



## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Edmonton Gear Centre Ltd.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number  Total number of employees in Canada (Full-Time/Part-Time/Temporary) <b>167</b>
Organization's North American Industry Classification System (NAICS) Code N° 8111: Automotive Repair and Maintenance	To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan021-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan021-eng.htm</a>

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No <b>81119</b>

HEAD OFFICE			
Address (building number, street, suite, etc.) 14713 116 Ave	City Edmonton	Province AB	Postal Code T5M 3R8
	Telephone Number 780-452-8800	Fax Number 780-452-9910	

EMPLOYMENT EQUITY CONTACT	
Name (print) Lore Clark	Title Manager Human Resources
Telephone Number 780-452-8800	E-mail Address l.e.clark@gearcentregroup.com

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

SIGNATORY
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.

	Title Group Controller/CFO
	E-mail Address t.a.mcgrandle@gearcentregroup.com
	Date July 30/13

INSTRUCTIONS
• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (619) 953-8768 or by e-mail at: <a href="mailto:eg-eme@hrsdcc-rhdcc.gc.ca">eg-eme@hrsdcc-rhdcc.gc.ca</a>



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

Reporting Period 2015-08-20 to 2017-06-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	17	0	0	17	Calgary	16	0	0	16
New Brunswick	8	0	0	8	Edmonton	138	2	0	140
British Columbia	7	0	0	7	Moncton	8	0	0	8
Alberta	171	2	0	173	Alta. less CMAs	17	0	0	17
Total Employees in Canada				205	B.C. less CMAs	7	0	0	7
					Ont. less CMAs	17	0	0	17
					Total Employees in Canada				205



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2015-08-20 to 2017-06-30**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	6	6					1	1				
	<b>Total</b>	6	6					1	1				
<b>Middle and Other Managers</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	38	32	6	1	1		4	3	1	3	3	
	<b>Total</b>	38	32	6	1	1		4	3	1	3	3	
<b>Professionals</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	5	7	1		1	3	1	2	4	3	1
	<b>Total</b>	12	5	7	1		1	3	1	2	4	3	1
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	4	1							1	1	
	<b>Total</b>	5	4	1							1	1	

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2015-08-20 to 2017-06-30

003584

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Supervisors</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	3	1	2				1		1	1	1				
<b>Total</b>	<b>3</b>	<b>1</b>	<b>2</b>				<b>1</b>		<b>1</b>	<b>1</b>	<b>1</b>					
<b>Supervisors: Crafts and Trades</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	16	16					2	2		1	1				
<b>Total</b>	<b>16</b>	<b>16</b>					<b>2</b>	<b>2</b>		<b>1</b>	<b>1</b>					
<b>Administrative and Senior Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	13	6	7	1		1	3		3	1	1				1
<b>Total</b>	<b>13</b>	<b>6</b>	<b>7</b>	<b>1</b>		<b>1</b>	<b>3</b>		<b>3</b>	<b>1</b>	<b>1</b>				<b>1</b>	
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	5	5					3	3							
<b>Total</b>	<b>5</b>	<b>5</b>					<b>3</b>	<b>3</b>								



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>	36	36		1	1		1	1		1	1	11	11		
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>	45	32	13	1		1	4	1	1	3	8	5	3		
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>	1	1													
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>	17	17		3	3		2	2		4	4				
	<b>Total</b>	17	17		3	3		2	2		4	4				



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities		Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		1			1								
	<b>Total</b>	1	1											
<b>Other Manual Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		5			5						3		3
	<b>Total</b>	5	5								3		3	
<b>Total Number of Employees</b>		203	167	36	8	5	3	24	14	10	37	32	5	



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Part-Time / National  
 Reporting Period 2015-08-20 to 2017-06-30

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

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Ontario  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Senior Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		1	1										
	<b>Total</b>		1	1										
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		2	2										
	<b>Total</b>		2	2										
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		2	2				1	1					
	<b>Total</b>		2	2				1	1					
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1		5	5							3	3		
	<b>Total</b>		5	5							3	3		

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Ontario  
 Reporting Period 2015-08-20 to 2017-06-30

003589

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities							
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13					
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																	
	3																	
	2																	
	1		4												1			1
	<b>Total</b>	4	4	4										1	1		1	
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																	
	3																	
	2																	
	1		1															
	<b>Total</b>	1	1	1														
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																	
	3																	
	2																	
	1		2															
	<b>Total</b>	2	2	2														
	<b>Total Number of Employees</b>	17	17	17								1	1	1	4	4	4	

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / New Brunswick  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		1	1									
	<b>Total</b>		1	1							1	1	
<b>Supervisors: Crafts and Trades</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		1	1									
	<b>Total</b>		1	1									
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		1	1									
	<b>Total</b>		1	1									
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		2	2							1	1	
	<b>Total</b>		2	2							1	1	



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / New Brunswick  
 Reporting Period 2015-08-20 to 2017-06-30

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

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / British Columbia  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		1	1									
	<b>Total</b>		1	1									
<b>Supervisors: Crafts and Trades</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		1	1				1	1				
	<b>Total</b>		1	1				1	1				
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		2	2									
	<b>Total</b>		2	2									
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1		2	2									
	<b>Total</b>		2	2									



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / British Columbia  
 Reporting Period 2015-08-20 to 2017-06-30

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



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Alberta  
 Reporting Period 2015-08-20 to 2017-06-30

003594

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Senior Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	5	5					1	1					
	<b>Total</b>	5	5					1	1					
<b>Middle and Other Managers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	34	28	6	1	1		4	3	1		3	3	
	<b>Total</b>	34	28	6	1	1		4	3	1		3	3	
<b>Professionals</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	12	5	7	1		1	3	1	2		4	3	1
	<b>Total</b>	12	5	7	1		1	3	1	2		4	3	1
<b>Semi-Professionals and Technicians</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	5	4	1								1	1	
	<b>Total</b>	5	4	1								1	1	

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Alberta  
 Reporting Period 2015-08-20 to 2017-06-30

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



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Alberta  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Skilled Crafts and Trades Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		27	27		1	1		1	1			7	7		7
<b>Clerical Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		37	24	13	1	1	1	4	1	1	3	7	4	4	3
<b>Semi-Skilled Manual Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		14	14		2	2		1	1			4	4		4
<b>Other Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1															
	<b>Total</b>		1	1												
<b>Total</b>		1	1													



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / Alberta  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
<b>Other Manual Workers</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	4	4	4								3	3			
	<b>Total</b>	4	4	4	7	4	3	21	11	10	32	3	3			
<b>Total Number of Employees</b>		171	135	36	7	4	3	21	11	10	32	27		5		



**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / Alberta**  
**Reporting Period 2015-08-20 to 2017-06-30**

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



Edmonton Gear Centre Ltd. (certificate # 090191)

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Full-Time / National

Reporting Period 2015-08-20 to 2017-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	5								2	2	
Professionals	2		2									
Semi-Professionals and Technicians	1		1									
Supervisors	1		1				1		1			
Supervisors: Crafts and Trades	5	5								1	1	
Administrative and Senior Clerical Personnel	8	2	6				1		1			
Skilled Sales and Service Personnel	4	4					3	3				
Skilled Crafts and Trades Workers	16	16					1	1		4	4	
Clerical Personnel	26	21	5	1		1	1	1		5	3	2
Semi-Skilled Manual Workers	10	9	1	3	3		2	2		1	1	
Other Sales and Service Personnel	1	1										
Other Manual Workers	2	2								1	1	
<b>Total Number of Employees Hired</b>	<b>81</b>	<b>65</b>	<b>16</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>14</b>	<b>12</b>	<b>2</b>

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Part-Time / National  
**Reporting Period 2015-08-20 to 2017-06-30**

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



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Full-Time / Ontario

Reporting Period 2015-08-20 to 2017-06-30

003601

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	1	1					1	1				
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	3	3								2	2	
Clerical Personnel	2	2								1	1	
<b>Total Number of Employees Hired</b>	<b>7</b>	<b>7</b>					<b>1</b>	<b>1</b>		<b>3</b>	<b>3</b>	

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / New Brunswick**  
**Reporting Period 2015-08-20 to 2017-06-30**

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



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-20 to 2017-06-30**

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

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**  
 Full-Time / Alberta  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	4								2		
Professionals	2		2									
Semi-Professionals and Technicians	1		1									
Supervisors	1		1				1		1			
Supervisors: Crafts and Trades	5	5								1	1	
Administrative and Senior Clerical Personnel	8	2	6				1		1			
Skilled Sales and Service Personnel	2	2					2	2				
Skilled Crafts and Trades Workers	10	10					1	1		1	1	
Clerical Personnel	19	14	5	1		1				4	2	2
Semi-Skilled Manual Workers	9	8	1	2	2		1	1		1	1	
Other Sales and Service Personnel	1	1										
Other Manual Workers	2	2								1	1	
<b>Total Number of Employees Hired</b>	<b>64</b>	<b>48</b>	<b>16</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>10</b>	<b>8</b>	<b>2</b>



Edmonton Gear Centre Ltd. (certificate # 090191)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / Alberta

Reporting Period 2015-08-20 to 2017-06-30

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



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2015-08-20 to 2017-06-30**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	5	5								1	1	
<b>Supervisors: Crafts and Trades</b>	6	6					1	1				
<b>Skilled Crafts and Trades Workers</b>	6	6										
<b>Clerical Personnel</b>	1		1				1		1			
<b>Total Number of Employees Promoted</b>	18	17	1				2	1	1	1	1	
<b>Total Number of Promotions</b>	20	19	1				2	1	1	1	1	

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / New Brunswick**

**Reporting Period 2015-08-20 to 2017-06-30**

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

**Edmonton Gear Centre Ltd. (certificate # 090191)  
 FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED  
 Full-Time / British Columbia**

**Reporting Period 2015-08-20 to 2017-06-30**

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





**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / Alberta**  
**Reporting Period 2015-08-20 to 2017-06-30**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
<b>Middle and Other Managers</b>	4	4								1	1	
<b>Supervisors: Crafts and Trades</b>	6	6					1	1				
<b>Skilled Crafts and Trades Workers</b>	4	4										
<b>Clerical Personnel</b>	1		1				1		1			
<b>Total Number of Employees Promoted</b>	15	14	1				2	1	1	1	1	
<b>Total Number of Promotions</b>	16	15	1				2	1	1	1	1	

Edmonton Gear Centre Ltd. (certificate # 090191)

Form 6 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

**Full-Time / National**

**Reporting Period 2015-08-20 to 2017-06-30**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	3								1	1	
Professionals	2	1	1							1	1	
Semi-Professionals and Technicians	1	1										
Supervisors	3	1	2				1		1			
Supervisors: Crafts and Trades	1	1					1	1				
Administrative and Senior Clerical Personnel	8	2	6							4	2	2
Skilled Crafts and Trades Workers	25	25					3	3		4	4	
Clerical Personnel	29	25	4				4	2	2	10	7	3
Intermediate Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	15	11	4				2	1	1	4	4	
<b>Total Number of Employees Terminated</b>	<b>88</b>	<b>71</b>	<b>17</b>				<b>11</b>	<b>7</b>	<b>4</b>	<b>24</b>	<b>19</b>	<b>5</b>



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
 Part-Time / National

Reporting Period 2015-08-20 to 2017-06-30

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



**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

Edmonton Gear Centre Ltd. (certificate # 090191)  
 Full-Time / Ontario  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Skilled Crafts and Trades Workers	4	4	4							1	1	
Clerical Personnel	3	3	3							1	1	
Intermediate Sales and Service Personnel	1	1	1									
Semi-Skilled Manual Workers	1	1	1							1	1	
<b>Total Number of Employees Terminated</b>	<b>9</b>	<b>9</b>	<b>9</b>							<b>3</b>	<b>3</b>	



**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / British Columbia**  
**Reporting Period 2015-08-20 to 2017-06-30**

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

**Edmonton Gear Centre Ltd. (certificate # 090191)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**

Full-Time / Alberta  
 Reporting Period 2015-08-20 to 2017-06-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	3	3								1	1	
Professionals	2	1	1							1	1	
Semi-Professionals and Technicians	1	1										
Supervisors	3	1	2				1		1			
Supervisors: Crafts and Trades	1	1					1	1				
Administrative and Senior Clerical Personnel	8	2	6							4	2	2
Skilled Crafts and Trades Workers	19	19					3	3		2	2	2
Clerical Personnel	23	19	4				3	1	2	8	5	3
Semi-Skilled Manual Workers	14	10	4				2	1	1	3	3	
<b>Total Number of Employees Terminated</b>	<b>74</b>	<b>57</b>	<b>17</b>				<b>10</b>	<b>6</b>	<b>4</b>	<b>19</b>	<b>14</b>	<b>5</b>



Edmonton Gear Centre Ltd. (certificate # 090191)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Alberta

Reporting Period 2015-08-20 to 2017-06-30

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



Workplace Equity Information Management System - Edmonton Gear Centre Ltd.

**Workforce Analysis - Summary Report**

Date: 2017-06-30

**Women**

Employment Equity Occupational Group	All Employees #	Women				Gap #
		Representation #	%	Availability		
				%	#	
01 : Senior Managers	6	0	0.0 %	27.4 %	2	-2
02 : Middle and Other Managers	38	6	15.8 %	38.9 %	15	-9
03 : Professionals	12	7	58.3 %	44.1 %	5	2
04 : Semi-Professionals and Technicians	5	1	20.0 %	22.3 %	1	0
05 : Supervisors	3	2	66.7 %	56.2 %	2	0
06 : Supervisors: Crafts and Trades	16	0	0.0 %	6.5 %	1	-1
07 : Administrative and Senior Clerical Personnel	13	7	53.8 %	84.6 %	11	-4
08 : Skilled Sales and Service Personnel	5	0	0.0 %	24.9 %	1	-1
09 : Skilled Crafts and Trades Workers	36	0	0.0 %	1.2 %	0	0
10 : Clerical Personnel	46	14	30.4 %	71.0 %	33	-19
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	72.4 %	1	-1
12 : Semi-Skilled Manual Workers	18	0	0.0 %	16.3 %	3	-3
13 : Other Sales and Service Personnel	1	0	0.0 %	59.2 %	1	-1
14 : Other Manual Workers	5	0	0.0 %	15.9 %	1	-1
<b>Total</b>	<b>205</b>	<b>37</b>	<b>18.0 %</b>	<b>37.0 %</b>	<b>77</b>	<b>-40</b>

Total may not equal sum of components due to rounding.



### Workforce Analysis - Summary Report

Date: 2017-06-30

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples Availability		Gap #
	All Employees #	Representation %	Availability %	#	
01 : Senior Managers	6	0.0%	2.9%	0	0
02 : Middle and Other Managers	38	1.1%	2.2%	1	0
03 : Professionals	12	1.1%	1.4%	0	1
04 : Semi-Professionals and Technicians	5	0.0%	3.1%	0	0
05 : Supervisors	3	0.0%	4.6%	0	0
06 : Supervisors: Crafts and Trades	16	0.0%	2.7%	0	0
07 : Administrative and Senior Clerical Personnel	13	1.1%	3.6%	0	1
08 : Skilled Sales and Service Personnel	5	0.0%	1.2%	0	0
09 : Skilled Crafts and Trades Workers	36	1.1%	4.5%	2	-1
10 : Clerical Personnel	46	1.1%	5.1%	2	-1
11 : Intermediate Sales and Service Personnel	1	0.0%	4.9%	0	0
12 : Semi-Skilled Manual Workers	18	3.3%	5.6%	1	2
13 : Other Sales and Service Personnel	1	0.0%	6.7%	0	0
14 : Other Manual Workers	5	0.0%	7.0%	0	0
<b>Total</b>	<b>205</b>	<b>3.9%</b>	<b>3.8%</b>	<b>6</b>	<b>2</b>

Total may not equal sum of components due to rounding.

### Workforce Analysis - Summary Report

Date: 2017-06-30

#### Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	#	%	Availability #	Gap #	
01 : Senior Managers	6	0.0 %	0	0.0 %	1	-1	
02 : Middle and Other Managers	38	7.9 %	3	15.0 %	6	-3	
03 : Professionals	12	3.3 %	4	26.5 %	3	1	
04 : Semi-Professionals and Technicians	5	20.0 %	1	21.7 %	1	0	
05 : Supervisors	3	33.3 %	1	21.6 %	1	0	
06 : Supervisors: Crafts and Trades	16	6.3 %	1	4.6 %	1	0	
07 : Administrative and Senior Clerical Personnel	13	7.7 %	1	13.4 %	2	-1	
08 : Skilled Sales and Service Personnel	5	0.0 %	0	12.8 %	1	-1	
09 : Skilled Crafts and Trades Workers	36	30.6 %	11	8.0 %	3	8	
10 : Clerical Personnel	46	17.4 %	8	14.4 %	7	1	
11 : Intermediate Sales and Service Personnel	1	0.0 %	0	2.3 %	0	0	
12 : Semi-Skilled Manual Workers	18	22.2 %	4	19.6 %	4	0	
13 : Other Sales and Service Personnel	1	0.0 %	0	34.1 %	0	0	
14 : Other Manual Workers	5	60.0 %	3	16.4 %	1	2	
<b>Total</b>	<b>205</b>	<b>18.1 %</b>	<b>37</b>	<b>13.9 %</b>	<b>31</b>	<b>6</b>	

Total may not equal sum of components due to rounding.

## Workforce Analysis - Summary Report

Date: 2017-06-30

Employment Equity Occupational Group	Persons with Disabilities				
	All Employees #	Representation #	Representation %	Availability #	Gap #
01/02 : Managers	44	5	11.4 %	2	3
03 : Professionals	12	3	25.0 %	0	3
04 : Semi-Professionals and Technicians	5	0	0.0 %	0	0
05 : Supervisors	3	1	33.3 %	0	1
06 : Supervisors: Crafts and Trades	16	2	12.5 %	1	1
07 : Administrative and Senior Clerical Personnel	13	3	23.1 %	0	3
08 : Skilled Sales and Service Personnel	5	3	60.0 %	0	3
09 : Skilled Crafts and Trades Workers	36	1	2.8 %	1	0
10 : Clerical Personnel	46	4	8.7 %	3	1
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	0	0
12 : Semi-Skilled Manual Workers	18	3	16.7 %	1	2
13 : Other Sales and Service Personnel	1	0	0.0 %	0	0
14 : Other Manual Workers	5	0	0.0 %	0	0
<b>Total</b>	<b>205</b>	<b>25</b>	<b>12.2 %</b>	<b>8</b>	<b>17</b>

Total may not equal sum of components due to rounding.



**Workforce Analysis - Summary Report**

Date: 2017-06-30

**WFA Defaults - Women, Aboriginal Peoples and Visible Minorities**

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



## Workforce Analysis - Summary Report

Date: 2017-06-30

### WFA Defaults - Persons with Disabilities

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

## Federal Contractors Program Achievement Table

### Part 1: Workforce Analysis

#### The Gear Centre

2017-07-20

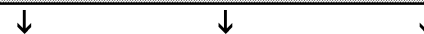
#### Data from Previous Workforce Analysis



#### Date of Previous Workforce Analysis

YYYY	MM	DD
2015	08	20

#### Data from Current Workforce Analysis



#### Date of Current Workforce Analysis

YYYY	MM	DD
2017	06	30

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
01	Senior Managers	5	0	27.4
02	Middle & Other Managers	35	6	38.9
03	Professionals	11	5	39.0
04	Semi-Professionals & Technicians	4	0	25.4
05	Supervisors	3	2	56.2
06	Supervisors: Crafts & Trades	11	0	6.4
07	Administrative & Senior Clerical Personnel	19	11	84.6
08	Skilled Sales & Service Personnel	2	0	24.6
09	Skilled Crafts & Trades Workers	41	0	1.2
10	Clerical Personnel	47	11	71.0
11	Intermediate Sales & Service Personnel	3	1	68.8
12	Semi-Skilled Manual Workers	24	3	16.6
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	6	0	15.9
<b>Total</b>		<b>211</b>	<b>39</b>	<b>0.0</b>

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		6	0	27.4
		38	6	38.9
		12	7	44.1
		5	1	22.3
		3	2	56.2
		16	0	6.5
		13	7	84.6
		5	0	24.9
		36	0	1.2
		46	14	71.0
		1	0	72.4
		18	0	16.3
		1	0	59.2
		5	0	15.9
<b>Total</b>		<b>205</b>	<b>37</b>	<b>0.0</b>

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

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

**Federal Contractors Program Achievement Table**

**Part 1: Workforce Analysis**

**The Gear Centre**

**2017-07-20**

**Data from Previous Workforce Analysis**

↓                      ↓                      ↓

Date of Previous Workforce Analysis			
YYYY	MM	DD	
2015	08	20	

**Data from Current Workforce Analysis**

↓                      ↓                      ↓

Date of Current Workforce Analysis			
YYYY	MM	DD	
2017	06	30	

**Table 2: Aboriginal Peoples**

	Previous Workforce Analysis			
	All Employees	Aboriginal Peoples		
		Representation	Availability*	
#	#	%		
01 Senior Managers	5	0	2.9	
02 Middle & Other Managers	35	1	2.2	
03 Professionals	11	1	1.2	
04 Semi-Professionals & Technicians	4	0	3.3	
05 Supervisors	3	0	1.3	
06 Supervisors: Crafts & Trades	11	0	2.4	
07 Administrative & Senior Clerical Personnel	19	1	3.6	
08 Skilled Sales & Service Personnel	2	0	1.5	
09 Skilled Crafts & Trades Workers	41	1	4.8	
10 Clerical Personnel	47	0	5.1	
11 Intermediate Sales & Service Personnel	3	0	4.8	
12 Semi-Skilled Manual Workers	24	0	5.7	
13 Other Sales & Service Personnel	0	0	0.0	
14 Other Manual Workers	6	0	7.2	
<b>Total</b>	<b>211</b>	<b>4</b>	<b>0.0</b>	

**Table 6: Aboriginal Peoples**

	Current Workforce Analysis			
	All Employees	Aboriginal Peoples		
		Representation	Availability*	
#	#	%		
	6	0	2.9	
	38	1	2.2	
	12	1	1.4	
	5	0	3.1	
	3	0	4.6	
	16	0	2.7	
	13	1	3.6	
	5	0	1.2	
	36	1	4.5	
	46	1	5.1	
	1	0	4.9	
	18	3	5.6	
	1	0	6.7	
	5	0	7.0	
	<b>205</b>	<b>8</b>	<b>0.0</b>	

**\* Source:**

2011 National Household Survey

**\* Source:**

2011 National Household Survey

<b>Federal Contractors Program Achievement Table</b>	
<b>Part 1: Workforce Analysis</b>	
<b>The Gear Centre</b>	
<b>2017-07-20</b>	

**Data from Previous Workforce Analysis**

↓                      ↓                      ↓

Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	08	20

**Data from Current Workforce Analysis**

↓                      ↓                      ↓

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	06	30

**Table 3: Members of Visible Minorities**

	Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
#	#	%	%
01 Senior Managers	5	0	10.1
02 Middle & Other Managers	35	2	15.0
03 Professionals	11	5	29.4
04 Semi-Professionals & Technicians	4	1	21.6
05 Supervisors	3	0	21.6
06 Supervisors: Crafts & Trades	11	0	6.5
07 Administrative & Senior Clerical Personnel	19	5	13.4
08 Skilled Sales & Service Personnel	2	0	16.0
09 Skilled Crafts & Trades Workers	41	9	7.9
10 Clerical Personnel	47	12	14.5
11 Intermediate Sales & Service Personnel	3	0	17.3
12 Semi-Skilled Manual Workers	24	7	17.9
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	6	4	17.0
<b>Total</b>	<b>211</b>	<b>45</b>	<b>0.0</b>

**Table 7: Members of Visible Minorities**

	Current Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
#	#	%	%
6	0	10.1	
38	3	15.0	
12	4	26.5	
5	1	21.7	
3	1	21.6	
16	1	4.6	
13	1	13.4	
5	0	12.8	
36	11	8.0	
46	8	14.4	
1	0	2.3	
18	4	19.6	
1	0	34.1	
5	3	16.4	
<b>205</b>	<b>37</b>	<b>0.0</b>	

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

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



<b>Federal Contractors Program Achievement Table</b>	
<b>Part 1: Workforce Analysis</b>	
<b>The Gear Centre</b>	
<b>2017-07-20</b>	

**Data from Previous Workforce Analysis**

Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	08	20

**Data from Current Workforce Analysis**

Date of Current Workforce Analysis		
YYYY	MM	DD
2017	06	30

**Table 4: Persons with Disabilities**

	Previous Workforce Analysis			
	All Employees	Persons with Disabilities		
		Representation	Availability*	
#	#	%	%	
01/02 Managers	40	6	4.3	4.3
03 Professionals	11	1	3.8	3.8
04 Semi-Professionals & Technicians	4	0	4.6	4.6
05 Supervisors	3	1	13.9	13.9
06 Supervisors: Crafts & Trades	11	2	7.8	7.8
07 Administrative & Senior Clerical Personnel	19	4	3.4	3.4
08 Skilled Sales & Service Personnel	2	0	3.5	3.5
09 Skilled Crafts & Trades Workers	41	4	3.8	3.8
10 Clerical Personnel	47	6	7.0	7.0
11 Intermediate Sales & Service Personnel	3	0	5.6	5.6
12 Semi-Skilled Manual Workers	24	3	4.8	4.8
13 Other Sales & Service Personnel	0	0	0.0	0.0
14 Other Manual Workers	6	0	5.3	5.3
<b>Total</b>	<b>211</b>	<b>27</b>	<b>0.0</b>	<b>0.0</b>

**Table 8: Persons with Disabilities**

	Current Workforce Analysis			
	All Employees	Persons with Disabilities		
		Representation	Availability*	
#	#	%	%	
	44	5	4.3	4.3
	12	3	3.8	3.8
	5	0	4.6	4.6
	3	1	13.9	13.9
	16	2	7.8	7.8
	13	3	3.4	3.4
	5	3	3.5	3.5
	36	1	3.8	3.8
	46	4	7.0	7.0
	1	0	5.6	5.6
	18	3	4.8	4.8
	1	0	6.3	6.3
	5	0	5.3	5.3
<b>Total</b>	<b>205</b>	<b>25</b>	<b>0.0</b>	<b>0.0</b>

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

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

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**The Gear Centre**

42936

Start Date of Flow Data			
YYYY	MM	DD	
2015	08	20	

End Date of Flow Data			
YYYY	MM	DD	
2017	06	30	

**Data from Form 4 - Employees Hired**

**Table 1: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	2	2	0	0
04 Semi-Professionals & Technicians	1	1	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	5	0	0	0
07 Administrative & Senior Clerical Personnel	8	6	0	0
08 Skilled Sales & Service Personnel	4	0	0	0
09 Skilled Crafts & Trades Workers	16	0	0	0
10 Clerical Personnel	26	5	1	1
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	10	1	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	2	0	0	0
<b>Total</b>	<b>81</b>	<b>16</b>	<b>1</b>	<b>1</b>

**Data from Form 5 - Employees Promoted**

**Table 5: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	6	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	6	0	0	0
10 Clerical Personnel	1	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>18</b>	<b>1</b>	<b>0</b>	<b>0</b>

**Data from Form 6 - Employees Terminated**

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	3	0	0	0
03 Professionals	2	1	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	3	2	0	0
06 Supervisors: Crafts & Trades	1	0	0	0
07 Administrative & Senior Clerical Personnel	8	6	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	25	0	0	0
10 Clerical Personnel	29	4	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	15	4	1	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>88</b>	<b>17</b>	<b>1</b>	<b>0</b>

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**The Gear Centre**

42936

Start Date of Flow Data		
YYYY	MM	DD
2015	08	20

End Date of Flow Data		
YYYY	MM	DD
2017	06	30

**Data from Form 4 - Employees Hired**

**Table 2: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		All Employees	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	#	#
01 Senior Managers	0	0	0	0	0	0
02 Middle & Other Managers	5	0	0	0	0	0
03 Professionals	2	0	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0
05 Supervisors	1	0	0	0	0	0
06 Supervisors: Crafts & Trades	5	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0	0	0
08 Skilled Sales & Service Personnel	4	0	0	0	0	0
09 Skilled Crafts & Trades Workers	16	0	0	0	0	0
10 Clerical Personnel	26	1	1	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	10	3	0	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0
14 Other Manual Workers	2	0	0	0	0	0
<b>Total</b>	<b>81</b>	<b>4</b>	<b>1</b>	<b>0</b>		

**Data from Form 5 - Employees Promoted**

**Table 6: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		All Employees	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	#	#
01 Senior Managers	0	0	0	0	0	0
02 Middle & Other Managers	5	0	0	0	0	0
03 Professionals	0	0	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0	0	0
05 Supervisors	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	6	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	6	0	0	0	0	0
10 Clerical Personnel	1	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0
<b>Total</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>		

**Data from Form 6 - Employees Terminated**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		All Employees	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	#	#
01 Senior Managers	0	0	0	0	0	0
02 Middle & Other Managers	3	0	0	0	0	0
03 Professionals	2	0	0	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0
05 Supervisors	3	0	0	0	0	0
06 Supervisors: Crafts & Trades	1	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	25	0	0	0	0	0
10 Clerical Personnel	29	0	0	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0	0	0
12 Semi-Skilled Manual Workers	15	0	1	1	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0
<b>Total</b>	<b>88</b>	<b>0</b>	<b>1</b>	<b>0</b>		

**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**The Gear Centre**

42936

Start Date of Flow Data		
YYYY	MM	DD
2015	08	20

End Date of Flow Data		
YYYY	MM	DD
2017	06	30

**Data from Form 4 - Employees Hired**

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**Data from Form 5 - Employees Promoted**

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**Data from Form 6 - Employees Terminated**

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Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	0	0	0	5	0	0	0	3	0	0	0
03 Professionals	2	0	0	0	0	0	0	0	2	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	1	0	0	0
05 Supervisors	1	1	0	0	0	0	0	0	3	1	0	0
06 Supervisors: Crafts & Trades	5	0	0	0	6	1	0	0	1	1	0	0
07 Administrative & Senior Clerical Personnel	8	1	0	0	0	0	0	0	8	0	0	0
08 Skilled Sales & Service Personnel	4	3	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	16	1	0	0	6	0	0	0	25	3	0	0
10 Clerical Personnel	26	1	1	0	1	1	0	0	29	4	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	10	2	0	0	0	0	0	0	15	2	1	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>81</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>18</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>11</b>	<b>1</b>	<b>0</b>



**Federal Contractors Program Achievement Table**  
**Part 2: Flow Data Analysis**  
**The Gear Centre**

42936

Start Date of Flow Data		
YYYY	MM	DD
2015	08	20

End Date of Flow Data		
YYYY	MM	DD
2017	06	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	5	2	0	0	5	0	0	0	3	1	0	0
03 Professionals	2	0	0	0	0	0	0	0	2	1	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	1	0	0	0
05 Supervisors	1	0	0	0	0	0	0	0	3	0	0	0
06 Supervisors: Crafts & Trades	5	1	0	0	6	0	0	0	1	0	0	0
07 Administrative & Senior Clerical Personnel	8	0	0	0	0	0	0	0	8	4	0	0
08 Skilled Sales & Service Personnel	4	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	16	4	0	0	6	0	0	0	25	4	0	0
10 Clerical Personnel	26	5	1	0	1	0	0	0	29	10	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
12 Semi-Skilled Manual Workers	10	1	0	0	0	0	0	0	15	4	1	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	2	1	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>81</b>	<b>14</b>	<b>1</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>88</b>	<b>24</b>	<b>1</b>	<b>0</b>

<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
<b>The Gear Centre</b>	
42936	

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**Data from Previous Goals**

Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020

↓   ↓   ↓   ↓   ↓

**Data from Current Goals**

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025

**Table 1: Women**

	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	1	33.0	0	0.0
02 Middle & Other Managers	4	67.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	4	45.0	4	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	1	10.0	0	0.0
07 Administrative & Senior Clerical Personnel	18	80.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	6	67.0	0	0.0
12 Semi-Skilled Manual Workers	3	21.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	3	16.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Table 5: Women**

	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	1	50.0	0	0.0
02 Middle & Other Managers	2	33.0	7	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	1	30.0	1	0.0
07 Administrative & Senior Clerical Personnel	4	50.0	2	0.0
08 Skilled Sales & Service Personnel	1	15.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	18	50.0	5	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	4	25.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	1	15.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>



<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
<b>The Gear Centre</b>	
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<b>Data from Previous Goals</b>	↓	↓	↓	↓
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<b>Data from Current Goals</b>	↓	↓	↓	↓
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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Persons with Disabilities		Persons with Disabilities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01/02 Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0

Employment Equity Occupational Group (EEOG)	Table 7: Persons with Disabilities			
	Persons with Disabilities		Persons with Disabilities	
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals
	#	%	#	%
01/02 Managers	0	0.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
Total	0	0.0	0	0.0



<b>Federal Contractors Program Achievement Table</b>	
<b>Part 3: Goals</b>	
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<b>Data from Previous Goals</b>	↓	↓	↓	↓
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<b>Data from Current Goals</b>	↓	↓	↓	↓
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Duration of Previous Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	2020

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2025

**Table 4: Members of Visible Minorities**

**Members of Visible Minorities**

	Short-term Goals		Long-term Goals	
	#	%	#	%
<b>Employment Equity Occupational Group (EEOG)</b>				
01 Senior Managers	1	33.0	0	0.0
02 Middle & Other Managers	2	33.0	0	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	1	33.0	0	0.0
06 Supervisors: Crafts & Trades	1	10.0	0	0.0
07 Administrative & Senior Clerical Personnel	0	10.0	0	0.0
08 Skilled Sales & Service Personnel	0	0.0	0	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	2	20.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

**Table 8: Members of Visible Minorities**

**Members of Visible Minorities**

	Short-term Goals		Long-term Goals	
	#	%	#	%
01 Senior Managers	1	50.0	0	0.0
02 Middle & Other Managers	1	15.0	2	0.0
03 Professionals	0	0.0	0	0.0
04 Semi-Professionals & Technicians	0	0.0	0	0.0
05 Supervisors	0	0.0	0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0	0.0
07 Administrative & Senior Clerical Personnel	1	15.0	1	0.0
08 Skilled Sales & Service Personnel	1	33.0	1	0.0
09 Skilled Crafts & Trades Workers	0	0.0	0	0.0
10 Clerical Personnel	0	0.0	0	0.0
11 Intermediate Sales & Service Personnel	0	0.0	0	0.0
12 Semi-Skilled Manual Workers	0	0.0	0	0.0
13 Other Sales & Service Personnel	0	0.0	0	0.0
14 Other Manual Workers	0	0.0	0	0.0
<b>Total</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>

Federal Contractors Program Achievement Table

Part 4: Results - Women

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce					Hires					Promotions					Terminations							
		All Employees	Representation	Women Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate	
01 Senior Managers	2015	5	0.0	27.4	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
	2017	6	0.0	27.4	2	-2	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0.0
02 Middle & Other Managers	2015	35	6	17.1	14	-8	44.1	5	0	0.0	2	-2	5	0	0.0	1	-1	3	0	0.0	1	-1	8.2	
	2017	38	6	15.8	15	-9	40.6	5	0	0.0	2	-2	5	0	0.0	1	-1	3	0	0.0	1	-1	8.2	
03 Professionals	2015	11	5	45.5	4	1	116.6	2	2	100.0	1	1	0	0	0.0	0	0	2	1	50.0	1	0	17.4	
	2017	12	7	58.3	5	2	132.3	2	2	100.0	1	1	0	0	0.0	0	0	2	1	50.0	1	0	17.4	

Data sources:

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	
01 Senior Managers	2017	0	0.0	1	0.0	33.0	0.0	0	0.0	0.0	0.0			
	2020	0	0.0	1	0.0	50.0	0.0	0	0.0	0.0	0.0			
02 Middle & Other Managers	2017	10	0.0	4	0.0	67.0	0.0	0	0.0	0.0	0.0			
	2020	10	0.0	2	0.0	33.0	0.0	7	0.0	0.0	0.0			
03 Professionals	2017	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			
	2020	2	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0			

**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + (DY \text{ ear} 1 + 2) \times 100$	

Occupational Group (EEOC*)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation %	Women Availability %	Gap #	EE Result %	All Employees	Actual #	Women Expected #	Difference #	All Employees	Actual #	Women Expected #	Difference #	All Employees	Actual #	Women Expected #	Difference #	All Employees	Actual #	Women Expected #	Difference #	Turnover Rate %		
Administrative & Senior Clerical	2015	19	11	57.9	84.6	16	-5	68.4	8	6	75.0	7	-1	0	0	0.0	0	0	0	8	6	75.0	5	1	50.0
Skilled Sales & Service Personnel	2015	2	0	0.0	24.6	0	0	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0.0	
Skilled Crafts & Trades Workers	2015	41	0	0.0	1.2	0	0	0.0	16	0	0.0	0	0	6	0	0.0	0	0	0	25	0	0.0	0	64.9	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + L \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
Administrative & Senior Clerical	2017	8	75.0	18	33.3	80.0	93.8	0	0.0	0.0	0.0	0.0		
Skilled Sales & Service Personnel	2017	4	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
Skilled Crafts & Trades Workers	2017	22	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		

**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

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**Federal Contractors Program Achievement Table**  
**Part 4: Results - Women**  
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z								
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D$ Workforce x 100	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H$ x 100	Part 2: Flow Data Analysis
<b>Workforce Analysis</b>																								<b>Flow Data Analysis</b>									
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce</b>										<b>Hires</b>					<b>Promotions</b>					<b>Terminations</b>										
			All Employees	Representation %	Women Availability %	Gap #	EE Result %	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #	All Employees #	Actual #	Expected #	Difference #	Turnover Rate %									
10	Clerical Personnel	2015	47	11	23.4	71.0	33	-22	33.0	27	6	22.2	19	-13	1	1	100.0	0	1	29	4	13.8	7	-3	62.4								
		2017	46	14	30.4	71.0	33	-19	42.9	27	6	22.2	19	-13	1	1	100.0	0	1	29	4	13.8	7	-3	62.4								
11	Intermediate Sales & Service Personnel	2015	3	1	33.3	68.8	2	-1	48.4	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	50.0								
		2017	1	0	0.0	72.4	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	50.0								
12	Semi-Skilled Manual Workers	2015	24	3	12.5	16.6	4	-1	75.3	10	1	10.0	2	-1	0	0	0.0	0	0	16	4	25.0	2	2	76.2								
		2017	18	0	0.0	16.3	3	-3	0.0	10	1	10.0	2	-1	0	0	0.0	0	0	16	4	25.0	2	2	76.2								

Data sources: Part 2: Flow Data Analysis    Part 2: Flow Data Analysis     $E + D$  x 100    Part 3: Goals     $E - G$  x 100    Part 3: Goals     $F + 1$  x 100    Part 3: Goals     $E + K$  x 100    Part 3: Goals     $F + M$  x 100

Employment Equity Occupational Group (EEOG)	Year	<b>New Entrants</b>				<b>Short-term Goals</b>				<b>Long-term Goals</b>				Comments
		All Employees #	Women Actual #	Goal #	Percent of Goal Met %	All Employees #	Women Actual %	Goal %	Percent of Goal Met %	All Employees #	Women Actual %	Goal %	Percent of Goal Met %	
10	Clerical Personnel	2017	28	7	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020	28	7	25.0	18	38.9	50.0	50.0	5	140.0	0.0	0.0	
11	Intermediate Sales & Service Personnel	2017	0	0	0.0	6	0.0	67.0	0.0	0	0.0	0.0	0.0	
		2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	2017	10	1	10.0	3	33.3	21.0	47.6	0	0.0	0.0	0.0	
		2020	10	1	10.0	4	25.0	25.0	40.0	0	0.0	0.0	0.0	



**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

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**Federal Contractors Program Achievement Table**

**Part 4: Results - Women**

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Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis																		
		All Employees						Aboriginal Peoples						Hires						Promotions						Terminations						Turnover Rate
		#	%	Availability	Gap	EE Result	#	#	%	Expected	Expected	Difference	#	#	%	Expected	Expected	Difference	#	#	%	Expected	Expected	Difference	#							
01 Senior Managers	2015	5	0.0	2.9	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0						
	2017	6	0.0	2.9	0	0	0.0	0	0	0	0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0						
02 Middle & Other Managers	2015	35	2.9	2.2	1	0	129.9	5	0	0.0	0	0	0	5	0	0.0	0	0	0	3	0	0.0	0	0	0	8.2						
	2017	38	2.6	2.2	1	0	119.6	5	0	0.0	0	0	0	5	0	0.0	0	0	0	3	0	0.0	0	0	0	8.2						
03 Professionals	2015	11	9.1	1.2	0	1	757.6	2	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	17.4						
	2017	12	8.3	1.4	0	1	595.2	2	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	0	17.4						

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

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

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**Federal Contractors Program Achievement Table**  
**Part 5: Results - Aboriginal Peoples**  
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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x R + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + (DY/Year) + 2) x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples						
		#	Representation %	Availability %	Gap #	EE Result %	#	#	Actual %	Expected #	Difference #	Employees #	Actual %	Expected #	Difference #	Employees #	Actual %	Expected #	Difference #	Employees #	Actual %	Expected #	Difference #	Turnover Rate %		
04 Semi-Professionals & Technicians	2015	4	0.0	3.3	0	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	22.2
	2017	5	20.0	3.1	0	1	645.2	1	0	0.0	0	0	0.0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	100.0
05 Supervisors	2015	3	66.7	4.6	0	2	5,128.2	1	0	0.0	0	0	0.0	0	0	0	0.0	0	0	3	0	0.0	2	-2	100.0	
	2017	3	66.7	4.6	0	2	1,449.3	1	0	0.0	0	0	0.0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	7.4
06 Supervisors, Crafts & Trades	2015	11	0.0	2.4	0	0	0.0	5	0	0.0	0	0	0.0	0	0	6	0	0.0	0	0	0	0.0	0	0	0	
	2017	16	0.0	2.7	0	0	0.0	5	0	0.0	0	0	0.0	0	0	6	0	0.0	0	0	0	0.0	0	0	0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
04 Semi-Professionals & Technicians	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	11	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	11	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

The Gear Centre

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Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

The Gear Centre

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Availability	Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	Turnover Rate		
07	Administrative & Senior Clerical	2015	19	1	5.3	3.6	1	0	146.2	8	0	0.0	0	0	0	0.0	0	0	8	0	0.0	0	0	50.0	
08	Skilled Sales & Service Personnel	2015	2	0	0.0	1.5	0	0	0.0	4	0	0.0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
09	Skilled Crafts & Trades Workers	2015	41	1	2.4	4.8	2	-1	50.8	16	0	0.0	1	-1	6	0	0.0	0	25	0	0.0	1	-1	64.9	
		2017	36	1	2.8	4.5	2	-1	61.7	16	0	0.0	1	-1	6	0	0.0	0	25	0	0.0	1	-1	64.9	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments
		All Employees			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples						
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					
07	Administrative & Senior Clerical	2017	8	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
		2020	8	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
08	Skilled Sales & Service Personnel	2017	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
		2020	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
09	Skilled Crafts & Trades Workers	2017	22	0.0	2	0.0	8.0	0.0	0	0.0	0	0.0	0.0	0.0						
		2020	22	0.0	0	0.0	7.2	0.0	0	0.0	0	0.0	0.0	0.0						



**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

The Gear Centre

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Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis																		
		All Employees						Aboriginal Peoples						Hires						Promotions						Terminations						Turnover Rate %
		#	%	Availability	Gap	EE Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference						
10 Clerical Personnel	2015	47	0.0	5.1	2	-2	0.0	27	1	3.7	1	0	1	0	0.0	0	0	0	29	0	0.0	0	0	0	0	0	62.4					
	2017	46	1	2.2	5.1	2	-1	42.6	1	3.7	1	0	0	0.0	0	0	0	0	1	0	0.0	0	0	0	0	0	50.0					
11 Intermediate Sales & Service Personnel	2015	3	0	0.0	4.8	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0	0					
	2017	1	0	0.0	4.9	0	0	0.0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0					
12 Semi-Skilled Manual Workers	2015	24	0	0.0	5.7	1	-1	0.0	10	3	30.0	1	2	0	0.0	0	0	0	16	0	0.0	0	0	0	0	0	76.2					
	2017	18	3	16.7	5.6	1	2	297.6	3	30.0	1	2	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0	0	0					

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments
		All Employees			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples						
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					
10 Clerical Personnel	2017	28	3.6	2	50.0	15.0	23.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2020	28	1	3.6	3	33.3	7.0	51.0	1	100.0	0.0	0.0								
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0					
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0					
12 Semi-Skilled Manual Workers	2017	10	3	30.0	2	150.0	7.0	428.6	0	0.0	0.0	0.0	0	0.0	0.0					
	2020	10	3	30.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0					

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

The Gear Centre

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Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

The Gear Centre

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis													
		All Employees						Aboriginal Peoples						All Employees						Aboriginal Peoples							
		#	%	Availability	Gap	EE Result	#	%	Availability	Gap	EE Result	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	#	%	Actual	Expected	Difference	Turnover Rate
13 Other Sales & Service Personnel	2015	0	0.0	0.0	0	0	0.0	0	0	0.0	1	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
	2017	1	0	0.0	6.7	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
14 Other Manual Workers	2015	6	0	0.0	7.2	0	0	0.0	0	0.0	2	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
	2017	5	0	0.0	7.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0
Total	2015	211	4	1.9	0.0	0	4	0.0	0	0.0	82	4	4.9	0	4	0	0.0	0	0	0	0	0	0	0	0	0	42.8
	2017	205	8	3.9	0.0	0	8	0.0	0	0.0	4	4	4.9	0	4	0	0.0	0	0	0	0	0	0	0	0	0	42.8

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Short-term Goals						Long-term Goals						Comments
		All Employees			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples			Aboriginal Peoples						
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					
13 Other Sales & Service Personnel	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2020	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
14 Other Manual Workers	2017	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2020	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
Total	2017	100	4	4.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2020	100	4	4.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						

**Federal Contractors Program Achievement Table**

**Part 5: Results - Aboriginal Peoples**

The Gear Centre

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**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**The Gear Centre**  
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U \div (DY \text{ Year} + 2) \times 100$	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	

Occupational Equity Group (EOG)	Year	Workforce Analysis												Flow Data Analysis											
		All Employees						Persons with Disabilities						All Employees						Persons with Disabilities					
		#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Actual #	Expected #	Difference #	Turnover Rate %		
01 & Managers	2015	40	15.0	4.3	2	4	348.8																		
	2017	44	11.4	4.3	2	3	264.3	0	0.0	0	0	0	0	0.0	1	-1								7.1	
03 Professionals	2015	11	9.1	3.8	0	1	239.2																		
	2017	12	25.0	3.8	0	3	657.9	2	0	0.0	0	0	0	0.0	0	0	0	0							17.4

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	Actual #	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
01 & Managers	2017	10	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	10	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2017	2	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	2	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	



**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**The Gear Centre**  
**42936**

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

Occupational Group (EEOC)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Persons with Disabilities Availability	Gap	EE Result	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	Turnover Rate						
04 Semi-Professionals & Technicians	2015	4	0.0	4.6	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	22.2
	2017	5	0.0	4.6	0	0.0	1	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	
05 Supervisors	2015	3	1	33.3	13.9	0	1	1	239.8	1	1	100.0	0	1	0	0.0	0	0	0	3	1	33.3	1	0	100.0
	2017	3	1	33.3	13.9	0	1	1	239.8	1	1	100.0	0	1	0	0.0	0	0	0	3	1	33.3	1	0	
06 Supervisors, Crafts & Trades	2015	11	2	18.2	7.8	1	1	1	233.1	5	0	0.0	0	0	6	1	16.7	1	0	1	1	100.0	0	1	7.4
	2017	16	2	12.5	7.8	1	1	1	160.3	5	0	0.0	0	0	6	1	16.7	1	0	1	1	100.0	0	1	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04 Semi-Professionals & Technicians	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	11	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	11	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

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

The Gear Centre

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**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**The Gear Centre**  
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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U \div (DY \text{ ear} 1 + \text{ ear} 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce					Hires					Promotions					Terminations									
		All Employees	Representation	Persons with Disabilities Availability	Gap	EE Result	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	Turnover Rate							
07	Administrative & Senior Clerical	2015	19	4	21.1	3.4	1	3	619.2	8	1	12.5	0	1	0	0	0.0	0	0	8	0	0.0	0.0	2	-2	50.0
08	Skilled Sales & Service Personnel	2015	2	0	0.0	3.5	0	0	0.0	4	3	75.0	0	3	0	0.0	0	0	0	0	0	0.0	0.0	0	0	0.0
09	Skilled Crafts & Trades Workers	2015	41	4	9.8	3.8	2	2	256.7	16	1	6.3	1	0	6	0	0.0	1	-1	25	3	12.0	2	1	64.9	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2017	8	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
08	Skilled Sales & Service Personnel	2017	4	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017	22	4.5	0	0.0	0	0.0	0	0.0	0	0.0	0.0	

**Federal Contractors Program Achievement Table**

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

The Gear Centre

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**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
**The Gear Centre**  
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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times F + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U \div (DY \text{ ear} + 2) \times 100$

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis												
		Workforce						Hires						Promotions						Terminations						
		All Employees	Representation	Persons with Disabilities Availability	Gap	EE Result	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	Turnover Rate			
10 Clerical Personnel	2015	47	6	12.8	7.0	3	3	182.4																		
	2017	46	4	8.7	7.0	3	1	124.2	27	1	3.7	2	-1	1	1	100.0	0	1	29	4	13.8	4	0	62.4		
11 Intermediate Sales & Service Personnel	2015	3	0	0.0	5.6	0	0	0.0																		
	2017	1	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	50.0		
12 Semi-Skilled Manual Workers	2015	24	3	12.5	4.8	1	2	260.4																		
	2017	18	3	16.7	4.8	1	2	347.2	10	2	20.0	0	2	0	0	0.0	0	0	16	2	12.5	2	0	76.2		

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E + G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
10 Clerical Personnel	2017	28	7.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	28	7.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	10	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	10	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

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

The Gear Centre

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**Federal Contractors Program Achievement Table**  
**Part 6: Results - Persons with Disabilities**  
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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z								
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	D x G + 100	E - H	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
<b>Workforce Analysis</b>																								<b>Flow Data Analysis</b>									
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce</b>										<b>Hires</b>					<b>Promotions</b>					<b>Terminations</b>					<b>Turnover Rate</b>					
			All Employees	Representation	Persons with Disabilities Availability	Gap	EE Result	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference	All Employees	Actual	Persons with Disabilities Expected	Difference										
13	Other Sales & Service Personnel	2015	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0							
13	Other Sales & Service Personnel	2017	1	0	0.0	6.3	0	0	0.0	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0							
14	Other Manual Workers	2015	6	0	0.0	5.3	0	0	0.0	2	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0							
14	Other Manual Workers	2017	5	0	0.0	5.3	0	0	0.0	2	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0							
Total		2015	211	27	12.8	0.0	0	0	0.0	27	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0							
Total		2017	205	25	12.2	0.0	0	0	0.0	82	9	11.0	0	9	18	2	11.1	2	0	0	89	11	12.4	11	0	42.8							

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2017	2	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	2	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2017	100	11	11.0	0	0.0	0	0.0	0	0.0	
Total	2020	100	11	11.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

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

The Gear Centre

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**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**The Gear Centre**  
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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x R + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + (DY/Year) + 2) x 100		

Occupational Equity (EEOC)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Visible Minorities Availability	Gap	EE Result	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	Turnover Rate		
01 Senior Managers	2015	5	0.0	10.1	1	-1	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	0.0	
	2017	6	0.0	10.1	1	-1	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0		
02 Middle & Other Managers	2015	35	2	5.7	15.0	5	-3	38.1	5	2	40.0	1	1	5	0	0.0	0	0	0	3	1	33.3	0	1	8.2
	2017	38	3	7.9	15.0	6	-3	52.6	5	2	40.0	1	1	5	0	0.0	0	0	0	3	1	33.3	0	1	8.2
03 Professionals	2015	11	5	45.5	29.4	3	2	154.6	2	0	0.0	1	-1	0	0	0.0	0	0	0	2	1	50.0	1	0	17.4
	2017	12	4	33.3	26.5	3	1	125.8	2	0	0.0	1	-1	0	0	0.0	0	0	0	2	1	50.0	1	0	17.4

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0.0	1	0.0	33.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	0	0.0	1	0.0	50.0	0.0	0	0.0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	10	20.0	2	100.0	33.0	60.6	0	0.0	0.0	0.0	0.0		
	2020	10	20.0	2	100.0	15.0	133.3	2	100.0	0.0	0.0	0.0		
03 Professionals	2017	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		
	2020	2	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0		

<b>Federal Contractors Program Achievement Table</b>	
<b>Part 7: Results - Members of Visible Minorities</b>	
	<b>The Gear Centre</b>
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**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times R + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U \div (DY \text{ Earl} + 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Visible Minorities Availability	Gap	EE Result	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	Turnover Rate		
04 Semi-Professionals & Technicians	2015	4	1	25.0	21.6	1	0	115.7		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	22.2
	2017	5	1	20.0	21.7	1	0	92.2		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	
05 Supervisors	2015	3	0	0.0	21.6	1	-1	0.0		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	100.0
	2017	3	1	33.3	21.6	1	0	154.3		0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	
06 Supervisors, Crafts & Trades	2015	11	0	0.0	6.5	1	-1	0.0		5	1	20.0	0	1	6	0	0.0	0	0	0	1	0	0	0	7.4
	2017	16	1	6.3	4.6	1	0	135.9		5	1	20.0	0	1	6	0	0.0	0	0	0	1	0	0	0	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + I \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04 Semi-Professionals & Technicians	2017	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2017	1	0.0	0	0.0	0	33.0	0	0.0	0	0.0	0	0.0	
	2020	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	2017	11	9.1	1	100.0	0	90.9	0	0.0	0	0.0	0	0.0	
	2020	11	9.1	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

**Federal Contractors Program Achievement Table**

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

The Gear Centre

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**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**The Gear Centre**  
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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E + D \times 100$	Part 1: Workforce Analysis	$D \times G + 100$	$E - H$	$E - H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L - K \times 100$	$K \times G + 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q + P \times 100$	$P \times R + 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V - U \times 100$	$U \times F + 100$	$V - X$	$U + (DY \text{ Earl} + 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Visible Minorities Availability	Gap	EE Result	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	Turnover Rate		
07	Administrative & Senior Clerical	2015	19	5	26.3	13.4	3	2	196.4	8	0	0.0	1	-1	0	0	0.0	0	0	8	4	50.0	2	2	50.0
08	Skilled Sales & Service Personnel	2015	2	0	0.0	16.0	0	0	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	0	0.0	0	0	0.0
09	Skilled Crafts & Trades Workers	2015	41	9	22.0	7.9	3	6	277.9	16	4	25.0	1	3	6	0	0.0	1	-1	25	4	16.0	5	-1	64.9

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E + D \times 100$	Part 3: Goals	$E - G \times 100$	Part 3: Goals	$F + 1 \times 100$	Part 3: Goals	$E + K \times 100$	Part 3: Goals	$F + M \times 100$
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2017	8	0.0	0	0.0	10.0	0.0	0	0.0	0.0	0.0		
		2020	8	0.0	1	0.0	15.0	0.0	1	0.0	0.0	0.0		
08	Skilled Sales & Service Personnel	2017	4	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2020	4	0.0	1	0.0	33.0	0.0	1	0.0	0.0	0.0		
09	Skilled Crafts & Trades Workers	2017	22	18.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2020	22	18.2	4	0.0	0.0	0.0	0	0.0	0.0	0.0		

**Federal Contractors Program Achievement Table**

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

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**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
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<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>	<b>M</b>	<b>N</b>	<b>O</b>	<b>P</b>	<b>Q</b>	<b>R</b>	<b>S</b>	<b>T</b>	<b>U</b>	<b>V</b>	<b>W</b>	<b>X</b>	<b>Y</b>	<b>Z</b>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E - H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x R + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V - U x 100	U x F + 100	V - X	U + (DY/Year) + 2) x 100	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation	Visible Minorities Availability	Gap	EE Result	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	Turnover Rate		
10 Clerical Personnel	2015	47	12	25.5	14.5	7	5	176.1		27	5	18.5	4	1	0	0.0	0	0	29	10	34.5	7	3	62.4	
	2017	46	8	17.4	14.4	7	1	120.8																	
11 Intermediate Sales & Service Personnel	2015	3	0	0.0	17.3	1	-1	0.0		0	0	0.0	0	0	0	0.0	0	0	1	0	0.0	0	0	50.0	
	2017	1	0	0.0	2.3	0	0	0.0		0	0	0.0	0	0	0	0.0	0	0							
12 Semi-Skilled Manual Workers	2015	24	7	29.2	17.9	4	3	162.9		10	1	10.0	2	-1	0	0.0	0	0	16	4	25.0	5	-1	76.2	
	2017	18	4	22.2	19.6	4	0	113.4																	

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities		
		#	%	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
10 Clerical Personnel	2017	28	17.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	28	17.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
11 Intermediate Sales & Service Personnel	2017	0	0.0	2	0.0	20.0	0.0	0	0.0	0	0.0	0	0.0	
	2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0	0.0	0	0.0	
12 Semi-Skilled Manual Workers	2017	10	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2020	10	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

<b>Federal Contractors Program Achievement Table</b>	
<b>Part 7: Results - Members of Visible Minorities</b>	
	<b>The Gear Centre</b>
	<b>42936</b>



**Federal Contractors Program Achievement Table**  
**Part 7: Results - Members of Visible Minorities**  
**The Gear Centre**  
**42936**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z								
																										Part 1: Workforce Analysis	Part 1: Workforce Analysis	Part 1: Workforce Analysis	D x G + 100	E - H	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L - K x 100
<b>Workforce Analysis</b>																								<b>Flow Data Analysis</b>									
<b>Employment Equity Occupational Group (EEOG)</b>		<b>Year</b>	<b>Workforce</b>										<b>Hires</b>					<b>Promotions</b>					<b>Terminations</b>					<b>Turnover Rate</b>					
			All Employees	Representation	Visible Minorities Availability	Gap	EE Result	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference	All Employees	Actual	Visible Minorities Expected	Difference										
		#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%						
13 Other Sales & Service Personnel		2015	0	0.0	0.0	0	0	0.0	0.0	1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0						
		2017	1	0	0.0	34.1	0	0	0.0	1	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0						
14 Other Manual Workers		2015	6	4	66.7	17.0	1	3	392.2	2	1	50.0	0	1	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0						
		2017	5	3	60.0	16.4	1	2	365.9	2	1	50.0	0	1	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	0						
<b>Total</b>		2015	211	45	21.3	0.0	0	45	0.0	82	14	17.1	0	14	18	0	0.0	4	-4	89	24	27.0	19	5	42.8								
		2017	205	37	18.0	0.0	0	37	0.0	82	14	17.1	0	14	18	0	0.0	4	-4	89	24	27.0	19	5	42.8								

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	<b>New Entrants</b>				<b>Short-term Goals</b>				<b>Long-term Goals</b>				<b>Comments</b>
		All Employees	Visible Minorities Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
14 Other Manual Workers	2017	2	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	2	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
<b>Total</b>	2017	100	14	14.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2020	100	14	14.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	

<b>Federal Contractors Program Achievement Table</b>
<b>Part 7: Results - Members of Visible Minorities</b>
<b>The Gear Centre</b>
<b>42936</b>



## Summary of Goals

**The Gear Centre**

**July 12, 2017**

### Women

Workforce Analysis Results			Goals		Comments
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	
#	Description	#	# or %	# or %	
6	Senior Managers	-2	1	0	We will consider all qualified female applicants with a strong focus on promoting from within. This position requires in-depth knowledge of our business and expected to take a minimum of 3 years to fulfill
38	Middle and other Managers	-9	2	4	These positions are typically created from within via promotions and many of them require a heavy duty and/or automotive background. Our anticipated hire over the next 3 years is 6 and our goal is to hire a minimum of 2 women (33%). We will continue to consider all designated groups when hiring and/or promoting with a strong focus on hiring women
16	Supervisor Crafts and Trades	-1	1	1	Position requires a strong background in Heavy duty Mechanics and promoted from within. We will continue to consider all qualified female applicants, however we expect to take 3+ years to complete this task as once hired, must be trained & promoted into this position
13	Administrative & Senior Clerical	-4	4	0	We have closed the gap over the past three years despite the high turnover of females in this group. Women currently represent over 50% of this work group.

5	Skilled Sales and Service	-1	1	0	A strong parts and mechanical background is required for this position. During our advertising and interviewing process we continue to consider women in our hiring process
46	Clerical Personnel	-19	18	5	Anticipated hires over the next 3 years is 36. Our goal is to hire enough woman to represent over 50% of this work group. The majority of this will be completed within 3 years and the remainder within 5-7 years
1	Intermediate Sales & Service	-1	0	0	There is currently only one person in this role and we are not looking to expand and/or replace this position if/when this position is deleted
18	Semi-skilled manual workers	-3	4	0	The company had 15 terminations in this work group over the past 3 years and over 70% were women. We will place a strong focus on replacing these positions with qualified women as we increase our business. Through new growth and turnover we expect to hire 14 workers and looking to hire a minimum of 4 women.
1	Other Sales & Service Personnel	-1	0	0	We only have 1 person in this role and not expecting any change in the near future
5	Other manual workers	-1	1	0	This position is very physically demanding & we will make every effort to hire a female in our labourer position, and will continue to consider all qualified applicants from all designated groups

## Aboriginal Peoples

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
36	Skilled Crafts and Trades Workers	-1	3	0	We anticipate a need to hire 36 persons in this group and we are confident we will hire a minimum of 3 aboriginal persons to close & surpass the gap. We are in the process of registering for a job fair for Aboriginals to be held in the fall of 2017
46	Clerical Personnel	-1	3	0	We have recently hired 1 aboriginal person with a goal to hire a minimum of 2 more – through qualified applicants &/or job fair

## Persons with Disabilities – No gaps in this designated group

### Members of Visible Minorities

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
6	Senior Managers	-1	1	0	
38	Middle & Other Managers	-3	1	2	We've made improvements in this group however, 2 of the 3 terminations we had in the past 3 years were visible minorities. Anticipating 6 hires over the next 3 years and will continue to consider all qualified people in all groups with a goal to close the gap 003675

13	Administrative & Senior Clerical Personnel	-1	1	1	We had 8 terminations in the past 3 years and all of them were members of visible minority. We are working to rebuild this group and will consider visible minorities along with all other qualified persons and designated groups
5	Skilled Sales & Service Personnel	-1	1	1	We will continue to consider all qualified applicants from all designated groups with a strong focus on visible minorities

**Federal Contractors Program  
Report of the Subsequent Compliance Assessment**

**Employer Name:** Edmonton Gear Centre Ltd

**Primary Location:** Edmonton North and Edmonton South

**Number of Employees:** 205 employees in Canada – 83% are in Alberta

**Organization Overview:**

The company started operations as a small service shop in Edmonton in 1975. It is now a leading powertrain parts & service provider for the automotive and heavy truck industries. They specialize in remanufacturing transmissions, differentials, and transfer cases for heavy truck, medium duty, automotive, transit, agricultural and industrial applications. They have remanufacturing facilities in Edmonton, Surrey, and Mississauga. Their Off-Highway Division serves the commercial and retail markets as well as the public sector's industrial and military markets.

**Key Dates – First Year Assessment**

Initiated: 2015/08/20  
 Received: 2015/10/06  
 Closed: 2015/11/19  
 WFA: 2015/08/20

**Key Dates – Subsequent Assessment**

Initiated: 2017/06/30  
 Received: 2017/08/01  
 WFA: 2017/06/30

**DATA VERIFICATION**

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

Yes  No

**ASSESSMENT OF REASONABLE PROGRESS**

**Women**

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal not met (0%)
4.	Semi-Professionals & Technicians	Goal met (222%)
6.	Supervisors: Crafts & Trades	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Goal met (94%)
10.	Clerical Personnel	No goal set

11.	Intermediate Sales & Service Personnel	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal not met (48%)
14.	Other Manual Workers	Goal not met (0%)

#### Assessment/Observations

- Of the 8 short term goals that were identified, 6 were not met.
- In EEOG 01, there were no new entrants in the time period covered.
- In EEOG 02, there were 10 new entrants and none were women. With an availability of 38.9% in this EEOG, three would have been expected.
- In EEOG 06, there were 11 new entrants and none were women. With an availability of 6.4%, this is to be expected.
- In EEOG 10, the organization did not set a goal despite the gap of -22 (representation being at 23.4%). However, since 2015, the organization increased their representation of women in this EEOG to 30.4%. Availability rests at 71.0%.
- There were no new entrants in EEOG 11.
- In EEOG 12, out of 10 new entrants, one was a woman. This represents a hiring rate of 10.0%; slightly short of availability of 16.6%.
- In EEOG 14, there were two new entrants and neither was a woman. With an availability of 15.9% in this EEOG, this is to be expected.

#### Aboriginal Peoples

9.	Skilled Crafts & Trades Workers	Goal not met (0%)
10.	Clerical Personnel	Goal not met (50%)
12.	Semi-Skilled Manual Workers	Goal met (429%)

#### Assessment/Observations

- Of the three short term goals that were identified, two were not met.
- In EEOG 09, there were 22 new entrants and none were Aboriginal. With an availability of 4.5% this is to be expected.
- In EEOG 10, there were 28 new entrants and only one was Aboriginal. This represents a hiring rate of 3.6% whereas availability is 5.1%.

#### Person with Disabilities

#### Assessment/Observations

- No short term goals were identified as the company had no gaps for persons with disabilities.

#### Members of Visible Minorities

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal met (100%)
5.	Supervisors	Goal not met (0%)
6.	Supervisors: Crafts & Trades	Goal met (100%)
11.	Intermediate Sales & Service Personnel	Goal not met (0%)

#### Assessment/Observations

- Of the five short term goals that were identified, three were not met.
- In EEOG 01 there were no hires.
- Although the goal was not met for EEOG 05, the gap is now closed.
- There were no hires in EEOG 11.

#### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Progress has been noted in the following areas for women, Aboriginal people and members of visible minorities:
    - Women: Semi-Professionals & Technicians, Administrative & Senior Clerical Personnel and Semi-Skilled Manual Workers
    - Aboriginal People: Clerical Personnel and Semi-Skilled Manual Workers
    - Member of visible minority: Middle & Other Managers and Supervisors: Crafts & Trades
  - The organization has maintained full representation of persons with disabilities since the last workforce analysis. The overall representation of persons with disabilities was 12.2% in 2017; this is more than doubled their availability of 5.2%.
  - In areas where progress was not made, there were insufficient hires and promotions into the occupational group to reasonably expect that goals would be met. This is the case for women in EEOGs 01, 06, 11 and 14; Aboriginal peoples in EEOG 09; and, members of visible minorities in EEOG 01 and 11.
  - Approximately 2 years has gone by since the first assessment. If the organization had that extra year to complete their short term goals, it is reasonable to expect, given the progress noted, that more goals could have been met.

#### ASSESSMENT OF SHORT-TERM GOALS

- For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.
- For 6 out of 16 outstanding gaps, a short-term goal was not set and/or goals were not set at availability.

#### Women

##### EEOG 01 Senior Managers:

- Goal is set at 50%. It is recommended that the organization revise their goal downward given that current availability is 27.4%.

##### EEOG 02 Middle & Other Managers:

- Goal is set at 33%. Current availability is 38.9%. This is acceptable given the many gaps found in the workforce analysis for women, including in what is likely to be feeder groups to middle management.

##### EEOG 06 Supervisors: Crafts & Trades:

- Goal is set at 30%. It is recommended that the organization revise this goal downward given that current availability is 6.5%.

**EEOG 07 Administrative and Senior Clerical Personnel**

- Goal is set at 50%. Current availability is 84.6%. This is acceptable given that we would not encourage a goal for women to be set at levels above 50%.

**EEOG 08 Skilled Sales and Service Personnel**

- Goal is set at 15%. Current availability is 24.9%. It is recommended that the organization set a goal that is at least equal to availability.

**EEOG 10 Clerical Personnel:**

- Goal is set at 50%. Current availability is 71%. This is acceptable given that we would not encourage a goal for women to be set at levels above 50%.

**EEOG 11 Intermediate Sales & Service Personnel:**

- No goal has been set. However, this is accepted given that the employer appears to be downsizing in this EEOG. In 2015, there were three employees in this group and this was reduced to 1 in 2017. There were no new entrants in this EEOG between the timeframe being assessed.

**EEOG 12 Semi-Skilled Manual Workers:**

- Goal is set at 25%. Current availability is 16.3%. This is considered acceptable.

**EEOG 13 Other Sales and Service Personnel:**

- No goal has been set. However, there is only one employee in this EEOG and they were hired since the last workforce analysis. This may be a case where the employee's position was incorreccted coded or the employer is considering expanding its sales team. It is recommended that this be raised in the closing letter to ensure that a goal be set should growth be considered within these occupations. Current availability is 59.2%.

**EEOG 14 Other Manual Workers:**

- Goal is set at 15%. Current availability is 15.9%. This is considered acceptable.

**Aboriginal People****EEOG 09 Skilled Crafts & Trades Workers:**

- Goal set at 7.2%. Current availability is 4.5%. This is considered acceptable.

**EEOG 10 Clerical Personnel:**

- Goal set at 7%. Current availability is 5.1%. This is considered acceptable.

**Member of Visible Minority****EEOG 01 Senior Managers:**

- Goal set at 50%. Current availability is 10.1%. It is recommended that the employer revise its goal downwards to better reflect availability.

**EEOG 02 Middle Manager:**

- Goal set at 15%. Current availability is 15%. This is acceptable.

**EEOG 07 Administrative and Senior Clerical Personnel:**



- Goal set at 15%. Current availability is 13.4%. This is acceptable.

EEOG 08 Skilled Sales and Service Personnel:

- Goal set at 33%. Current availability is 12.8%. It is recommended that the organization revise its goal downwards to better reflect availability.

## 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:

- We note that several goals were set at levels well above labour market availability. Although it is recommended that short-term goals be set at levels slightly above availability to ensure that reasonable progress is achieved, we would recommend that you reconsider your organization's goals for the following areas to ensure that they are realistic and reflect the availability of designated group members in the specific occupations:
  - Women in EEOG 01 Senior Managers and 06 Supervisors: Crafts & Trades.
  - Members of visible minorities in EEOG 01 Senior Managers and EEOG 08 Skilled Sales and Service Personnel.
- In other areas, we note that the goal set was short of labour market availability. We would recommend that you consider revising these as well to ensure progress in closing these gaps:
  - Women in EEOG 08 Skilled Sales and Service Personnel.
  - For women in EEOG 13 Other Sales and Services, we note that there is only one employee in this occupational group. We would suggest that a goal be set if further growth is forecasted in these occupations.

**Name of Analyst: Eric Singh**

**Revised by: Annick Léger**

**Date: 2018/01/17**

## Nyirasafari, Ange AN [NC]

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**From:** Yakibonge, Maurice [NC] on behalf of EE-EME  
**Sent:** February 6, 2018 6:24 PM  
**To:** 't.a.mcgrandle@gearcentregroup.com'  
**Cc:** 'l.e.clark@gearcentregroup.com'; 'L.L.Wiebe@gearcentregroup.com'  
**Subject:** Government of Canada Agreement Number: 090191 – Notification of Compliance with the Federal Contractors Program

Dear Mr. McGrandle:

I am writing to inform you that the subsequent compliance assessment initiated on August 27, 2017, has been completed. As a result of the assessment, Edmonton Gear Centre Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of Edmonton Gear Centre Ltd.'s employment equity program.

- We note that several goals were set at levels well above labour market availability in several Employment Equity Occupational Groups (EEOG). Although it is recommended that short-term goals be set equal to or at levels slightly above availability to ensure that reasonable progress is achieved, we would recommend that you reconsider your organization's goals for the following areas to ensure that they are realistic and reflect the availability of designated group members in the specific occupations:
  - Women in EEOG 01 Senior Managers and EEOG 06 Supervisors: Crafts & Trades.
  - Members of visible minorities in EEOG 01 Senior Managers and EEOG 08 Skilled Sales and Service Personnel.
- In other EEOGs, we note that the goal set was short of labour market availability. We ask that you revise these to ensure progress in closing the gaps:
  - Women in EEOG 08 Skilled Sales and Service Personnel.
  - For women in EEOG 13 Other Sales and Services, we note that there is only one employee in this occupational group. We would suggest that a goal be set if further growth is forecasted in these occupations.

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 August 27, 2020. 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, Edmonton Gear Centre Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;

- tailored programs to attract and retain designated group members in areas where they are under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Edmonton Gear Centre 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](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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