts and Trades Workers	2	2										
Total Number of Employees Hired	7	5	2									

Form 4 B

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eporting P	Part
eriod	Part-Time /
2014-0	/ Ont. less
8-30 +	less (
201	s CMAs
Period 2014-08-30 to 2017-05-17	

		All Employees		AŁ	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	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	1	1								1	1	
Total Number of Employees Hired	1	1									-1	

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DEW Engineering and Development ULC (certificate # 060890) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED

Full-Time / National

	Employe	ees promoted ((Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Group		All Employees	1	Α	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

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Occupational Group	Employe	ees promoted (E All Employees	Employees pro	moted during A	g the year are to be Aboriginal Peoples	be reported or les	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.) All Employees Aboriginal Peoples Persons with Disabilities Members of Visible Minorities	eccupational groups in wh Persons with Disabilities	in which or to v ilities	which they have	ney have been last promoted.) Members of Visible Minorities	moted.) norities
Occupation at out	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	1		1									
Total Number of Employees Promoted	1		1									
Total Number of Promotions	1		1									

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DEW Engineering and Development ULC (certificate # 060890) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ont. less CMAs Reporting Period 2014-08-30 to 2017-05-17

	Employe	es promoted (Employees pro	moted during t	the year are to	be reported on	ily in the occup	ational groups	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)	hich they have	been last proi	noted.)
		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Professionals	_											
Total Number of Employees Promoted	1		-									
Total Number of Promotions	1		1									

DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2014-08-30 to 2017-05-17

		All Employees		А	boriginal Peop	les	Pers	sons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	1	1										
Professionals	8	8										
Semi-Professionals and Technicians	8	8										
Supervisors	1	1										
Supervisors: Crafts and Trades	2	2										
Administrative and Senior Clerical Personnel	5	3	2							2	1	1
Skilled Crafts and Trades Workers	13	13										
Clerical Personnel	4	3	1									
Semi-Skilled Manual Workers	16	16								1	1	
Other Manual Workers	49	46	3	1	1							
Total Number of Employees Terminated	109	103	6	1	1					3	2	1

Canada

Form 6 B

DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National Reporting Period 2014-08-30 to 2017-05-17

		All Employees		AŁ	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group		Men		Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Terminated	1		1									

Form 6 A

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DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

		All Employees		AŁ	Aboriginal Peoples	Se	Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	2	2										
Middle and Other Managers	1	1										
Professionals	8	8										
Semi-Professionals and Technicians	8	8										
Supervisors	1	1										
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	4	3	1							2	1	1
Skilled Crafts and Trades Workers	11	11										
Clerical Personnel	4	3	1									
Semi-Skilled Manual Workers	8	8								1	1	
Other Manual Workers	5	5		1	1							
Total Number of Employees Terminated	53	51	2	1	1					3	2	1

Form 6 B

DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ontario Reporting Period 2014-08-30 to 2017-05-17

	,	All Employees		AŁ	Aboriginal Peoples	es	Pers	Persons with Disabilities	llities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Terminated	1		1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Québec Reporting Period 2014-08-30 to 2017-05-17

		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membei	Members of Visible Minorities	norities
Occupational Group	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
Other Manual Workers	1	1										
Total Number of Employees Terminated	1	1										

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / New Brunswick

		All Employees		Ab	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	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 Women Col. 11 Col. 12	Women Col. 12
Supervisors: Crafts and Trades	_											
Administrative and Senior Clerical Personnel	1		1									
Skilled Crafts and Trades Workers	2	2										
Semi-Skilled Manual Workers	8	8										
Other Manual Workers	43	40	3									
Total Number of Employees Terminated	55	51	4									
Total Number of Employees Terminated	55	51		4 د	4 0	2 4	4	4	4	4	4	4

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ottawa - Gatineau

		All Employees		AŁ	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women		Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	2	2										
Professionals	5	5										
Semi-Professionals and Technicians	4	4										
Skilled Crafts and Trades Workers	9	9										
Clerical Personnel	1		1									
Other Manual Workers	3	3										
Total Number of Employees Terminated	21	20	1									

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / N.B. less CMA

Reporting Period 2014-08-30 to 2017-05-17

		All Employees		≥	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men		Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11 Col. 12	Col. 12
Supervisors: Crafts and Trades	1	-1										
Administrative and Senior Clerical Personnel	1		1									
Skilled Crafts and Trades Workers	2	2										
Semi-Skilled Manual Workers	8	8										
Other Manual Workers	43	40	3									
Total Number of Employees Terminated	55	51	4									

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ont. less CMAs

		All Employees		1V	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men		Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Professionals	3	3										
Semi-Professionals and Technicians	4	4										
Supervisors	1	1										
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	4	3	1							2	1	1
Skilled Crafts and Trades Workers	5	5										
Clerical Personnel	3	3										
Semi-Skilled Manual Workers	8	8								1	1	
Other Manual Workers	3	3		1	1							
Total Number of Employees Terminated	33	32	1	1	ļ					3	2	1

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ont. less CMAs Reporting Period 2014-08-30 to 2017-05-17

Total Number of Employees Terminated	Administrative and Senior Clerical Personnel		Occupational Group	
1	1	Col. 1	Total	
		Col. 2	Men	All Employees
_	1	Col. 3	Women	
		Col. 4	Total	AŁ
		Col. 5	Men	Aboriginal Peoples
		Col. 6	Women	es
		Col. 7	Total	Pers
		Col. 8	Men	Persons with Disabilities
		Col. 9	Women	ilities
		Col. 10	Total	Membe
		Col. 11	Men	Members of Visible Minorities
		Col. 12	Women	norities

Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Detailed Report

Date: 2017-05-17

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	8	1	12.5 %	27.4 %	2	-1	National
02 : Middle and Other Managers	National	14	4	28.6 %	38.9 %	5	-1	National
03 : Professionals		30	7	23.3 %	23.9 %	7	0	
1111 : Financial auditors and accountants	National	1	0	0.0 %	55.1 %	1	-1	National
1121 : Human resources professionals	National	2	2	100.0 %	71.1 %	1	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.4 %	1	0	National
2115 : Other professional occupations in physical sciences	National	1	1	100.0 %	16.8 %	0	1	National
2132 : Mechanical engineers	National	20	2	10.0 %	9.0 %	2	0	National
2172 : Database analysts and data administrators	National	1	1	100.0 %	35.2 %	0	1	National
5121 : Authors and writers	National	4	0	0.0 %	54.9 %	2	-2	National
04 : Semi-Professionals and Technicians		10	4	40.0 %	9.3 %	1	3	
2232 : Mechanical engineering technologists and technicians	Ontario	6	2	33.3 %	6.3 %	0	2	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	2	1	50.0 %	9.7 %	0	1	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Québec	1	0	0.0 %	9.1 %	0	0	Québec
2253 : Drafting technologists and technicians	Ontario	1	1	100.0 %	26.4 %	0	1	Ontario
05 : Supervisors		2	1	50.0 %	50.7 %	1	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	1	50.0 %	50.7 %	1	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		10	1	10.0 %	7.2 %	1	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	New Brunswick	1	0	0.0 %	0.0 %	0	0	New Brunswick
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	2	0	0.0 %	5.3 %	0	0	Ontario
7211 : NOC 2006 - Supervisors, Machinists and Related Occupations	New Brunswick	1	1	100.0 %	8.4 %	0	1	New Brunswick
7216: NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	2	0	0.0 %	13.2 %	0	0	Québec
9226 : Supervisors, other mechanical and metal products manufacturing	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
9227 : Supervisors, other products manufacturing and assembly	New Brunswick	2	0	0.0 %	13.3 %	0	0	New Brunswick



Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Detailed Report

Date: 2017-05-17

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Avail %	Availability Gap % # #	ap Recruitment Area #
07 : Administrative and Senior Clerical Personnel		ш	<u> </u>	33.3 %	80.5 %	2	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	87.1%	_	-1 Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	N	_	50.0 %	77.2 %	2	-1 Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		41	0	0.0 %	3.4 %	_	-
7231 : Machinists and machining and tooling inspectors	Ontario	4	0	0.0 %	4.4 %	0	0 Ontario
7233 : Sheet metal workers	New Brunswick	œ	0	0.0 %	3.5 %	0	0 New Brunswick
7233 : Sheet metal workers	Ontario	O	0	0.0 %	1.0 %	0	0 Ontario
7233 : Sheet metal workers	Québec	_	0	0.0 %	3.4 %	0	0 Québec
7237 : Welders and related machine operators	Ontario	10	0	0.0 %	5.1 %	_	-1 Ontario
7237 : Welders and related machine operators	Québec	2	0	0.0 %	5.0 %	0	0 Québec
7241 : Electricians (except industrial and power system)	Ontario	_	0	0.0 %	1.5 %	0	0 Ontario
7242 : Industrial electricians	New Brunswick	_	0	0.0 %	0.0 %	0	0 New Brunswick
7242 : Industrial electricians	Ontario	_	0	0.0 %	1.0 %	0	0 Ontario
7261 : NOC 2006 - Sheet Metal Workers	New Brunswick	_	0	0.0 %	3.2 %	0	0 New Brunswick
7261 : NOC 2006 - Sheet Metal Workers	Ontario	ω	0	0.0 %	3.8 %	0	0 Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	_	0	0.0 %	3.8 %	0	0 Ontario
7312 : Heavy-duty equipment mechanics	Ontario	2	0	0.0 %	2.2 %	0	0 Ontario
10 : Clerical Personnel		7	ω	42.9 %	68.7 %	51	Ċ
Employment Equity Occupational Group	N.B. less CMA	ω	_	33.3 %	72.6 %	2	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	4	2	50.0 %	65.8 %	ω	-1 Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		28	0	0.0 %	15.4 %	4	4
Employment Equity Occupational Group	N.B. less CMA	20	0	0.0 %	15.8 %	ω	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	œ	0	0.0 %	14.6 %	1	-1 Ottawa - Gatineau
14 : Other Manual Workers		63	∞	12.7 %	24.3 %	15	-7

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Workplace Equity Information Management System - DEW Engineering and Development ULC

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Workforce Analysis - Detailed Report

Date: 2017-05-17

Women

				5	Women			
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ition	Availability	bility	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	N.B. less CMA	59	8 1	13.6 %	25.1 %	15	-7	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	<u> </u>	0	0.0 %	19.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	ω	0	0.0 %	9.3 %	0	0	Ottawa - Gatineau
Total		216	30 13.9% 21.2%	8.9 %	21.2 %	44	1 4	
Total may not paid aim of components due to reinding								

Total may not equal sum of components due to rounding.

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

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Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Detailed Report

Date: 2017-05-17

Aboriginal Peoples

			I	Aborig	Aboriginal Peoples		1	
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	Representation # %	Availability % #	bility #	Gap #	Recruitment Area
01 : Senior Managers	National	8	_	12.5 %	2.9 %	0	_	National
02 : Middle and Other Managers	National	14	0	0.0 %	2.2 %	0	0	National
03 : Professionals		30	0	0.0 %	1.1 %	0	0	
1111 : Financial auditors and accountants	National	_	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	2	0	0.0 %	2.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	_	0	0.0 %	2.1 %	0	0	National
2115 : Other professional occupations in physical sciences	National	_	0	0.0 %	0.7 %	0	0	National
2132 : Mechanical engineers	National	20	0	0.0 %	0.7 %	0	0	National
2172 : Database analysts and data administrators	National	_	0	0.0 %	1.3 %	0	0	National
5121 : Authors and writers	National	4	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		10	0	0.0 %	1.1 %	0	0	
2232 : Mechanical engineering technologists and technicians	Ontario	O	0	0.0 %	1.4 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Québec	_	0	0.0 %	0.8 %	0	0	Québec
2253 : Drafting technologists and technicians	Ontario	_	0	0.0 %	1.3 %	0	0	Ontario
05 : Supervisors		2	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		10	0	0.0 %	1.0 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	New Brunswick	_	0	0.0 %	0.0 %	0	0	New Brunswick
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	2	0	0.0 %	2.5 %	0	0	Ontario
7211 : NOC 2006 - Supervisors, Machinists and Related Occupations	New Brunswick	_	0	0.0 %	2.7 %	0	0	New Brunswick
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	N	0	0.0 %	1.4 %	0	0	Québec
9226 : Supervisors, other mechanical and metal products manufacturing	New Brunswick	N	0	0.0 %	0.0 %	0	0	New Brunswick
9227 : Supervisors, other products manufacturing and assembly	New Brunswick	2	0	0.0 %	0.0 %	0	0	New Brunswick

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Workplace Equity Information Management System - DEW Engineering and Development ULC

003104

Workforce Analysis - Detailed Report

Date: 2017-05-17

Aboriginal Peoples

	(•						
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Aborion Representation # %	Aboriginal Peoples ion Availability % % #		Gap #	Recruitment Area
07 : Administrative and Senior Clerical Personnel		ယ	0	0.0 %	3.5 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	Ν	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		41	0	0.0 %	2.2 %	_	7	
7231 : Machinists and machining and tooling inspectors	Ontario	4	0	0.0 %	2.7 %	0	0	Ontario
7233 : Sheet metal workers	New Brunswick	8	0	0.0 %	0.0 %	0	0	New Brunswick
7233 : Sheet metal workers	Ontario	O	0	0.0 %	3.0 %	0	0	Ontario
7233 : Sheet metal workers	Québec	_	0	0.0 %	2.6 %	0	0	Québec
7237 : Welders and related machine operators	Ontario	10	0	0.0 %	2.6 %	0	0	Ontario
7237 : Welders and related machine operators	Québec	Ν	0	0.0 %	1.8 %	0	0	Québec
7241 : Electricians (except industrial and power system)	Ontario	_	0	0.0 %	1.8 %	0	0	Ontario
7242 : Industrial electricians	New Brunswick	_	0	0.0 %	2.9 %	0	0	New Brunswick
7242 : Industrial electricians	Ontario	_	0	0.0 %	2.2 %	0	0	Ontario
7261 : NOC 2006 - Sheet Metal Workers	New Brunswick	_	0	0.0 %	3.5 %	0	0	New Brunswick
7261 : NOC 2006 - Sheet Metal Workers	Ontario	ω	0	0.0 %	2.7 %	0	0	Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	_	0	0.0 %	2.7 %	0	0	Ontario
7312 : Heavy-duty equipment mechanics	Ontario	N	0	0.0 %	3.5 %	0	0	Ontario
10 : Clerical Personnel		7	0	0.0 %	2.9 %	0	0	
Employment Equity Occupational Group	N.B. less CMA	ω	0	0.0 %	3.0 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		28	0	0.0 %	3.1 %	1	_	
Employment Equity Occupational Group	N.B. less CMA	20	0	0.0 %	3.0 %	1	<u>.</u>	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	œ	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
14 : Other Manual Workers		63	2	3.2 %	4.6 %	ω	_	

Workplace Equity Information Management System - DEW Engineering and Development ULC

003105

Workforce Analysis - Detailed Report

Date: 2017-05-17

Aboriginal Peoples

				Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ation	Availability		Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	N.B. less CMA	59	2	3.4 %	4.6 %	3	<u>.</u>	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	6.8 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	ω	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Total		216	ω	3 1.4% 2.8%	2.8 %	5	20	

Total may not equal sum of components due to rounding.

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

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Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - DEW Engineering and Development ULC

003106

Workforce Analysis - Detailed Report

Date: 2017-05-17

Members of Visible Minorities

				Members o	Members of Visible Minorities	ities	
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Availability	bility Gap	p Recruitment Area
		#	#	%	%	#	#
01 : Senior Managers	National	8	0	0.0 %	10.1 %	1	National
02 : Middle and Other Managers	National	14	0	0.0 %	15.0 %	2	National
03 : Professionals		30	51	16.7 %	24.6 %	7	- 2
1111 : Financial auditors and accountants	National	_	_	100.0 %	27.5 %	0	1 National
1121 : Human resources professionals	National	2	0	0.0 %	14.1 %	0	0 National
1123 : Professional occupations in advertising, marketing and public relations	National	_	0	0.0 %	16.9 %	0	0 National
2115 : Other professional occupations in physical sciences	National	_	0	0.0 %	19.3 %	0	0 National
2132 : Mechanical engineers	National	20	4	20.0 %	28.6 %	6	-2 National
2172 : Database analysts and data administrators	National	_	0	0.0 %	32.3 %	0	0 National
5121 : Authors and writers	National	4	0	0.0 %	10.7 %	0	0 National
04 : Semi-Professionals and Technicians		10	0	0.0 %	16.3 %	2	Ź
2232 : Mechanical engineering technologists and technicians	Ontario	Ø	0	0.0 %	20.5 %	_	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	2	0	0.0 %	0.0 %	0	0 New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Québec	_	0	0.0 %	9.5 %	0	0 Québec
2253 : Drafting technologists and technicians	Ontario	_	0	0.0 %	30.2 %	0	0 Ontario
05 : Supervisors		2	0	0.0 %	14.7 %	0	0
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0 Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		10	_	10.0 %	3.4 %	0	1
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	New Brunswick	_	0	0.0 %	0.0 %	0	0 New Brunswick
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	2	_	50.0 %	11.9 %	0	1 Ontario
7211: NOC 2006 - Supervisors, Machinists and Related Occupations	New Brunswick	_	0	0.0 %	0.8 %	0	0 New Brunswick
7216: NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	N	0	0.0 %	4.8 %	0	0 Québec
9226 : Supervisors, other mechanical and metal products manufacturing	New Brunswick	N	0	0.0 %	0.0 %	0	0 New Brunswick
9227 : Supervisors, other products manufacturing and assembly	New Brunswick	2	0	0.0 %	0.0 %	0	0 New Brunswick



Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Detailed Report

Date: 2017-05-17

Members of Visible Minorities

				Members o	Members of Visible Minorities	rities		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Avail %	Availability % #	Gap #	Recruitment Area
07 : Administrative and Senior Clerical Personnel		ω	0	0.0 %	8.6 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	12.2 %	0	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		41	7	17.1 %	11.8 %	ъ	2	
7231 : Machinists and machining and tooling inspectors	Ontario	4	0	0.0 %	22.9 %	<u> </u>	<u>.</u>	Ontario
7233 : Sheet metal workers	New Brunswick	œ	0	0.0 %	0.0 %	0	0	New Brunswick
7233 : Sheet metal workers	Ontario	6	ω	50.0 %	8.2 %	0	ω	Ontario
7233 : Sheet metal workers	Québec	_	_	100.0 %	2.5 %	0	<u> </u>	Québec
7237 : Welders and related machine operators	Ontario	10	2	20.0 %	22.5 %	2	0	Ontario
7237 : Welders and related machine operators	Québec	2	0	0.0 %	5.2 %	0	0	Québec
7241 : Electricians (except industrial and power system)	Ontario	_	_	100.0 %	13.1 %	0	_	Ontario
7242 : Industrial electricians	New Brunswick	_	0	0.0 %	0.0 %	0	0	New Brunswick
7242 : Industrial electricians	Ontario	_	0	0.0 %	13.4 %	0	0	Ontario
7261 : NOC 2006 - Sheet Metal Workers	New Brunswick	_	0	0.0 %	0.7 %	0	0	New Brunswick
7261 : NOC 2006 - Sheet Metal Workers	Ontario	ω	0	0.0 %	15.3 %	0	0	Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	_	0	0.0 %	15.3 %	0	0	Ontario
7312 : Heavy-duty equipment mechanics	Ontario	2	0	0.0 %	8.3 %	0	0	Ontario
10 : Clerical Personnel		7	2	28.6 %	9.2 %	_	<u> </u>	
Employment Equity Occupational Group	N.B. less CMA	ω	0	0.0 %	1.9 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	4	2	50.0 %	14.7 %	_	_	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		28	_	3.6 %	6.2 %	2		
Employment Equity Occupational Group	N.B. less CMA	20	0	0.0 %	0.7 %	0	0	N.B. less CMA
Employment Equity Occupational Group	Ottawa - Gatineau	œ	_	12.5 %	19.9 %	2	<u>.</u>	Ottawa - Gatineau
14 : Other Manual Workers		63	0	0.0 %	1.3 %	_	<u>.</u>	

Page 8 of 12

Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Detailed Report

003108

Date: 2017-05-17

Members of Visible Minorities

				Members o	Members of Visible Minorities	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Avail °	Availability . #	Gap #	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	N.B. less CMA	59	0	0.0 % 0.8 %	0.8 %	0	0	0 N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	2.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	ω	0	0.0 %	10.4 %	0	0	Ottawa - Gatineau
Total		216	16	7.4 % 9.7 %	9.7 %	21	5	
Total may not equal sum of components due to rounding.								

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



Workplace Equity Information Management System - DEW Engineering and Development ULC

003109

Workforce Analysis - Detailed Report

Date: 2017-05-17

Persons with Disabilities

				Persons v	Persons with Disabilities	es		
Employment Equity Occupational Group	Internal Location	All Employees	Representation # %	ntation %	Availability %#	bility #	Gap #	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	22	0	0.0 %	4.3 %	_	<u></u>	National
03 : Professionals	National	30	0	0.0 %	3.8 %	_	<u>.</u>	National
04 : Semi-Professionals and Technicians	National	10	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	2	0	0.0 %	13.9 %	0	0	National
06 : Supervisors: Crafts and Trades	National	10	0	0.0 %	7.8 %	_	<u>.</u>	National
07 : Administrative and Senior Clerical Personnel	National	ω	<u> </u>	33.3 %	3.4 %	0	_	National
09 : Skilled Crafts and Trades Workers	National	41	4	9.8 %	3.8 %	2	2	National
10 : Clerical Personnel	National	7	_	14.3 %	7.0 %	0	_	National
12 : Semi-Skilled Manual Workers	National	28	0	0.0 %	4.8 %	_		National
14 : Other Manual Workers	National	63	2	3.2 %	5.3 %	ယ	<u>.</u>	National
Total		216	8	3.7 %	4.8 %	9	-1	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - DEW Engineering and Development ULC

003110

Workforce Analysis - Detailed Report

Date: 2017-05-17

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	12 : Semi-Skilled Manual Workers	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	NOC	EEOG	NOC	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	Provincial	CMA	Provincial	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - DEW Engineering and Development ULC

003111

Workforce Analysis - Detailed Report

Date: 2017-05-17

WFA Defaults - Persons with Disabilities

14 : Other Manual Workers	12 : Semi-Skilled Manual Workers	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	01/02 : Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	Perform Analysis By
National	National	National	National	National	National	National	National	National	National	Recruitment Area

Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Summary Report

Date: 2017-05-17

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	8	1	12.5 %	27.4 %	2	-1	
02 : Middle and Other Managers	14	4	28.6 %	38.9 %	5	-1	
03 : Professionals	30	7	23.3 %	23.9 %	7	0	
04 : Semi-Professionals and Technicians	10	4	40.0 %	9.3 %	1	3	
05 : Supervisors	2	1	50.0 %	50.7 %	1	0	
06 : Supervisors: Crafts and Trades	10	1	10.0 %	7.2 %	1	0	
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	80.5 %	2	-1	
09 : Skilled Crafts and Trades Workers	41	0	0.0 %	3.4 %	1	-1	
10 : Clerical Personnel	7	3	42.9 %	68.7 %	5	-2	
12 : Semi-Skilled Manual Workers	28	0	0.0 %	15.4 %	4	-4	
14 : Other Manual Workers	63	8	12.7 %	24.3 %	15	-7	
Total	216	30	13.9 %	21.2 %	44	-14	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Summary Report

Date: 2017-05-17

Aboriginal Peoples

			Aborig	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Represe	Representation	Availability	bility	Gap
	#	#	%	%	#	#
01 : Senior Managers	8	_	12.5 %	2.9 %	0	-
02 : Middle and Other Managers	14	0	0.0 %	2.2 %	0	0
03 : Professionals	30	0	0.0 %	1.1 %	0	0
04 : Semi-Professionals and Technicians	10	0	0.0 %	1.1 %	0	0
05 : Supervisors	2	0	0.0 %	2.7 %	0	0
06 : Supervisors: Crafts and Trades	10	0	0.0 %	1.0 %	0	0
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	3.5 %	0	0
09 : Skilled Crafts and Trades Workers	41	0	0.0 %	2.2 %	_	4
10 : Clerical Personnel	7	0	0.0 %	2.9 %	0	0
12 : Semi-Skilled Manual Workers	28	0	0.0 %	3.1 %	_	4
14 : Other Manual Workers	63	2	3.2 %	4.6 %	ω	<u> </u>
Total	216	ω	1.4 %	2.8 %	51	ż

Total may not equal sum of components due to rounding.



2017-10-17

Workplace Equity Information Management System - DEW Engineering and Development ULC

003114

Workforce Analysis - Summary Report

Date: 2017-05-17

Members of Visible Minorities

Employment Equity Occupational Group	All Employees	Members Representation	//embers of entation	Members of Visible Minorities sentation Availability	lies ility Gap	
	#	#	%	%	#	
01 : Senior Managers	œ	0	0.0 %	10.1%	<u>-</u>	
02 : Middle and Other Managers	14	0	0.0 %	15.0 %	2 -2	
03 : Professionals	30	را ت	16.7 %	24.6 %	7 -2	
04 : Semi-Professionals and Technicians	10	0	0.0 %	16.3 %	2 -2	
05 : Supervisors	N	0	0.0 %	14.7 %	0 0	
06 : Supervisors: Crafts and Trades	10	_	10.0 %	3.4 %	0 1	
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	8.6 %	0 0	
09 : Skilled Crafts and Trades Workers	41	7	17.1 %	11.8 %	5 2	
10 : Clerical Personnel	7	2	28.6 %	9.2 %	<u></u>	
12 : Semi-Skilled Manual Workers	28	_	3.6 %	6.2 %	2 -1	
14 : Other Manual Workers	63	0	0.0 %	1.3 %	<u>-</u>	
Total	216	16	7.4 %	9.7 %	-5	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Summary Report

Date: 2017-05-17

Persons with Disabilities

			Persons v	Persons with Disabilities	s	
Employment Equity Occupational Group	All Employees	Representation	entation	Availability	oility	Gap
	#	#	%	%	#	#
01/02 : Managers	22	0	0.0 %	4.3 %	_	•
03 : Professionals	30	0	0.0 %	3.8 %	_	1
04 : Semi-Professionals and Technicians	10	0	0.0 %	4.6 %	0	0
05 : Supervisors	2	0	0.0 %	13.9 %	0	0
06 : Supervisors: Crafts and Trades	10	0	0.0 %	7.8 %	_	1
07 : Administrative and Senior Clerical Personnel	ω	_	33.3 %	3.4 %	0	
09 : Skilled Crafts and Trades Workers	41	4	9.8 %	3.8 %	2	N
10 : Clerical Personnel	7	_	14.3 %	7.0 %	0	<u> </u>
12 : Semi-Skilled Manual Workers	28	0	0.0 %	4.8 %	_	<u>.</u>
14 : Other Manual Workers	63	2	3.2 %	5.3 %	3	
Total	216	00	3.7 %	4.8 %	9	4

Total may not equal sum of components due to rounding.



2017-10-17

Workplace Equity Information Management System - DEW Engineering and Development ULC

003116

Workforce Analysis - Summary Report

Date: 2017-05-17

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workplace Equity Information Management System - DEW Engineering and Development ULC

003117

Workforce Analysis - Summary Report

Date: 2017-05-17

WFA Defaults - Persons with Disabilities

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

Canada

Part 1: Workforce Analysis

DEW Engineering and Development ULC

[Date: 2017-05-17]

Data from Previous Workforce Analysis

<u>s</u>	Data from C	urrent Workfo	orce Analysis
	\	\	\

Date of Pr	revious Workforc	e Analysis
YYYY	MM	DD
2014	08	29

Date of C	urrent Workforce	: Analysis
YYYY	MM	DD
2017	05	17

		Т	Table 1: Womer	1
		Previ	ous Workforce An	alysis
Empl	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen
շախո	dyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	8	1	24.2
02	Middle & Other Managers	13	3	39.1
03	Professionals	31	4	19.1
04	Semi-Professionals & Technicians	20	4	19.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	12	0	13.1
07	Administrative & Senior Clerical Personnel	5	1	78.9
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	49	o	5.0
10	Clerical Personnel	13	7	71.2
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	17	0	16.4
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	26	1	21.7
Total		194	21	21.9

Т	Table 5: Women	l
Curr	ent Workforce Ana	ilysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
8	1	27.4
14	4	38.9
30	7	23.9
10	4	9.3
2	1	50.7
10	1	7.2
3	1	80.5
0	0	0.0
41	0	3.4
7	3	68.7
0	0	0.0
28	0	15.4
0	0	0.0
63	8	24.3
216	30	21.2

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Federal Contractors Program Achievement Table **DEW Engineering and Development ULC** Part 1: Workforce Analysis [Date: 2017-05-17]

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Data from Current Workforce Analysis

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	Table :	<b>Fable 2: Aboriginal Peoples</b>	eoples
	Previo	Previous Workforce Analysis	alysis
(FF00)	All Employees	Aboriginal Peoples	ป Peoples
oup (EEOG)		Representation	*vailability*
	#	#	%
	8	1	2.4
	13	0	1.9
	31	0	8.0
1S	20		1.3
	0	0	0.0
	12	0	2.8
Personnel	5	0	2.0
1	0	0	0.0
	49		2.0
	13	0	2.5
sonnel	0	0	0.0
	17	0	2.8
	0	0	0.0
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1.1 1.1 2.7 1.0 3.5 0.0 2.2 2.9 0.0

01 02 03 03 04 04 05 06 06 07 07 07 07 11 11 12

Supervisors

Semi-Professionals & Technician

Professionals

Middle & Other Managers

Senior Managers

Skilled Crafts & Trades Workers

Intermediate Sales & Service Pers

Clerical Personnel

Supervisors: Crafts & Trades
Administrative & Senior Clerical
Skilled Sales & Service Personne

Other Manual Workers

Semi-Skilled Manual Workers
Other Sales & Service Personnel

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20003	000000000000000000000000000000000000000	000000000000000000000000000000000000000	20040000000		
9888	P	<b>Aboriginal Peoples</b>	<b>Current Workforce Analysis</b>	<b>Table 6: Aboriginal Peoples</b>	
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2003	000000000000000000000000000000000000000	000000000000000000000000000000000000000	200000000000000000000000000000000000000	20000000000	
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### Federal Contractors Program Achievement Table **DEW Engineering and Development ULC** Part 1: Workforce Analysis [Date: 2017-05-17]

**Data from Previous Workforce Analysis** 

Data from Current Workforce Analysis

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**Table 3: Members of Visible Minorities** 

**Employment Equity Occupation** 

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		Representation	Availability*
	#	#	%
Senior Managers	8	0	8.7
Middle & Other Managers	13	0	14.0
Professionals	31	ယ	22.5
Semi-Professionals & Technicians	20	_	20.1
Supervisors	0	0	0.0
Supervisors: Crafts & Trades	12		9.3
Administrative & Senior Clerical Personnel	5	2	7.3
Skilled Sales & Service Personnel	0	0	0.0
Skilled Crafts & Trades Workers	49	7	11.4
Clerical Personnel	13	2	9.2
Intermediate Sales & Service Personnel	0	0	0.0
Semi-Skilled Manual Workers	17	_	9.3
Other Sales & Service Personnel	0	0	0.0
Other Manual Workers	26		<u>1</u>

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Other Manual Workers Other Sales & Service Per

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* Source:

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### Federal Contractors Program Achievement Table **DEW Engineering and Development ULC** Part 1: Workforce Analysis [Date: 2017-05-17]

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	Table 4: 1	Table 4: Persons with Disabilities	sabilities
	Previo	Previous Workforce Analysis	alysis
The state of the s	All Employees	Persons with Disabilities	Disabilities
Symeth Equity Occupational Group (EEOG)		Representation	Availability*
	#	#	0%
Managers	21	0	3.2
Professionals	31	0	4.5
Semi-Professionals & Technicians	20	0	4.8
Supervisors	0	0	0.0
Supervisors: Crafts & Trades	12	0	4.6
Administrative & Senior Clerical Personnel	5	1	2.6
Skilled Sales & Service Personnel	0	0	0.0
Skilled Crafts & Trades Workers	49	4	5.3
Clerical Personnel	13	1	4.4
Intermediate Sales & Service Personnel	0	0	0.0
Semi-Skilled Manual Workers	17	0	5.5
Other Sales & Service Personnel	0	0	0.0
Other Manual Workers	26	1	5.2
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<b>∞</b> _	2	0	0	0	1	4	0	1	0	0	0	0	0	#	Representation	Persons with Disabilities	Current Workforce Analysis	<b>Table 8: Persons with Disabilities</b>
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* Source:

## **DEW Engineering and Development ULC**

[Date: 2017-05-17]

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	Table 1:	Women			Table 5: \	Women			Table 9:	Women	
	Full-time / National	Part-time / National	Vational	Full-time / Nat	tional	Part-time / National	<b>National</b>	Full-time / National	National	Part-time / National	National
Employment Equity Occupational Group (EEOG)	All Employees 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
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11 Intermediate Sales & Service Personnel	0 0	0	0	0	0	0	0	0	0	0	0
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## **DEW Engineering and Development ULC**

[Date: 2017-05-17]

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Data from Form 4 - Employees Hired

Table 2: Aboriginal Peoples

Full-time / National

Part-time / National

**Employment Equity Occupational Group** 

Employees

Peoples Hired Aboriginal

All Employees

Hired

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Data from Form 5 - Employees Promoted	

Data from Form 6 - Employees Terminated

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14 Other Manual Workers

Other Sales & Service Personnel Semi-Skilled Manual Workers

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07

Administrative & Senior Clerical Personnel

90 05 04 03 02

Supervisors

Supervisors: Crafts & Trades

Semi-Professionals & Technicians

Middle & Other Managers

Senior Managers

Professionals

09 80

Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

10 Clerical Personnel

Intermediate Sales & Service Personnel

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+	Aboriginal Peoples Terminated	10: Abo
±.	All Employees Terminated	Table 10: Aboriginal Peoples  time / National Part-time / National
4	Aboriginal Peoples Terminated	↓ oples / National

Full-time / National	time / National Part-t	Part-time	Part-time / National
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8	0	0	0
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**DEW Engineering and Development ULC** 

[Date: 2017-05-17]

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Data from Form 4 - Employees Hired

Table 3: Persons with Dis

Full-time / National

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13 Other Sales & Service Personnel

Semi-Skilled Manual Workers

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Intermediate Sales & Service Personnel

14 Other Manual Workers

10 Clerical Personnel

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Skilled Crafts & Trades Workers Skilled Sales & Service Personnel 05

Supervisors

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Semi-Professionals & Technicians

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Supervisors: Crafts & Trades

Administrative & Senior Clerical Personnel

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Middle & Other Managers

Professionals

Senior Managers

**Employment Equity Occupational Group** 

Employees

Persons with Disabilities Hired

Employees

Hired

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Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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**DEW Engineering and Development ULC** 

[Date: 2017-05-17]

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Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Full-time / National

Part-time / National

**Employment Equity Occupational Group** 

Employees

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Employees Hired

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Members of Minorities Visible Hired

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Form 5 - Employees Promoted	
Data from Form 5 - Employees Promoted	

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Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

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Administrative & Senior Clerical Personnel

Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

Middle & Other Managers

Professionals

Senior Managers

Clerical Personnel

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14 Other Manual Workers

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Other Sales & Service Personnel

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Semi-Skilled Manual Workers Intermediate Sales & Service Personnel

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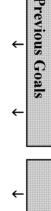
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Visible Minorities Terminated	All Employees Terminated	Visible Minorities Terminated	All Employees Terminated

Part 3: Goals

**DEW Engineering and Development ULC** 

[Date: 2017-05-17]

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	Data from Current Goals

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To	From	To	From
-term	Long-term	Short-term	Short
ls	<b>Duration of Previous Goals</b>	uration of P	D

2017	YYYY	From	Short-term	D
2020	YYYY	To	-term	<b>Duration of Current Goals</b>
2017	YYYY	From	Buor	Jurrent Goa
2020	YYYY	To	Long-term	ls

			Women Women	nen en	
Employ	Employment Equity Occupational Group (EEOG)	Short-te	Short-term Goals	Long-term Goals	m Goals
		#	%	#	%
01	Senior Managers		12.5		
02	Middle & Other Managers		23.1		
03	Professionals		12.9		
04	Semi-Professionals & Technicians				
05	Supervisors				
06	Supervisors: Crafts & Trades		0.0		
07	Administrative & Senior Clerical Personnel		40.0		
08	Skilled Sales & Service Personnel				
09	Skilled Crafts & Trades Workers		0.0		
10	Clerical Personnel		61.5		
11	Intermediate Sales & Service Personnel				
12	Semi-Skilled Manual Workers		5.9		
13	Other Sales & Service Personnel				
14	Other Manual Workers		7.7		
Total			0.0		

0.0	0	0.0	0
24.0	0	24.0	17
0.0	0	0.0	0
15.0	0	10.0	1
0.0	0	0.0	0
68.0	0	50.0	_
3.0	0	3.4	1
0.0	0	0.0	0
33.0	0	50.0	0
10.0	0	0.0	0
50.0	0	0.0	0
9.0	0	5.0	0
23.0	0	22.0	2
38.0	0	0.0	0
27.0	0	0.0	0
9/0	#	%	#
1 Goals	Long-term Goals	m Goals	Short-term Goals
	en	Women	
	Women	Table 5:	

## **DEW Engineering and Development ULC**

Part 3: Goals

[Date: 2017-05-17]



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4	Υ	3	Long-	IS Goal
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<u> </u>	Υ	n	Long-te	Duration of Previous Goals
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4 2017			Long-term	IS Goals
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2017	YYYY	From	Short-term	D
2020	YYYY	To	-term	uration of C
2017	YYYY	From	Long	<b>Duration of Current Goals</b>
2020	YYYY	To	Long-term	ls

			0.0		otal	Total
			0.0		14 Other Manual Workers	14
					13 Other Sales & Service Personnel	13
					12 Semi-Skilled Manual Workers	12
					11 Intermediate Sales & Service Personnel	11
					10 Clerical Personnel	10
					09 Skilled Crafts & Trades Workers	09
					08 Skilled Sales & Service Personnel	08
					07 Administrative & Senior Clerical Personnel	07
					06 Supervisors: Crafts & Trades	90
					05 Supervisors	05
					04   Semi-Professionals & Technicians	04
					03 Professionals	03
					02 Middle & Other Managers	02
					01 Senior Managers	01
	%	#	%	#		
	m Goals	Long-term Goals	Short-term Goals	Short-te	Employment Equity Occupational Group (EEOG)	Emp
		al Peoples	Aboriginal Peoples			
	ples	iginal Peo	<b>Table 2: Aboriginal Peoples</b>	Tab		
1						

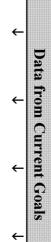
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2.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
0.0	0	0.0	0
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%	#	%	#
n Goals	Long-term Goals	m Goals	Short-term Goals
	Peoples	Aboriginal Peoples	
Hes	Aboriginal Leopies	abie o. Abort	1 40

## **DEW Engineering and Development ULC**

Part 3: Goals

[Date: 2017-05-17]

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2020	YYYY	To	term	uration of C
2017	YYYY	From	Long	<b>Duration of Current Goals</b>
2020	YYYY	To	Long-term	ls

		Table	<b>Table 3: Persons with Disabilities</b>	with Disab	ilities
			Persons with Disabilities	Disabilities	
Employı	Employment Equity Occupational Group (EEOG)	Short-te	Short-term Goals	Long-term Goals	n Goals
		#	%	#	%
01/02 N	01/02   Managers		3.2		
03 P	Professionals		4.5		
04 S	Semi-Professionals & Technicians		4.8		
05 S	Supervisors				
06 S	Supervisors: Crafts & Trades		4.6		
07 A	Administrative & Senior Clerical Personnel				
08 S	Skilled Sales & Service Personnel				
09 S	Skilled Crafts & Trades Workers				
10 C	Clerical Personnel				
11 In	Intermediate Sales & Service Personnel				
12 S	Semi-Skilled Manual Workers		5.5		
13 C	Other Sales & Service Personnel				
14 C	Other Manual Workers				
Total			0.0		

	Persons with	n Disabilities	
Short-term Goals	m Goals	Long-term Goals	1 Goals
#	%	#	%
0	0.0	0	0.0
0	3.8	0	0.0
0	4.6	0	3.0
0	0.0	0	4.0
0	7.8	0	13.0
0	0.0	0	7.0
0	0.0	0	3.0
0	0.0	0	0.0
0	0.0	0	3.0
0	0.0	0	0.0
0	4.8	0	4.0
0	0.0	0	0.0
4	5.3	0	5.0
0	0.0	0	0.0

## Federal Contractors Program Achievement Table Part 3: Goals

## **DEW Engineering and Development ULC**

[Date: 2017-05-17]

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2014	YYYY	From	Short-term	D
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**Duration of Current Goals** 

N	2017	2014	2017	2014
Y	AAAA	YYYY	YYYY	YYYY
Fre	To	From	To	From
	-term	Long-term	-term	Short-term
	Is	<b>Duration of Previous Goals</b>	uration of P	D

	f Visible l	2014
•	Visible Minorities	2017
	-	
	Table 8: N	2017
	Aembers o	2020
	Table 8: Members of Visible Minorities	2017
•	Minorities	2020

**Employment Equity Occupational Group (EEOG)** 

Middle & Other Managers

Professionals

Senior Managers

) )	2	) )	>				
6.2	0	5.0	0			5.9	
0.0	0	0.0	0				
9.0	0	0.0	0				
11.0	0	0.0	0				
0.0	0	0.0	0				
8.0	0	0.0	0				
3.0	0	0.0	0				
14.0	0	0.0	0				
16.0	0	17.0	1			10.0	
24.0	0	24.0	2			12.9	
15.0	0	0.0	0			0.0	
0.0	0	0.0	0			0.0	
%	#	%	#	%	#	%	#
m Goals	Long-term Goals	m Goals	Short-term Goals	Long-term Goals	Long-ter	Short-term Goals	Short-te
ties	Members of Visible Minorities	mbers of Vis	Me	ties	sible Minori	Members of Visible Minorities	Me
Amorities	lable 8: Members of Visible Minorities	dembers o	Table 8: N	Vimorities	1 Visible	Table 4: Members of Visible Minorities	1 able 4:
• • •	C 4 7	4 1			C 4 71 1 7		

01 02 03 03 04 04 05 06 06 07 07 07 07 07

Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

Skilled Sales & Service Personnel

Administrative & Senior Clerical Personnel

Skilled Crafts & Trades Workers

Clerical Personnel

Intermediate Sales & Service Personnel

Other Sales & Service Personnel Semi-Skilled Manual Workers

Other Manual Workers

***************************************	Data sources:								Ì.	. 2	3			8					8
***************************************	S.		Professionals	Managers	Middle & Other	O1 Sellioi Mallagers	Conjor Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:	В				
	***************************************	2017	2014	2017	2014	2017	2014	#			Year				С				
<b>—</b>	Part 2: Flow Data Analysis	3(	3]	12	13	~	~	#	Employee	All			<b>←</b>	Part 1: Workforce Analysis	D				
<b>—</b>						3		#					<b>←</b>		E				
<b>—</b>	E+Dx 100					12.5	12.5	9%	sentation			Work	<b>←</b>	E+D x100	F				
←	Part 3: Goals							%	Avai	¥	Workfor	force A	<b>←</b>	Part 1: Workforce Analysis	G				
_	E+Gx 100							#	lability	omen	ee.	nalysis	<b>←</b>	DxG +100	H				
←	Part 3: Goals					2 -1		#	Gap				<b>←</b>	Е- Н	I				
<b>—</b>	F + I x 100					45.6		2	EE Result				<b>←</b>	E+H x100	J		٦		Fede
<b>—</b>	Part 3: Goals		J		(		7	#	Employee	All			<b>←</b>	Part 2: Flow Data Analysis	K		EW E		ral Con
<b>—</b>	E+Kx 100							#					<b>←</b>	Part 2: Flow Data Analysis	1	[Da	ngineer	Part 4:	tractor
<b>—</b>	Part 3: Goals	bomee			***********		вывш	9/6	tual	W.	Hires		<b>←</b>	L+K ×100	M	te: 201'	ing and	Result	's Progi
<b>—</b>	F + M x 100					)		#	Expected	omen			<b>←</b>	K x G+	Z	7-05-17	Develo	s - Wor	Federal Contractors Program Achieveme
i.						_		#					<b>←</b>	L - Z	0		pment	nen	hievem
								#		· All			<b>←</b>	Part 2: Flow Data Analysis	P		ULC		ent Table
								#			L	FI	<b>←</b>		Q				le
		100.0	************					%	len):	We	romotio	ow Dat	<b>←</b>	Q ÷ P x 100	R				
								#	Expected	men	ns	a Analy	<b>←</b>	P x F ÷ 100	s				
		1						#	Difference			/sis	<b>←</b>	Q-S	T				
		8		1		2		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
		0		0		0		#	λcı				<b>←</b>	Part 2: Flow Data Analysis	V				
		0.0		0.0		0.0		9/0	ual	Wor	Termi		<b>←</b>	V + U x 100	W				
				0		0		#	Expected	неп	nations		<b>←</b>	U x F ÷ 100	X				
		-1		0		0		#	Difference				<b>←</b>	V - X	Y				
		26.2		7.4		25.0		9/6	Rate	Turnover			←	U+ ((DYear1+ DYear2)+ 2) x 100	Z				
	manushammananahammanahammanahammanahammanahammanahammanahammanahammanahammanahammanahammanahammanahammanahamma	Part 2:         E + D x         Part 3:         E + G x         Part 3:         F + 1 x 100         Part 3:         E + K x         Part 3:           Analysis         100         Goals         100         Goals         Goals         100         Goals	30 7 23.3 23.9 7 0 97.6 9 3 33.3 2 1 1 1 100.0 0 1 8 0 0.0 1 -1     Part 2:	31 4 12.9 19.1 6 -2 67.6 9 3 33.3 2 1 1 1 100.0 0 1 8 0 0.0 1 1 1	14     4     28.6     38.9     5     -1     73.4     1     0     0.0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0     0	13 3 23.1 39.1 5 -2 59.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Registration   Regi	8       1       12.5       24.2       2       -1       51.7       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0 <td< td=""><td>  Hat   Hat</td><td>  Employees   Representation   Availability   Gap   EEResult   Employees   Actual   Expected   Difference   Employees   Actual   Expected   Difference   Registration   Reg</td><td>  All                                  </td><td>  All                                  </td><td>  Workforce Analysis   Workforce   Workfor</td><td>  The proper of the proper of</td><td>  Part I:   Part</td><td>  Part 1:   Part 2:   Part</td><td>  D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X   Y   N   M   M   M   M   M   M   M   M   M</td><td>  Date: 2017-05-17    Date:   Fari                                      </td><td>  D   E   F   G   H   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X   V   V   V   V   V   V   V   V   V</td></td<>	Hat   Hat	Employees   Representation   Availability   Gap   EEResult   Employees   Actual   Expected   Difference   Employees   Actual   Expected   Difference   Registration   Reg	All	All	Workforce Analysis   Workforce   Workfor	The proper of	Part I:   Part	Part 1:   Part 2:   Part	D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X   Y   N   M   M   M   M   M   M   M   M   M	Date: 2017-05-17    Date:   Fari	D   E   F   G   H   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X   V   V   V   V   V   V   V   V   V

Employment Equity
Occupational Group

Year

All

Women Actual

%

Coal

Percent of Goal Goal Met

Percent of Goal Met

Goal

Percent of Goal Goal Met

Percent of Goal Met

Comments

0.0 27.0 Hires and Promotions

Short-term Goals

Long-term Goals

(EEOG)

2

Middle & Other Managers

2017 2020 2017 2017 2020 2017 2020

0.0 0.0 0.0 40.0 40.0

0.0

12.5 0.0 23.1 0.0

0.0

0.0

0.0

Note: Overall, the gap in Women representation improved from -22 in 2014 to -14 in 2017.

0.0

Professionals

10

0.0 200.0

12.9 22.0

310.1 181.8

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0.0 0.0 0.0 173.9

0.0 38.0

0.0 23.0 01 Senior Managers

06 Trades	_	ob Super		_	04 Semi-		(POGE)	Occupat	Employs			Data sources:		U6 Trades		05 Super	—	04 Semi-		(EEOG)	Occupat	Employs			Data sources:	Α				
Š	Supervisors: Crafts &	Subervisors	ricore.	Technicians	Semi-Professionals &			Occupational Group	Employment Equity				***************************************	Š	Supervisors: Crafts &	Supervisors	Technicians	Semi-Professionals &			Occupational Group	Employment Equity				В				
2020	2017	2020	2017	2020	2017	#:			Vegr					2017	2014	2014	2017	2014	#			Year				С				
1	1	0	0	4	4	#	Employees	ΔII	Hires :	Nev	<b>←</b>	Part 2: Flow Data Analysis		10	12	2	10	20	#	Employees	AII			<b>←</b>	Part 1: Workforce Analysis	D				
0	0	0	0	0	0	#	Actual	Women	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis		1	0	<u> </u>	4	4	#	Repres				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	0.0	0.0	0.0	%	ual	пел	otions	ınts	<b>←</b>	E ÷ D x 100		10.0	0.0	50.0	40.0	20.0	9/6	Representation		V	Work	<b>←</b>	E÷D x100	F				
0	0	0	0	0	0	#	Geal				<b>←</b>	Part 3: Goals		7.2	13.1	50.7	9.3	19.6	%	Availability	Women	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Women	Short-term Goals		<b>←</b>	E+Gx 100	***************************************		2	_ 0	<u> </u>	4	#	bility	nen	e	nalysis	<b>←</b>	D x G + 100	H				
0.0	0.0	0.0	0.0	5.0	0.0	%	Goal		m Goals		<b>←</b>	Part 3: Goals		0	-2	0 0	ω	0	Ħ	Gap				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F÷I x 100		138.9	0.0	98.6	430.1	102.0	%	EE Result				<b>←</b>	E÷H x100	J				
0	0	0	0	0	0	#	Goal			als	<b>←</b>	Part 3: Goals				0	4		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		DEW En		
0.0	0.0	0.0	0.0	0.0	0.0	#	Fercent of Goal Met	Women	Long-term Goals		<b>←</b>	E+Kx 100	***************************************	0		0	0		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L	ָדָּאָנ [ָ]	Engineering and Development C	Part 4: Results - Women	į
10.0	0.0	50.0	0.0	9.0	0.0	%	Goal	nen	m Goals		<b>←</b>	Part 3: Goals		0.0		0.0	0.0		9%	<u> </u>	Women	Hires		<b>←</b>	L+K x 100	M	5. 101	Date: 2017-05-171	Results	ı
0.0	0.0	0.0	0.0	0.0	0.0	#	Coal Met				<b>←</b>	F + M x 100		0		0	0		Ħ	Expected	nen			<b>←</b>	K x G + 100	Z	- 00-I	Develo	Won	
														0		0	0		#	Difference				<b>←</b>	L-N	0		pment	len	
														0		0	0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P		OLC		
														0		0	0		#	Actual		P	Fle	<b>←</b>	Part 2: Flow Data Analysis	Q				
														0.0		0.0	0.0		%	ual	Women	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100	R				
														0		0	0		¥	Expected	nen	ıs	Analy	<b>←</b>	P x F ÷ 100	s				
								Comments						0		0	0		#	Difference			sis	<b>←</b>	Q-S	T				
								nents						2		1			¥	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	U				
														0		0	0		#	Ao				<b>←</b>	Part 2: Flow Data Analysis	V				
														0.0		0.0	0.0		%	Actual	Wo	Termi		<b>←</b>	V÷Ux 100	W				
														0		0	2		#	Expected	Women	<b>Ferminations</b>		<b>←</b>	U x F ÷ 100	×				
														0		0	-2		#	Difference				<b>←</b>	) V - X	Y				
														18.2		) 100.0	53.3		9/6	Rate	Turnover			<b>←</b>	U+ ((DYear1 + DYear2) + 2) x 100	Z				

Part   Part	09 Trade			08 Skille	_	07 Admi			(EEOG)	Occupati	Employn			Data sources:		no Skille	Servi		O/ Senio			(EEOG)	Occupat	Employs			Data sources:	Α					
Part   Part	s Workers	ed Crafts &	ce Personnel	d Sales &	r Clerical	nistrative &				ional Group	nent Equity				s Workers	ed Crafts &	ce Personnel	d Sales &	r Clerical	nistrative &			ional Group	nent Equity			***************************************	В					
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February   Contractors   Program   Achievement   Table	_	7	_	7		7	#		Employ			フ	<b>←</b>	Part 2 Flow Da Analys			7	-	7	+	#	Employ		-		<b>—</b>	Part 1 Workfor Analys	D					
Federal Contractors Program Achievement Table	8	8	0	0	w	ω	#		čes		s and P	ew En	<b>←</b>		41	49	0	0	3	5	#:					<b>←</b>	Part ce Workfo	E					
Federal Contractors Program Achievement Table					<u>-</u>		%		Actual	Women	omotio	trants	<b></b>							1 2	8	resentation			Wo	<b>←</b>		<b>-</b>					
Federal Contractors Program Achievement Table	0.0	0.0	0.0	0.0	3.3	33.3		H	Go		ns		_		0.0	0.0	0.0	0.0						Work	rkfore								
Federal Contractors Program Achievement Table	1	0	0	0	0	0					Sho				3.4	5.0	0.0	0.0	80.5	78.9		Availability	Women	force	e Analy								
Federal Contractors Program Achievement Table	0.0	0.0	0.0	0.0	0.0	0.0	%			Women	rt-term				_	2	0	0	2	4	#:				ysis	_		Н					
Part 4; Results - Nomen   Table	3.4	0.0	0.0	0.0	50.0	40.0	9/0				Goals		<b>←</b>		<u>_</u>	-2	0	0	-1	-3	#:					<b>—</b>		I					
Part 2	0.0	0.0	0.0	0.0	66.7	83.3	ô	oal Met	rcent of			Goa	←	÷1 x 100	0.0	0.0	0.0	0.0	41.4	25.3	*					<b>←</b>		J			DE		Federa
Part 2	0	0	0	0	0	0	#				_	ls	<b>←</b>	Part 3: Goals	∞		0		3		#	mployees	ΑII			<b>←</b>		<b>x</b>			W Eng	P	l Conti
Part 2	0.0	0.0	0.0	0.0	0.0	0.0	#:	Goal Met	Percent of	Wor	ong-ter		<b>←</b>	100 100	0		0		_		<b>3</b> 1:	Act				<b>←</b>	Part 2: Flow Data Analysis	Г	Dat	֓֞֞֞֞֓֞֞֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓֓	ineeri	art 4:	ractors
Part 2	3.0	0.0	0.0	0.0	33.0	0.0	%	Contract Con	Goal	nen	m Goals		←	Part 3: Goals	0.0		0.0		33.3		%	<u> </u>	We	Hires		<b>←</b>	L + K x 100	X	2. 201	ن عوال 2017ء	ng and	Result	Progr
Part 2							#	Goal Met	Percent o				<b>←</b>	F÷Mx 100							#1	Expected	men			<b>←</b>	K x G +	Z	00-1	105-17	Devel	s - Woi	am Ac
Part 2		0		U	0	U		1	7.1		<u> </u>	L		<b></b>							#					<b>←</b>	L-Z	0		_  ,	pmen	men	hieven
Part 2:															<u>o</u>		0		1		#:		AII			<b>—</b>	Part 2 Flow Da Analys	P			t ULC		lent Ta
R   S   T   U   V   W   X   Y															0		0		0		#:	Š				←		Q					ble
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T   U   V   W   X   Y										_					0		0		0		#				nalysis			S					
V W X Y     V + U x     V + W   X   Y     V + W   X     V + W   X     V + X   S   Analysis     Momen										0000					0		0		0		#				-	<b>←</b>		T					
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0 0 0 0   W - X   Y   Y   Y   Y   Y   Y   Y   Y   Y															0.0		0.0		50.0		8	al	Wo	Termi		<b></b>		W					
# V - X V - X V - X																	0		1		4:	Expected	men	nations		<b></b>	U x F ÷ 100	X					
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Turnover Rate  9% 28.9																					*		Turnove			<b>+</b>	U+ ((DYear1 DYear2) 2) x 100	Z					

	Servic		10 Clerica			(EEOG)	Occupation	Employm			Data sources:	workers	12 Semi-S	Servic	_	10 Clerica			(DOGE)	Occupation	Employm			Data sources:	Α				
Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Clerical Personnel				Occupational Group	Employment Equity				SIS	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Clerical Personnel				Occupational Group	Employment Equity				В				
2017	2020	2017	2020	2017	#		1 CHT	<b>C</b>				2017	2014	2017	2014	2017	2014	#			Year				С				
20	0	0	3	3	#	Employees	<u> </u>	Hires :	New	<b>←</b>	Part 2: Flow Data Analysis	28	17	0	0	7	13	#	Employees	All			←	Part 1: Workforce Analysis	D				
0	0	0	2	2	#	Actual	Women	Hires and Promotions	v Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	ω	7	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
0.0	0.0	0.0	66.7	66.7	%	ıal	ien	otions	nts	<b>←</b>	E+Dx 100	0.0	0.0	0.0	0.0	42.9	53.8	9%	ntation		=	Workf	<b>←</b>	E + D x 100	F				
0	0	0	1	0	#	Goal		7.6		<b>←</b>	Part 3: Goals	15.4	16.4	0.0	0.0	68.7	71.2	9%	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
0.0	0.0	0.0	200.0	0.0	%	Percent of Goal Met	Women	Short-tei		<b>←</b>	E + G x 100	4	. w	0	0	5	9	#	bility	пеп	c	ıalysis	<b>←</b>	D x G ÷ 100	Н				
5.9	0.0	0.0	50.0	61.5	9/6	Goal	nen	Short-term Goals		<b>←</b>	Part 3: Goals	-4	. ს	0	0	-2	-2	#	Gap				<b>←</b>	Е-Н	I				
0.0	0.0	0.0	133.3	108.4	9%	Percent of Goal Met			Go	<b>←</b>	F÷I x 100	0.0	0.0	0.0	0.0	62.4	75.6	%	EE Result				<b>←</b>	E÷H x100	J		ַם		Feder
0	0	0	0	0	#	Goal			Goals	<b>←</b>	Part 3: Goals	20		0		ယ		#	Employees	AII .			←	Part 2: Flow Data Analysis	K		DEW En	_	al Cont
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Women	Long-term Goals		<b>←</b>	E + K x 100	0		0		2		#	Actual				<b>←</b>	Part 2: Flow Data Analysis	Т	[Dat	gineerii	Part 4:	ractors
0.0	0.0	0.0	68.0	0.0	%	Goal	nen	m Goals		<b>←</b>	Part 3: Goals	0.0		0.0		66.7		%	ual	Women	Hires		<b>←</b>	L÷K x 100	М	[Date: 2017-05-17]	ng and	Results	Progra
0.0	0.0	0.0	98.0	0.0	#	Percent of Goal Met				←	F÷Mx 100	ပ		0		2		#	Expected	nen			<b>←</b>	K x G ÷ 100	Z	-05-17]	Engineering and Development U	Part 4: Results - Women	Federal Contractors Program Achievemen
												င်း		0		0		#	Difference				<b>←</b>	L-N	0		pment	ien	ieveme
												0		0		0		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	P		ULC		nt Table
												0		0		0		#	Actual		P	Flo	<b>←</b>	Part 2: Flow Data Analysis	Q				e
												0.0		0.0		0.0		9/6	ual	Women	Promotions	Flow Data Analysis	<b>←</b>	Q ÷ P x 100	R				
												0		0		0		#	Expected	nen	IS	ı Analy	<b>←</b>	P x F + 100	s				
							Comments					0		0		0		#	Difference			sis	<b>←</b>	Q-S	T				
							nents					16		0		4		#	Employees	AII			<b>←</b>	Part 2: Flow Data Analysis	U				
												0		0		1		#	Act				<b>←</b>	Part 2: Flow Data Analysis	V				
												0.0		0.0		25.0		9,0	Actual	Wo	Termi		<b>←</b>	V ÷ U x 100	W				
												0		0		2		#	Expected	Women	Terminations		<b>←</b>	U x F ÷ 100	X				
												0		0		-1		#	Difference				<b>←</b>	V - X	Y				
												71.1	!	0.0		40.0		9/6	Rate	Turnover				U + ((DYearl + DYear2) + 2) x 100	Z				

Total 2017 2020		Other Manual 2017	-	Other Sales & Service   2017	#	(EEOG)	Occupational Group	Employment Equity			Data sources:	2017	Total 2014		Other Manual		Other Sales & Service   2014	Ħ	(EEOG)	ional Group	Employment Equity Year			Data sources:	A B C				
137 137		85			#	Employees			z	<b>←</b>	Part 2: Flow Data Analysis	216	194					#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
	Š	5	0	0	#			and Pr	New Entrants	<b>←</b>	Part 2: a Flow Data Analysis			3	6	0	0	#					<b>←</b>	Part 1: c Workforce Analysis	E				
16 11.7 16 11.7	9 10.6	9 10.6	0.0	0.0	9%	Actual	Women	Hires and Promotions	rants	<b>←</b>	a E+Dx s 100	30 13.9	21 10.8	8 12.7			0.0	%	Representation			Worl	<b>←</b>	); E + D S x 100	F				
					#	Goal				<b>←</b>	Part 3: Goals	9 21.2	.8 21.9			.0 0.0		9%	¥	,	Workforce	kforce .	<b>←</b>	Part 1: Workforce Analysis	G				
0 0	17 52.9	0 0	0.0	0.0	9/4	Percent of Goal Met	١,	Short-		<b>←</b>	E+Gx 100			***************************************			0.0	#	Availability	Women	rce	Workforce Analysis	<b>←</b>	DxG s +100	Н				
0.0 0.0	.9 24.0	0.0 7.7	.0 0.0	0.0	9/9	of Goal	Women	Short-term Goals		<b>←</b>	Part 3: Goals	46 -16	42 -21	15 .			0	#	Gap			S	<b>←</b>	Е-Н	1				
0.0	.0 44.1	.7 137.5	.0 0.0	.0 0.0	9/9	Percent of Goal Met		ıls	0	←	F + I x 100	6 65.5	1 49.4				0.0	**	EE Result				<b>←</b>	E ÷ H x 100	J				
					#	of Goal			Goals	←	Part 3: Goals	5 136	.4		.7		.0	#	H Employees	IIV.			<b>←</b>	Part 2: Flow Data Analysis	<b>K</b>		DEW E		0
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met		Long-t		←	E÷Kx 100			85		0		#					<b>←</b>	Part 2: a Flow Data Analysis	1	Ð	<b>Engineering and Developmen</b>	Part 4	
	.0 24.0	.0 0.0	.0 0.0	.0 0.0	%	of Goal	Women	Long-term Goals		<b>←</b>	Part 3: Goals	15 11.0	**********	9 10.6		0.0		%	Actual	-	Hires		<b>←</b>	L+K a x 100	Z	[Date: 2017-05-17]	ring an	Part 4: Results -	١,
	.0 44.1				#	Percent of Goal Met		ıls		<b>←</b>	F÷Mx 100					.0		#	Expected	Women	,		<b>←</b>	K x G -	z	7-05-1	d Deve		
0.0	.1	0.0	0.0	0.0		of	<u> </u>	1				29 -14		21 -1		0		#	d Difference				<b>←</b>	L-Z	0	7]	lopmen	Women	
												4		12		0		#	ce Employees	AII.			<b>←</b>	Part 2: Flow Data Analysis	P		t ULC		
												-		0		0		#				_	<b>←</b>	Part 2: ta Flow Data s Analysis	Q				
												1 100.0		0 (		0 (		%	Actual		Promotions	low D	<b>←</b>	ta Q + P x s 100	R				
												0.0		0.0		0.0		#	Expected	Women	ions	Flow Data Analysis	<b>←</b>	x PxF + 100	s				
							Cor					0		0		0		#	d Difference			lysis	<b>←</b>	00 Q-S	Τ				
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							•					110		49		0		#					←	e: Part 2: ata Flow Data sis Analysis	V				
												7		3 (		0		9,0	Actual		Ter		<b>←</b>	2: V + U x ata 100	W				
												6.4		6.1		0.0		#	Expected	Women	Terminations		<b>←</b>	U x F ÷ 100	X				
												12		2		0		#	ted Difference		IS		←	100 V - X	Y				
	l											<u>ن.</u>			_	0			нсе	Turnover				U + X ((DYear1 + DYear2) + 2) x 100					ľ

	Data sources:		03 Professionals	Managers	02 Middle & Other	or perinor intuingers	01 Cenior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:	AB				
		2017	2014	2017	2014	2017	2014	#	_		Year				С				
<b>←</b>	Part 2: Flow Data Analysis	30	31	14	13	8	8	#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
<b>←</b>	Part 2: Flow Data Analysis	0	0	0	0	_	_	#	Representation				<b>←</b>	Part 1: Workforce Analysis	E				
<b>-</b>	E + D x 100	0.0	0.0	0.0	0.0	12.5	12.5	%	ntation		_	Work	<b>←</b>	E ÷ D x 100	F				
<b>←</b>	Part 3: Goals	1.1	0.8	2.2	1.9	2.9	2.4	%	Avail	Aborigin	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G				
<b>←</b>	E÷Gx 100	0	0	0	0	0	0	#	Availability	Aboriginal Peoples	e .	nalysis	<b>←</b>	DxG +100	H				
<b>←</b>	Part 3: Goals	0	0	0	0		_	#	Gap				<b>←</b>	Е-Н	I				
<b>←</b>	F÷1 x 100	0.0	0.0	0.0	0.0	431.0	520.8		EE Result				<b>←</b>	E+H x100	J		D		Feder
<b>←</b>	Part 3: Goals	9				2		#	EE Result Employees	<u>.</u>			<b>←</b>	Part 2: Flow Data Analysis	<b>X</b>		DEW Engineering and Development U	Part:	Federal Contractors Program Achievement Table
<b>←</b>	E÷Kx 100	0		0		0		#		Г			<b>←</b>	Part 2: Flow Data Analysis	Т	[Dai	gineer	Part 5: Results - Aboriginal Peoples	tractor
<b>←</b>	Part 3: Goals	0.0		0.0		0.0		%	Actual	Aborigir	Hires		<b>←</b>	L+K x 100	Z	te: 2017	ing and	lts - Ab	s Progr
<b>←</b>	F÷Mx 100	0		0		0		41:	Expected	Aboriginal Peoples			<b>←</b>	K x G +	Z	[Date: 2017-05-17]	Develo	origina	am Ac
								*	Difference				<b>←</b>	L-N	0		pment	I Peopl	hievem
		0		0		0		#	Employees	ΑI			<b>←</b>	Part 2: Flow Data Analysis	P		ULC	les	ent Tal
		_		0		0		#				Ŧ	<b>←</b>	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	Q				ole
		0.0		0.0		0.0		%	Actual	Aborig	Promotions	low Da	<b>←</b>	Q + P x	R				
								*	Expected	Aboriginal Peoples	ons	Flow Data Analysis	<b>←</b>	P x F + 100	s				
		0		0		0		#				ysis	<b>←</b>	0 Q-S	Ŧ				
		0		0		0		#	Difference Employees	<u>.</u>	l		<b>←</b>	Part 2: Flow Data Analysis	U				
		8		_		2		#					<b>←</b>	Part 2: Flow Data Analysis	V				
		0.0	onomen	0.0	**********	0.0		%	Actual	Aborig	Tern		<b>←</b>	V + U x 100	W				
								#	Expected	Aboriginal Peoples	<b>Terminations</b>		<b>←</b>	UxF÷100	×				
		0		0		0		#	d Difference				<b>←</b>	00 V-X	Y				
		0 26.2		0 7.4		0 25.0		*	ce Rate	Turnover			<b>←</b>	U÷ ((DYear1+ DYear2)÷ 2) x 100	Z				

Employment Equity
Occupational Group

Year

Ā

Aboriginal Peoples Actual

%

Coal

Percent of Goal Met Aboriginal Peoples

Goal

Percent of Goal Met

Goal

Percent of Goal Goal Met

Coal Met

0.0

0.0

0.0

0.0

0.0

Note: Unfortunately the gap in Aboriginal Peoples moved from 1 in 2014 to -2 in 2017. This was partly due to the

Comments

8 0.0

Hires and Promotions

Short-term Goals

Long-term Goals Aboriginal Peoples

Goals

New Entrants

(EEOG)

2

Middle & Other Managers

2017 2020 2017 2020

0.0

0.0

0.0

0.0 0.0 0.0

0.0 0.0 0.0

0.0 0.0 0.0 0.0

0.0

unfortunate death of one of our Aboriginal employees in 2015

0.0

0.0 0.0

10

Professionals

01 Senior Managers

2017 2020

Ob Trades	Supervisors: Crafts &	op Subcrassors	05 Supervisors	Technicians	04 Semi-Professionals &		(EEOG)	Occupational Group	Employment Equity			Data sources:		Trades	Supervisors: C	05 Supervisors		04 Technicians	Semi-Professionals &		(EEOG)	Occupational Group	Employment Equity			Data sources:	AB				
_	-											***************************************			\$				-												
2020	2017	2020	2017	2020	2017	#	5		Year			, FI		2017	2014	2017	2014	2017	2014	#	Eı		Year			. #	С				
1	1	0	0	4	4	#	Employees	<b>≧</b>	Hires a	Nev	<b>←</b>	Part 2: Flow Data Analysis		10 F	12	2 0	0	10	20	#	Employees	All			<b>←</b>	Part 1: Workforce Analysis	D				
0	0	0	0	0	0	#	Actual	Aborigia	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis		0	۰	0 (	٥	0 .	_	#	Repres				<b>←</b>	Part 1: Workforce Analysis	E				
	0.0	0.0	0.0	0.0	0.0	9,6	lual	Aboriginal Peoples	notions	ınts	<b>←</b>	E + D x 100		0.0	0.0	0.0	0 0	0.0	50	8	Representation			Work	<b>←</b>	E ÷ D x 100	F				
						#	Goal				<b>←</b>	Part 3: Goals				2.7			1 3	%	Ave	Aborig	Workforce	force /	<b>←</b>	Part 1: Workforce Analysis	G				
0 0		0.0	0.0	0.0	0.0	9/6	Percent of Goal Met	Aboris	Short-		<b>←</b>	E+Gx 100	-	0 0	×   ·	7	0			#	Availability	Aboriginal Peoples	rce	Workforce Analysis	<b>←</b>	e DxG +100	Н				
0.0 0						%	of Goal	Aboriginal Peoples	Short-term Goals		<b>←</b>	Part 3: Goals	ľ	0 0	0	0 (	9	0 0	0	#	Gap			S	<b>←</b>	Е-Н	I				
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Intermediate Sales & Service Personnel
Semi-Skilled Manual
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10 Clerical Personnel

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Hires and Promotions

Short-term Goals

Long-term Goals Aboriginal Peoples

Goals

**New Entrants** 

13

Other Sales & Service Personnel

Other Manual Workers

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	tions	Terminations				s	Promotions	P ₁				Hires					ce	Workforce				Year	Employment Equity	Emple
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<b>+</b>	<b>←</b>	<b>+</b>	<b>←</b>	<b>←</b>	<b></b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>+</b>	<b>←</b>	<b>←</b>	<b>+</b>	<b>+</b>	<b>+</b>	<b>←</b>	<b>+</b>	<b>←</b>	<b>←</b>	<b>+</b>	<b>←</b>	<b>+</b>			
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[Date: 2017-05-17]	DEW Engineering and Development ULC	Part 6: Results - Persons with Disabilities	Federal Contractors Program Achievement Table

03 Prof		00 Mide	01 Seni		(EEOG)	Occupa	Employ			Data sources		03 Prof	Man Man		01 3611			(EEOG)	Occupa	Employ			Data sources	Α				
Professionals	Managers	Middle & Other	Senior Managers		)	Occupational Group	<b>Employment Equity</b>			S:	Continuo	Drofessionals	Managers	Middle & Other	Semon Managers	or Monogor			Occupational Group	Employment Equity			s:	В				
2	2			,							2	2																
2017 2020	2020	2017	2020	#:		1021				P: Flov An	2017	2014	2017	2014	2017	2014	#	Em		Year 🗌			P, Woi An	С				
10 10	1		2	#	Employees	≧ T:	lires and	New	<b>←</b>	Part 2: I Flow Data Fk Analysis A	30	31	14	13	∞	∞	#	Employees	ΔII			<b>←</b>	Part 1: 1 Workforce Wo Analysis A	D				
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10.0 10.0	0.0	0.0	0.0	*		orities	tions	ts	<b>←</b>	E+Dx 100	16.7	9.7	0.0	0.0	0.0	0.0	9/6	ttion		W	Workforce Analysis	<b>←</b>	E+D γ	F				
0 2	0	0	0	#	Goal		50		<b>←</b>	Part 3: Goals	24.6	22.5	15.0	14.0	10.1	8.7	9/6	Availability	Visible Minorities	Workforce	rce An	<b>←</b>	Part 1: Workforce Analysis	G				
0.0 50.0	0.0	0.0	0.0	**	Percent of Goal Met	Visible Minorities	hort-ter		<b>-</b>	E+Gx 100	7	7	2	2		_	#	yility	norities		alysis	<b>←</b>	D x G + 100	Н				
12.9 24.0	0.0	0.0	0.0	%	Goal	inorities	Short-term Goals		<b>←</b>	Part 3: Goals	-2	-4	-2	-2	-1	-1	#	Gap				<b>←</b>	Е-Н	I				
77.5 41.7	0.0	0.0	0.0	**	Percent of Goal Met			Go	←	F + I x 100	67.8	43.0	0.0	0.0	0.0	0.0	9/6	EE Result				<b>←</b>	E+H x 100	J			Part	Feder
0				#	Goal			Goals	←	Part 3: Goals	9		1		2		#	Employees	All			<b>←</b>	Part 2: Flow Data Analysis	K		EW Ei	7: Res	al Con
0.0	0.0	0.0	0.0	71:	Percent of Goal Met	Visible	Long-te		←	E+Kx 100			0		0		#					<b>←</b>	Part 2: Flow Data Analysis	Т	ויי	DEW Engineering and Development	Part 7: Results - Members of Visible Minorities	Federal Contractors Program Achieveme
0.0	15.0	0.0	0.0			Visible Minorities	Long-term Goals		←	Part 3: Goals	11.1		0.0		0.0	***************************************	9/6	Actual	Visible	Hires		<b>←</b>	L + K x 100	3	te: 201	ing and	1embe	s Prog
0 0.0 0 41.7	0.0	0.0	0.0	#:	Percent of Goal Met		ls		←	F + M x 100							#	Expected	Visible Minorities			<b>←</b>	K x G ÷	z	Date: 201/-05-1/	Devel	rs of Vi	ram A
0 7	0	0	Note: Ov		1-5	1	1				2		0		0		#	Difference				<b>←</b>	L-N	0	_	opmen	sible N	hieven
			verall, th								<u> </u>		0		0		#	ce Employees	AII A			<b>←</b>	Part 2: Flow Data Analysis	P		t ULC	linoriti	ent Table
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			1embers o								0		0		0		9%	Actual	Visil	Promotions	Flow Data Analysis	<b>←</b>	Q+Px ata 100	R				
			of Visible								0.0		0.0		0.0		11:	Expected	Visible Minorities	tions	ata An	<b>←</b>	x P x F + 100	S				
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			s improve			Comments					0		0		0		#:	ence Employees	AII			<b>←</b>	Part 2: S Flow Data Analysis	U				
			d from -7			ts					∞		1		2			oyees	=				ļ					
			erall, the gap in Members of Visible Minorities improved from -7 in 2014 to -5 in 2017								0		0		0	********	#	Actual		T		<b>←</b>	Part 2: V - Flow Data Analysis 1	V				
			to -5 in 20								0.0		0.0		0.0		%	Ex	Visible Minorities	Terminations		<b>+</b>	V + U x	W				
			017.								<u>-</u>		0		0		#	Expected Dil	rities	ions		<b>←</b>	U x F ÷ 100	X				
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											0	.0 0.0	0.0	0.0		0.0	0.0	0.0	0	0.0	0	0	2017	or icore	
											0	.0 0.0	0 16.0	0.0		0.0	17.0	0.0	) 1	0.0	0	4	2020	Technicians	
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											4 2,	Goal Met	Goal	Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual		Employees			(EEOG)
					Comments	Com					<u> </u>		Visible Minorities	Visible			Visible Minorities	Visible		Visible Minorities	Visible	<u>-</u>	1641	Occupational Group	Оссира
												ls	Long-term Goals	Long-to		S	Short-term Goals	Short-te		motions	Hires and Promotions	Hires	Vaar	Employment Equity	Employ
															Goals	G				ants	<b>New Entrants</b>	Ne			
												<b>–</b>	<b>—</b>	<b>←</b>	<b>—</b>	<b>←</b>	<b>L</b>	<b>←</b>	<u></u>	←	←	<b>-</b>			
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100.0	0	0	0.0	0	_	0	0	0.0	0	<u>0                                    </u>	<u> </u>		0.0	0		0.0	0 0	0 0	0.0	0.0	0 0	2	2014	Supervisors	05 Sup
53.3	0	0	0.0	0	∞	0	0	0.0	0	0	-	0	0.0	4			-2		16.3	0.0		10	2017	Technicians	-
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%	#	#	%	#	#	#	#	9/0	#	#		#	9/0	#	#	9/9	#	#	9/6	9/6	#	#	#		
Rate	Difference	Expected I	ial	Actual	Employees	Difference	Expected	Actual		e Employees	d Difference	Expected	Actual		Employees	EE Result	Gap	Availability	Avair	Representation		Employees		3)	(EEOG)
Turnover		inorities	Visible Minorities		AII		Visible Minorities	Visible !		ΔII		Visible Minorities	Visible		All			Visible Minorities	Visible !			All		Occupational Group	Occupa
		ations	Terminations				ns	Promotions	_				Hires					ce	Workforce				Year	Employment Equity	Employ
						/sis	Flow Data Analysis	ow Dat	FI									nalysis	Workforce Analysis	Work					
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Z	Y	X	W	V	U	T	s	R	Q	P	0	2	M	Т	К	J	I	H	G	F	E	D	С	В	Α
											7]	7-05-1	[Date: 2017-05-17]	[Da											
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									S	Part 7: Results - Members of Visible Minorities	sible M	rs of Vi	dember	sults - N	1 7: Re	Par									
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Tra			08 Ski	_	07 Adı		(EEOG)	Оссира	Emplo			Data sources:		U9 Tra		08 Ser	_	07 Adı Sen		(1100)		Emplo,			Data sources	Α					
Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		9	Occupational Group	Employment Equity			es:	***************************************	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Administrative & Senior Clerical			GEOC)	Employment Equity	1		es:	В.	***************************************				
2020	2017	2020	2017	2020	2017	#		1021	Van		-			2017	2014	2017	2014	2014	#	Γ		Year				С					
	8	_	0	ω	ω	#	Employees	AII	1	Ne	<b>←</b>	Part 2: Flow Data Analysis		41	49	0		ωυ	#	Employees	· All	Π		<b>←</b>	Part 1: Workforce Analysis	D					
				0		#		Visible	Hires and Promotions	<b>New Entrants</b>	←	Part 2: Flow Data Analysis	4			0			#					←	Part 1: Workforce Analysis	E					
	0.0	0.0	0.0	0.0	0.0	%	Actual	Visible Minorities	motions	ants	<b>+</b>	E + D x		7 17.1				0.0		Representation			Work	<b>+</b>	E+D x 100	F					
						#	Goal				<b>←</b>	Part 3: Goals			_			8.6	9%	Ava	Visible	Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G					
	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Visible	Short-t		<b>←</b>	E÷Gx 100							#	Availability	Visible Minorities	rce	\nalysi	←	DxG + 100	Н	3				
0.0					0.0	9/9	Coal	Visible Minorities	Short-term Goals		←	Part 3: Goals	1	5	6	0		0 0	#	Gap			S	←	Е-Н	I	-				
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0.0	0.0	0.0	0.0	0.0	0.0	#	of Goal			Goals	←	00 Part 3: Goals		.7	ω	0.0	0.0	0.0	42	III Emproyees	*****			_ ←	Part 2: Flow Data Analysis	K			DEW I	Part 7: Results -	reactar Courtactors riogram Achieventer
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11.0	0.0	0.0	0.0	8.0		#:	Percent of Goal Met	ľ	als		←	s F÷Mx		0.0		0.0		0.0	11:	Expected	Visible Minorities	35		<b>←</b>	K x G	z		17-05-	nd Dev	Members of Visible Minorities	6
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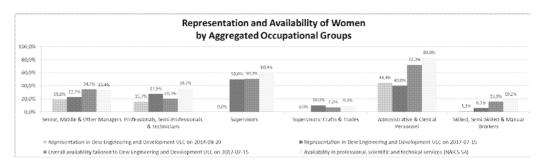
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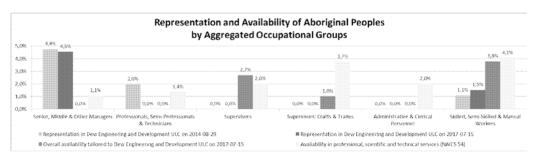
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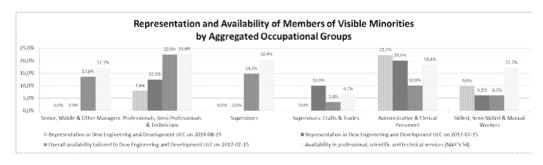
## Summary of Dew Engineering and Development ULC's Employment Equity Results

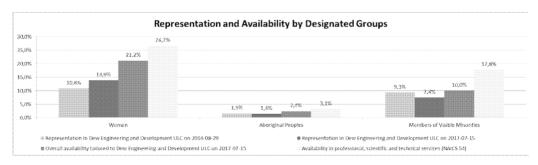
In the charts below, the representation of women, Aboriginal peoples and members of visible minorities at the overall and aggregated Employment Equity Occupational Group (EEOG) levels in Dew Engineering and Development ULC based on your organization's submission are compared to the Professional, scientific and technical services sector and the overall Canadian labour market availability.

<u>Note</u>: The Canadian labour market availability at the industry level for persons with disabilities is not available.









## The 14 EEOGs have been aggregated as follows:

- EEOG 1 Senior Managers and EEOG 2 Middle and Other Managers
- EEOG 3 Professionals and EEOG 4 Semi-Professionals and Technicians
- EEOG 5 Supervisors
- EEOG 6 Supervisors: Crafts and Trades
- EEOG 7 Administrative and Senior Clerical Personnel and EEOG 10 Clerical Personnel
- EEOG 8 Skilled Sales and Service Personnel, EEOG 11 Intermediate Sales and Service Personnel and EEOG 13 Other Sales and Service Personnel
- EEOG 9 Skilled Crafts and Trades Workers, EEOG 12 Semi-Skilled Manual Workers and EEOG 14 Other Manual Workers



From: Fortin, Sylvie SY [NC]

Sent: December 29, 2017 1:22 PM

To: 'lgreening@dewengineering.com' <lgreening@dewengineering.com>

**Cc:** 'imarsh@dewengineering.com' <imarsh@dewengineering.com>; EE-EME <ee-eme@hrsdc-

rhdcc.gc.ca>

 $\textbf{Subject:} \ \textbf{Subject:} \ \textbf{Subject:} \ \textbf{Sovernment} \ \textbf{of Canada Agreement Number:} \ \textbf{060890-Notification of Compliance with} \ \textbf{Subject:} \ \textbf{Sub$ 

the Federal Contractors Program Dew Engineering and Development ULC

## Subject: Government of Canada Agreement Number: 060890 - Notification of Compliance with the Federal Contractors Program

Dear Mr. Marsh,

I am writing to inform you that the subsequent compliance assessment initiated on July 24, 2017 has been completed. As a result of the assessment, Dew Engineering and Development ULC has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

- Please note that no goals are required for women in the Clerical Personnel Employment Equity Occupational Groups given that their representation levels exceed 50%. This is to avoid occupational segregation and to ensure that these occupations are welcoming of all genders.
- We encourage your organization to increase your efforts to attract and recruit members of the
  four designated groups (women, aboriginals, visible minorities and person with disabilities). We
  note that you already have a notice on your job advertisements indicating that you are an equal
  opportunity employer and offering accommodation upon request. You may also want to
  consider working with specialized local associations to find qualified candidates and ensuring
  that job advertisements reach a wide-range of persons.
- Finally, a short-term goal is required for every designated group in each occupational group where a gap exist (with the exception of women in occupations where their labour market availability exceeds 50%, as noted above). Please ensure that a short term goal (2017-2020) is set for every existing or emerging gap. To ensure that reasonable progress is being made, goals should be set at levels that matches the availability specific to each designated group in each occupational group.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. Your submission for the next assessment will be due on July 24, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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, Dew Engineering and Development ULC will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

Finally, you will find attached a summary of your organizations' employment equity results for women, Aboriginal peoples and members of visible minorities compared to the professional, scientific and technical services sector and the overall Canadian labour market availability. Please note that the labour market availability at the industry level is not available for persons with disabilities.

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 <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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 <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>.

Your cooperation during the course of this compliance assessment was appreciated and we wish Dew Engineering and Development ULC continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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

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