s.19(1)

Labour Program Federal Contractors Program



Agreement to Implement Employment Equity

New Agreement		
Revised Agreement		
ORG	ANIZATION	
Legal Name of Organization		Parent company is located outside Canada
Diamond International Tu	cks Ltd	☐ Yes ☐ No
Operating Name (if different from Legal Name of Organization)		Procurement Rusiness Number
		(Full-Time/Part-Time/Temporary)
Organization's North American Industry Classification System (NAICS) Cod	le N°	To find your organization's NAICS Code Number please
441		visit: http://www.statcan.gc.ca/subjects-sujets/standard- norme/nalcs-scian/2002/naics-scian02l-eng.htm
/ / / .		
Official use only (if information above is incorrect)		paragraph (1997)
The state of the s	endosee la Cened	
HEA	D OFFICE	
Address (building number, street, suite, etc.)	City	Province Postal Code
	Edmon	tan AB 1755-154
17020-118 Ave.	Telephone Number	1 1010
		1/10/202
Name (print)	TEQUITY CONTA	ACT
Allison Lecaualier	Title HMV	n Resources Manager
Telephone Number	E-mail Address	A
700-669-4421	Lateca	valier & dit.ca
CERT	IFICATION	
The above-named organization:		
having a combined workforce of 100 or more permanent full-tim 12 weeks or more in Canada, AND		
 intending to bid on, or being in receipt of, a federal government Supply Arrangement, valued at \$1,000,000 or more (including a 	goods or services (applicable taxes).	contract, standing offer or contract issued under a
Hereby certifies its commitment to implement or maintain employment	ent equity on an on-	going basis, beyond the period of the procurement
instrument, in keeping with the Federal Contractors Program requir please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index	rements. For more i	information on how to implement employment equity
Important note: If an audit of the Agreement to Implement Employ the procurement instrument(s) with the Government of Canada may	ment Equity uncove	ers misrepresentation on the part of the organization,
	NATORY	
NOTE: The signatory must be the Chief Executive Officer OR an a contract on behalf of the organization. Name (print)	Title	an executive position with legal authority to sign a
Telephone Number	F-mail Address	dent (CEO
780-732-4460	do	nacadam Edit.ca
Signature	Date MC	ey 8/14.
RETURN	INSTRUCTIONS	-0
IMPORTANT		
The original copy of the signed Agreement to Implement Er	mployment Equity	form must be sent to the Labour Program fax,
at: (819) 953-8768 or by e-mail at: ee-eme@hredc-rhdcc.gc.	.ca	

Emploi et Social Development Canada Développement social Canada

APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT

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.ge.ea.

 $I, the \ undersigned, on \ behalf \ of \ (legal \ name \ of \ organization) \ \underline{\textbf{Diamond International Trucks } \ Ltd} \ (hereafter \ and \ a$ referred to as "the organization") and (Agreement to Implement Employment Equity number) 090263, agree to the

- 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

Signan

Date: Near 10, 2018

From: Yakibonge, Maurice [NC] May 21, 2018 2:53 PM Sent: 'alecavalier@dit.ca' To: 'dmacadam@dit.ca' Cc:

Extension to Submit Federal Contractors Program Compliance Subject:

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



Iniques: yous au **Forum de l'équité, la diversité et l'inclusion en milieu de travail** (FEDIMS) en ligne, un espace toliauocadi pour employeurs i propèrez-nous un courriel pour vous juindrel poir libre unière **Workplace Equity. Diversity and Inclusion Forum** (VVEDIF), a collaborative space for employers. Send us un email to join!

Diamond International Trucks Ltd. (certificate # 090263)

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)

	1	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		manent ull-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 i	n 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		A	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Membei	s of Visible M	linorities
Salary Range Col. 1	QTR	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	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	2										

Canada

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

Occupational Group Salary Range Col. 1	QTR	Total Col. 2	All Employees Men Col. 3	Women Col. 4	Total Col. 5	Aboriginal Peoples Men Col. 6	Women Col. 7	Pers Total Col. 8	Persons with Disabilities tal Men Wo	abilities Women Col. 10	Members of Visible Minorities Total Men Wome Col. 11 Col. 12 Col. 1	
Senior Managers	4											
Top Range: Under \$5,000	သ											' I
Bottom Range: Under \$5,000	2											I
	_	8	8									I
	Total	8	8									
Middle and Other Managers	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	18	14	4					1			
	Total	18	14	4	-				1	1		
Professionals	4											
Top Range: Under \$5,000	ω											
Bottom Range: Under \$5,000	2											
	1	1	1									
	Total	1	1									
Supervisors	4											
Top Range: Under \$5,000	3											
Bottom Range: Under \$5,000	2											
	1	2		2						1		
	Total	2		2	į					1		

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

	Þ	d Employees	•	Ab	original Peor	oles	Pers	ons with Disa	bilities	Member	rs of Visible N	/linorities
QTR.		Men			Men	Women	Total	Men	Women	Total	Men	Women
	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
4												
3												
2												
_	13	6	7				1		1			
Total	13	6	7				1		1			
4												
3												
2												
_	15	9	6	3	1	2	1		1			
Total	15	9	6	8	1	2	1		1			
	194	147	47	8	4	4	7	3	4	7	7	
	QTR QTR 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total Col. 2 13 13 15	Total Col. 2 13 13 15 194	All Employees Total Men Wome Col. 2 Col. 3 Col. 4 13 6 13 6 15 9 15 9 16 17	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 13 6 7 13 6 7 13 6 7 15 9 6 15 9 6	All Employees Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 13 6 7 13 6 7 13 6 7 15 9 6 15 9 6	All Employees Aboriginal Peoples Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 6 Col. 7 13 6 7 Col. 6 Col. 7 Col. 6 Col. 7 Col. 7 Col. 6 Col. 7 Col. 6 Col. 7 Col. 7 Col. 6 Col. 7 Col. 7 Col. 6 Col. 7 Col. 6 Col. 7 Col. 7 Col. 6 Col. 7 Col. 7 Col. 6 Col. 7 Col	All Employees Aboriginal Peoples Total Men Women Total Men Women Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col 13 6 7 13 6 7 15 9 6 3 1 2 194 147 47 8 4 4	All Employees Aboriginal Peoples Total Men Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col 13 6 7 13 6 7 13 6 7 15 9 6 3 1 2 194 147 47 8 4 4	All Employees Aboriginal Peoples Persons with Disabilities Total Col. 2 Men Col. 3 Women Col. 4 Total Men Col. 5 Women Col. 7 Total Men Col. 7 Women Col. 8 Col. 9 Col. 9 Col. 10 13 6 7 1	All Employees Aboriginal Peoples Persons with Disabilities Total Col. 2 Men Col. 3 Women Col. 4 Total Col. 5 Men Col. 6 Women Col. 7 Total Col. 8 Men Women Col. 9 Women Col. 10 Col. 8 Col. 9 Col. 10 Col. 10	All Employees Aboriginal Peoples Persons with Disabilities Members of Total Men Col. 2 Members of Total Col. 3 Members of Total Col. 6 Members of Total Col. 6 Mem Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col. 8 Col. 9 Col. 10 Col. 11 13 6 7 1 1 1 1 13 6 7 1 1 1 1 13 6 7 1 1 1 1 1 13 6 7 1 <

Form 2 B

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

Diamond International Trucks Ltd. (certificate # 090263)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Saskatchewan

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2	2										
Total Number of Employees	2	2										

Canada

Form 3 A

003167

		All Employees		AI	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	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	2	

Canada	

Form 3 B

003168

Total Number of Employees	Under \$5,000	Salary Range	
_	1	Total Col. 1	
_	1	Men Col. 2	All Employees
		Women Col. 3	
		Total Col. 4	Α
		Men Col. 5	Aboriginal Peoples
		Women Col. 6	es
		Total Col. 7	Pers
		Men Col. 8	Persons with Disabilities
		Women Col. 9	lities
		Total Col. 10	Member
		Men Col. 11	Members of Visible Minorities
		Women Col. 12	norities

Diamond International Trucks Ltd. (certificate # 090263)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Saskatchewan

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

		All Employees	i	Al	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	1	1										·
Total Number of Employees Hired	2	2										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta Reporting Period 2016-01-01 to 2018-09-23

	Semi-Skilled Manual Workers 6 4 2 2	Clerical Personnel 17 4 13	Skilled Crafts and Trades Workers 17 17 1	Skilled Sales and Service Personnel 8 6 2	Supervisors: Crafts and Trades 2 2	Supervisors 1 1	Col. 1 Col. 2 Col. 3	Occupational Group Total Men Women Total	All Employees Abo
2	1		1					Men Women	Aboriginal Peoples
1 2 1	_	1	1				Col. 8	Total Men	Persons with Disabilities
1 4		1	3				Col. 10		
4		_1	<u>ა</u>					Men Women	Members of Visible Minorities

Diamond International Trucks Ltd. (certificate # 090263)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

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

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	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

Canadä

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Alberta

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

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Terminated	2	1	1									

Workplace Equity Information Management System - Diamond International Trucks Ltd.

Workforce Analysis - Detailed Report

Date: 2018-09-24

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		lability	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



Workplace Equity Information Management System - Diamond International Trucks Ltd.

003175

Workforce Analysis - Detailed Report

Date: 2018-09-24

Women

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

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

Total may not equal sum of components due to rounding.

2018-09-24 Page 2 of 9



Workplace Equity Information Management System - Diamond International Trucks Ltd.

Workforce Analysis - Detailed Report

003176

Date: 2018-09-24

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation # %	Aborig entation %	Aboriginal Peoples ion Availability % % #		Gap #	Recruitment Area
01 : Senior Managers	National	8	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	18	0	0.0 %	2.2 %	0	0	National
03 : Professionals		_	0	0.0%	1.1 %	0	0	
2171 : Information systems analysts and consultants	National	_	0	0.0 %	1.1 %	0	0	National
05 : Supervisors		2	0	0.0 %	4.6 %	0	0	
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	4.6 %	0	0	Edmonton
06 : Supervisors: Crafts and Trades		O1	0	0.0 %	2.7 %	0	0	
7301 : Contractors and supervisors, mechanic trades	Alberta	O ₁	0	0.0 %	2.7 %	0	0	Alberta
08 : Skilled Sales and Service Personnel		19	0	0.0 %	2.3 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	18	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Saskatchewan	_	0	0.0 %	8.2 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		65	2	3.1 %	4.3 %	ω	<u>.</u>	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	65	2	3.1 %	4.3 %	З	<u>.</u>	Alberta
10 : Clerical Personnel		50	ω	6.0 %	5.8 %	ω	0	
Employment Equity Occupational Group	Alta. less CMAs	13	_	7.7 %	8.1 %	_	0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	37	2	5.4 %	5.1 %	2	0	Edmonton
11 : Intermediate Sales and Service Personnel		13	0	0.0 %	5.2 %	_	<u>.</u>	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	7.7 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	11	0	0.0 %	4.8 %	1	<u>.</u>	Edmonton
12 : Semi-Skilled Manual Workers		16	ω	18.8 %	6.5 %	<u> </u>	2	
Employment Equity Occupational Group	Alta. less CMAs	ω	0	0.0 %	8.5 %	0	0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	12	ω	25.0 %	5.6 %	<u> </u>	2	Edmonton
Employment Equity Occupational Group	Sask. less CMA	_	0	0.0 %	11.4 %	0	0	Sask. less CMA

- ()

Workplace Equity Information Management System - Diamond International Trucks Ltd.

003177

Workforce Analysis - Detailed Report

Date: 2018-09-24

Aboriginal Peoples

Total	Employment Equity Occupational Group
	Internal Location
197	All Employees #
8	Abo Representation # %
8 4.1 % 4.4 %	Aborigi tation %
4.4 %	Aboriginal Peoples ion Availability % % i
8	bility #
0	Gap #
	Recruitment Area

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

Total may not equal sum of components due to rounding.

Page 4 of 9



- ()

Workplace Equity Information Management System - Diamond International Trucks Ltd.

003178

Workforce Analysis - Detailed Report

Date: 2018-09-24

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members Representation # %	ntation %	Members of Visible Minorities entation Availability % % #	llity Gap # #	Recruitment Area
01 : Senior Managers	National	8	0	0.0 %	10.1%	-	National
02 : Middle and Other Managers	National	18	0	0.0 %	15.0 %	ω -	National
03 : Professionals		_	0	0.0 %	31.4 %	0 0	
2171 : Information systems analysts and consultants	National	_	0	0.0 %	31.4 %	0 0	National
05 : Supervisors		2	0	0.0 %	21.6 %	0 0	
Employment Equity Occupational Group	Edmonton	Ν	0	0.0 %	21.6 %	0 0	Edmonton
06 : Supervisors: Crafts and Trades		5	0	0.0 %	3.9 %	0 0	
7301 : Contractors and supervisors, mechanic trades	Alberta	5	0	0.0 %	3.9 %	0 0	Alberta
08 : Skilled Sales and Service Personnel		19	0	0.0 %	10.9 %	2 -2	
6221 : Technical sales specialists - wholesale trade	Alberta	18	0	0.0 %	11.3 %	2 -2	Alberta
6221 : Technical sales specialists - wholesale trade	Saskatchewan	_	0	0.0 %	2.7 %	0 0	Saskatchewan
09 : Skilled Crafts and Trades Workers		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 %	∞	Alberta
10 : Clerical Personnel		50	<u> </u>	2.0 %	14.0 %	76	
Employment Equity Occupational Group	Alta. less CMAs	13	0	0.0 %	4.2 %	<u> </u>	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	37	<u> </u>	2.7 %	17.5 %	6 -5	Edmonton
11 : Intermediate Sales and Service Personnel		13	0	0.0 %	22.0 %	ω -	
Employment Equity Occupational Group	Alta. less CMAs	2	0	0.0 %	6.7 %	0 0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	11	0	0.0 %	24.8 %	ن -2	Edmonton
12 : Semi-Skilled Manual Workers		16	0	0.0 %	17.7 %	-3	
Employment Equity Occupational Group	Alta. less CMAs	ω	0	0.0 %	4.3 %	0 0	Alta. less CMAs
Employment Equity Occupational Group	Edmonton	12	0	0.0 %	22.3 %	.	Edmonton
Employment Equity Occupational Group	Sask. less CMA	_	0	0.0 %	2.1 %	0 0	Sask. less CMA

Workplace Equity Information Management System - Diamond International Trucks Ltd.

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Workforce Analysis - Detailed Report

Date: 2018-09-24

Members of Visible Minorities

		Memb	Members of Visible Minorities	inorities		
Employment Equity Occupational Group	All Employees	Representation		Availability	Gap	Recruitment Area
	#	#	% %	#	#	
Total	197	7 3.5	3.5 % 14.0 %	27	-20	

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

Total may not equal sum of components due to rounding.

2018-09-24 Page 6 of 9



Workplace Equity Information Management System - Diamond International Trucks Ltd.

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Workforce Analysis - Detailed Report

Date: 2018-09-24

Persons with Disabilities

				Persons	Persons with Disabilities	ies		
Employment Equity Occupational Group	Internal Location	All Employees	Representation	entation	Avail	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	26	_	3.8 %	4.3 %	1	0	National
03 : Professionals	National	<u> </u>	0	0.0 %	3.8 %	0	0	National
05 : Supervisors	National	2	_	50.0 %	13.9 %	0	_	National
06 : Supervisors: Crafts and Trades	National	Oī	0	0.0 %	7.8 %	0	0	National
08 : Skilled Sales and Service Personnel	National	19	0	0.0 %	3.5 %	_	<u>.</u>	National
09 : Skilled Crafts and Trades Workers	National	65	2	3.1 %	3.8 %	2	0	National
10 : Clerical Personnel	National	50	<u> </u>	2.0 %	7.0 %	4	ယ်	National
11 : Intermediate Sales and Service Personnel	National	13	<u> </u>	7.7 %	5.6 %	<u> </u>	0	National
12 : Semi-Skilled Manual Workers	National	16	<u> </u>	6.3 %	4.8 %	<u> </u>	0	National
Total		197	7	3.6 %	5.1 %	10	۵	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Diamond International Trucks Ltd.

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Workforce Analysis - Detailed Report

Date: 2018-09-24

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workplace Equity Information Management System - Diamond International Trucks Ltd.

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Workforce Analysis - Detailed Report

Date: 2018-09-24

WFA Defaults - Persons with Disabilities

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

Workplace Equity Information Management System - Diamond International Trucks Ltd.

Workforce Analysis - Summary Report

Date: 2018-09-24

Women

				Women			
Employment Equity Occupational Group	All Employees	Repre	sentation	Avai	lability	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	197	47	20.5 /0	JZ.J /0	00	-10	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Diamond International Trucks Ltd.

Workforce Analysis - Summary Report

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Date: 2018-09-24

Aboriginal Peoples

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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Diamond International Trucks Ltd.

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Workforce Analysis - Summary Report

Date: 2018-09-24

Members of Visible Minorities

		Z	embers of	Members of Visible Minorities	ies	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	ility	Gap
	#	#	%	%	#	#
01 : Senior Managers	8	0	0.0 %	10.1 %	1	4
02 : Middle and Other Managers	18	0	0.0 %	15.0 %	ω	ပ်
03 : Professionals	_	0	0.0 %	31.4 %	0	0
05 : Supervisors	2	0	0.0 %	21.6 %	0	0
06 : Supervisors: Crafts and Trades	5	0	0.0 %	3.9 %	0	0
08 : Skilled Sales and Service Personnel	19	0	0.0 %	10.9 %	2	ź
09 : Skilled Crafts and Trades Workers	65	6	9.2 %	13.0 %	8	-2
10 : Clerical Personnel	50	_	2.0 %	14.0 %	7	- 6
11 : Intermediate Sales and Service Personnel	13	0	0.0 %	22.0 %	ω	ယ်
12 : Semi-Skilled Manual Workers	16	0	0.0 %	17.7 %	3	۵
Total	197	7	3.5 %	14.0 %	27	-20

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Diamond International Trucks Ltd.

Workforce Analysis - Summary Report

Date: 2018-09-24

Persons with Disabilities

			Persons v	Persons with Disabilities	es	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	bility	Gap
	#	#	%	%	#	#
01/02 : Managers	26	_	3.8 %	4.3 %	_	0
03: Professionals	_	0	0.0 %	3.8 %	0	0
05 : Supervisors	Ν	<u> </u>	50.0 %	13.9 %	0	_
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 %	_	4
09 : Skilled Crafts and Trades Workers	65	2	3.1 %	3.8 %	2	0
10 : Clerical Personnel	50	_	2.0 %	7.0 %	4	ယ်
11 : Intermediate Sales and Service Personnel	13	_	7.7 %	5.6 %	_	0
12 : Semi-Skilled Manual Workers	16	_	6.3 %	4.8 %	_	0
Total	197	7	3.6 %	5.1%	10	6

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Diamond International Trucks Ltd.

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Workforce Analysis - Summary Report

Date: 2018-09-24

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	NOC	NOC	NOC	EEOG	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	Provincial	Provincial	Provincial	CMA	National	National	National	Recruitment Area

Workplace Equity Information Management System - Diamond International Trucks Ltd.

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Workforce Analysis - Summary Report

Date: 2018-09-24

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Diamond International Truck

Data from Fir	st/Previous Wor	kforce Analysis
J.	J	

Data from Su	bsequent/Curre Analysis	ent Workforce
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Data from Fir	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	2	10

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	9	24

		,	Гable 1: Women	
		First/Pr	evious Workforce A	x nalysis
F1	ourset Fauite Occurational Custo (FFOC)	All Employees	Won	nen
сири	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	8	0	27.4
02	Middle & Other Managers	20	4	38.9
03	Professionals	1	0	28.3
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	1	1	56.2
06	Supervisors: Crafts & Trades	5	0	5.9
07	Administrative & Senior Clerical Personnel	0	0	0.0
08	Skilled Sales & Service Personnel	17	2	20.5
09	Skilled Crafts & Trades Workers	77	0	2.2
10	Clerical Personnel	60	24	72.4
11	Intermediate Sales & Service Personnel	19	12	69.7
12	Semi-Skilled Manual Workers	14	4	16.1
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		222	47	33.9

Table 5: Women Subsequent/Current Workforce Analysis				
All Employees Women				
	Representation	Availability*		
#	#	9/0		
8	0	27.4		
18	4	38.9		
1	0	28.3		
0	0	0.0		
2	2	56.2		
5	0	5.9		
0	0	0.0		
19	4	20.9		
65	0	2.2		
50	24	71.9		
13	7	68.1		
16	5	16.2		
0	0	0.0		
0	0	0.0		
197	46	32.3		

* Source	e:				
SELF ID	ENTIFI	CATION	QUESTIC	NNAIRE	3

* Source:			
SELF IDEN	TIFICATION	QUESTION	NAIRE

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Diamond International Truck

Data from Firs	t/Previous Wor	kforce Analysis
	\	—

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	2	10

Data from Sul	osequent/Curre Analysis	ent Workforce
\	1	\

I	2018	9	24
	YYYY	MM	DD
	Data from Subse	equent/Current Wo	orkforce Analysis

		Table 2: Aboriginal Peoples			
		First/Previous Workforce Analysis			
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Aboriginal Peoples		
Empre	dyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	8	0	2.9	
02	Middle & Other Managers	20	0	2.2	
03	Professionals	1	0	1.1	
04	Semi-Professionals & Technicians	0	0	0.0	
05	Supervisors	1	0	4.6	
06	Supervisors: Crafts & Trades	5	0	2.7	
07	Administrative & Senior Clerical Personnel	0	0	0.0	
08	Skilled Sales & Service Personnel	17	0	2.0	
09	Skilled Crafts & Trades Workers	77	2	4.3	
10	Clerical Personnel	60	5	6.1	
11	Intermediate Sales & Service Personnel	19	1	5.8	
12	Semi-Skilled Manual Workers	14	1	6.2	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		222	9	4.6	

Table 6: Aboriginal Peoples Subsequent/Current Workforce Analysis				
	Representation	Availability*		
#	#	%		
8	0	2.9		
18	0	2.2		
1	0	1.1		
0	0	0.0		
2	0	4.6		
5	0	2.7		
0	0	0.0		
19	o	2.3		
65	2	4.3		
50	3	5.8		
13	0	5.2		
16	3	6.5		
0	0	0.0		
0	0	0.0		
197	8	4.4		

" Source:
SELF IDENTIFICATION OUESTIONNAIRE

*	Source:						
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Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Diamond International Truck

Data from First	t/Previous Wor	kforce Analysis
1	1	

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	2	10

Data from S	ubsequent/Curre Analysis	ent Workforce
7	Ţ	1

2018	9	24
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 3: Members of Visible Minorities			
Employment Equity Occupational Cusum (EEOC)		First/Previous Workforce Analysis			
		All Employees	Members of Visible Minorities		
Embio	yment Equity Occupational Group (EEOG)		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	

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workfore	e Analysis
All Employees	Members of Vis	ible 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
197	7	14.0

* Source: SELF IDENTIFICATION QUESTIONNAIRE

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

Data from Fir	st/Previous Wor	kforce Analysis
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Data Irom Sui	Analysis	ent workloree
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2016	2	10
YYYY	MM	DD
Data from Fi	rst/Previous Workf	force Analysis

2018	9	24
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

			Persons with Di	
		All Employees		
Emplo	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	28	1	4.3
03	Professionals	1	0	3.8
04	Semi-Professionals & Technicians	0	0	0.0
05	Supervisors	1	1	13.9
06	Supervisors: Crafts & Trades	5	0	7.8
07	Administrative & Senior Clerical Personnel	0	0	0.0
08	Skilled Sales & Service Personnel	17	0	3.5
09	Skilled Crafts & Trades Workers	77	1	3.8
10	Clerical Personnel	60	1	7.0
11	Intermediate Sales & Service Personnel	19	2	5.6
12	Semi-Skilled Manual Workers	14	1	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		222	7	5.1

Table 8: Persons with Disabilities					
Subsequent/Current Workforce Analysis					
All Employees	Persons with Disabilities				
	Representation	Availability*			
#	#	%			
26	1	4.3			
1	0	3.8			
0	0	0.0			
2	1	13.9			
5	0	7.8			
0	0	0.0			
19	0	3.5			
65	2	3.8			
50	1	7.0			
13	1	5.6			
16	1	4.8			
0	0	0.0			
0	0	0.0			
197	7	5.1			

* Source:		
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* Source:		
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Part 2: Flow Data Analysis

Diamond International Truck

43367

Start	Date of Flow	Data
YYYY	MM	DD
2016	1	1

End I	Date of Flow Data
YYYY	MM DD
2018	9 23

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted $\overline{\downarrow}$ $\overline{\downarrow}$

Data from Form 6 - Employees Terminated

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	•	•	Ψ	Ψ.
	Table 1: Women			
	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
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	C
05 Supervisors	0	0	0	C
06 Supervisors: Crafts & Trades	2	0	0	C
07 Administrative & Senior Clerical Personnel	0	0	0	(
08 Skilled Sales & Service Personnel	9	2	0	(
09 Skilled Crafts & Trades Workers	17	0	0	(
10 Clerical Personnel	17	13	0	C
11 Intermediate Sales & Service Personnel	0	0	0	(
12 Semi-Skilled Manual Workers	7	2	0	(
13 Other Sales & Service Personnel	0	0	0	
14 Other Manual Workers	0	0	0	
Total	53	18	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
0	0	0	0
8	0	0	0

 $\overline{\downarrow}$

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
85	21	2	1

Part 2: Flow Data Analysis

Diamond International Truck

43367

Start	Date of Flow	Data
YYYY	MM	DD
2016	1	1

1111	IVEIVE	שט
VVVV	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)	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

Total

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples 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	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
8	1	0	0

Table 10: Aboriginal Peoples			oples
Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
2	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
7	0	0	0
32	1	0	0
28	2	1	0
7	1	0	0
6	0	1	0
0	0	0	0
0	0	0	0
85	4	2	0

Part 2: Flow Data Analysis

Diamond International Truck

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0

0

Start	Date of Flow	Data
YYYY	MM	DD
2016	1	1

2018	9	23
YYYY	MM	DD
End	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		Table 3: Persons with Disabilities										
Employment Equity Occupational Group (EEOG) 01 Senior Managers 02 Middle & Other Managers		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							

17

17

53

08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Total

11 Intermediate Sales & Service Personnel

10 Clerical Personnel

Full-time	/ National	Part-time / National							
All Employees Promoted	Persons with Disabilities Promoted	All Persons Employees Disabil Promoted Promo							
#	#	#	#						
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						
0	0	0	0						
8	0	U	n						

Table 1	1: Persons	s with Disa	abilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
2	0	0	0
1	0	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	2	1	0
7	1	0	0
6	0	1	0
0	0	0	0
0	0	0	0
85	3	2	0

Part 2: Flow Data Analysis

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Start	Date of Flow	Data
YYYY	MM	DD
2016	1	1

2018	9	23
YYYY	MM	DD
End I	Date of Flow	Data

 $\overline{\downarrow}$

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 4: Members of Visible Minorities									
	Full-time	/ National	Part-time	/ National						
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired						
	#	#	#	#						
01 Senior Managers	0	0	0	0						
02 Middle & Other Managers	0	0	0	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						

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities 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
0	0	0	0
8	0	0	0

Table 12:	Members	of Visible I	Minorities		
Full-time	/ National	Part-time	/ National		
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated		
#	#	#	#		
0	0	0	C		
2	0	0	C		
1	0	0	C		
0	0	0	C		
0	0	0	C		
2	0	0	C		
0	0	0	C		
7	0	0	C		
32	3	0	C		
28	1	1	C		
7	0	0	(
6	0	1	(
0	0	0	C		
0	0	0	(
85	4	2	0		

									Data f	or First/I	Previous (Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	_										<u> </u>			↓	↓	↓	↓	↓	
									E:t/	Table 1:	Women ort-term G	`oole							
				All En	ployees				FIFSU	rrevious 31	iori-term G	oais		w	omen				
					Turnover (Re	onlessment of	Torminated						3 Vea	Goals	omen				1
	Number	Grov	vth (New Posit	ions)		Employees)	reimmateu	Anticipated	Number		eplacement of	Hires		1 - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Lerminated	Employees)	Required Over 3	VYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occupational Group (EEOG)	2016-2-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-2-10	Annually	Over 3 Years	Years	2016	2019			Cap	периления	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	9/6	#	#	%	%
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	#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% 5.9%	0	0	100.0%	100.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	3	0.0% 0.0%		0	40.0% 0.0%		1 0		0	0.0% 0.0%	"	"	"		0.0%	0	0	0.0% #DIV/0!	0.0% #DIV/0!
08 Skilled Sales & Service	17	3.8%	-2.0%	-1		1.0%	1 1	1 0	'	1.0%	1 0	"		1.0%	20.5%	'	1	#D1V/0!	12.5%
09 Skilled Crafts & Trades	77	-5.5%	1.0%	2		2.0%	5	7		2.0%	0	,	0	1.0%	2.2%	-2	-2	0.0%	0.0%
10 Clerical Personnel	60	-5.9%	-1.0%	-2		-1.0%	-2	-4	24	l	-1	17	0	1.0%	72.4%	-19	-17	40.0%	43.1%
							. ~		. ~.										1
11 Intermediate Sales & Service	19	-11.9%	-2.0%	-1		-1.0%	-1	-2	12	-1.0%	0	1	0	1.0%	69.7%	-1	-1	63.2%	66.7%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	19 14	-11.9% 4.6%	-2.0% -1.0%	-1 0	1	-1.0% -1.0%	-1 0	-2 0	12 4	-1.0% -1.0%	0 0	1 -2	0 0	1.0% 1.0%	69.7% 16.1%	-1 2	-1 2	63.2% 28.6%	66.7% 28.6%

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† 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.

14 Other Manual Workers

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

					Table 2: Women
P 1 (P 1)		Wom	ien		
Employment Equity Occupational Group (EEOG)	Short-term Goals # %		Long-term Goals		Comments
01 Senior Managers	0	1.0	TF .	1.0	
02 Middle & Other Managers	0	1.0	(0 2.0	
03 Professionals	0	1.0	(0.0	
04 Semi-Professionals & Tech	0	0.0	(0.0	
05 Supervisors	0	1.0	(0.0	
06 Supervisors: Crafts & Trades	0	0.0	(0.0	
07 Administrative & Sr Clerical	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	
11 Intermediate Sales & Service	0	1.0	(0.0	
12 Semi-Skilled Manual	0	1.0	(0.0	
13 Other Sales & Service	0	0.0	1 (ol o.oT	003197

#DIV/0!

21.2%

#DIV/0!

21.2%

Federal Contractors Program Achievement Report								
Part 3: Goals								
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rs 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 0 0 0.0 0 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0								
rs								

		Data for First/Previous Goals																							
A B	C	D	Е	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	T	U						
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)						
	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \								\	\	Ţ	1	\	J	↓										
										e 3: Abor	<u></u>														
									First/	Previous SI	hort-term (Foals													
				All En	ıployees									-	nal Peoples										
	Number	Grov	vth (New Posi	tions)	Turnover (Re		Terminated		Number	T(B	eplacement of		3 Year	Goals											
Employment Equity	. rumper	0.01				Employees)		Anticipated	- Name C		epiacement of l Employees)	Hires Required		1 - To	Present		Projected	Present	Projected						
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3						
	2016-2-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-2-10	Annually	Over 3 Years	Years	2016	2019					Years						
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%						
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	#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		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		-1.0%	-2		-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	221270	-2.0%	-1		-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	1	-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	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%	o	0	0		0.0%	0	0	#DIV/0!	#DIV/0!						

^{41.5%} † 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.

-3.9%

Total

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
		Aboriginal	Peoples		
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-ter	rm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
01 Senior Managers	0	1.0	0	0.0	
02 Middle & Other Managers	0	1.0	0	0.0	
03 Professionals	C	1.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	C	1.0	0	0.0	
06 Supervisors: Crafts & Trades	C	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	C	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	C	1.0	0	0.0	
13 Other Sales & Service	C	0.0	0	0.0	003199

4.1%

4.1%

4.6%

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

									Data f	or First/P	revious (Foals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	1	1	↓	↓	1	\	↓	↓	↓	1	1	1	↓	J	1	1	↓	↓
										Persons									
									First/	Previous Sh	ort-term G	oals							
				All En	ployees										th Disabilitie	s			
	Number	Grow	th (New Posi	tions)	Turnover (Re		Terminated		Number	Turnover (Re	anlecement of			r Goals					
Employment Equity			,		 	Employees)		Anticipated		Terminated		Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-2-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears	2016-2-10	Annually	Over 3 Years	Years	2016	2019					icais
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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	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	#DIV/0!	#DIV/0!
08 Skilled Sales & Service	17			0	38.9%		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		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	I	-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		-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	#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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

					Table 6: Persons with Disabilities
r	I	ersons with	Disabilitie	s	
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-te	erm Goals	Comments
Occupational Group (EEOO)	#	%	#	%	
01/02 Managers	(1.0	(0.0	
03 Professionals	C	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	(1.0	
09 Skilled Crafts & Trades	(1.0	(1.0	
10 Clerical Personnel	(1.0	(2.0	
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	1 (0.0	003201

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									Data f	or First/F	revious (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	↓	↓	1	↓	1	\	↓	\	↓	1	Ţ	↓	↓	↓	1	1	↓	J
								,	Table 7: M				S						
									First/	Previous Sh	iort-term C	ioals							
				All En	ployees										isible Minor	ities			1
	Number	Grow	th (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals					
Employment Equity					ļ			Anticipated Hires Over 3		Terminated	Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected 	Years	YYYY-MM-DD		T	Over 3	1111	- 1111	Availability	rresent Gap	Gap	Representation	Years
	2016-2-10	2016-2-10 Annually Annually Over 3 Years Annually Annually Over 3 Years						2016-2-10	Annually	Over 3 Years	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	#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	40.0%		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	#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		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		0.0%	0.0%
10 Clerical Personnel	60	-5.9%	-1.0%	-2		-1.0%	-2	-4	1	-1.0%	0	6	0	1.0%	12.8%	-7		1.7%	1.7%
11 Intermediate Sales & Service	19	-11.9%	-2.0%	-1		-1.0%	-1	-2	0	-1.0%	0	3	0	1.0%	18.1%	-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	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	0.0%			0.0%] 0	0	0	0.0%	0	1 0	[0		0.0%	0	0	#DIV/0!	#DIV/0!

41.5% † 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.

-3.9%

Total

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.

24

13.6%

-24

-24

Workforce Finalysis) · 2) x 10					Table 8: Members of Visible Minorities
	Mer	nbers of Visi	ble Minori	ities	
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-ter	rm Goals	Comments
Secupational Group (EEOG)	#	%	#	%	
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	C	0.0	0	0.0	
05 Supervisors	0	1.0	0	0.0	
06 Supervisors: Crafts & Trades	C	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	C	1.0	0	2.0	
12 Semi-Skilled Manual	C	1.0	0	2.0	
13 Other Sales & Service	C	0.0	0	0.0	003203

2.7%

2.7%

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

003205

Data for Subsequent/Current Goals

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01			Occu	7]						Data	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			Occupational Group (EEOG)	dayment Family						Data sources:	В
19					-	_		al	les		_				#	2018-9-24	YYYY-MM-DD	Number					←	From Workforce Analysis	С
197 -	0	0	, 91	13 -1	50	65 -:	19	0	<u>0</u>	2 2	0	_	1 <u>8</u>	8	%	Annually	3D Actual						↓		
-3.9%	0.0%	0.0%	4.6%	-11.9%	-5.9%	-5.5%	3.8%	0.0%	0.0%	26.0%	0.0%	0.0%	-3.5%	0.0%			al	Growth (N						m orce Data	
			1.0%	1.0%	1.0%	2.0%	1.0%			1.0%		1.0%	2.0%	1.0%	%	Annually Ov	Projected	Growth (New Positions)		Ý			↓	From Workforce Data Entry C x E x 3	E
0	0	0	0	0	2	4	_	0	0	0	0	0	1	0	*	Over 3			Tu	All Employees			Ţ		Ħ
41.5%	0.0%	0.0%	46.7%	43.8%	52.7%	45.1%	38.9%	0.0%	40.0%	0.0%	0.0%	100.0%	10.5%	0.0%	%	Annually	Actual		mover (Re	yees			←	From Flow Data Analysis & Workforce Analysis‡	G
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	Annually	Projected	Employees)	Turnover (Replacement of Terminated				←	Data Entry	н
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															#	LEHS	Hires Over 3	Anticipated					←	F + I	J
0	0	0	0	0	4	6	2	0	0	0	0	0	2	0	*	2018-9-24	3 YYYY-MM-DD	Number			Subsi		←	From Workforce Analysis	x
46	0	0	5	7	24	0	4	0	0	2	0	0	4	0				. T			Subsequent/Current S	Tab			
0.0%	0.0%	0.0%	1.0%	1.0%	1.0%	1.0%	1.0%	0.0%	0.0%	1.0%	0.0%	1.0%	1.0%	1.0%	%	Annually		Turnover (Replacement o Terminated Employees)			urrent SI	able 9: W	↓	Equivalent to H	L
0	0	0	0	0	_	0	0	0	0	0	0	0	0	0	#	Over 3 Years	1				hort-term Goals	Vomen	+	KxLx3	
18	0	0	-2	2	14	2	0	0	0	<u>.</u>	0	0	3	2	*	Years	Over 3	Hires			Goals		↓	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2018	AAAA - AAAA	From - To	3 Year Goals				←	JxP	0
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	2021	1111	-To	Goals	Wo			←	Data Entry	P
32.3%	0.0%	0.0%	16.2%	68.1%	71.9%	2.2%	20.9%	0.0%	5.9%	56.2%	0.0%	28.3%	38.9%	27.4%	%		Availability			Women			↓	From Workforce Analysis	Q
-18	0	0	2	-2	-12	<u>.</u>	0	0	0	_	0	0	<u>-</u> ა	-2	#		Present Gap						←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-18	0	0	2	-2	-14	-2	0	0	0	1	0	0	-3	-2	#		Gap						.	(K - M + O) - ((C + F) x Q)	
23.4%	#DIV/0!	#DIV/0!	31.3%	53.8%	48.0%	0.0%	21.1%	#DIV/0!	0.0%	100.0%	#DIV/0!	0.0%	22.2%	0.0%	9%		Representation	7					+	K ÷ C	T
% 23.4%	0! #DIV/0!	0! #DIV/0!	% 31.3%	% 53.8%		% 0.0%		0! #DIV/0!	% 0.0%	% 100.0%	0! #DIV/0!	% 0.0%	% 21.1%	% 0.0%	9/0	Teals	Repre	Projected					←	(₹	

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) - 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					lable	lable 10: Women				
Occupational Group (EEOG)	Short-term Goals		Long-term Goals				Comments	nts		
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							

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Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		,	Occupational Group (EEOG)	Fundament Facility					Data sources:	A B
197	0	0	16	13	50	65	19	0	5	2	0	1	18	8	#	2018-9-24	AAAAWW-DD	Number				←	From Workforce Analysis	С
-3.9%	0.0%	0.0%	4.6%	-11.9%	-5.9%	-5.5%	3.8%	0.0%	0.0%	26.0%	0.0%	0.0%	-3.5%	0.0%	%	Annually	Actual	Grew				4	From Workforce Analysis [†]	D
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	Annually	Projected	Growth (New Positions)				←	From Workforce Data Entry C x E x 3	Е
0	0	0	0	0	2	2	_	0	0	0	0	0	_	0	*	Over 3 Years	cted		All Employees			↓		F
41.5%	0.0%	0.0%	46.7%	43.8%	52.7%	45.1%	38.9%	0.0%	40.0%	0.0%	0.0%	100.0%	10.5%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	loyees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	Annually	Projected	placement of Te Employees)				←	Data C	Н
0	0	0	0	0	2	2	_	0	0	0	0	0	_	0	#	Over 3 Years						←	CxHx3	ı
0	0	0	0	0	4	4	2	0	0	0	0	0	2	0	*	Years	Hires Over 3	Anticipated				←	F + I	J
8	0	0	3	0	3	2	0	0	0	0	0	0	0	0	*	2018-9-24	DD-WW-AAAA	Number		Subseque	Table 1	←	From Workforce Analysis	К
0.0%	0.0%	0.0%	1.0%	1.0%	1.0%	1.0%	1.0%	0.0%	0.0%	1.0%	0.0%	1.0%	1.0%	1.0%	%	Annually		Turnover (Replacement of Turnover (Replacement of Turnover)		Subsequent/Current Sl	11: Aborigi	←	Equivalent to H	T
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_	0	0	-2	_	0	_	0	0	0	0	0	0	0	0	*	Years	Over 3	Hires		Goals	ples	←	(F x Q) - R + M	M N O P Q R
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**	2018	AAAA - AAAA	3 Year Goals From - To				~	JxPD	0
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	2021	33	ioals To	Aboriginal Peoples			←	Data Entry	P
4.4%	0.0%	0.0%	6.5%	5.2%	5.8%	4.3%	2.3%	0.0%	2.7%	4.6%	0.0%	1.1%	2.2%	2.9%	%		Availability	7	l Peoples			←	From Workforce Analysis	Q
-1	0	0	2		0		0	0	0	0	0	0	0	0	#		Present Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	: :
-1	0	0	2	-1	0	-1	0	0	0	0	0	0	0	0	#		Gap					←	(K - M + O) - ((C + F) x Q)	s
4.1%	#DIV/0!	#DIV/0!	18.8%	0.0%	6.0%	3.1%	0.0%	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	%		Representation	7				←	K+C	T
6 4.1%	#DIV/0!	#DIV/0!	18.8%	0.0%		3.0%	0.0%	#1			! #DIV/0!	0.0%	0.0%	0.0%	9%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	S T U

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

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

14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Employment Equity Occupational Group (EEOG)	
Workers	Service	fanual	ales & Service	mel	& Trades	Service	& Sr Clerical	rafts & Trades		nals & Tech		r Managers	TS	(EEOG)	
														Aborigi Short-term Goals	
0.0	0.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0	1.0	0.0	1.0	1.0	1.0		
														l Peoples Long-term Goals	
0.0	0.0	0.0	 	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	i lis	
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Data for Subsequent/Current Goals	43367	Diamond International Truck	Part 3: Goals	Federal Contractors Program Achievement Report	99
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[lotal 1971 - 3.9%	14 Other Manual Workers		12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Occupational Group (EFOG)						Data sources:	АВ
				rvice				rical	rades		ech			#	2018-9-24	AAAA-WW-DD	Number				 	From Workforce Analysis	С
19/ -3.9%		0.0%	16 4.6%	13 -11.9%	50 -5.9%	65 -5.5%	19 3.8%	0.0%	5 0.0%	2 26.0%	0.0%	1 0.0%	26 -1.7%	%	Annually	DD Actual	Gre				←		ļ
		1.0%		1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	Annually	Projected	Growth (New Positions)				←	Data Entry	E
, , e	, 0	0 0	0	0	2	2	0	0	0	0	0	0		#	Over 3 Years	cted		All Employees			←	From Flow Data C x E x 3 Analysis & Workforce Analysis [‡]	F
41.5%	0.0%	0.0%	46.7%	43.8%	52.7%	45.1%	38.9%	0.0%	40.0%	0.0%	0.0%	100.0%	5.3%	%	Annually A	Actual	Turnover (Replacement of Terminated Employees)	oyees			←		G
		1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	Annually 0	Projected	placement of Tern Employees)				←	Data C x	Н
· <u>c</u>)	0 0	0	0	2	2	0	0	0	0	0	0	_	#	Over 3 Years	L , III					←	CxHx3 F	I
, . <u>c</u>) 0	0 0	0	0	4	4	0	0	0	0	0	0	2	*	Years 20	3	Anticipated			-	←	F+I W	J
		0 0				2	0	0	0	_	0	0	_	*	2018-9-24	AAAA-WW-DD	Number Tu		Subsequent/	Table 13: Persons wi	←	From Ec Workforce Analysis	К
0.0%	0.0%	1.0%	1.0%	1.0%	1.0%	1.0%	0.0%	0.0%	1.0%	0.0%	1.0%	1.0%	1.0%	%	Annually		Turnover (Replacement of Terminated Employees)		Subsequent/Current Short-term Goals	ersons wi	←	Equivalent K	L
. 1/3) 0	0 0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3	.			ort-term Ge	th Disabilities	←	xLx3 (F	3
<u>u</u>)	0 0	0	0	ယ		_	0	0	<u>-</u>	0	0	0	*		Over 3	Hires		als	ities	←	(F x Q) - R + M J	ļ
0)	0	0	0	0	0	0	0	0	0	0	0	0	# %	2018 2021	AAAA - AAAA	3 Year Goals From - To	Perso			↓	J x P Data Entry	0 Р
		1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	6 %		Availability	,	Persons with Disabilities			<u> </u>	From Entry Workforce Analysis	ļ
5.1%	0.0%	0.0%	4.8%	5.6%	7.0%	3.8%	3.5%	0.0%	7.8%	13.9%	0.0%	3.8%	4.3%					bilities)	m Fr force Work ysis Ana	
7		00	0	0	င်း	0	<u></u>	0	0	_	0	0	0	# #		Present Gap Gap	7					From (K - M + Workforce O) - ((C + Analysis F) x Q)	R S
ಪ		0 0	0	0	చ	<u>.</u>	<u>-</u>	0	0	_	0	0	0									6) (C + M + M + M + M + M + M + M + M + M +	91
3.6%	#DIV/U!	#DIV/0!	6.3%	7.7%	2.0%	3.1%	0.0%	#DIV/0!	0.0%	50.0%	#DIV/0!	0.0%	3.8%	%		Representation					←	K÷C	T
3.6%	#DIV/U!	#DIV/0!	6.3%	7.7%	1.9%	3.0%	0.0%	#DIV/0!	0.0%	50.0%	#DIV/0!	0.0%	3.7%	%	Years	Representation in 3	Projected				←	K+C (K-M+O)+(C+F)	R S T U

++ 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.

Total	14	13	12	=	10	09	08	07	06	05	04	03	01/03			= = = = = = = = = = = = = = = = = = = =	
	14 Other Manual Workers	Other Sales & Service	12 Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers		Occupational Group (FFOG)	downer	
	Manual	Sales &	skilled N	ediate Sa	al Persor	Crafts &	Sales &	istrative	isors: C	isors	rofessio	sionals	ers	1		Formit	
	Workers	Service	lanual	iles & Si	mel	ଝ Trades	Service	& Sr Cl	afts & 7		nals & T						
		357 118		ervice				erical	rades	5 200	ech			,	<i>''</i>		
															Short		
															Short-term Goals	Person	
0.0	0.0	1.0	1.0	1.0	1.0	1.0	0.0	0.0	1.0	0.0	1.0	1.0	1.0	%		Persons with Disabilities	
															Long-term Goals)isabilit	
		117711	2100112				(1790) (1790) (1790) (1790)		2000		1117911	210000	U. 1993		term G	ies	
0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	%	sls		
																	Tabl
																	Table 14: Persons w
																	erson
																	s with
																	ith Disabilities
															Com		lities
															Comments		
												L	L				

Federal Contractors Program Achievement Report Part 3: Goals Diamond International Truck 43367	10
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Data for Subsequent/Current Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EEOG)						Data sources:	A B
197	0	0	16	rvice 13	50	65	19	rical 0	rades 5	2	ech 0		ers 18	8	#	2018-9-24	YYYY-MM-DD	Number				←	From Workforce Analysis	С
-3.9%	0.0%	0.0%	4.6%	-11.9%	-5.9%	-5.5%	3.8%	0.0%	0.0%	26.0%	0.0%	0.0%	-3.5%	0.0%	%	Annually	Actual	Grov				4	From Workforce Analysis [†]	D
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	Annually	Projected	Growth (New Positions)				←	From Workforce Data Entry Analysis [†]	E
0	0	0	0	0	2	2	_	0	0	0	0	0		0	#	Over 3 Years	cted		All Employees			←	CxEx3	Έ.
41.5%	0.0%	0.0%	46.7%	43.8%	52.7%	45.1%	38.9%	0.0%	40.0%	0.0%	0.0%	100.0%	10.5%	0.0%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	oloyees			←	From Flow Data Analysis & Workforce Analysis‡	G
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	Annually	Projected	placement of T Employees)				←	Data Entry	Н
0	0	0	0	0	2	2	_	0	0	0	0	0	_	0	#	Over 3 Years		erminated				←	CxHx3	Ι
0	0	0	0	0	4	4	2	0	0	0	0	0	2	0	#	icars	Hires Over 3	Anticipated				←	F + I	٦
															#	2018-9-24	YYYY-MM-DD	Number		Subsequ	able 15: Members of	←	From Workforce Analysis	_
7 0.0%	0.0%	0.0%	0 1.0%	1.0%	1 1.0%	6 1.0%	0 1.0%	0.0%	0.0%	0 1.0%	0.0%	0 1.0%	0 1.0%	1.0%	%	Annually		Turnover (F		Subsequent/Current Sh	Members	←	Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		Turnover (Replacement of Terminated Employees)				4	t KxLx3	3
21	0	0	သ	ယ	6	သ	2	0	0	0	0	0	ပ	_	#	Years	Over 3	Hires		ort-term Goals	isible Minorities	←	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2018	4444-4444	3 Year Goals From - To	Me		S	~	JхР	0
			1.0%	1.0%	1.0%	1.0%	1.0%			1.0%		1.0%	1.0%	1.0%	%	2021	1,11,1	Goals - To	mbers of V			←	Data Entry	Р
14.0%	0.0%	0.0%	17.7%	22.0%	14.0%	13.0%	10.9%	0.0%	3.9%	21.6%	0.0%	31.4%	15.0%	10.1%	%		Availability	P	Members of Visible Minorities			←	From Workforce Analysis	Q
-21	0	0	చ	చ	-6	-2	-2	0	0	0	0	0	చ	<u>-</u>	#		Present Gap		ities			←	From Workforce Analysis	R
-21	0	0	ა	င်း	-6	ಀ	-2	0	0	0	0	0	చ		#		Gap					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
													_	_	%		Representation	P				←	K÷C	
3.6%	#DIV/0!	#DIV/0!	0.0%	0.0%	2.0%	9.2%	0.0%	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	0.0%	0.0%										T U
3.6%	#DIV/0!	#DIV/0!	0.0%	0.0%	1.9%	9.0%	0.0%	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	%	10415	Representation in 3	Projected				←	(K - M + O) + (C + F)	U

++ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + 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: Members of v	CHIDELS OF A ISTORE WITHOUT THES	Titles		
Employment Faulty	Members of Visible Minorities	sible Minorities					
Company ment admity	Short-term Goals	Long-term Goals			Comments		
Carabanona Group (2000)	%	9%					
01 Senior Managers	1.0	0.0					
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	10					
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					

Total				
0.0				
0.0				
				F
				dera
		D		l Con
		iamo		tract
		nd In	Par	ors P
	43367	terna	13: (rogra
	7	Diamond International Truck	Part 3: Goals	Federal Contractors Program Achievement
		d Tru		hieve
		ck		ment
				Rep
				ort

8		05		9	S		_	3		2		ĺ	9 6					Data s		96	Ç	$\overline{}$	04		03		9	01		(1:1:	9 6) [E	1		Data sour	A			
Trades	Supervisors: Crafts &	Supervisors	Technicians	Semi-Professionals &	FIOIESSIOIIAIS	Desfacionals	Managers	Middle & Other	Semor ivianagers	Canior Managers			Occupational Group	Companyment Squary	dammant Familia			Data sources:	Trades	Supervisors: Crafts &	Supervisors	Cinomicono	Technicians	Semi-Professionals &	Professionals	Managers	Middle & Other	Senior Managers		(EEOG)	Occupational Group	Employment Equity	•		Data sources:	A B			
2021	2018	2021	2021	2018	2021	2018	2021	2018	2021	2018	#:	Π		Year					2018	2016	2018	2016	2018	2016	2016	2018	2016	2016 2018	#:			Year				С			
0	0				-1	-1	-1	-1	0	0	#:	and the first	All		Ţ	Nev	<u></u>	Part 2: Flow Data Analysis	5	5	2					18	20	∞ ∞	#	Employees				←	Part 1: Workforce Analysis	D			
0		0 0		_		<u>-1</u>		0		0	#	Actual		Women	Flow Data	New Entrants	-	Part 2: Flow Data Analysis		0	2				0 0) 4	0 0	#	Representation				←	Part 1: Workforce Analysis	E			
0.0	0.0	0.0	100.0	100.0	100.0	100.0	0.0	0.0	0.0	0.0	%	181		nen		ts	←	E + D _X	0.0	0.0	100.0	100.0	0.0	0.0	0.0	22.2	20.0	0.0 0.0	%	ntation		_	Work	←	E+D x 100	Ŧ			
0		0		0 0	0	0 0	0	0 0	0	0 0	3 1:	Con					<u></u>	Part 3: Goals	0 5.9		0 56.2	, .			28.3			0 27.4 0 27.4	9/0	Ava	=	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G			
	0.0	0.0		0.0		0.0		0.0		0.0	0,0	Goal Met	Percent of	W	Short-te		←	E + G x 100		0 6	2 1				0 0		8		#	Availability	Women	'e	nalysis	←	DxG +100	н			
0.0		1.0			1.0	1.0	1.0	1.0	1.0	1.0	%	Croal	7	Women	Short-term Goals		-	Part 3: Goals	0	0	1				0 0		-4	-2 -2	#	Gap				←	Е-Н	I			
0.0	0.0	0.0	0.0	0.0	10000.0	10,000.0	0.0	0.0	0.0	0.0	%	Goal Met	Percent of			^	←	F + I x 100	0.0	0.0	177.9	177.9	0.0	0.0	0.0	57.1	51.4	0.0	%	EE Result				←	E + H x 100	J			
	0			0		0		0		0	3 t:	Goal	\top			Goals	←	F+1x100 Part 3: Goals	2		0				0	0		0	#	Employees	<u>.</u>			←	Part 2: Flow Data Analysis	K		Dia	Part 4: Results - Women
	0.0	0.0	0.0	0.0		0.0		0.0		0.0	%	Goal Met	Percent of	Women	Long-term Goals		←	E + K x 100	0		0				0	0		0	#	Actual				←	Part 2: Flow Data Analysis	L		Diamond International Truck	Part 4: Results - Women
0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.0	1.0	1.0	9/6	_		n	n Goals		←	1 " " 1	0.0		0.0		100.0		0 0	0.0		0.0	%	181		Hires		←	- /	7	43367	ıternati	lesults -
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met	Percent of				┝	F + M x 100	0		0		0		0	0		0	#	Expected	Women			←	K x G + 100	z		onal Tr	Wome
																			0		0		_		0	0		0	*	Difference				←	L-N	0		uck	P
																			0				0		0			0	#	Employees	All All			←	Part 2: Flow Flow Data Analysis Analysis	P			-
																			0		0		0		0	0		0	#	Ą		T.	Flow	+ + +	Part 2: Flow Data Analysis	Q			
																			0.0		0.0		0.0		0 0	0.0		0.0	%	Actual		Promotions	Flow Data Analysis	←	Q + P x 100	R			
																													#	Expected	Women	ns	nalysis	←	P x F ÷ 100	v			
													Соппиень						0		1		0		0	0		0	#	Difference				←	PxF+100 Q-S	Ŧ			
													3115						0		-1		0		0	0		0	*	e Employees	1			←		U			
																			2		0		0		_	2		0	#:	yees				←	Part 2: Flow Flow Data Data Analysis Analysis	! !!			
																			0		0		0		<u>-</u>	0		0		Actual		Terminations		1 1	12: V+Ux Data 100 ysis 100				
																			0.0		0.0		0.0		100 0	0.0		0.0	#:	Expected	Women	ations			V+Ux UxF+100	W X			
																			0		0		0	1	0	0		0	#	cted Difference									
																			0		0		0		_	0		0	447	rence					V-X	۲			003

Service Personnel 2021 -7	Service Personnel 2021	0.107	Intermediate Sales		Trades Workers 2021	No Skilled Crafts & 2018 -9	Service Personnel 2021	OS Skilled Sales & 2018 2		88	##	+	Em	Occupational Group		New 1	— ← ←	·	Data sources: Part 2: Flow FI		Workers 2018 16	lled Manual	Service Personnel 2018 13	Intermediate Sales & 2016 19		3	2018	Skilled Crafts & 2016	08 Service Personnel 2018 19	2018	07 Administrative & 2016 0 Senior Clerical 2018 0	# #	(EEOG) Employees	onal Group	Employment Equity Vegr		←	is	A B C B	.						
			<u> </u>	<u></u>	0	0		2 1	0	0	#		Actual	Women	Flow Data	New Entrants	+	Analysis		2	5	. 4	7	12		24	0	o	4 2		0 0	#	Representation			We		Part 1: E Workforce X Analysis X	-	3						
0.0	0.0	85.7	85 7 85 7	8.3	0.0	0.0	100.0	100.0	0.0	0.0	%	\blacksquare	<u> </u>				_	-	E ÷ D x Pa		31.3	28.6	53.8	63.2	48.0	40.0	0.0	0.0	21.8	11.0	0.0		OH .		Workforce	rkfore	 	E+D Wor x 100 An								
	0 (0	0 (0 (0 (0 (# %	Goal Met	Goal Percent of		Short		↓	ļ	Part 3: E + G x Goals 100		16.2	16.1	68.1	69.7			2.2	2.2	20.5	0.0	0.0	9/4 #	Availability	Women	force	Workforce Analysis	←	Part 1: D x G Workforce + 100 Analysis + 100	<u>د</u> ت							
	0 0		0 0	0.0		0.0		0.0		0.0	%	Т	Goal	Women	Short-term Goals		←	-	x Part 3: Goals		3	2	9					2	<u>د</u> م	ی د	0	74.	Gap			S	←) Е-н								
	Т		1.0 833.3 1.0 8571.4		1.0	1.0	1.0 10000.0	1.0 10000.0	0.0	0.0	%	Goal Met			als		←	-			2 192.9		-2 79						0 100 7		0 0		EE Result				←	E÷H x100	٠						Fad	
	0.0	[.4	3.3	3.3	0.0	0.0	0.0	0.0	0.0	0.0	Tát:	Т	of Goal			Goals	`	-	F+Ix 100 Part 3: Goals		2.9	7.5	79.1	90.6				0.0	00 7	7.0	0.0	#	Em	All				Part 2: Flow Data Analysis				D;		r cucian Contractors a rogiann ascurer ement aschore	eral Con	
	0 0 0		0.0	0.0		0.0		0.0		0.0	9%	Goal Met	Percent of	Women	Long-term Goals		←	-	ls E+Kx 100		7 2		0 0		17 13		17 0		9 2		0	#					←	Part 2: W Flow Data Sis Analysis				Diamond International Truck	Part 4: Results - Women	1 4 5 6 7 3	ractors	
			1.0		1.0	1.0	0.0	1.0	0.0	0.0	32	Т	Goal	nen	m Goals		←	-	Part 3: Goals		28.6		0.0		76.5		0.0		22.2	0.0		9/6	Actual	=	Hires		←	L+K x 100	IVI	4	43367	nterna	Results		Proors	
		857	833.3			0.0		10000.0	0.0	0.0	%	Goal Met	Percent of				<u></u>	-	F + M x 100				0		12		0		2		0	#	Expected	Women			←	K x G + 100		4	,	tional T	- Wom		m Achi	
		,- ,-	3.	0		0		0						1	1	I				2	1		0				0		0		0	71:	Difference				←	L-X	C			ruck	en	C. C.III.C.III.	evement	
																					0		0		0		6		0		0	#	Employees	All			↓ ↓ ↓ ↓	Part 2: Flow Flow Data Data Analysis Analysis						report	Renort	
																					0		0		0		0		0		0	#	λc		Ŧ	Flow	←	Part 2: Flow Data Analysis	<)						
																					0.0		0.0		0.0		0.0		0.0	0.0		9/4	Actual	1	Promotions	Flow Data Analysis	←		7							
																					0		0		0		0		0		0	#	Expected	Women	ns	nalysis	←	Q+Px 100 PxF+100								
														Comments																		#	Difference				←		1							
														Its							0		0		0 2		0 3		0		0	*	Em	All			↓ ↓		0 I 0 V							
																					7		7		29 1		32		7		0	#:					←	Part 2: Flow Data is Analysis		V						
																					1 14.3		6 85.7		14 48.3		0.0		0.0	0.0	0	9%	Actual		Terminations		←	ta V+Ux 100	1 !"							
																					.3 2		.7 4		.3 12		.0		0		0	#:	Expected	Women	ions			V+Ux 100 UxF+100								
																					-1		2		2		0	,	<u>.</u>		0	Ħ	Difference				←			•			0	03:	213	i

TOTAL	Total	Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	TOTAL	Total	Workers Workers		Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
			ual		s & Servic			Group	Equity							ual		s & Servic			Group	Equity				В				
2021	2018	2021	2018	2021	2018	#		1 621					2018	2016	2018	2016		2016	#			Year				С				
-26	-26	0	0	0	0	71.	Employees	¥		Nev	←	Part 2: Flow Data Analysis	197	222	0	0	0	0	#:	Employees	ΑII			←	Part 1: Workforce Analysis	D				
4	5 -4	0		0	0	#	Actual	Women	Flow Data	New Entrants	←		46	2 47	0			0	妆	Representation				←	Part 1: Workforce Analysis	E				
15.4	15.4	0.0	0.0	0.0	0.0	9%	ual	пеп		nts	←	E+Dx 100	23.4	21.2	0.0		0.0	0.0	9%	ntation		H	Workf	←	E ÷ D x 100	Ŧ				
	0		0		0	#	Goal				←	Part 3: Goals	32.3	33.9				0.0	%	Avail	Wo	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
	0.0		0.0		0.0	9%	Percent of Goal Met	We	Short-te		←	E ÷ G x 100		75	0		0		#:	Availability	Women	e	nalysis	←		=				
0.0	0.0	0.0	0.0	0.0	0.0	9/6	Goal	Women	Short-term Goals		←	Part 3: Goals	-18	-28	0			0	#	Gap				←	Е-Н					
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Semi-Skilled Manual	S: S1:11 - 1 M 1	Service Personnel	Intermediate Sales &	10 Clerical Personnel	Trades Workers	Skilled Crafts &		OS Skilled Sales &		07 Administrative &			(EEOG)	Occupational Group	Employment Equity				Data sources:		12 Workers	_	Service Personnel	1.1 Intermediate Sales &	10 Clerical Personnel	_	709 Trades Workers	Service reisonner	08 Skilled Sales &	O7 Administrative & Senior Clerical	A 1		(EEOG)	Occupational Group	Employment Fauity			Data sources:	АВ					
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TOM	Total	Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	I otal	1	Workers Workers	_	1.5 Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
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2021	2018	2021	2018	2021	e 2018	*		1541	V				2018	2016	2018	2016		e 2016	#:			Year				С				
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Efforts

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

Rea	mired	measures:
1104	uncu	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.
V	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.
\checkmark	Maintained appropriate records in all required areas.
Other	measures:
V	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.
\checkmark	Ensured ongoing senior-level support for employment equity and its implementation.
\checkmark	Established accountability mechanisms to ensure that the short-term goals would be met.
\checkmark	Communicated the goals to relevant managers as well as monitored and recorded the results.
\checkmark	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.

V	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.
V	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance nent.
V	Impact of economic and industrial conditions on the organization.
	tough econmics in 2016 and 2016 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 ecnomics in 2016 and 2017

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	ional Details
Please p	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:

 \boxtimes Yes \square 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			
	Employment Equity Occupational Group (EEOG)		Short-	Long-	Representation	LMA
Emp			term	term		
			(1 to 3	(3+		
			years)	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			
Emp	ployment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3+ years)	Representation	LMA
#	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			
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	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			
Employment Equity Occupational Group (EEOG)		Present Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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



inigner - vives ou **Forum de l'équité, la diversité et l'inclusion an milieu de travail** (EEDIMI) en ligne, un espace collaboratel pour employeurs. Envoyez-nous un courriel nout vous joindrel som the online **Workplace Equity, Diversity and Inclusion Forum** (WEINF), à collaborative space foir employers. Sons an assemble to point

From: Allison Lecavalier

Sent:September 27, 2018 3:56 PMTo: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
Employment and Social Development Canada / Government of Canada neena.sharan@labour-travail.gc.ca / Tel: 873-396-0405



inigner-wass on **Forum de l'équité, la diversité et l'inclusion an milien de travait** (ESDMT) en ligne, un espace collaboratel pour employeurs. Envoyez-nous un courriet pour vous joindres John the online **Workplace Equity, Diversity and Inclusion Forum (WEINE)**, à EBISDOREISE space for employers. Send us as emaît to point

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

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