



Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization <i>Diamond International Trucks Ltd</i>	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" 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° <i>441.</i>	Total number of employees in Canada (Full-Time/Part-Time/Temporary) <i>140</i> To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02i-eng.htm

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Contract number

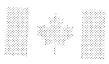
HEAD OFFICE			
Address (building number, street, suite, etc.) <i>17020-118 Ave</i>	City <i>Edmonton</i>	Province <i>AB</i>	Postal Code <i>T5S-1S4</i>
	Telephone Number <i>780-454-1541</i>	Fax Number <i>780-732-4916</i>	

EMPLOYMENT EQUITY CONTACT	
Name (print) <i>Allison Lecavalier</i>	Title <i>Human Resources Manager</i>
Telephone Number <i>780-669-4451</i>	E-mail Address <i>alecavalier@dit.ca</i>

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

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) <i>Don Macadam</i>	Title <i>President / CEO</i>
Telephone Number <i>780-732-4460</i>	E-mail Address <i>dmacadam@dit.ca</i>
Signature <i>[Signature]</i>	Date <i>May 8/14</i>

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <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@hrdc-rhdcc.gc.ca



**APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT
INFORMATION**

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Diamond International Trucks Ltd** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **090263**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) June 30, 2018 for the following reason(s):
(Please describe) **Require additional time to gather data and re-review requirements.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Allison Lecavalier**

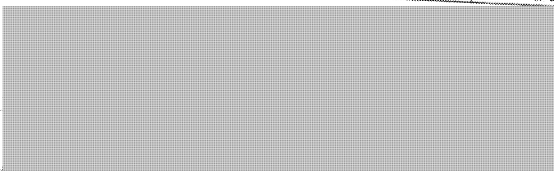
Position Title: **Human Resources Manager**

Email address: **alecavalier@dit.ca**

Telephone number: **780-669-4451**

Business address: **17020-118 Ave, Edmonton, AB T5S 1S4**

Signature



Date: **May 10, 2018**

From: [Yakibonge, Maurice \[NC\]](#)
Sent: May 21, 2018 2:53 PM
To: 'alecavalier@dit.ca'
Cc: 'dmacadam@dit.ca'
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information
Attachments: SBizhub 45418051013370.pdf

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **June 29, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDMIT) 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!



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

Reporting Period 2016-01-01 to 2018-09-23

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Saskatchewan	2	0	0	2	Edmonton	148	0	0	148
Alberta	194	1	0	195	Alta. less CMAs	46	1	0	47
Total Employees in Canada				197	Sask. less CMA	2	0	0	2
					Total Employees in Canada				197



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Saskatchewan
Reporting Period 2016-01-01 to 2018-09-23

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

Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Alberta
 Reporting Period 2016-01-01 to 2018-09-23

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	8										
	Total	8	8										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	18	14	4				1	1				
	Total	18	14	4				1	1				
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2				1		1			
	Total	2		2				1		1			

Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Alberta
 Reporting Period 2016-01-01 to 2018-09-23

003163

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		5	5										
	Total		5	5										
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		18	14	4									
	Total		18	14	4									
Skilled Crafts and Trades Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		65	65	2	2		2	2		6	6		
	Total		65	65	2	2		2	2		6	6		
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		49	25	24	3	1	2	1	1	1	1		
	Total		49	25	24	3	1	2	1	1	1	1		



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Alberta
 Reporting Period 2016-01-01 to 2018-09-23

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	13	6	7				1		1			
	Total	13	6	7			1		1				
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	15	9	6	3	1	2	1		1			
	Total	15	9	6	3	1	2	1		1			
Total Number of Employees		194	147	47	8	4	4	7	3	4	7	7	



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / Alberta
 Reporting Period 2016-01-01 to 2018-09-23

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



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / Saskatchewan
Reporting Period 2016-01-01 to 2018-09-23

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	2										
Total Number of Employees	2	2										



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Alberta
 Reporting Period 2016-01-01 to 2018-09-23

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	194	147	47	8	4	4	7	3	4	7	7	
Total Number of Employees	194	147	47	8	4	4	7	3	4	7	7	

Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Alberta
 Reporting Period 2016-01-01 to 2018-09-23

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 \$5,000	1	1										
Total Number of Employees	1	1										



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / Saskatchewan
Reporting Period 2016-01-01 to 2018-09-23

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 Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Hired	2	2										



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Alberta

Reporting Period 2016-01-01 to 2018-09-23

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	1		1									
Supervisors: Crafts and Trades	2	2										
Skilled Sales and Service Personnel	8	6	2									
Skilled Crafts and Trades Workers	17	17		1	1		1	1		3	3	
Clerical Personnel	17	4	13				1		1	1	1	
Semi-Skilled Manual Workers	6	4	2	2	1	1						
Total Number of Employees Hired	51	33	18	3	2	1	2	1	1	4	4	4



Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Alberta
Reporting Period 2016-01-01 to 2018-09-23

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
Middle and Other Managers	1	1										
Supervisors: Crafts and Trades	1	1										
Skilled Crafts and Trades Workers	6	6		1	1							
Total Number of Employees Promoted	8	8		1	1							
Total Number of Promotions	9	9		1	1							



Diamond International Trucks Ltd. (certificate # 090263)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Alberta

Reporting Period 2016-01-01 to 2018-09-23

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	2	2										
Professionals	1		1									
Supervisors: Crafts and Trades	2	2										
Skilled Sales and Service Personnel	7	7										
Skilled Crafts and Trades Workers	32	32		1	1					3	3	
Clerical Personnel	28	15	13	2	1	1	2	2		1		1
Intermediate Sales and Service Personnel	7	1	6	1		1	1	1				
Semi-Skilled Manual Workers	6	5	1									
Total Number of Employees Terminated	85	64	21	4	2	2	3	3		4	3	1

Diamond International Trucks Ltd. (certificate # 090263)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
 Part-Time / Alberta
 Reporting Period 2016-01-01 to 2018-09-23

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
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Terminated	2	1	1	1								



Workplace Equity Information Management System - Diamond International Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2018-09-24

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	8	0	0.0 %	27.4 %	2	-2	National
02 : Middle and Other Managers	National	18	4	22.2 %	38.9 %	7	-3	National
03 : Professionals		1	0	0.0 %	28.3 %	0	0	
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0	National
05 : Supervisors		2	2	100.0 %	56.2 %	1	1	
Employment Equity Occupational Group	Edmonton	2	2	100.0 %	56.2 %	1	1	Edmonton
06 : Supervisors: Crafts and Trades		5	0	0.0 %	5.9 %	0	0	
7301 : Contractors and supervisors, mechanic trades	Alberta	5	0	0.0 %	5.9 %	0	0	Alberta
08 : Skilled Sales and Service Personnel		19	4	21.1 %	20.9 %	4	0	
6221 : Technical sales specialists - wholesale trade	Alberta	18	4	22.2 %	20.5 %	4	0	Alberta
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	28.0 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		65	0	0.0 %	2.2 %	1	-1	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	65	0	0.0 %	2.2 %	1	-1	Alberta
10 : Clerical Personnel		50	24	48.0 %	71.9 %	36	-12	
Employment Equity Occupational Group	Alta. less CMAs	13	6	46.2 %	76.3 %	10	-4	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	37	18	48.6 %	70.3 %	26	-8	Edmonton
11 : Intermediate Sales and Service Personnel		13	7	53.8 %	68.1 %	9	-2	
Employment Equity Occupational Group	Alta. less CMAs	2	1	50.0 %	74.2 %	1	0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	11	6	54.5 %	67.0 %	7	-1	Edmonton
12 : Semi-Skilled Manual Workers		16	6	37.5 %	16.2 %	3	3	
Employment Equity Occupational Group	Alta. less CMAs	3	2	66.7 %	16.3 %	0	2	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	12	4	33.3 %	16.0 %	2	2	Edmonton
Employment Equity Occupational Group	Sask. less CMA	1	0	0.0 %	17.4 %	0	0	Sask. less CMA

Workforce Analysis - Detailed Report

Date: 2018-09-24

Women

Employment Equity Occupational Group	Internal Location		All Employees		Representation		Women		Availability		Gap		Recruitment Area	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Total	197		47	23.9 %	63	32.3 %					-16			

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: 2018-09-24

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
01 : Senior Managers	National	8	0	0.0 %	0	2.9 %	0	National
02 : Middle and Other Managers	National	18	0	0.0 %	0	2.2 %	0	National
03 : Professionals	National	1	0	0.0 %	0	1.1 %	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	0	1.1 %	0	National
05 : Supervisors	Edmonton	2	0	0.0 %	0	4.6 %	0	Edmonton
06 : Supervisors: Crafts and Trades	Edmonton	2	0	0.0 %	0	4.6 %	0	Edmonton
7301 : Contractors and supervisors, mechanic trades	Alberta	5	0	0.0 %	0	2.7 %	0	Alberta
08 : Skilled Sales and Service Personnel	Alberta	5	0	0.0 %	0	2.7 %	0	Alberta
6221 : Technical sales specialists - wholesale trade	Alberta	19	0	0.0 %	0	2.3 %	0	Alberta
6221 : Technical sales specialists - wholesale trade	Alberta	18	0	0.0 %	0	2.0 %	0	Alberta
09 : Skilled Crafts and Trades Workers	Saskatchewan	1	0	0.0 %	0	8.2 %	0	Saskatchewan
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Saskatchewan	65	2	3.1 %	3	4.3 %	-1	Alberta
10 : Clerical Personnel	Alberta	65	2	3.1 %	3	4.3 %	-1	Alberta
Employment Equity Occupational Group	Alta. less CMAs	50	3	6.0 %	3	5.8 %	0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	13	1	7.7 %	1	8.1 %	0	Alta. less CMAs
11 : Intermediate Sales and Service Personnel	Edmonton	37	2	5.4 %	2	5.1 %	0	Edmonton
Employment Equity Occupational Group	Alta. less CMAs	13	0	0.0 %	1	5.2 %	-1	Alta. less CMAs
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	0	7.7 %	0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	11	0	0.0 %	1	4.8 %	-1	Edmonton
12 : Semi-Skilled Manual Workers	Edmonton	16	3	18.8 %	1	6.5 %	2	Edmonton
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	0	8.5 %	0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	12	3	25.0 %	1	5.6 %	2	Edmonton
Employment Equity Occupational Group	Sask. less CMA	1	0	0.0 %	0	11.4 %	0	Sask. less CMA

Workforce Analysis - Detailed Report

Date: 2018-09-24

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation #	Availability %		
Total		197	8	4.1 %	8	0

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: 2018-09-24

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 %	10.1 %	1	National
02 : Middle and Other Managers	National	18	0	0.0 %	15.0 %	3	National
03 : Professionals	National	1	0	0.0 %	31.4 %	0	0
2171 : Information systems analysts and consultants	National	1	0	0.0 %	31.4 %	0	0
05 : Supervisors	Edmonton	2	0	0.0 %	21.6 %	0	0
06 : Supervisors: Crafts and Trades	Edmonton	2	0	0.0 %	21.6 %	0	0
7301 : Contractors and supervisors, mechanic trades	Alberta	5	0	0.0 %	3.9 %	0	0
08 : Skilled Sales and Service Personnel	Alberta	19	0	0.0 %	10.9 %	2	-2
6221 : Technical sales specialists - wholesale trade	Alberta	18	0	0.0 %	11.3 %	2	-2
6221 : Technical sales specialists - wholesale trade	Saskatchewan	1	0	0.0 %	2.7 %	0	0
09 : Skilled Crafts and Trades Workers	Alberta	65	6	9.2 %	13.0 %	8	-2
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	65	6	9.2 %	13.0 %	8	-2
10 : Clerical Personnel	Alta. less CMAs	50	1	2.0 %	14.0 %	7	-6
Employment Equity Occupational Group	Alta. less CMAs	13	0	0.0 %	4.2 %	1	-1
Employment Equity Occupational Group	Edmonton	37	1	2.7 %	17.5 %	6	-5
11 : Intermediate Sales and Service Personnel	Alta. less CMAs	13	0	0.0 %	22.0 %	3	-3
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	6.7 %	0	0
Employment Equity Occupational Group	Edmonton	11	0	0.0 %	24.8 %	3	-3
12 : Semi-Skilled Manual Workers	Alta. less CMAs	16	0	0.0 %	17.7 %	3	-3
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	4.3 %	0	0
Employment Equity Occupational Group	Edmonton	12	0	0.0 %	22.3 %	3	-3
Employment Equity Occupational Group	Sask. less CMA	1	0	0.0 %	2.1 %	0	0

Workforce Analysis - Detailed Report

Date: 2018-09-24

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location		Members of Visible Minorities		Gap	Recruitment Area
	All Employees	Representation	Availability			
	#	%	#	%	#	
Total	197	3.5 %	27	14.0 %	-20	

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: 2018-09-24

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities		Availability #	Gap #	Recruitment Area	
			Representation #	%				
01/02 : Managers	National	26	1	3.8 %	4.3 %	1	0	National
03 : Professionals	National	1	0	0.0 %	3.8 %	0	0	National
05 : Supervisors	National	2	1	50.0 %	13.9 %	0	1	National
06 : Supervisors: Crafts and Trades	National	5	0	0.0 %	7.8 %	0	0	National
08 : Skilled Sales and Service Personnel	National	19	0	0.0 %	3.5 %	1	-1	National
09 : Skilled Crafts and Trades Workers	National	65	2	3.1 %	3.8 %	2	0	National
10 : Clerical Personnel	National	50	1	2.0 %	7.0 %	4	-3	National
11 : Intermediate Sales and Service Personnel	National	13	1	7.7 %	5.6 %	1	0	National
12 : Semi-Skilled Manual Workers	National	16	1	6.3 %	4.8 %	1	0	National
Total		197	7	3.6 %	5.1 %	10	-3	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-09-24

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
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2018-09-24

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Workplace Equity Information Management System - Diamond International Trucks Ltd.

Workforce Analysis - Summary Report

Date: 2018-09-24

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	8	0	0.0 %	27.4 %	2	-2
02 : Middle and Other Managers	18	4	22.2 %	38.9 %	7	-3
03 : Professionals	1	0	0.0 %	28.3 %	0	0
05 : Supervisors	2	2	100.0 %	56.2 %	1	1
06 : Supervisors: Crafts and Trades	5	0	0.0 %	5.9 %	0	0
08 : Skilled Sales and Service Personnel	19	4	21.1 %	20.9 %	4	0
09 : Skilled Crafts and Trades Workers	65	0	0.0 %	2.2 %	1	-1
10 : Clerical Personnel	50	24	48.0 %	71.9 %	36	-12
11 : Intermediate Sales and Service Personnel	13	7	53.8 %	68.1 %	9	-2
12 : Semi-Skilled Manual Workers	16	6	37.5 %	16.2 %	3	3
Total	197	47	23.9 %	32.3 %	63	-16

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-24

Employment Equity Occupational Group	Aboriginal Peoples				Gap #
	All Employees #	Representation #	Availability %	Representation %	
01 : Senior Managers	8	0	2.9 %	0.0 %	0
02 : Middle and Other Managers	18	0	2.2 %	0.0 %	0
03 : Professionals	1	0	1.1 %	0.0 %	0
05 : Supervisors	2	0	4.6 %	0.0 %	0
06 : Supervisors: Crafts and Trades	5	0	2.7 %	0.0 %	0
08 : Skilled Sales and Service Personnel	19	0	2.3 %	0.0 %	0
09 : Skilled Crafts and Trades Workers	65	2	4.3 %	3.1 %	-1
10 : Clerical Personnel	50	3	5.8 %	6.0 %	0
11 : Intermediate Sales and Service Personnel	13	0	5.2 %	0.0 %	-1
12 : Semi-Skilled Manual Workers	16	3	6.5 %	18.8 %	2
Total	197	8	4.4 %	4.1 %	0

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-24

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	Representation #	%	Availability #	%	
01 : Senior Managers	8	0.0 %	0	0.0 %	1	10.1 %	-1
02 : Middle and Other Managers	18	0.0 %	0	0.0 %	3	15.0 %	-3
03 : Professionals	1	0.0 %	0	0.0 %	0	31.4 %	0
05 : Supervisors	2	0.0 %	0	0.0 %	0	21.6 %	0
06 : Supervisors: Crafts and Trades	5	0.0 %	0	0.0 %	0	3.9 %	0
08 : Skilled Sales and Service Personnel	19	0.0 %	0	0.0 %	2	10.9 %	-2
09 : Skilled Crafts and Trades Workers	65	9.2 %	6	9.2 %	8	13.0 %	-2
10 : Clerical Personnel	50	2.0 %	1	2.0 %	7	14.0 %	-6
11 : Intermediate Sales and Service Personnel	13	0.0 %	0	0.0 %	3	22.0 %	-3
12 : Semi-Skilled Manual Workers	16	0.0 %	0	0.0 %	3	17.7 %	-3
Total	197	3.5 %	7	14.0 %	27	14.0 %	-20

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-09-24

Persons with Disabilities

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Availability	Gap
	#	%	#	%		
01/02 : Managers	26	3.8 %	1	4.3 %	1	0
03 : Professionals	1	0.0 %	0	3.8 %	0	0
05 : Supervisors	2	50.0 %	1	13.9 %	0	1
06 : Supervisors: Crafts and Trades	5	0.0 %	0	7.8 %	0	0
08 : Skilled Sales and Service Personnel	19	0.0 %	0	3.5 %	1	-1
09 : Skilled Crafts and Trades Workers	65	3.1 %	2	3.8 %	2	0
10 : Clerical Personnel	50	2.0 %	1	7.0 %	4	-3
11 : Intermediate Sales and Service Personnel	13	7.7 %	1	5.6 %	1	0
12 : Semi-Skilled Manual Workers	16	6.3 %	1	4.8 %	1	0
Total	197	3.6 %	7	5.1 %	10	-3

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-09-24

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
05 : Supervisors	EEOG	CMA
06 : Supervisors: Crafts and Trades	NOC	Provincial
08 : Skilled Sales and Service Personnel	NOC	Provincial
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2018-09-24

WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
05 : Supervisors	EEOG	National
06 : Supervisors: Crafts and Trades	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
Diamond International Truck
2018-09-24

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	2	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	9	24

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
01	Senior Managers	8	0	10.1
02	Middle & Other Managers	20	0	15.0
03	Professionals	1	0	31.4
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	1	0	21.6
06	Supervisors: Crafts & Trades	5	0	3.9
07	Administrative & Senior Clerical Personnel	0	0	0.0
08	Skilled Sales & Service Personnel	17	5	11.3
09	Skilled Crafts & Trades Workers	77	0	13.0
10	Clerical Personnel	60	1	12.8
11	Intermediate Sales & Service Personnel	19	0	18.1
12	Semi-Skilled Manual Workers	14	0	18.5
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		222	6	13.6

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
		#	#	%
		8	0	10.1
		18	0	15.0
		1	0	31.4
		0	0	0.0
		2	0	21.6
		5	0	3.9
		0	0	0.0
		19	0	10.9
		65	6	13.0
		50	1	14.0
		13	0	22.0
		16	0	17.7
		0	0	0.0
		0	0	0.0
Total		197	7	14.0

*** Source:**
 SELF IDENTIFICATION QUESTIONNAIRE

*** Source:**
 SELF IDENTIFICATION QUESTIONNAIRE

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond International Truck

43367

Start Date of Flow Data		
YYYY	MM	DD
2016	1	1

End Date of Flow Data		
YYYY	MM	DD
2018	9	23

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

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Data from Form 6 - Employees Terminated

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Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	9	2	0	0
09 Skilled Crafts & Trades Workers	17	0	0	0
10 Clerical Personnel	17	13	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	7	2	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	53	18	0	0

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	0	0	0	0
	1	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
	6	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
Total	8	0	0	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	0	0	0	0
	2	0	0	0
	1	1	0	0
	0	0	0	0
	0	0	0	0
	2	0	0	0
	0	0	0	0
	7	0	0	0
	32	0	0	0
	28	13	1	1
	7	6	0	0
	6	1	1	0
	0	0	0	0
	0	0	0	0
Total	85	21	2	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond International Truck

43367

Start Date of Flow Data		
YYYY	MM	DD
2016	1	1

End Date of Flow Data		
YYYY	MM	DD
2018	9	23

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	9	0	0	0
09 Skilled Crafts & Trades Workers	17	1	0	0
10 Clerical Personnel	17	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	7	2	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	53	3	0	0

Data from Form 5 - Employees Promoted

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Table 6: Aboriginal Peoples

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	1	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	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	6	1	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	8	1	0	0

Data from Form 6 - Employees Terminated

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Table 10: Aboriginal Peoples

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

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	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	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	7	0	0	0
09 Skilled Crafts & Trades Workers	32	1	0	0
10 Clerical Personnel	28	2	1	0
11 Intermediate Sales & Service Personnel	7	1	0	0
12 Semi-Skilled Manual Workers	6	0	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	85	4	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond International Truck

43367

Start Date of Flow Data		
YYYY	MM	DD
2016	1	1

End Date of Flow Data		
YYYY	MM	DD
2018	9	23

Data from Form 4 - Employees Hired

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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	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	9	0	0	0
09 Skilled Crafts & Trades Workers	17	1	0	0
10 Clerical Personnel	17	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	7	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	53	2	0	0

Data from Form 5 - Employees Promoted

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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	1	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	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	6	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	8	0	0	0

Data from Form 6 - Employees Terminated

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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	0	0	0	0
02 Middle & Other Managers	2	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	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	7	0	0	0
09 Skilled Crafts & Trades Workers	32	0	0	0
10 Clerical Personnel	28	2	1	0
11 Intermediate Sales & Service Personnel	7	1	0	0
12 Semi-Skilled Manual Workers	6	0	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	85	3	2	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Diamond International Truck

43367

Start Date of Flow Data		
YYYY	MM	DD
2016	1	1

End Date of Flow Data		
YYYY	MM	DD
2018	9	23

Data from Form 4 - Employees Hired

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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	0	0	0	0
02 Middle & Other Managers	0	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	9	0	0	0
09 Skilled Crafts & Trades Workers	17	3	0	0
10 Clerical Personnel	17	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	7	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	53	4	0	0

Data from Form 5 - Employees Promoted

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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	1	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	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	6	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	8	0	0	0

Data from Form 6 - Employees Terminated

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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	0	0	0	0
02 Middle & Other Managers	2	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	2	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	7	0	0	0
09 Skilled Crafts & Trades Workers	32	3	0	0
10 Clerical Personnel	28	1	1	0
11 Intermediate Sales & Service Personnel	7	0	0	0
12 Semi-Skilled Manual Workers	6	0	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	85	4	2	0

Federal Contractors Program Achievement Report

Part 3: Goals

Diamond International Truck

43367

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2016
	2016-2-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-2-10	Annually	Over 3 Years	2016	2019	%	#	#	%	%			
	#	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%		
01 Senior Managers	8	0.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	2	0	1.0%	27.4%	-2	-2	0.0%	0.0%	
02 Middle & Other Managers	20	-3.5%	1.0%	1	10.5%	1.0%	1	2	4	1.0%	0	4	0	1.0%	38.9%	-4	-4	20.0%	19.0%	
03 Professionals	1	0.0%	-1.0%	0	100.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	28.3%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	1	26.0%	1.0%	0	0.0%	1.0%	0	0	1	1.0%	0	0	0	1.0%	56.2%	0	0	100.0%	100.0%	
06 Supervisors: Crafts & Trades	5	0.0%	0	0	40.0%	0	0	0	0	0.0%	0	0	0	0.0%	5.9%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	17	3.8%	-2.0%	-1	38.9%	1.0%	1	0	2	1.0%	0	1	0	1.0%	20.5%	-1	-1	11.8%	12.5%	
09 Skilled Crafts & Trades	77	-5.5%	1.0%	2	45.1%	2.0%	5	7	0	2.0%	0	2	0	1.0%	2.2%	-2	-2	0.0%	0.0%	
10 Clerical Personnel	60	-5.9%	-1.0%	-2	52.7%	-1.0%	-2	-4	24	-1.0%	-1	17	0	1.0%	72.4%	-19	-17	40.0%	43.1%	
11 Intermediate Sales & Service	19	-11.9%	-2.0%	-1	43.8%	-1.0%	-1	-2	12	-1.0%	0	1	0	1.0%	69.7%	-1	-1	63.2%	66.7%	
12 Semi-Skilled Manual	14	4.6%	-1.0%	0	46.7%	-1.0%	0	0	4	-1.0%	0	-2	0	1.0%	16.1%	2	2	28.6%	28.6%	
13 Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	222	-3.9%		0	41.5%		0	0	47	0.0%	0	28	0		33.9%	-28	-28	21.2%	21.2%	

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	1.0	0	1.0	
02 Middle & Other Managers	0	1.0	0	2.0	
03 Professionals	0	1.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	1.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	1.0	0	1.0	
09 Skilled Crafts & Trades	0	1.0	0	1.0	
10 Clerical Personnel	0	1.0	0	0.0	
11 Intermediate Sales & Service	0	1.0	0	0.0	
12 Semi-Skilled Manual	0	1.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2016-2-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-2-10	Annually	Over 3 Years	2016	2019								
	#	%	%	#	%	%	#	#	%	%	#	%								
01 Senior Managers	8	0.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	20	-3.5%	1.0%	1	10.5%	1.0%	1	2	0	1.0%	0	0	0	1.0%	2.2%	0	0	0.0%	0.0%	
03 Professionals	1	0.0%	-1.0%	0	100.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	1.1%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	1	26.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	4.6%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	5	0.0%		0	40.0%		0	0	0	0.0%	0	0	0		2.7%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	17	3.8%	-2.0%	-1	38.9%	1.0%	1	0	0	1.0%	0	0	0	1.0%	2.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	77	-5.5%	1.0%	2	45.1%	2.0%	5	7	2	2.0%	0	1	0	1.0%	4.3%	-1	-1	2.6%	2.5%	
10 Clerical Personnel	60	-5.9%	-1.0%	-2	52.7%	-1.0%	-2	-4	5	-1.0%	0	-1	0	1.0%	6.1%	1	1	8.3%	8.6%	
11 Intermediate Sales & Service	19	-11.9%	-2.0%	-1	43.8%	-1.0%	-1	-2	1	-1.0%	0	0	0	1.0%	5.8%	0	0	5.3%	5.6%	
12 Semi-Skilled Manual	14	4.6%	-1.0%	0	46.7%	-1.0%	0	0	0	-1.0%	0	0	0	1.0%	6.2%	0	0	7.1%	7.1%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	1	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	222	-3.9%		0	41.5%		0	0	9	0.0%	0	1	0		4.6%	-1	-1	4.1%	4.1%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	1.0	0	0.0	
02 Middle & Other Managers	0	1.0	0	0.0	
03 Professionals	0	1.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	1.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	1.0	0	0.0	
09 Skilled Crafts & Trades	0	1.0	0	0.0	
10 Clerical Personnel	0	1.0	0	0.0	
11 Intermediate Sales & Service	0	1.0	0	0.0	
12 Semi-Skilled Manual	0	1.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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Data for First/Previous Goals

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

Table 5: Persons with Disabilities

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	YYYY-MM-DD	Annually	Over 3 Years	2016	2019	%	#	#	%	%		
		2016-2-10	%	%	#	%	%	#	#	%	%	#	%	%	%	#	#	%	%	
01/02 Managers	28	-1.7%	1.0%	1	5.3%	1.0%	1	2	1	1.0%	0	0	0	1.0%	4.3%	0	0	3.6%	3.4%	
03 Professionals	1	0.0%	1.0%	0	100.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	3.8%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%	-1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	1	26.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	-1	0	13.9%	1	1	100.0%	100.0%		
06 Supervisors: Crafts & Trades	5	0.0%	1.0%	0	40.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	7.8%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	17	3.8%	0.0%	0	38.9%	0.0%	0	0	0	0.0%	0	1	0	3.5%	-1	-1	0.0%	0.0%		
09 Skilled Crafts & Trades	77	-5.5%	-2.0%	-5	45.1%	1.0%	2	-3	1	1.0%	0	2	0	1.0%	3.8%	-2	-2	1.3%	1.4%	
10 Clerical Personnel	60	-5.9%	1.0%	2	52.7%	2.0%	4	6	1	2.0%	0	3	0	1.0%	7.0%	-3	-3	1.7%	1.6%	
11 Intermediate Sales & Service	19	-11.9%	-1.0%	-1	43.8%	-1.0%	-1	-2	2	-1.0%	0	-1	0	1.0%	5.6%	1	1	10.5%	11.1%	
12 Semi-Skilled Manual	14	4.6%	-2.0%	-1	46.7%	-1.0%	0	-1	1	-1.0%	0	0	0	1.0%	4.8%	0	0	7.1%	7.7%	
13 Other Sales & Service	0	0.0%	-1.0%	0	0.0%	-1.0%	0	0	0	-1.0%	0	0	0	1.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	222	-3.9%		0	41.5%		0	0	7	0.0%	0	4	0		5.1%	-4	-4	3.2%	3.2%	

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	0	1.0	0	0.0	
03 Professionals	0	1.0	0	0.0	
04 Semi-Professionals & Tech	0	1.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	1.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	1	1.0	
09 Skilled Crafts & Trades	0	1.0	0	1.0	
10 Clerical Personnel	0	1.0	0	2.0	
11 Intermediate Sales & Service	0	1.0	0	0.0	
12 Semi-Skilled Manual	0	1.0	0	0.0	
13 Other Sales & Service	0	1.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	All Employees										Members of Visible Minorities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2016
	2016-2-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-2-10	Annually	Over 3 Years	Annually	Over 3 Years	2016	2019	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	8	0.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	1.0%	10.1%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	20	-3.5%	1.0%	1	10.5%	1.0%	1	2	0	1.0%	0	3	0	1.0%	15.0%	-3	-3	0.0%	0.0%	
03 Professionals	1	0.0%	-1.0%	0	100.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	31.4%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	1	26.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	21.6%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	5	0.0%	0	0	40.0%	0	0	0	0	0.0%	0	0	0	0.0%	3.9%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	17	3.8%	-2.0%	-1	38.9%	1.0%	1	0	5	1.0%	0	-3	0	1.0%	11.3%	3	3	29.4%	31.3%	
09 Skilled Crafts & Trades	77	-5.5%	1.0%	2	45.1%	2.0%	5	7	0	2.0%	0	10	0	1.0%	13.0%	-10	-10	0.0%	0.0%	
10 Clerical Personnel	60	-5.9%	-1.0%	-2	52.7%	-1.0%	-2	-4	1	-1.0%	0	6	0	1.0%	12.8%	-7	-6	1.7%	1.7%	
11 Intermediate Sales & Service	19	-11.9%	-2.0%	-1	43.8%	-1.0%	-1	-2	0	-1.0%	0	3	0	1.0%	18.1%	-3	-3	0.0%	0.0%	
12 Semi-Skilled Manual	14	4.6%	-1.0%	0	46.7%	-1.0%	0	0	0	-1.0%	0	3	0	1.0%	18.5%	-3	-3	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0	0	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	222	-3.9%	0	0	41.5%	0	0	0	6	0.0%	0	24	0	0	13.6%	-24	-24	2.7%	2.7%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	1.0	0	1.0	
02 Middle & Other Managers	0	1.0	0	2.0	
03 Professionals	0	1.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	1.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	1.0	0	1.0	
09 Skilled Crafts & Trades	0	1.0	0	3.0	
10 Clerical Personnel	0	1.0	0	4.0	
11 Intermediate Sales & Service	0	1.0	0	2.0	
12 Semi-Skilled Manual	0	1.0	0	2.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report
 Part 3: Goals

003204

Diamond International Truck

43367

I4	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report
Part 3: Goals

Diamond International Truck

43367

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women							
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	Actual	Projected	From - To	From - To	%	%	#	#	%	%	#	#	%	%
01 Senior Managers	8	0	0.0%	1.0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27.4%	-2	-2	0.0%	0.0%	-2	-2	0.0%	0.0%
02 Middle & Other Managers	18	1	-3.5%	2.0%	10.5%	1.0%	1	2	4	4	1.0%	0	3	0	0	0	0	0	38.9%	-3	-3	22.2%	21.1%	-3	-3	0.0%	0.0%	
03 Professionals	1	0	0.0%	1.0%	100.0%	1.0%	0	0	0	0	1.0%	0	0	0	0	0	0	0	28.3%	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0	0.0%	1.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	56.2%	1	1	100.0%	100.0%	1	1	0.0%	0.0%
05 Supervisors	2	0	26.0%	1.0%	0	0	0	0	2	2	1.0%	0	-1	0	0	0	0	0	5.9%	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	5	0	0.0%	1.0%	40.0%	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	0	0.0%	0.0%
07 Administrative & Sr Clerical	0	0	0.0%	1.0%	0	0	0	0	0	0	0.0%	0	0	0	0	0	0	0	0.0%	20.9%	0	0	0.0%	21.1%	0	0	0.0%	0.0%
08 Skilled Sales & Service	19	1	3.8%	1.0%	38.9%	1.0%	1	2	4	4	1.0%	0	0	0	0	0	0	0	2.2%	-1	-1	0.0%	0.0%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	65	4	-5.5%	2.0%	45.1%	1.0%	2	6	0	0	1.0%	0	2	0	0	0	0	0	71.9%	-12	-12	48.0%	44.2%	-12	-12	53.8%	53.8%	
10 Clerical Personnel	50	2	-5.9%	1.0%	52.7%	1.0%	2	4	24	7	1.0%	1	14	0	0	0	0	0	68.1%	-2	-2	31.3%	31.3%	-2	-2	31.3%	31.3%	
11 Intermediate Sales & Service	13	0	-11.9%	1.0%	43.8%	1.0%	0	0	0	0	1.0%	0	-2	0	0	0	0	0	16.2%	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	16	0	4.6%	1.0%	46.7%	1.0%	0	0	5	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%
13 Other Sales & Service	0	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%	0.0%	0	0	0.0%	0.0%
14 Other Manual Workers	0	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%	0.0%	0	0	0.0%	0.0%
Total	197	0	-3.9%	1.0%	41.5%	1.0%	0	0	0	46	0.0%	0	18	0	0	0	0	0	32.3%	-18	-18	23.4%	23.4%	-18	-18	23.4%	23.4%	

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	1.0	1.0	
02 Middle & Other Managers	1.0	1.0	
03 Professionals	1.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	1.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	1.0	0.0	
09 Skilled Crafts & Trades	1.0	1.0	
10 Clerical Personnel	1.0	1.0	
11 Intermediate Sales & Service	1.0	1.0	
12 Semi-Skilled Manual	1.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Diamond International Truck

43367

Total		0.0	0.0
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Federal Contractors Program Achievement Report
Part 3: Goals

Diamond International Truck
43367

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2018						2021
		Annual %	Annual %	#	Annual %	Annual %	#			Annual %	Annual %	#		%	%						%
01 Senior Managers	8	0.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	0	1.0%	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	18	-3.5%	1.0%	1	10.5%	1.0%	1	2	0	1.0%	0	0	0	0	1.0%	2.2%	0	0	0.0%	0.0%	
03 Professionals	1	0.0%	1.0%	0	100.0%	1.0%	0	0	0	1.0%	0	0	0	0	1.0%	1.1%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0		0.0%	0	0	#DIV/0!	0.0%	
05 Supervisors	2	26.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	0	1.0%	4.6%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	5	0.0%		0	40.0%		0	0	0	0.0%	0	0	0	0		2.7%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0		0.0%	0	0	#DIV/0!	0.0%	
08 Skilled Sales & Service	19	3.8%	1.0%	1	38.9%	1.0%	1	2	0	1.0%	0	0	0	0	1.0%	2.3%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	65	-5.5%	1.0%	2	45.1%	1.0%	2	4	2	1.0%	0	0	1	0	1.0%	4.3%	-1	-1	3.1%	3.0%	
10 Clerical Personnel	50	-5.9%	1.0%	2	52.7%	1.0%	2	4	3	1.0%	0	0	0	0	1.0%	5.8%	0	0	6.0%	5.8%	
11 Intermediate Sales & Service	13	-11.9%	1.0%	0	43.8%	1.0%	0	0	0	1.0%	0	0	1	0	1.0%	5.2%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	16	4.6%	1.0%	0	46.7%	1.0%	0	3	3	1.0%	0	0	-2	0	1.0%	6.5%	2	2	18.8%	18.8%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	197	-3.9%		0	41.5%		0	0	8	0.0%	0	0	1	0		4.4%	-1	-1	4.1%	4.1%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	1.0	0.0	
02 Middle & Other Managers	1.0	0.0	
03 Professionals	1.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	1.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	1.0	0.0	
09 Skilled Crafts & Trades	1.0	1.0	
10 Clerical Personnel	1.0	0.0	
11 Intermediate Sales & Service	1.0	1.0	
12 Semi-Skilled Manual	1.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

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Part 3: Goals

Diamond International Truck

43367

Total		0.0	0.0
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Federal Contractors Program Achievement Report
Part 3: Goals

Diamond International Truck
43367

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Number YYYY-MM-DD 2018-9-24	All Employees						Subsequent/Current Short-term Goals						Persons with Disabilities							
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Turnover (Replacement of Terminated Employees)			Hires Over 3 Years			3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Required Over 3 Years	From - To YYYY - YYYY	2018	2021	%	#					
01/02 Managers	26	-1.7%	1.0%	1	3.3%	1.0%	1	2	1	1.0%	0	0	0	0	1.0%	4.3%	0	0	3.8%	3.7%	
03 Professionals	1	0.0%	1.0%	0	100.0%	1.0%	0	0	0	1.0%	0	0	0	0	1.0%	3.8%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.0%	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	2	26.0%	1.0%	0	0.0%	1.0%	0	0	0	0.0%	0	0	-1	0	13.9%	7.8%	1	1	50.0%	50.0%	
06 Supervisors: Crafts & Trades	5	0.0%	1.0%	0	40.0%	1.0%	0	0	0	1.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	19	0.0%	3.8%	0	0.0%	3.8%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	65	-5.5%	1.0%	2	45.1%	1.0%	2	4	4	1.0%	0	0	1	0	3.5%	3.8%	-1	-1	0.0%	0.0%	
09 Clerical Personnel	50	-5.9%	1.0%	2	52.7%	1.0%	2	4	1	1.0%	0	0	3	0	7.0%	7.0%	-3	-3	2.0%	1.9%	
10 Intermediate Sales & Service	13	-11.9%	1.0%	0	43.8%	1.0%	0	0	0	1.0%	0	0	0	0	5.6%	5.6%	0	0	7.7%	7.7%	
11 Semi-Skilled Manual	16	4.6%	1.0%	0	46.7%	1.0%	0	0	1	1.0%	0	0	0	0	4.8%	4.8%	0	0	6.3%	6.3%	
12 Other Sales & Service	0	0.0%	1.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	197	-3.9%	1.0%	0	41.5%	1.0%	0	0	0	0.0%	0	0	3	0	5.1%	5.1%	-3	-3	3.6%	3.6%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)³ - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2 x 100.

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	1.0	0.0	
03 Professionals	1.0	0.0	
04 Semi-Professionals & Tech	1.0	0.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	1.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	1.0	1.0	
10 Clerical Personnel	1.0	1.0	
11 Intermediate Sales & Service	1.0	0.0	
12 Semi-Skilled Manual	1.0	0.0	
13 Other Sales & Service	1.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report
Part 3: Goals
Diamond International Truck
43367

003210

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Occupational Group (EOC)	Number	All Employees						Subsequent/Current Short-term Goals						Members of Visible Minorities							
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Turnover (Replacement of Terminated Employees)			Turnover (Replacement of Terminated Employees)			3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	From - To							
01 Senior Managers	8	0.0%	1.0%	0	0.0%	1.0%	0	0	0	0	1.0%	0	0	0	1.0%	10.1%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	18	-3.5%	1.0%	1	10.5%	1.0%	1	2	0	0	1.0%	0	0	0	1.0%	15.0%	-3	-3	0.0%	0.0%	
03 Professionals	1	0.0%	1.0%	0	100.0%	1.0%	0	0	0	0	1.0%	0	0	0	1.0%	31.4%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%	1.0%	0	0.0%	1.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
05 Supervisors	2	26.0%	1.0%	0	0.0%	1.0%	0	0	0	0	1.0%	0	0	0	1.0%	21.6%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	5	0.0%	1.0%	0	40.0%	1.0%	0	0	0	0	0.0%	0	0	0	0.0%	3.9%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%	1.0%	0	0.0%	1.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
08 Skilled Sales & Service	19	3.8%	1.0%	1	38.9%	1.0%	1	2	0	0	1.0%	0	0	0	1.0%	10.9%	-2	-2	0.0%	0.0%	
09 Skilled Crafts & Trades	65	-5.5%	1.0%	2	45.1%	1.0%	2	4	1	6	1.0%	0	0	0	1.0%	13.0%	-2	-3	9.2%	9.0%	
10 Clerical Personnel	50	-5.9%	1.0%	2	52.7%	1.0%	2	4	1	1	1.0%	0	0	0	1.0%	14.0%	-6	-6	2.0%	1.9%	
11 Intermediate Sales & Service	13	-11.9%	1.0%	0	43.8%	1.0%	0	0	0	0	1.0%	0	0	0	1.0%	22.0%	-3	-3	0.0%	0.0%	
12 Semi-Skilled Manual	16	4.6%	1.0%	0	46.7%	1.0%	0	0	0	0	1.0%	0	0	0	1.0%	17.7%	-3	-3	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	1.0%	0	0.0%	1.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	1.0%	0	0.0%	1.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	197	-3.9%	1.0%	0	41.5%	1.0%	0	0	0	7	0.0%	0	0	0	0.0%	14.0%	-21	-21	3.6%	3.6%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis) ÷ Previous number of employees from Workforce Analysis)^{1/3} - 1 x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOC)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	1.0	1.0	
02 Middle & Other Managers	1.0	1.0	
03 Professionals	1.0	0.0	
04 Semi-Professionals & Tech	0.0	0.0	
05 Supervisors	1.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	0.0	0.0	
08 Skilled Sales & Service	1.0	1.0	
09 Skilled Crafts & Trades	1.0	1.0	
10 Clerical Personnel	1.0	1.0	
11 Intermediate Sales & Service	1.0	1.0	
12 Semi-Skilled Manual	1.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

003211

Part 3: Goals

Diamond International Truck

43367

Total		0.0	0.0
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Federal Contractors Program Achievement Report
Part 4: Results - Women
Diamond International Truck

003212

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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																							
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce 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	
Data sources:																							↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓			
Employment Equity (EEOG)																							Workforce Analysis										Hires					Flow Data Analysis					Terminations				
																							Workforce					Hires					Promotions					Terminations									
																							Women					Women					Women					Women									
																							All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #				
																							#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
01	Senior Managers	2016	8	0.0	27.4	2	-2	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0																									
		2018	8	0.0	27.4	2	-2	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0																									
02	Middle & Other Managers	2016	20	4.0	38.9	8	-4	51.4	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0																										
		2018	18	4.4	38.9	7	-3	57.1	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0																										
03	Professionals	2016	1	0.0	28.3	0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0																										
		2018	1	0.0	28.3	0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0																										
04	Semi-Professionals & Technicians	2016	0	0.0	0.0	0	0	0.0	0	0.0	1	100.0	0	0	0.0	0	0	0	0	0.0	0																										
		2018	0	0.0	0.0	0	0	0.0	0	0.0	1	100.0	0	0	0.0	0	0	0	0	0.0	0																										
05	Supervisors	2016	1	1.0	56.2	1	0	177.9	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0																										
		2018	2	2.0	56.2	1	1	177.9	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0																										
06	Supervisors: Crafts & Trades	2016	5	0.0	5.9	0	0	0.0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0.0	0																										
		2018	5	0.0	5.9	0	0	0.0	0	0.0	2	0.0	0	0	0.0	0	0	0	0	0.0	0																										

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; E + D x 100; Part 3: Goals; E - G x 100; Part 3: Goals; E + H x 100; Part 3: Goals; E + K x 100; Part 3: Goals; E + M x 100; Part 3: Goals

Occupational Group (EEOG)	Year	New Entrants		Short-term Goals				Long-term Goals				Comments	
		All Employees	Women	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met		
01	Senior Managers	2018	0	0.0	0	0.0	1.0	0.0	0	0.0	1.0	0.0	
		2021	0	0.0	0	0.0	1.0	0.0	0	0.0	1.0	0.0	
02	Middle & Other Managers	2018	-1	0.0	0	0.0	1.0	0.0	0	0.0	2.0	0.0	
		2021	-1	0.0	0	0.0	1.0	0.0	0	0.0	1.0	0.0	
03	Professionals	2018	-1	100.0	0	0.0	1.0	10,000.0	0	0.0	0	0.0	
		2021	-1	100.0	0	0.0	1.0	10,000.0	0	0.0	0	0.0	
04	Semi-Professionals & Technicians	2018	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
05	Supervisors	2018	1	0.0	0	0.0	1.0	0.0	0	0.0	0.0	0.0	
		2021	1	0.0	0	0.0	1.0	0.0	0	0.0	0.0	0.0	
06	Supervisors: Crafts & Trades	2018	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2021	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
Diamond International Truck

003217

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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																				
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 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 F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100
Workforce Analysis																																												
Employment Equity Occupational Group (EEOG)		Year	Workforce										Hires					Flow Data Analysis					Terminations																					
			All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples																	
		#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%												
13	Other Sales & Service Personnel	2016	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0												
		2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0												
14	Other Manual Workers	2016	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0												
		2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0												
Total		2016	222	9.3	4.1	4.6	10	-1	88.1	53	3	5.7			8	1	12.5	0		1		87	4	4.6			4																	
		2018	197	8.3	4.1	4.4	9	-1	92.3	53	3	5.7			8	1	12.5	0		1		87	4	4.6			4																	

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	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13	Other Sales & Service Personnel	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14	Other Manual Workers	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total		2018	-26	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	-26	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Diamond International Truck
43367

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

tough economics in 2016 and 2017 resulted in decreasing staff

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

yes due to tough economics in 2016 and 2017

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Diamond International Trucks Limited

Primary Location: Edmonton, Alberta

Number of Employees: 197

- Alberta - 195
- Saskatchewan - 2

Organization Overview:

NAICS: 4411 – Automobile dealers

Diamond International Trucks Limited is a full-serving dealership serving in Edmonton and Northern Alberta only. They sell both trucks and trailers and provide parts and service for these trucks.

Key Dates – First Year Assessment

Initiated: 2015-10-27
 Received: 2016-02-11
 Closed: 2016-03-08
 WFA: 2016-02-10
 Extension granted: 2016/02-27

Key Dates – Subsequent Assessment

Initiated: 2018-06-29
 Received: 2018-09-28
 WFA: 2018-09-24
 Extension granted: 2018-06-29

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Yes No

Comments:

The period reported on the Achievement report is 2016-02-10 to 2018-09-24. The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

In the previous assessment many gaps were found in different EEOG's in each designated group. In the previous assessment some short and long-term goals were set in percentage format while the goals for others were not set.

Women

01	Senior Managers	Goal not met (0.0% achieved)
02	Middle & Other Managers	Goal not met (0.0% achieved)
08	Skilled Sales & Service Personnel	Goal met (2222.2% achieved)
09	Skilled Crafts & Trades Workers	Goal not met (0.0% achieved)
10	Clerical Personnel	Goal met (7647.1% achieved)
11	Intermediate Sales & Service Personnel	Goal not met (0.0% achieved)

Assessment/Observations

The company had set six goals in percentage format and two were achieved over 80%.

- EEOG 01 - There was no new entrants in this designated group. The market availability is 27.4%. The company had set a goal of hiring / promoting 1.0% and did not hire or promote anyone from this designated group. Thus did not meet the goal.
- EEOG 02 - There was one new entrant and that was not from this designated group. The market availability is 38.9%. The company had set a goal of hiring / promoting 1.0% while they hired / promoted none and thus did not achieve the goal set.
- EEOG 08 - Out of nine new entrants, two were from this designated group in this EEOG. The market availability is 20.5%. The company had set a goal of hiring / promoting 1.0% and they hired / promoted 2.2% and thus they achieved 2222.2% of the goal set.
- EEOG 09 - Out of 23 new entrants, none were from this designated group in this EEOG. The market availability is 2.2%. The company had set a goal of hiring / promoting 1.0% and they hired / promoted none. Thus did not meet the goal set.
- EEOG 10 - Out of 17 new entrants, 13 were from this designated group in this EEOG. The market availability is 72.4%. The company had set a goal of hiring / promoting 1.0% and they hired / promoted 76.5% and thus they achieved 7647.1% of the goal set.
- EEOG 11 - There was no new entrants in this designated group. The market availability is 69.7%. The company had set a goal of hiring / promoting 1.0% and did not hire or promote anyone from this designated group. Thus did not meet the goal.

Aboriginal Peoples

09	Skilled Crafts & Trades Workers	Goal met (869.6% achieved)
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Assessment/Observations

- EEOG 09 - Out of 23 new entrants, two were Aboriginals. The market availability is 4.3%. The company had set a goal of hiring / promoting 1.0% and they hired / promoted 8.7% and thus they achieved 869.6% of the goal set.

Persons with Disabilities

08	Skilled Sales & Service Personnel	Goal not set
09	Skilled Crafts & Trades Workers	Goal met (434.8% achieved)
10	Clerical Personnel	Goal met (588.2% achieved)

Assessment/Observations

- EEOG 08 - Out of nine new entrants, none persons with disabilities. The market availability is 3.5%. Reasonable effort could not be assessed since no goal was set.
- EEOG 09 - Out of 23 new entrants, one was a person with disabilities. The market availability is 3.8%. The company had set a goal of hiring / promoting 1.0% and they hired or promoted 4.3%. They achieved the goal by 434.8%.
- EEOG 10 - Out of 17 new entrants, one was a person with disabilities. The market availability is 7.0%. The company had set a goal of hiring / promoting 1.0% and they hired / promoted 5.9%. They achieved the goal by 588.2%.

Members of Visible Minorities

01	Senior Managers	Goal not met (0.0 % achieved)
02	Middle & Other Managers	Goal not met (0.0 % achieved)
09	Skilled Crafts & Trades Workers	Goal met (1304.3 % achieved)
10	Clerical Personnel	Goal met (588.2 % achieved)
11	Intermediate Sales & Service Personnel	Goal not met (0.0%)
12	Semi-Skilled Manual Workers	Goal not met (0.0%)

Assessment/Observations

- EEOG 01 - There was no new entrants in this designated group. The market availability is 10.1%. The company had set a goal of hiring / promoting 1.0% and did not hire or promote anyone from this designated group. They did not achieve the goal.
- EEOG 02 - There was one new entrant, but that was not from this designated group. The market availability is 15.0%. The company had set a goal of hiring / promoting 1.0% and did not hire or promote anyone from this designated group. They did not achieve the goal.

- EEOG 09 - Out of the 23 new entrants, three were from this designated group in this EEOG. The market availability is 13.0%. The company had set a goal of hiring / promoting 1.0% and by hiring / promoting 13.0%, achieved 1304.3% of the goal.
- EEOG 10 - Out of the 17 new entrants, one was from this designated group. The market availability is 12.8%. The company had set a goal of hiring / promoting 1.0% and they hired or promoted 5.9%. They achieved the goal by 588.2%.
- EEOG 11 - There was no new entrants in this designated group. The market availability is 18.1%. The company had set a goal of hiring / promoting 1.0% and did not hire or promote anyone from this designated group. They did not achieve the goal.
- EEOG 12 - There was 7 new entrants, but none were from this designated group. The market availability is 18.5%. The company had set a goal of hiring / promoting 1.0% and did not hire or promote anyone from this designated group. They did not achieve the goal.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- This assessment covers the data from 2016-02-10 to 2018-09-24. During their initial assessment, the organization had set 15 short and long term goals and seven were achieved above 80%, while no goals were set for one.
- 2016 has been a tough year for The Diamond International Trucks Limited, which resulted in decreasing the staff.

ASSESSMENT OF SHORT-TERM GOALS

- All short and long-term goals are set in numerical and percentage format. For the purpose of this assessment only percentage format will be used.
- All short-term goals are set as per the labour market availability.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%

01	Senior Managers	-2	24.7	24.7	0.0	24.7
02	Middle & Other Managers	-3	38.9	38.9	22.2	38.9
09	Skilled Crafts & Trades	-1	2.2	2.2	0.0	2.2
10	Clerical	-1	50.0	50.0	48.0	71.9

Observations:

- Although availability is higher in EEOG 10, and the short and long-term goal was set at 50.0% in order to avoid segregation and maintain the gender equality in the workforce.
- Besides this instance, all short and long-term goals have been set at market availability.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
09	Skilled Crafts & Trades Personnel	-1	4.3	4.3	3.1	4.3
11	Intermediate Sales & Service Personnel	-1	5.2	502	0.0	5.2

Observations:

Persons with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
08	Skilled Sales & Service Personnel	-1	3.5	3.5	0.0	3.5
10	Clerical Personnel	-3	7.0	7.0	2.0	7.0

Observations:

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years) # or %	(3+ years) # or %	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle & Other Managers	-3	15.0	15.0	0.0	15.0
08	Skilled sales & Service Personnel	-2	10.9	10.9	0.0	10.9
09	Skilled Crafts & Trades Personnel	-2	13.0	13.0	9.2	13.0
10	Clerical Personnel	-6	14.0	14.0	2.0	14.0
11	Intermediate Sales & Service	-3	22.0	22.0	0.0	22.0
12	Semi-Skilled Manual	-3	17.7	17.7	0.0	17.7

Observations:

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances; I recommend that the closing letter include the following:

- Given that Diamond International Trucks Limited has few gaps in designated groups overall, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.

Name of Analyst: Neena Sharan

Date: October 02, 2018

From: [Sharan, Neena N \[NC\]](#) on behalf of EE-EME
Sent: October 23, 2018 1:40 PM
To: 'dmacadam@dit.ca'; 'alecavalier@dit.ca'
Subject: Government of Canada Agreement Number: 090263 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Don Macadam:

I am writing to inform you that the subsequent compliance assessment initiated on March 14, 2018 has been completed. As a result of the assessment, Diamond International Trucks Ltd. has been found to be in compliance with the requirements of the [Federal Contractors Program](#) (FCP) under the [Employment Equity Act](#).

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of the Diamond International Trucks Ltd. employment equity program.

- Given that Diamond International Trucks Ltd. has few gaps in designated groups overall, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on March 14, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, Diamond International Trucks Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Diamond International Trucks Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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

ee-eme@hrsdc-rhdcc.gc.ca



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

From: [Allison Lecavalier](#)
Sent: September 27, 2018 3:56 PM
To: [Sharan, Neena N \[NC\]](#)
Subject: RE: 2nd Compliance documents
Attachments: AchievementReport SEP 2018-2nd compliance- Revised.xlsx

Hello,

Thank you for your email and voicemail. I have made the recommended changes to the short and long term goals. Please let me know if any other corrections are required.

Thanks

Allison Lecavalier | Human Resources Manager
Diamond/Harbour/Bell Group | 17020 – 118 Avenue | Edmonton, AB T5S 1S4
Direct Line: 780-669-4451 | **Cell:**780-717-3921 | **Company Ext:** 4451 |
Email: alecavalier@dit.ca | **Website:** www.dit.ca

From: neena.sharan@labour-travail.gc.ca [mailto:neena.sharan@labour-travail.gc.ca]
Sent: Thursday, September 27, 2018 1:12 PM
To: Allison Lecavalier
Subject: RE: 2nd Compliance documents

Hi Allison,

Thank you sending all the reports and documents required for the 2nd Assessment submission. Upon review of the Achievement report – Goals page, sent by you , I noticed that the all the short term and long term goals where a gap exists has been set much below the market availability . All goals should be set at a minimum to the market availability. The goals need to be set only where there are gaps. All the long term numeric goals are aspirational only and is recommended to be set as per the short term goals or at least minimum to the market availability. I have attached the Achievemnt report for your reference. All the changes are marked in red for your convenience.

I have left you a voice mail concerning the same.

If you have any questions concerning the these goals in the Achievement report then please do not hesitate to contact me.

Regards,

Neena Sharan

Assessment Officer, Programme du travail
Emploi et Développement social Canada / Gouvernement du Canada
neena.sharan@labour-travail.gc.ca / Tél. : 873-396-0405

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

From: Allison Lecavalier [mailto:alecavalier@dit.ca]
Sent: September-27-18 1:42 PM
To: Sharan, Neena N [NC]

Cc: Don Macadam
Subject: 2nd Compliance documents

Hello,

For the Federal Contractors Program for Employment Equity, see attached requested documents for the 2 nd compliance assessment for Employer #090263.

If you have any questions please call or email me.

Thanks

Allison Lecavalier | Human Resources Manager
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