



Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization DEW Engineering & Development ULC	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 54133 Engineering Services & 33299 Other Fabricated Metal Product Manufacturing	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 265 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian021-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 3429 Hawthorne Rd	City Ottawa	Province ON	Postal Code K1G 4G2
	Telephone Number 613-736-5100	Fax Number 613-736-1348	

EMPLOYMENT EQUITY CONTACT	
Name (print) Lisa Greening	Title Human Resources & Administration Manager
Telephone Number 613-736-5100 X308	E-mail Address lgreening@dewengineering.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Ian Marsh	Title President
Telephone Number 613-736-5100	E-mail Address imarsh@dewengineering.com
Signature 	Date July 11, 2013

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



DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY

Full-Time / National

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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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



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

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



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

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



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

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



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

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



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

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

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

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



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

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

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

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



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

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

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

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



DEW Engineering and Development ULC (certificate # 060890)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / National

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

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

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Full-Time / Ontario

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / Ontario

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

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



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

Full-Time / Québec
Reporting Period 2014-08-30 to 2017-05-17

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Hired	1	1										

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / New Brunswick
Reporting Period 2014-08-30 to 2017-05-17

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



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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Professionals	4	4										
Semi-Professionals and Technicians	3	3										
Skilled Crafts and Trades Workers	6	6										
Clerical Personnel	2		2							1		1
Other Manual Workers	2	2										
Total Number of Employees Hired	19	17	2							1		1



DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / Ottawa - Gatineau
 Reporting Period 2014-08-30 to 2017-05-17

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

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

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



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

Full-Time / Ont. less CMAs

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

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



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

Part-Time / Ont. less CMAs

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

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



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

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

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

Form 5 A

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

Full-Time / Ontario

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



**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**

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

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / National

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

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

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

Full-Time / Ontario
 Reporting Period 2014-08-30 to 2017-05-17

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / Ontario

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

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



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

Full-Time / Québec
 Reporting Period 2014-08-30 to 2017-05-17

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



DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Full-Time / New Brunswick
 Reporting Period 2014-08-30 to 2017-05-17

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

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / Ottawa - Gatineau
Reporting Period 2014-08-30 to 2017-05-17

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

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

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

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

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

DEW Engineering and Development ULC (certificate # 060890)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / Ont. less CMAs

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

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



Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Detailed Report

Date: 2017-05-17

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Workforce Analysis - Detailed Report

Date: 2017-05-17

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation #	Representation %	Women		Gap #	Recruitment Area
					Availability #	Availability %		
07 : Administrative and Senior Clerical Personnel								
Employment Equity Occupational Group								
	Ont. less CMAs	3	1	33.3 %	2	80.5 %	-1	
	Ottawa - Gatineau	1	0	0.0 %	1	87.1 %	-1	Ont. less CMAs
Employment Equity Occupational Group								
	Ottawa - Gatineau	2	1	50.0 %	2	77.2 %	-1	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers								
	Ontario	41	0	0.0 %	1	3.4 %	-1	
	Ontario	4	0	0.0 %	0	4.4 %	0	Ontario
	New Brunswick	8	0	0.0 %	0	3.5 %	0	New Brunswick
	Ontario	6	0	0.0 %	0	1.0 %	0	Ontario
	Québec	1	0	0.0 %	0	3.4 %	0	Québec
	Ontario	10	0	0.0 %	1	5.1 %	-1	Ontario
	Québec	2	0	0.0 %	0	5.0 %	0	Québec
	Ontario	1	0	0.0 %	0	1.5 %	0	Ontario
	New Brunswick	1	0	0.0 %	0	0.0 %	0	New Brunswick
	Ontario	1	0	0.0 %	0	1.0 %	0	Ontario
	New Brunswick	1	0	0.0 %	0	0.0 %	0	New Brunswick
	Ontario	3	0	0.0 %	0	3.8 %	0	Ontario
	Ontario	1	0	0.0 %	0	3.8 %	0	Ontario
	Ontario	2	0	0.0 %	0	2.2 %	0	Ontario
	N.B. less CMA	7	3	42.9 %	5	68.7 %	-2	
	Ottawa - Gatineau	4	2	50.0 %	3	65.8 %	-1	Ottawa - Gatineau
	N.B. less CMA	3	1	33.3 %	2	72.6 %	-1	N.B. less CMA
	Ottawa - Gatineau	28	0	0.0 %	4	15.4 %	-4	
	N.B. less CMA	20	0	0.0 %	3	15.8 %	-3	N.B. less CMA
	Ottawa - Gatineau	8	0	0.0 %	1	14.6 %	-1	Ottawa - Gatineau
		63	8	12.7 %	15	24.3 %	-7	
10 : Clerical Personnel								
Employment Equity Occupational Group								
Employment Equity Occupational Group								
12 : Semi-Skilled Manual Workers								
Employment Equity Occupational Group								
14 : Other Manual Workers								

Workforce Analysis - Detailed Report

Date: 2017-05-17

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation %	Availability %			
Employment Equity Occupational Group	N.B. less CMA	59	8 13.6%	15 25.1%	15	-7	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0 0.0%	0 19.7%	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	3	0 0.0%	0 9.3%	0	0	Ottawa - Gatineau
Total		216	30 13.9%	44 21.2%	44	-14	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-05-17

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
01 : Senior Managers	National	8	1	12.5 %	2.9 %	0	1	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	1	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	1	0	0.0 %	2.1 %	0	0	National
2115 : Other professional occupations in physical sciences	National	1	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	1	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	6	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	1	0	0.0 %	0.8 %	0	0	Québec
2253 : Drafting technologists and technicians	Ontario	1	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	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 %	2.5 %	0	0	Ontario
7211 : NOC 2006 - Supervisors, Machinists and Related Occupations	New Brunswick	1	0	0.0 %	2.7 %	0	0	New Brunswick
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	2	0	0.0 %	1.4 %	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 %	0.0 %	0	0	New Brunswick

Workforce Analysis - Detailed Report

Date: 2017-05-17

Aboriginal Peoples

	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
07 : Administrative and Senior Clerical Personnel								
Employment Equity Occupational Group								
	Ont. less CMAs	1	0	0.0%	4.1%	0	0	Ont. less CMAs
Employment Equity Occupational Group								
	Ottawa - Gatineau	2	0	0.0%	3.2%	0	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers								
	Ontario	41	0	0.0%	2.2%	1	-1	
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	6	0	0.0%	3.0%	0	0	Ontario
7233 : Sheet metal workers	Québec	1	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	2	0	0.0%	1.8%	0	0	Québec
7241 : Electricians (except industrial and power system)	Ontario	1	0	0.0%	1.8%	0	0	Ontario
7242 : Industrial electricians	New Brunswick	1	0	0.0%	2.9%	0	0	New Brunswick
7242 : Industrial electricians	Ontario	1	0	0.0%	2.2%	0	0	Ontario
7261 : NOC 2006 - Sheet Metal Workers	New Brunswick	1	0	0.0%	3.5%	0	0	New Brunswick
7261 : NOC 2006 - Sheet Metal Workers	Ontario	3	0	0.0%	2.7%	0	0	Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	1	0	0.0%	2.7%	0	0	Ontario
7312 : Heavy-duty equipment mechanics	Ontario	2	0	0.0%	3.5%	0	0	Ontario
10 : Clerical Personnel								
Employment Equity Occupational Group								
	N.B. less CMA	3	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								
Employment Equity Occupational Group								
	N.B. less CMA	28	0	0.0%	3.1%	1	-1	
Employment Equity Occupational Group								
	Ottawa - Gatineau	20	0	0.0%	3.0%	1	-1	N.B. less CMA
14 : Other Manual Workers								
	Ottawa - Gatineau	8	0	0.0%	3.3%	0	0	Ottawa - Gatineau
		63	2	3.2%	4.6%	3	-1	

Workforce Analysis - Detailed Report

Date: 2017-05-17

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples					
			Representation #	Representation %	Availability %	Availability #	Gap #	Recruitment Area
Employment Equity Occupational Group	N.B. less CMA	59	2	3.4 %	4.6 %	3	-1	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	6.8 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Total		216	3	1.4 %	2.8 %	5	-2	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-05-17

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01 : Senior Managers	National	8	0	0.0 %	1	-1	National
02 : Middle and Other Managers	National	14	0	0.0 %	2	-2	National
03 : Professionals		30	5	16.7 %	7	-2	
1111 : Financial auditors and accountants	National	1	1	100.0 %	0	1	National
1121 : Human resources professionals	National	2	0	0.0 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	1	0	0.0 %	0	0	National
2115 : Other professional occupations in physical sciences	National	1	0	0.0 %	0	0	National
2132 : Mechanical engineers	National	20	4	20.0 %	6	-2	National
2172 : Database analysts and data administrators	National	1	0	0.0 %	0	0	National
5121 : Authors and writers	National	4	0	0.0 %	0	0	National
04 : Semi-Professionals and Technicians		10	0	0.0 %	2	-2	
2232 : Mechanical engineering technologists and technicians	Ontario	6	0	0.0 %	1	-1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	New Brunswick	2	0	0.0 %	0	0	New Brunswick
2241 : Electrical and electronics engineering technologists and technicians	Québec	1	0	0.0 %	0	0	Québec
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	0	0	Ontario
05 : Supervisors		2	0	0.0 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		10	1	10.0 %	0	1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	New Brunswick	1	0	0.0 %	0	0	New Brunswick
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Ontario	2	1	50.0 %	0	1	Ontario
7211 : NOC 2006 - Supervisors, Machinists and Related Occupations	New Brunswick	1	0	0.0 %	0	0	New Brunswick
7216 : NOC 2006 - Contractors and Supervisors, Mechanic Trades	Québec	2	0	0.0 %	0	0	Québec
9226 : Supervisors, other mechanical and metal products manufacturing	New Brunswick	2	0	0.0 %	0	0	New Brunswick
9227 : Supervisors, other products manufacturing and assembly	New Brunswick	2	0	0.0 %	0	0	New Brunswick

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Date: 2017-05-17

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
07 : Administrative and Senior Clerical Personnel						
Employment Equity Occupational Group						
	Ont. less CMAs	3	0	0.0 %	0	0
	Ottawa - Gatineau	2	0	0.0 %	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers						
	Ontario	41	7	17.1 %	5	2
7231 : Machinists and machining and tooling inspectors	Ontario	4	0	0.0 %	1	-1
7233 : Sheet metal workers	New Brunswick	8	0	0.0 %	0	0
7233 : Sheet metal workers	Ontario	6	3	50.0 %	0	3
7233 : Sheet metal workers	Québec	1	1	100.0 %	0	1
7237 : Welders and related machine operators	Ontario	10	2	20.0 %	2	0
7237 : Welders and related machine operators	Québec	2	0	0.0 %	0	0
7241 : Electricians (except industrial and power system)	Ontario	1	1	100.0 %	0	1
7242 : Industrial electricians	New Brunswick	1	0	0.0 %	0	0
7242 : Industrial electricians	Ontario	1	0	0.0 %	0	0
7261 : NOC 2006 - Sheet Metal Workers	New Brunswick	1	0	0.0 %	0	0
7261 : NOC 2006 - Sheet Metal Workers	Ontario	3	0	0.0 %	0	0
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	1	0	0.0 %	0	0
7312 : Heavy-duty equipment mechanics	Ontario	2	0	0.0 %	0	0
10 : Clerical Personnel						
	N.B. less CMA	7	2	28.6 %	1	1
Employment Equity Occupational Group						
	Ottawa - Gatineau	4	2	50.0 %	1	1
12 : Semi-Skilled Manual Workers						
	N.B. less CMA	28	1	3.6 %	2	-1
Employment Equity Occupational Group						
	Ottawa - Gatineau	20	0	0.0 %	0	0
14 : Other Manual Workers						
	Ottawa - Gatineau	8	1	12.5 %	2	-1
		63	0	0.0 %	1	-1

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation %	Availability %		
Employment Equity Occupational Group	N.B. less CMA	59	0.0%	0.8%	0	N.B. less CMA
Employment Equity Occupational Group	Ont. less CMAs	1	0.0%	2.1%	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	3	0.0%	10.4%	0	Ottawa - Gatineau
Total		216	7.4%	9.7%	21	-5

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2017-05-17

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability #	%		
01/02 : Managers	National	22	0	0.0 %	1	4.3 %	-1	National
03 : Professionals	National	30	0	0.0 %	1	3.8 %	-1	National
04 : Semi-Professionals and Technicians	National	10	0	0.0 %	0	4.6 %	0	National
05 : Supervisors	National	2	0	0.0 %	0	13.9 %	0	National
06 : Supervisors: Crafts and Trades	National	10	0	0.0 %	1	7.8 %	-1	National
07 : Administrative and Senior Clerical Personnel	National	3	1	33.3 %	0	3.4 %	1	National
09 : Skilled Crafts and Trades Workers	National	41	4	9.8 %	2	3.8 %	2	National
10 : Clerical Personnel	National	7	1	14.3 %	0	7.0 %	1	National
12 : Semi-Skilled Manual Workers	National	28	0	0.0 %	1	4.8 %	-1	National
14 : Other Manual Workers	National	63	2	3.2 %	3	5.3 %	-1	National
Total		216	8	3.7 %	9	4.8 %	-1	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 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

Workforce Analysis - Detailed 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



Workplace Equity Information Management System - DEW Engineering and Development ULC

Workforce Analysis - Summary Report

Date: 2017-05-17

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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.

Workforce Analysis - Summary Report

Date: 2017-05-17

Employment Equity Occupational Group	Aboriginal Peoples				Gap #
	All Employees #	Representation #	Availability %	Representation %	
01 : Senior Managers	8	1	12.5 %	2.9 %	1
02 : Middle and Other Managers	14	0	0.0 %	2.2 %	0
03 : Professionals	30	0	0.0 %	1.1 %	0
04 : Semi-Professionals and Technicians	10	0	0.0 %	1.1 %	0
05 : Supervisors	2	0	0.0 %	2.7 %	0
06 : Supervisors: Crafts and Trades	10	0	0.0 %	1.0 %	0
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.5 %	0
09 : Skilled Crafts and Trades Workers	41	0	0.0 %	2.2 %	-1
10 : Clerical Personnel	7	0	0.0 %	2.9 %	0
12 : Semi-Skilled Manual Workers	28	0	0.0 %	3.1 %	-1
14 : Other Manual Workers	63	2	3.2 %	4.6 %	-1
Total	216	3	1.4 %	2.8 %	-2

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-05-17

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Availability	Gap
	#	%	Representation #	%		
01 : Senior Managers	8	0.0%	0	0.0%	1	-1
02 : Middle and Other Managers	14	0.0%	0	0.0%	2	-2
03 : Professionals	30	16.7%	5	24.6%	7	-2
04 : Semi-Professionals and Technicians	10	0.0%	0	0.0%	2	-2
05 : Supervisors	2	0.0%	0	0.0%	0	0
06 : Supervisors: Crafts and Trades	10	10.0%	1	3.4%	0	1
07 : Administrative and Senior Clerical Personnel	3	0.0%	0	0.0%	0	0
09 : Skilled Crafts and Trades Workers	41	17.1%	7	11.8%	5	2
10 : Clerical Personnel	7	28.6%	2	9.2%	1	1
12 : Semi-Skilled Manual Workers	28	3.6%	1	6.2%	2	-1
14 : Other Manual Workers	63	0.0%	0	1.3%	1	-1
Total	216	16	7.4%	9.7%	21	-5

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-05-17

Employment Equity Occupational Group	Persons with Disabilities		Persons with Disabilities		Availability	Gap
	All Employees	Representation	%	%		
	#	#	%	%	#	#
01/02 : Managers	22	0	0.0 %	4.3 %	1	-1
03 : Professionals	30	0	0.0 %	3.8 %	1	-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	-1
07 : Administrative and Senior Clerical Personnel	3	1	33.3 %	3.4 %	0	1
09 : Skilled Crafts and Trades Workers	41	4	9.8 %	3.8 %	2	2
10 : Clerical Personnel	7	1	14.3 %	7.0 %	0	1
12 : Semi-Skilled Manual Workers	28	0	0.0 %	4.8 %	1	-1
14 : Other Manual Workers	63	2	3.2 %	5.3 %	3	-1
Total	216	8	3.7 %	4.8 %	9	-1

Total may not equal sum of components due to rounding.



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

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

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

Data from Previous Workforce Analysis
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↓ ↓ ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	08	29

Data from Current Workforce Analysis

↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	05	17

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
			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	0	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

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	Senior Managers	8	1	27.4
	Middle & Other Managers	14	4	38.9
	Professionals	30	7	23.9
	Semi-Professionals & Technicians	10	4	9.3
	Supervisors	2	1	50.7
	Supervisors: Crafts & Trades	10	1	7.2
	Administrative & Senior Clerical Personnel	3	1	80.5
	Skilled Sales & Service Personnel	0	0	0.0
	Skilled Crafts & Trades Workers	41	0	3.4
	Clerical Personnel	7	3	68.7
	Intermediate Sales & Service Personnel	0	0	0.0
	Semi-Skilled Manual Workers	28	0	15.4
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	63	8	24.3
Total		216	30	21.2

* Source:

* Source:

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

Data from Previous Workforce Analysis
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	08	29

Data from Current Workforce Analysis
 ↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	05	17

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples		
	Previous Workforce Analysis		
	All Employees	Aboriginal Peoples	
	#	Representation #	Availability %
01 Senior Managers	8	1	2.4
02 Middle & Other Managers	13	0	1.9
03 Professionals	31	0	0.8
04 Semi-Professionals & Technicians	20	1	1.3
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	12	0	2.8
07 Administrative & Senior Clerical Personnel	5	0	2.0
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	49	1	2.0
10 Clerical Personnel	13	0	2.5
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	17	0	2.8
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	26	0	3.1
Total	194	3	2.0

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples		
	Current Workforce Analysis		
	All Employees	Aboriginal Peoples	
	#	Representation #	Availability %
01 Senior Managers	8	1	2.9
02 Middle & Other Managers	14	0	2.2
03 Professionals	30	0	1.1
04 Semi-Professionals & Technicians	10	0	1.1
05 Supervisors	2	0	2.7
06 Supervisors: Crafts & Trades	10	0	1.0
07 Administrative & Senior Clerical Personnel	3	0	3.5
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	41	0	2.2
10 Clerical Personnel	7	0	2.9
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	28	0	3.1
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	63	2	4.6
Total	216	3	2.8

* Source:
0

* Source:
0

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

Data from Previous Workforce Analysis
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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	08	29

Data from Current Workforce Analysis
 ↓ ↓ ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	05	17

Table 3: Members of Visible Minorities
 Previous Workforce Analysis

Employment Equity Occupational Group (EOG)	All Employees			Members of Visible Minorities	
	#	Representation #	Availability*	%	
01 Senior Managers	8	0	8.7		
02 Middle & Other Managers	13	0	14.0		
03 Professionals	31	3	22.5		
04 Semi-Professionals & Technicians	20	1	20.1		
05 Supervisors	0	0	0.0		
06 Supervisors: Crafts & Trades	12	1	9.3		
07 Administrative & Senior Clerical Personnel	5	2	7.3		
08 Skilled Sales & Service Personnel	0	0	0.0		
09 Skilled Crafts & Trades Workers	49	7	11.4		
10 Clerical Personnel	13	2	9.2		
11 Intermediate Sales & Service Personnel	0	0	0.0		
12 Semi-Skilled Manual Workers	17	1	9.3		
13 Other Sales & Service Personnel	0	0	0.0		
14 Other Manual Workers	26	1	4.5		
Total	194	18	12.6		

Table 7: Members of Visible Minorities
 Current Workforce Analysis

Employment Equity Occupational Group (EOG)	All Employees			Members of Visible Minorities	
	#	Representation #	Availability*	%	
01 Senior Managers	8	0	10.1		
02 Middle & Other Managers	14	0	15.0		
03 Professionals	30	5	24.6		
04 Semi-Professionals & Technicians	10	0	16.3		
05 Supervisors	2	0	14.7		
06 Supervisors: Crafts & Trades	10	1	3.4		
07 Administrative & Senior Clerical Personnel	3	0	8.6		
08 Skilled Sales & Service Personnel	0	0	0.0		
09 Skilled Crafts & Trades Workers	41	7	11.8		
10 Clerical Personnel	7	2	9.2		
11 Intermediate Sales & Service Personnel	0	0	0.0		
12 Semi-Skilled Manual Workers	28	1	6.2		
13 Other Sales & Service Personnel	0	0	0.0		
14 Other Manual Workers	63	0	1.3		
Total	216	16	9.7		

* Source:
 0

* Source:
 0

Federal Contractors Program Achievement Table

Part 1: Workforce Analysis

DEW Engineering and Development LLC

[Date: 2017-05-17]

Data from Previous Workforce Analysis

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Date of Previous Workforce Analysis		
YYYY	MM	DD
2014	08	29

Data from Current Workforce Analysis

↓

↓

↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	05	17

Table 4: Persons with Disabilities

Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees		Persons with Disabilities	
	#	Representation #	Availability* %	
01/02 Managers	21	0	3.2	
03 Professionals	31	0	4.5	
04 Semi-Professionals & Technicians	20	0	4.8	
05 Supervisors	0	0	0.0	
06 Supervisors: Crafts & Trades	12	0	4.6	
07 Administrative & Senior Clerical Personnel	5	1	2.6	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	49	4	5.3	
10 Clerical Personnel	13	1	4.4	
11 Intermediate Sales & Service Personnel	0	0	0.0	
12 Semi-Skilled Manual Workers	17	0	5.5	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	26	1	5.2	
Total	194	7	4.7	

Table 8: Persons with Disabilities

Current Workforce Analysis

Employment Equity Occupational Group (EEOG)	All Employees		Persons with Disabilities	
	#	Representation #	Availability* %	
01/02 Managers	22	0	4.3	
03 Professionals	30	0	3.8	
04 Semi-Professionals & Technicians	10	0	4.6	
05 Supervisors	2	0	13.9	
06 Supervisors: Crafts & Trades	10	0	7.8	
07 Administrative & Senior Clerical Personnel	3	1	3.4	
08 Skilled Sales & Service Personnel	0	0	0.0	
09 Skilled Crafts & Trades Workers	41	4	3.8	
10 Clerical Personnel	7	1	7.0	
11 Intermediate Sales & Service Personnel	0	0	0.0	
12 Semi-Skilled Manual Workers	28	0	4.8	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	63	2	5.3	
Total	216	8	4.8	

* Source:

* Source:

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

DEW Engineering and Development LLC

[Date: 2017-05-17]

003122

Start Date of Flow Data			
YYYY	MM	DD	
2014	8	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	5	17	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Women Hired #	All Employees Hired #	Women Hired #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	3	1	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	1	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	8	0	0	0
10 Clerical Personnel	3	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	20	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	85	9	0	0
Total	134	15	2	0

Table 5: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Women Promoted #	All Employees Promoted #	Women Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	1	1	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	1	1	0	0

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Women Terminated #	All Employees Terminated #	Women Terminated #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	0	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	5	2	1	1
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	49	3	0	0
Total	109	6	1	1

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

DEW Engineering and Development LLC

[Date: 2017-05-17]

003123

Start Date of Flow Data			
YYYY	MM	DD	
2014	8	30	

End Date of Flow Data			
YYYY	MM	DD	
2017	5	17	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Aboriginal Peoples Hired #	All Employees Hired #	Aboriginal Peoples Hired #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	0	1	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	8	0	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	20	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	85	1	0	0
Total	134	1	2	0

Table 6: Aboriginal Peoples

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

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Aboriginal Peoples Terminated #	All Employees Terminated #	Aboriginal Peoples Terminated #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	0	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	49	1	0	0
Total	109	1	1	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

DEW Engineering and Development LLC

[Date: 2017-05-17]

003124

Start Date of Flow Data		
YYYY	MM	DD
2014	8	30

End Date of Flow Data		
YYYY	MM	DD
2017	5	17

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Persons with Disabilities Hired #	All Employees Hired #	Persons with Disabilities Hired #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	0	1	0
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	8	0	0	0
10 Clerical Personnel	3	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	20	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	85	1	0	0
Total	134	1	2	0

Table 7: Persons with Disabilities

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

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Persons with Disabilities Terminated #	All Employees Terminated #	Persons with Disabilities Terminated #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	0	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	49	0	0	0
Total	109	0	1	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

DEW Engineering and Development LLC

[Date: 2017-05-17]

003125

Start Date of Flow Data		
YYYY	MM	DD
2014	8	30

End Date of Flow Data		
YYYY	MM	DD
2017	5	17

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Members of Visible Minorities Hired #	All Employees Hired #	Members of Visible Minorities Hired #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	0	1	1
04 Semi-Professionals & Technicians	4	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	8	0	0	0
10 Clerical Personnel	3	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	20	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	85	0	0	0
Total	134	1	2	1

Table 8: Members of Visible Minorities

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

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Members of Visible Minorities Terminated #	All Employees Terminated #	Members of Visible Minorities Terminated #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	8	0	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	5	2	1	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	13	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	16	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	49	0	0	0
Total	109	3	1	0

Federal Contractors Program Achievement Table
Part 3: Goals
DEW Engineering and Development LLC

[Date: 2017-05-17]

Data from Previous Goals
 ↓ ↓ ↓ ↓ ↓

Data from Current Goals
 ↓ ↓ ↓ ↓ ↓

Duration of Previous Goals				
Short-term		Long-term		
From	To	From	To	
YYYY	YYYY	YYYY	YYYY	
2014	2017	2014	2017	

Duration of Current Goals				
Short-term		Long-term		
From	To	From	To	
YYYY	YYYY	YYYY	YYYY	
2017	2020	2017	2020	

Table 1: Women

Women

	Short-term Goals		Long-term Goals	
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
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		

Table 5: Women

Women

	Short-term Goals		Long-term Goals	
	#	%	#	%
0	0	0.0	0	27.0
0	0	0.0	0	38.0
2	2	22.0	0	23.0
0	0	5.0	0	9.0
0	0	0.0	0	50.0
0	0	0.0	0	10.0
0	0	50.0	0	33.0
0	0	0.0	0	0.0
1	1	3.4	0	3.0
1	1	50.0	0	68.0
0	0	0.0	0	0.0
1	1	10.0	0	15.0
0	0	0.0	0	0.0
17	17	24.0	0	24.0
0	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
DEW Engineering and Development ULC
 [Date: 2017-05-17]

Data from Previous Goals
 ↓ ↓ ↓ ↓ ↓

Data from Current Goals
 ↓ ↓ ↓ ↓ ↓

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2020

	Table 2: Aboriginal Peoples			
	Aboriginal Peoples			
	Short-term Goals		Long-term Goals	
	#	%	#	%
Employment Equity Occupational Group (EEOG)				
01 Senior Managers				
02 Middle & Other Managers				
03 Professionals				
04 Semi-Professionals & Technicians				
05 Supervisors				
06 Supervisors: Crafts & Trades				
07 Administrative & Senior Clerical Personnel				
08 Skilled Sales & Service Personnel				
09 Skilled Crafts & Trades Workers				
10 Clerical Personnel				
11 Intermediate Sales & Service Personnel				
12 Semi-Skilled Manual Workers				
13 Other Sales & Service Personnel				
14 Other Manual Workers		0.0		
Total		0.0		

	Table 6: Aboriginal Peoples			
	Aboriginal Peoples			
	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	0	0.0	0	0.0
02 Middle & Other Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	2.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	3.0	0	3.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	3	4.0	0	4.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
DEW Engineering and Development LLC

[Date: 2017-05-17]

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2020

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Long-term Goals	
	Short-term Goals	%	#	%
01/02 Managers		3.2		
03 Professionals		4.5		
04 Semi-Professionals & Technicians		4.8		
05 Supervisors				
06 Supervisors: Crafts & Trades		4.6		
07 Administrative & Senior Clerical Personnel				
08 Skilled Sales & Service Personnel				
09 Skilled Crafts & Trades Workers				
10 Clerical Personnel				
11 Intermediate Sales & Service Personnel				
12 Semi-Skilled Manual Workers		5.5		
13 Other Sales & Service Personnel				
14 Other Manual Workers				
Total		0.0		

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Long-term Goals	
	Short-term Goals	%	#	%
01/02 Managers	0	0.0	0	0.0
03 Professionals	0	3.8	0	0.0
04 Semi-Professionals & Technicians	0	4.6	0	3.0
05 Supervisors	0	0.0	0	4.0
06 Supervisors: Crafts & Trades	0	7.8	0	13.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	7.0
08 Skilled Sales & Service Personnel	0	0.0	0	3.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	3.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	4.8	0	4.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	4	5.3	0	5.0
Total	0	0.0	0	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
DEW Engineering and Development LLC

[Date: 2017-05-17]

Data from Previous Goals

↓ ↓ ↓ ↓ ↓

Data from Current Goals

↓ ↓ ↓ ↓ ↓

Duration of Previous Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2014	2017	2014	2017

Duration of Current Goals		Long-term	
Short-term	To	From	To
From YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2020

Table 4: Members of Visible Minorities

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Members of Visible Minorities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01 Senior Managers	0.0	0.0	0	0.0
02 Middle & Other Managers	0.0	0.0	0	15.0
03 Professionals	12.9	12.9	2	24.0
04 Semi-Professionals & Technicians	10.0	10.0	1	17.0
05 Supervisors			0	0.0
06 Supervisors: Crafts & Trades			0	0.0
07 Administrative & Senior Clerical Personnel			0	0.0
08 Skilled Sales & Service Personnel			0	0.0
09 Skilled Crafts & Trades Workers			0	0.0
10 Clerical Personnel			0	0.0
11 Intermediate Sales & Service Personnel			0	0.0
12 Semi-Skilled Manual Workers	5.9	5.9	0	5.0
13 Other Sales & Service Personnel			0	0.0
14 Other Manual Workers			1	1.0
Total		0.0	0	0.0

Federal Contractors Program Achievement Table

Part 4: Results - Women

DEW Engineering and Development LLC

Date: 2017-05-17

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #							
01 Senior Managers	2014	8	12.5	24.2	2	-1	51.7	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	25.0							
	2017	8	1	12.5	27.4	2	-1	45.6	2	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	7.4								
02 Middle & Other Managers	2014	13	3	23.1	39.1	5	-2	59.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	7.4								
	2017	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	7.4								
03 Professionals	2014	31	4	12.9	19.1	6	-2	67.6	9	3	33.3	2	1	1	1	100.0	0	0	0	1	8	0	0	0	0	0	0	0	0	26.2								
	2017	30	7	23.3	23.9	7	0	97.6	9	3	33.3	2	1	1	1	100.0	0	0	0	1	8	0	0	0	0	0	0	0	0	26.2								

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments											
		All Employees			Women			All Employees			Women			All Employees			Women														
		#	Actual	Goal	#	Actual	Goal	#	Actual	Goal	#	Actual	Goal	#	Actual	Goal	#	Actual	Goal												
01 Senior Managers	2017	2	0	0.0	0	0.0	12.5	0.0	0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	2020	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	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
02 Middle & Other Managers	2017	1	0	0.0	0	0.0	23.1	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	
	2020	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
03 Professionals	2017	10	4	40.0	0	0.0	12.9	310.1	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	
	2020	10	4	40.0	2	200.0	22.0	181.8	0	0.0	0.0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	

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

Federal Contractors Program Achievement Table
Part 4: Results - Women
DEW Engineering and Development LLC
Date: 2017-05-171

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

Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		All Employees					Women					All Employees					Women									
	#	Representation %	Availability %	Gap #	EE Result %	Actual #	Expected #	Difference #	Actual #	Expected %	Actual #	Expected #	Difference #	Actual #	Expected %	Actual #	Expected #	Difference #	Actual #	Expected %	Actual #	Expected #	Difference #	Turnover Rate %		
04 Semi-Professionals & Technicians	2014	20	4	20.0	19.6	4	0	102.0	4	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	53.3
	2017	10	4	40.0	9.3	1	3	430.1	4	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	2
05 Supervisors	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	100.0
	2017	2	1	50.0	50.7	1	0	98.6	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors, Crafts & Trades	2014	12	0	0.0	13.1	2	-2	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	18.2
	2017	10	1	10.0	7.2	1	0	138.9	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Women	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04 Semi-Professionals & Technicians	2017	4	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	4	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 4: Results - Women

DEW Engineering and Development LLC

Date: 2017-05-17

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

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #	Part 2: Flow Data Analysis	Actual #	Expected %	Difference #								
07 Administrative & Senior Clerical	2014	5	20.0	78.9	4	-3	25.3			3	1	33.3	2	-1	0	0.0	0	0	0	6	3	50.0	1	2	150.0													
	2017	3	33.3	80.5	2	-1	41.4			3	1	33.3	2	-1	0	0.0	0	0	0	6	3	50.0	1	2	150.0													
08 Skilled Sales & Service Personnel	2014	0	0.0	0.0	0	0	0.0			0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0													
	2017	0	0.0	0.0	0	0	0.0			0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0													
09 Skilled Crafts & Trades Workers	2014	49	0.0	5.0	2	-2	0.0			8	0	0.0	0	0	0	0.0	0	0	0	13	0	0.0	0	0	28.9													
	2017	41	0.0	3.4	1	-1	0.0			8	0	0.0	0	0	0	0.0	0	0	0	13	0	0.0	0	0	28.9													

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07 Administrative & Senior Clerical	2017	3	33.3	0	0.0	40.0	83.3	0	0.0	0	0.0	0	0.0	
	2020	3	33.3	0	0.0	50.0	66.7	0	0.0	33.0	101.0			
08 Skilled Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0			
09 Skilled Crafts & Trades Workers	2017	8	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0			
	2020	8	0.0	1	0.0	3.4	0.0	0	0.0	3.0	0.0			

Federal Contractors Program Achievement Table

Part 4: Results - Women

DEW Engineering and Development LLC

Date: 2017-05-17

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources				Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + (DY \text{ ear} 1 + DY \text{ ear} 2) \times 100$
				↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	Employees #	Actual #	Expected %	Expected #	Difference #	Employees #	Actual #	Expected %	Expected #	Difference #	Employees #	Actual #	Expected %	Expected #	Difference #	Employees #	Actual #	Expected %	Expected #	Difference #						
10 Clerical Personnel	2014	13	7	53.8	71.2	9	-2	75.6		3	2	66.7	2	0	0	0	0.0	0	0	0	4	1	25.0	2	-1	40.0						
	2017	7	3	42.9	68.7	5	-2	62.4		3	2	66.7	2	0	0	0	0.0	0	0	0	4	1	25.0	2	-1	40.0						
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0						
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0						
12 Semi-Skilled Manual Workers	2014	17	0	0.0	16.4	3	-3	0.0		20	0	0.0	3	-3	0	0	0.0	0	0	0	16	0	0.0	0	0	71.1						
	2017	28	0	0.0	15.4	4	-4	0.0		20	0	0.0	3	-3	0	0	0.0	0	0	0	16	0	0.0	0	0	71.1						

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	3	66.7	0	0.0	61.5	108.4	0	0.0	0.0	0.0			
	2020	3	66.7	1	200.0	50.0	133.3	0	0.0	68.0	98.0			
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
12 Semi-Skilled Manual Workers	2017	20	0.0	0	0.0	5.9	0.0	0	0.0	0.0	0.0			
	2020	20	0.0	1	0.0	10.0	0.0	0	0.0	15.0	0.0			

Federal Contractors Program Achievement Table

Part 4: Results - Women

DEW Engineering and Development LLC

Date: 2017-05-17

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

Occupational Group (EOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations						Turnover Rate %
		All Employees						Women						All Employees			Women			All Employees			Women									
		#	Representation %	Availability %	Gap #	EE Result %	#	#	Actual %	Expected #	Difference #	All Employees #	Actual #	Expected %	Difference #	#	Actual #	Expected %	Difference #	All Employees #	Actual #	Expected %	Difference #	#	Actual #	Expected %	Difference #					
13 Other Sales & Service Personnel	2014	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0				
	2017	0	0.0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0				
14 Other Manual Workers	2014	26	1	3.8	21.7	6	-5	17.7	85	9	10.6	21	-12	0	0	0.0	0	0	0	49	3	6.1	2	1	110.1							
	2017	63	8	12.7	24.3	15	-7	52.3	85	9	10.6	21	-12	0	0	0.0	0	0	0	49	3	6.1	2	1	110.1							
Total	2014	194	21	10.8	21.9	42	-21	49.4	136	15	11.0	29	-14	1	1	100.0	0	1	110	7	6.4	12	-5	53.7								
	2017	216	30	13.9	21.2	46	-16	65.5	136	15	11.0	29	-14	1	1	100.0	0	1	110	7	6.4	12	-5	53.7								

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %			
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0			
14 Other Manual Workers	2017	85	10.6	0	0.0	7.7	137.5	0	0.0	0	0.0			
	2020	85	10.6	9	52.9	24.0	44.1	0	0.0	24.0	44.1			
Total	2017	137	11.7	0	0.0	0	0.0	0	0.0	0	0.0			
	2020	137	11.7	16	11.7	0	0.0	0	0.0	0	0.0			

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
DEW Engineering and Development ULC
 Date: 2017-05-17

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	V - X	$U + (DY \text{ ear} 2) + 2 \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %	
		Workforce						Hires						Promotions						Terminations							
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #						
01 Senior Managers	2014	8	12.5	2.4	0	1	520.8	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25.0
	2017	8	12.5	2.9	0	1	431.0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	25.0
02 Middle & Other Managers	2014	13	0	1.9	0	0	0.0	1	0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	7.4
	2017	14	0	2.2	0	0	0.0	1	0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	7.4
03 Professionals	2014	31	0	0.8	0	0	0.0	9	0	0	0	0.0	0	0	1	0	0.0	0	0	0	8	0	0.0	0	0	0	26.2
	2017	30	0	1.1	0	0	0.0	9	0	0	0	0.0	0	0	1	0	0.0	0	0	0	8	0	0.0	0	0	0	26.2

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 Senior Managers	2017	2	0.0	0	0.0	0	0.0	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 unfortunate death of one of our Aboriginal employees in 2015.
	2020	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	10	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	10	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
DEW Engineering and Development ULC
 Date: 2017-05-17

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ part} 1 + DY \text{ part} 2) \times 100$

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %	
		Workforce						Hires						Promotions						Terminations							
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #						
04 Semi-Professionals & Technicians	2014	20	1	5.0	1.3	0	1	384.6		4	0	0.0	0	0	0	0	0.0	0	0	0	8	0	0.0	0	0	0	53.3
	2017	10	0	0.0	1.1	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	100.0
05 Supervisors	2014	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	100.0
	2017	2	0	0.0	2.7	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	100.0
06 Supervisors, Crafts & Trades	2014	12	0	0.0	2.8	0	0	0.0		1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	18.2
	2017	10	0	0.0	1.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	18.2

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
04 Semi-Professionals & Technicians	2017	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

DEW Engineering and Development ULC

[Date: 2017-05-17]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources	Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	V - X	$U + (DY \text{ ear} 1 + DY \text{ ear} 2) \times 100$	

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples					
		#	Representation %	Availability %	Gap #	EE Result %	Turnover Rate %	#	Availability %	Gap #	EE Result %	#	Turnover Rate %	#	Actual %	Expected %	Difference #	#	Actual %	Expected %	Difference #	#	Actual %	Expected %	Difference #
07 Administrative & Senior Clerical	2014	5	0.0	2.0	0	0.0	0	0.0	0	0.0	3	0	0.0	0	0	0.0	0	0.0	0	6	0	0.0	0	0	150.0
08 Skilled Sales & Service Personnel	2014	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0.0	0	0	0	0.0	0	0	0.0
09 Skilled Crafts & Trades Workers	2014	49	1	2.0	1	102.0	0	0.0	0	0.0	8	0	0.0	0	0	0.0	0	0.0	0	13	0	0.0	0	0	28.9

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07 Administrative & Senior Clerical	2017	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09 Skilled Crafts & Trades Workers	2017	8	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
DEW Engineering and Development ULC
 [Date: 2017-05-17]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		Workforce						Hires						Promotions						Terminations						
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	All Employees	Actual #	Expected %	Expected #	Difference #	Turnover Rate %				
10 Clerical Personnel	2014	13	0.0	2.5	0	0.0	3	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	40.0
	2017	7	0.0	2.9	0	0.0	3	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	2014	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0
12 Semi-Skilled Manual Workers	2014	17	0.0	2.8	0	0.0	20	0	0.0	1	-1	0	0	0.0	0	0	0	0.0	0	0	16	0	0	0	0	71.1
	2017	28	0.0	3.1	1	-1	20	0	0.0	1	-1	0	0	0.0	0	0	0	0.0	0	0	16	0	0	0	0	71.1

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
DEW Engineering and Development ULC
 [Date: 2017-05-17]

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

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %		
		Workforce						Hires						Promotions						Terminations								
		All Employees #	Representation %	Availability %	Gap #	EE Result %	All Employees #	Actual #	Aboriginal Peoples %	Expected #	Difference #	All Employees #	Actual #	Aboriginal Peoples %	Expected #	Difference #	All Employees #	Actual #	Aboriginal Peoples %	Expected #	Difference #							
13 Other Sales & Service Personnel	2014	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0.0
14 Other Manual Workers	2014	26	0.0	3.1	1	0.0	-1	0.0	69.0	85	1	1.2	4	-3	0	0.0	0	0	0	49	1	2.0	0	1	110.1	0	1	110.1
	2017	63	2	4.6	3	-1	-1	77.3	77.3	85	1	1.2	4	-3	0	0.0	0	0	0	49	1	2.0	0	1	110.1	0	1	110.1
Total	2014	194	3	1.5	2.0	4	-1	49.6	49.6	136	1	0.7	4	-3	1	0	0.0	0	0	110	1	0.9	2	-1	53.7	2	-1	53.7
	2017	216	3	1.4	2.8	6	-3	49.6	49.6	136	1	0.7	4	-3	1	0	0.0	0	0	110	1	0.9	2	-1	53.7	2	-1	53.7

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

Employment Equity Occupational Group (EOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			
		All Employees #	Actual #	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	85	1	1.2	0	0.0	0	0.0	0	0.0	
	2020	85	1	1.2	3	33.3	4.0	29.4	0	0.0	
Total	2017	137	1	0.7	0	0.0	0	0.0	0	0.0	
	2020	137	1	0.7	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
DEW Engineering and Development LLC
 [Date: 2017-05-17]

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		All Employees						Persons with Disabilities						All Employees						Persons with Disabilities						
		#	Representation %	Availability %	Gap #	EE Result %	Turnover %	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	Turnover %		
01 & Managers	2014	21	0	3.2	1	-1	0.0																			
	2017	22	0	4.3	1	-1	0.0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	14.0	
03 Professionals	2014	31	0	4.5	1	-1	0.0																			
	2017	30	0	3.8	1	-1	0.0	9	0	0	0	0	0	0	1	0	0	0	0	8	0	0	0	0	26.2	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 & Managers	2017	3	0.0	0	0.0	3.2	0.0	0	0.0	0	0.0	0	0.0	Note: Overall, the gap in Persons with Disabilities improved from -3 in 2014 to -1 in 2017.
	2020	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	10	0.0	0	0.0	4.5	0.0	0	0.0	0	0.0	0	0.0	
	2020	10	0.0	0	0.0	3.8	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
DEW Engineering and Development LLC
 [Date: 2017-05-17]

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %	
		Workforce						Hires						Promotions						Terminations							
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #					
04 Semi-Professionals & Technicians	2014	20	0.0	4.8	1	-1	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	53.3
	2017	10	0.0	4.6	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	100.0
05 Supervisors	2014	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	1	0	0	0	0	0	100.0
	2017	2	0.0	13.9	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	100.0
06 Supervisors: Crafts & Trades	2014	12	0.0	4.6	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	2	0	0	0	0	0	18.2
	2017	10	0.0	7.8	1	-1	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	18.2

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities Actual	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %		
		04 Semi-Professionals & Technicians	2017	4	0	0	0.0	4.8	0.0	0	
	2020	4	0	0	0.0	4.6	0.0	0	0.0	3.0	
05 Supervisors	2017	0	0	0	0.0	0.0	0.0	0	0.0	0.0	
	2020	0	0	0	0.0	0.0	0.0	0	0.0	4.0	
06 Supervisors: Crafts & Trades	2017	1	0	0	0.0	4.6	0.0	0	0.0	0.0	
	2020	1	0	0	0.0	7.8	0.0	0	0.0	13.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

DEW Engineering and Development LLC

|Date: 2017-05-17|

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
DEW Engineering and Development LLC
 |Date: 2017-05-17|

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	V - X	$U + (DY \text{ car} 2) + 2) \times 100$

Occupational Group (EEOG)	Year	Workforce Analysis																		Turnover Rate %																		
		Workforce									Hires										Flow Data Analysis									Terminations								
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees		Actual #	Persons with Disabilities Expected #	Difference #															
07 Administrative & Senior Clerical	2017	5	20.0	2.6	0	1	769.2	3		0	0.0	0	0	0	0	0.0	0	0	0	6	0	0.0	1	-1	150.0													
08 Skilled Sales & Service Personnel	2017	0	0.0	0.0	0	0	0.0	0		0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0													
09 Skilled Crafts & Trades Workers	2017	41	9.8	3.8	2	2	256.7	8		0	0.0	0	0	0	0.0	0	0	0	0	13	0	0.0	1	-1	28.9													

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants					Short-term Goals					Long-term Goals					Comments
		All Employees	Persons with Disabilities Actual	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %				
		07 Administrative & Senior Clerical	2017	3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
09 Skilled Crafts & Trades Workers	2017	8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

DEW Engineering and Development LLC

|Date: 2017-05-17|

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
DEW Engineering and Development LLC
Date: 2017-05-171

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

Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		Workforce						Hires						Promotions						Terminations						
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	Turnover Rate %			
10 Clerical Personnel	2014	13	7.7	4.4	1	0	174.8	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	40.0	
	2017	7	14.3	7.0	0	1	204.1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	
11 Intermediate Sales & Service Personnel	2014	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	
	2017	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	
12 Semi-Skilled Manual Workers	2014	17	0.0	5.5	1	-1	0.0	20	0	0	0	0	-1	0	0	0	0.0	0	0	0	16	0	0	0	0	71.1
	2017	28	0.0	4.8	1	-1	0.0	20	0	0	0	0	-1	0	0	0	0.0	0	0	0	16	0	0	0	0	71.1

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
10 Clerical Personnel	2017	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

DEW Engineering and Development LLC

|Date: 2017-05-17|

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
DEW Engineering and Development LLC
 [Date: 2017-05-17]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times E + 100$	$V - X$	$U + (DY \text{ ear} 2) + 2) \times 100$

Occupational Equity (EEOG)	Year	Workforce Analysis												Flow Data Analysis													
		Workforce						Hires						Promotions						Terminations							
		All Employees	Representation %	Persons with Disabilities Availability %	Gap #	EE Result %	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	All Employees	Actual #	Persons with Disabilities Expected #	Difference #	Turnover Rate %				
13	Other Sales & Service Personnel	2014	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
14	Other Manual Workers	2014	26	1	3.8	5.2	1	0	74.0	85	1	1.2	5	-4	0	0	0.0	0	0	0	49	0	0	0	2	-2	110.1
Total		2017	194	7	3.6	4.7	9	-2	76.8	136	1	0.7	7	-6	1	0	0.0	0	0	110	0	0	0	4	-4	53.7	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13	Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
14	Other Manual Workers	2017	85	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2020	137	1	0.7	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

DEW Engineering and Development LLC

|Date: 2017-05-17|

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
DEW Engineering and Development LLC
 [Date: 2017-05-17]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x E + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x E + 100	V - X	U + (DYcar1 + DYcar2) / 2 x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis														Flow Data Analysis										Turnover Rate %
		All Employees		Visible Minorities				Hires				Promotions				Terminations										
		#	%	Representation	Availability	Gap	EE Result	All Employees	Actual	Visible Minorities	Expected	Difference	All Employees	Actual	Visible Minorities	Expected	Difference	All Employees	Actual	Visible Minorities	Expected	Difference				
01 Senior Managers	2014	8	0.0	8.7	1	-1	0.0	2	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	25.0	
	2017	8	0.0	10.1	1	-1	0.0	2	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	25.0	
02 Middle & Other Managers	2014	13	0.0	14.0	2	-2	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	7.4	
	2017	14	0.0	15.0	2	-2	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	7.4	
03 Professionals	2014	31	9.7	22.5	7	-4	43.0	9	1	11.1	2	-1	1	0	0.0	0	0	0	0	0.0	0	0	0	0	26.2	
	2017	30	16.7	24.6	7	-2	67.8	9	1	11.1	2	-1	1	0	0.0	0	0	0	0	0.0	0	0	0	0	26.2	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	Note: Overall, the gap in Members of Visible Minorities improved from -7 in 2014 to -5 in 2017.
	2020	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	10	10.0	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0	
	2020	10	10.0	1	10.0	2	50.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

DEW Engineering and Development LLC

Date: 2017-05-17

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times E + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V + U \times 100$	$U \times E + 100$	V - X	$U + (DY \text{ part} 1 + DY \text{ part} 2) \times 100$
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Promotions						Terminations						Turnover Rate %
		All Employees			Visible Minorities			All Employees			Visible Minorities			All Employees			Visible Minorities			All Employees			Visible Minorities			All Employees			Visible Minorities									
		#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	#	%	Part 2: Flow Data Analysis	
04 Semi-Professionals & Technicians	2014	20	5.0	20.1	4	-3	24.9	4	0	0.0	1	-1	0	0.0	0	0.0	0	0	0	8	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	53.3
	2017	10	0.0	16.3	2	-2	0.0	4	0	0.0	1	-1	0	0.0	0	0.0	0	0	0	8	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	53.3	
05 Supervisors	2014	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0	
	2017	2	0.0	14.7	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.0	
06 Supervisors, Crafts & Trades	2014	12	1	8.3	9.3	1	0	89.6	1	0	0.0	0	0	0.0	0	0.0	0	0	0	2	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18.2	
	2017	10	1	10.0	3.4	0	0	294.1	1	0	0.0	0	0	0.0	0	0.0	0	0	0	2	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	18.2	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
04 Semi-Professionals & Technicians	2017	4	0.0	0	0	0.0	10.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	4	0.0	0	1	0.0	17.0	0.0	0	0.0	16.0	0.0	0.0	
05 Supervisors	2017	0	0.0	0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0.0	0	0	0.0	0.0	0.0	0	0.0	14.0	0.0	0.0	
06 Supervisors, Crafts & Trades	2017	1	0.0	0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	1	0.0	0	0	0.0	0.0	0.0	0	0.0	3.0	0.0	0.0	

Federal Contractors Program Achievement Table

Part 7: Results - Members of Visible Minorities

DEW Engineering and Development LLC

Date: 2017-05-17

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	E - H	$E + H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L + K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V + U \times 100$	$U \times F + 100$	V - X	$U + (DY \text{ ear} 2) + 2 \times 100$

Occupational Group (EEOG)	Year	Workforce Analysis										Hires					Flow Data Analysis					Terminations					Turnover Rate %
		All Employees	Representation %	Availability %	Part 3: Goals	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100	All Employees	Actual	Visible Minorities	Expected	Difference	All Employees	Actual	Visible Minorities	Expected	Difference	All Employees	Actual	
07 Administrative & Senior Clerical	2014	5	2	40.0	7.3	0	2	547.9	3	0	0.0	0	0	0	0	0	0.0	0	0	0	6	2	33.3	2	0	150.0	
	2017	3	0	0.0	8.6	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
08 Skilled Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
09 Skilled Crafts & Trades Workers	2014	49	7	14.3	11.4	6	1	125.3	0	0	0.0	0	0	0	0	0	0.0	0	0	0	13	0	0.0	2	-2	28.9	
	2017	41	7	17.1	11.8	5	2	144.7	8	0	0.0	1	-1	0	0	0	0.0	0	0	0	13	0	0.0	2	-2	28.9	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Visible Minorities Actual	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07 Administrative & Senior Clerical	2017	3	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2020	3	0	0.0	0	0.0	0.0	0.0	8.0	0.0	
08 Skilled Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2017	8	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
	2020	8	0	0.0	0	0.0	0.0	0.0	11.0	0.0	

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
DEW Engineering and Development LLC
 [Date: 2017-05-17]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												Turnover Rate %
		Workforce						Hires						Promotions						Terminations						
		All Employees	Visible Minorities Representation %	Visible Minorities Availability %	Gap #	EE Result %	All Employees	Visible Minorities Actual #	Visible Minorities Expected #	Difference #	All Employees	Visible Minorities Actual #	Visible Minorities Expected #	Difference #	All Employees	Visible Minorities Actual #	Visible Minorities Expected #	Difference #								
10 Clerical Personnel	2014	13	2	15.4	9.2	1	1	167.2		3	1	33.3	0	1	0	0	0.0	0	0	4	0	0.0	1	-1	40.0	
	2017	7	2	28.6	9.2	1	1	310.6		3	1	33.3	0	1	0	0	0.0	0	0	4	0	0.0	1	-1	40.0	
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0	
12 Semi-Skilled Manual Workers	2014	17	1	5.9	9.3	2	-1	63.3		20	0	0.0	1	-1	0	0	0.0	0	0	16	1	6.3	1	0	71.1	
	2017	28	1	3.6	6.2	2	-1	57.6		20	0	0.0	1	-1	0	0	0.0	0	0	16	1	6.3	1	0	71.1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities Actual		Visible Minorities Goal		Visible Minorities Goal		Visible Minorities Goal		Visible Minorities Goal		
		#	%	#	%	#	%	#	%	#	%	#	%	
10 Clerical Personnel	2017	3	33.3	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	3	33.3	1	0.0	0	0.0	0	0.0	0	0.0	9.0	370.4	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6.2	0.0	
	2020	20	0.0	0	0.0	0	0.0	0	0.0	0	0.0	6.2	0.0	

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
DEW Engineering and Development LLC
 [Date: 2017-05-17]

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

Occupational Group (EOG)	Year	Workforce Analysis												Flow Data Analysis												
		Workforce						Hires						Promotions						Terminations						
		All Employees	Visible Minorities Representation	Availability	Gap	EE Result	All Employees	Visible Minorities Actual	Expected	Difference	All Employees	Visible Minorities Actual	Expected	Difference	All Employees	Visible Minorities Actual	Expected	Difference	All Employees	Visible Minorities Actual	Expected	Difference	Turnover Rate			
13 Other Sales & Service Personnel	2014	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
	2017	0	0.0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0.0
14 Other Manual Workers	2014	26	1	3.8	4.5	1	0	85.5	85	0	0.0	1	-1	0	0	0.0	0	0	0	49	0	0.0	2	-2	110.1	
	2017	63	0	0.0	1.3	1	-1	73.6	85	0	0.0	1	-1	0	0	0.0	0	0	0	110	3	2.7	10	-7	53.7	
Total	2014	194	18	9.3	12.6	24	-6	76.4	136	2	1.5	13	-11	1	0	0.0	0	0	0	110	3	2.7	10	-7	53.7	
	2017	216	16	7.4	9.7	21	-5	76.4	136	2	1.5	13	-11	1	0	0.0	0	0	0	110	3	2.7	10	-7	53.7	

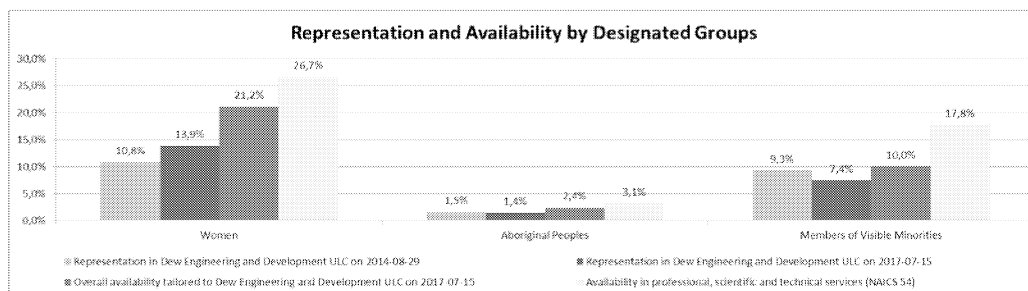
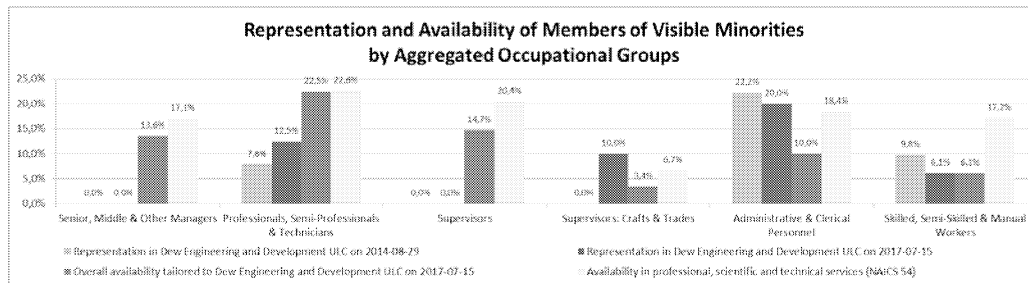
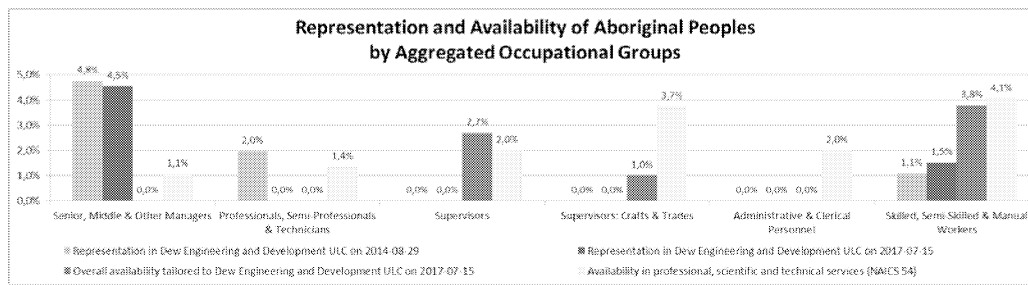
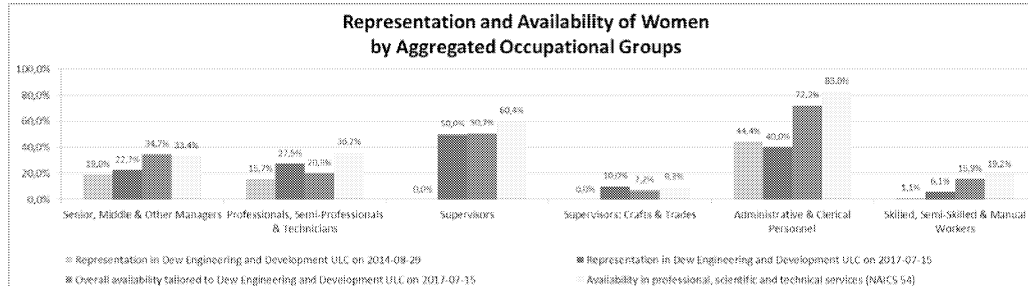
Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities Actual		Visible Minorities Goal		Visible Minorities Goal		Visible Minorities Goal		Visible Minorities Goal		
		#	%	#	%	#	%	#	%	#	%	#	%	
13 Other Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	85	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	85	0.0	0	0.0	1	0.0	1.0	0.0	0	0.0	1.0	0.0	
Total	2017	137	1.5	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	137	1.5	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

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.

Note: 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>

Subject: Subject: Government of Canada Agreement Number: 060890 – Notification of Compliance with 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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 under-represented; 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 Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

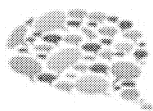
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdcc.gc.ca.

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@hrsdcc.gc.ca



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