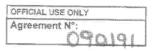
s.24(1)

Human Resources and Ressources humaines et Skills Development Canada Développement des compétences Canada

Labour Program Federal Contractors Program



Agreement to Implement Employment Equity

☐ New Agreement				
Revised Agreement				
\$				
Legal Name of Organization	ORGANIZATION			
Edmonton Gear Centre Ltd.		Parent company is	ocated out	side Canada
		· -	1300	7777 A.
		نيتا	Yes	∠ №
Operating Name (if different from Legal Name of Organization)	***************************************	Procurement Busi		
		7100ureniesit Otto	ness Num	20 1
		Yaral a marana		
		Total number of en (Full-Time/Part-Tim	T	vi 167
Organization's North American Industry Classification System (N	ACS) Code 19	To find your organic	ation's NAI	CS Code Number nie sse
8111: Automotive Repair and Maintenanc	*	Visit: http://www.str	rtcan.gc.ca/	Subjects-suiets/standard-
		nome/naks-scian/	couzmaics-	scanuzi-eng.htm

Official use only (if information above is incorrect)				
	number of employees in Canac		/S	
		*	organizacio	n's NAICS Code No
	HEAD OFFICE			
Address (building number, street, suite, etc.) 14713-116 Ave	Ç.		Province	Postal Code
	Edmonton		АЗ	T5M 3E9
	Telephone Number		Fax Numb	
	780-452-880		780-45	2-9910
ENPL	DYMENT EQUITY CONT	8CT		
Namo (print)	Title		***************************************	
Lore Clark	Manager Huma	n Resources		
Telephone Nymber	E-mail Address			***************************************
780~452~8800	l.e.clark@ge	arcentregrou).com	
The above-named organization:	CERTIFICATION			
having a combined workforce of 100 or more permane Name to combine the second t	est 6 dt sûnen - mannen ander ander ander	Company of the Compan		nacharin da san
12 weeks or more in Canada, AND	en varane, pomaten part-	ime and temporary	employee	s having worked
* Intending to bid on, or being in receipt of, a federal gov	armment nords or senious	contract standing a		ease la come de la come
Supply Arrangement, valued at \$1,000,000 or more (in	Cluding applicable taxes).	Anna auc. seamain _{te} u	nen ur cun	
denaby certifies its commitment to implement or maintain a	molecensor society as as as	conditasis beyon	d the perio	d of the oronizament
	am comittomorphic ser present i	oformation on how	to implem	ant employment equity
~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~~				
mportant note: If an audit of the Agreement to Implement	Employment Equity uncove	rs misrepresentatio	n on the p	art of the organization
he procurement instrument(s) with the Government of Car	tada may be terminated.			
	SIGNATORY			
OTE The Constant with the Park Constant Constant				······································
IOTE: The signatory must be the Chief Executive Officer contract on behalf of the organization.	UK an authorized person in	an executive positi	on with leg	al authority to sign a
**************************************	177.8			
	Group Contro	11		
	E-mail Address	***************************************		
		8@gearcentreg	roin e	arr.
	Dee			
	July 30/13			
	ANY 33173			
	INSTRUCTIONS			
or Online i				
The Aviational Committee of the Committe	araba ta ma			
<ul> <li>The original copy of the signed Agreement to Imple at: (819) 953-8768 or by e-mail at: ee-eme@brsdc-ri</li> </ul>	ment Employment Equity :	orm must be sent	to the La	bour Program fax,

### 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)

	ı	Province				Cens	us 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 CMA	s 17	0	0	17
Total Employees in	Canada •			205	B.C. less CMA	s 7	0	0	7
					Ont. less CMA	s 17	0	0	17
					Total Employe	es in Canada	<b>-</b>		205



Employment and Social Emploi et Développement Development Canada social Canada

### 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		F	All Employee	S		original Peop	oles		ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	6					1	1				
	Total	6	6					1	1				
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	38	32	6	1	1		4	3	1	3	3	
	Total	38	32	6	1	1		4	3	1	3	3	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	12	5	7	1		1	3	1	2	4	3	1
	Total	12	5	7	1		1	3	1	2	4	3	
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2	_											
	1	5	4	1							1	1	
	Total	5	4	1							1	1	

Page 1 of 16 Canada

Occupational Group Salary Range	QTR		All Employees Men Col 3	_	Total	Aboriginal Peoples  Men V	oles Women	Total	Persons with Disabilities lal Men Wo	abilities Women	Membe Total	Members of Visible Minorities  Total Men Wome	
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	12
Supervisors	4												
Top Range: Under \$5,000	ၗ												
Bottom Range: Under \$5,000	2												
	_	3	1	2				1		1			_
	Total	3	1	2					1		1	1	
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	16	16					2	2				
	Total	16	16					2		2		1	
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	ω												l
Bottom Range: Under \$5,000	2												
	1	13	6	7	1		1	3		3		1	
	Total	13	6	7	1		1	3	3		3	1	
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	အ												
Bottom Range: Under \$5,000	2												
	1	5	5					3	3 3	3			
	Total	5	5					3		3			

	,	١		ı						511100			
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	36	36		1	1		1	1		11	11	
	Total	36	36		1	1		1	1		11	11	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	45	32	13	1		1	4	1	3	8	5	ω
	Total	45	32	13	1		1	4	1	3	8	5	3
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	17	17		3	3		2	2		4	4	
	Total	17	17		3	3		2	2		4	4	

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

Total Number of Employees			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Other Manual Workers	T		Bottom Range: Under \$5,000	Top Range: Under \$5,000	Other Sales and Service Personnel	Col. 1	
	Total	1	2	သ	4	Total	1	2	ယ	4		
203	5	5				1	1				Col. 2	
167	5	5				1	1				Col. 3	All Employees
36											Col. 4	
8											Col. 5	Ab
5											Col. 6	Aboriginal Peoples
3											Col. 7	les
24											Col. 8	Perso
14											Col. 9	Persons with Disabilities
10											Col. 10	bilities
37	3	3									Col. 11	Membe
32	3	3									Col. 12	Members of Visible Minorities
5											Col. 13	Minorities

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

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

Occupational Group	)		All Employees	1		Aboriginal Peoples	oles	Persi	Persons with Disabilities	bilities	Member	Members of Visible Minorities	inorities
Salary Range Col. 1	QIR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	_	1	1										
	Total	1	1										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	2	2					1	1				
	Total	2	2					1	1				
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	5	5								3	3	
	Total	ת	ת								ى د	ı.	

Form 2 A

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

Total Number of Employees			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Semi-Skilled Manual Workers			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Intermediate Sales and Service Personnel			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Clerical Personnel	Salary Range Col. 1	Occupational Group
	Total	1	2	သ	4	Total	1	2	ယ	4	Total	1	2	3	4	QTR	i
17	2	2				1	1				4	4				Total Col. 2	
17	2	2				1	1				4	4				Men Col. 3	All Employees
																Women Col. 4	S
																Total Col. 5	Ab
																Men Col. 6	Aboriginal Peoples
																Women Col. 7	oles
																Total Col. 8	Perso
د.																Men Col. 9	Persons with Disabilities
																Women Col. 10	bilities
4											1	1				Total Col. 11	Member
4											1	1				Men Col. 12	Members of Visible Minorities
																Women Col. 13	1inorities

# 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 .	Total Col. 2	All Employees Men Col. 3	Women Col. 4	Total Col. 5	Aboriginal Peoples  Men \ Col. 6	oples Women Col. 7	Per Total Col. 8	Persons with Disabilities tal Men Wo . 8 Col. 9 Co	sabilities Women Col. 10	Memt Total Col. 11	Members of Visible Minorities Total Men Wome ol. 11 Col. 12 Col. 1	# 기타 I
Middle and Other Managers	4											, ,	
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	_	_	_										
	Total	_	1										
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	1	2	2										1
	Total	2	2										<u> </u>

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / New Brunswick Reporting Period 2015-08-20 to 2017-06-30

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

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

Occupational Group Salary Range	OTR		All Employees			Aboriginal Peoples	les	Perso	Persons with Disabilities	bilities Women	Member	Members of Visible Minorities	/linorities
Col. 1	2	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	1	1					1	1				
	Total	1	1					1	1				
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	2	2										
	Total	2	2										
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia Reporting Period 2015-08-20 to 2017-06-30

Total Number of Employees			Bottom Range: Under \$5,000	Top Range: Under \$5,000	Semi-Skilled Manual Workers	Salary Range Col. 1	
	Total	1	2	ω	4	ב ד	
7	1	1				l otal Col. 2	
7	1	1				Men Col. 3	All Employees
						Women Col. 4	1 1
-	1	1				l otal Col. 5	= Ab
	1	1				Men Col. 6	Aboriginal Peoples
						Women Col. 7	oles
2	1	1				l otal Col. 8	Perso
2	1	1				Men Col. 9	انةا
						Women Col. 10	
						lotal Col. 11	I O I
						Men Women Col. 12 Col. 13	Members of Visible Minorities
						Women Col. 13	inorities

Occupational Group		Α	All Employees	ŭ.	qV	Aboriginal Peoples	les	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	5	5					1	1				
	Total	5	5					ı	1				
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	34	28	6	1	1		4	3	1	3	3	
	Total	34	28	6	1	1		4	3	-1	3	3	
Professionals	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	12	5	7	1		1	3	1	2	4	3	1
	Total	12	5	7	1		1	3	1	2	4	3	1
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	5	4	1							•	4	

Occupational Group		А	All Employees	3	Abo	\boriginal Peoples	les	Persor	Persons with Disabilities	ilities	Members	Members of Visible Minorities	norities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Supervisors	4												

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

Occupational Group		Þ	All Employees		Ab	original Peop	les	Perso	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men V	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	သ												
Bottom Range: Under \$5,000	2												
	1	27	27		1	1		1	1		7	7	
	Total	27	27		1	1		1	1		7	7	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	37	24	13	_		1	4	1	3	7	4	3
	Total	37	24	13			1	4	1	3	7	4	3
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	14	14		2	2		_	1		4	4	
	Total	14	14		2	2		1	1		4	4	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										

Canada

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

Form 2 A

### FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Alberta

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

Occupational Group		,	All Employee	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
G01. 1		O01. 2	C01. 3	001. 4	O01. 3	COI. 0	COI. 7	C01. 0	COI. 9	COI. 10	COI. 11	COI. 12	COI. 13
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1					1	1				
	Total	1	1					1	1				
Total Number of Employees		2	1	1				1	1				

Canada

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	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	
Total Number of Employees Hired	81	65	16	4	3	1	9	7	2	14	12	2

Canada

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National Reporting Period 2015-08-20 to 2017-06-30

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

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario Reporting Period 2015-08-20 to 2017-06-30

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

Form 4 A

003602

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / New Brunswick Reporting Period 2015-08-20 to 2017-06-30

		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men		Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10		Col. 12
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	1	1								1	1	
Clerical Personnel	1	1										
Total Number of Employees Hired	3	3								1	1	

Form 4 A

### Edmonton Gear Centre Ltd. (certificate # 090191)

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / British Columbia Reporting Period 2015-08-20 to 2017-06-30

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

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## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

		All Employees		AI	Aboriginal Peoples	es	Perso	Persons with Disabilities	llities	Member	Members of Visible Minorities	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	4								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	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	
Total Number of Employees Hired	64	48	16	ω	2		6	4	2	10	8	2

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Alberta

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Clerical Personnel	1		1									
Total Number of Employees Hired	1		1									

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

	Employ	ees promoted (	(Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees	1	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	5	5								1	1	
Supervisors: Crafts and Trades	6	6					1	1				
Skilled Crafts and Trades Workers	6	6										
Clerical Personnel	1		1				1		1			
Total Number of Employees Promoted	18	17	1				2	1	1	1	1	
Total Number of Promotions	20	19	1				2	1	1	1	1	

Form 5 A

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

	Employ	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 Persons with Disabilities Members of Visible Minorities	Employees pro	Smoted during	g the year are to be Aboriginal Peoples	es reported or	Pers	Persons with Disabilities	lities	Vnich they nave	ney nave been last promoted.) Members of Visible Minorities	noted.)
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										

Form 5 A

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

	Employe	es promoted (I	Employees pro	moted during t	the year are to	be reported or	ly in the occup	ational groups	in which or to v	vhich they have	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.	moted.)
		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Promoted	2	2										
Total Number of Promotions	3	3										

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

	Employ	ees promoted	(Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		Α	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	4								1	1	
Supervisors: Crafts and Trades	6	6					1	1				
Skilled Crafts and Trades Workers	4	4										
Clerical Personnel	1		1				1		1			
Total Number of Employees Promoted	15	14	1				2	1	1	1	1	
Total Number of Promotions	16	15	1				2	1	1	1	1	

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

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

		All Employees		А	boriginal Peopl	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
Total Number of Employees Terminated	88	71	17				11	7	4	24	19	5

Canada

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National Reporting Period 2015-08-20 to 2017-06-30

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

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

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

Form 6 A

003613

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / British Columbia
Reporting Period 2015-08-20 to 2017-06-30

		All Employees		A	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Crafts and Trades Workers	2	2								1	1	
Clerical Personnel	3	3					1	1		1	1	
Total Number of Employees Terminated	5	5					J.	1		2	2	

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# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta Reporting Period 2015-08-20 to 2017-06-30

		All Employees		AI	Aboriginal Peoples	es	Perso	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	з	ω									_	
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	
Skilled Crafts and Trades Workers	19	19					3	3		2	2	
Clerical Personnel	23	19	4				3	1	2	8	5	
Semi-Skilled Manual Workers	14	10	4				2	_	_	3	ယ	
Total Number of Employees Terminated	74	57	17				01	6	4	19	14	

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Alberta

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Terminated	1	1										

### Workplace Equity Information Management System - Edmonton Gear Centre Ltd.

### **Workforce Analysis - Summary Report**

Date: 2017-06-30

### Women

	Women						
Employment Equity Occupational Group	All Employees	Representation		Availability		Gap	
	#	#	%	%	#	#	
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	
Total	205	37	18.0 %	37.0 %	77	-40	

Total may not equal sum of components due to rounding.



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Employment and Social Emploi et Développement Development Canada social Canada

# Workplace Equity Information Management System - Edmonton Gear Centre Ltd.

# **Workforce Analysis - Summary Report**

Date: 2017-06-30

### **Aboriginal Peoples**

			Aborigir	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees #	Representation # %	ntation %	Availability % #	**	Gap #
01 : Senior Managers	6	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	38	_	2.6 %	2.2 %	_	0
03: Professionals	12	_	8.3 %	1.4 %	0	
04 : Semi-Professionals and Technicians	5ī	0	0.0 %	3.1 %	0	0
05 : Supervisors	ω	0	0.0 %	4.6 %	0	0
06 : Supervisors: Crafts and Trades	16	0	0.0 %	2.7 %	0	0
07 : Administrative and Senior Clerical Personnel	13	_	7.7 %	3.6 %	0	_
08 : Skilled Sales and Service Personnel	Ø	0	0.0 %	1.2 %	0	0
09 : Skilled Crafts and Trades Workers	36	_	2.8 %	4.5 %	2	<u>.</u>
10 : Clerical Personnel	46	_	2.2 %	5.1 %	2	<u>.</u>
11 : Intermediate Sales and Service Personnel	<u> </u>	0	0.0 %	4.9 %	0	0
12 : Semi-Skilled Manual Workers	18	ω	16.7 %	5.6 %	<u> </u>	2
13 : Other Sales and Service Personnel	<u> </u>	0	0.0 %	6.7 %	0	0
14 : Other Manual Workers	Сī	0	0.0 %	7.0 %	0	0
Total	205	ω .	3.9 %	3.8 %	o	2

Total may not equal sum of components due to rounding.



2017-07-11



# Workplace Equity Information Management System - Edmonton Gear Centre Ltd.

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# **Workforce Analysis - Summary Report**

Date: 2017-06-30

### **Members of Visible Minorities**

			Viembers of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	oility	Gap
	#	#	%	%	#	#
01 : Senior Managers	6	0	0.0 %	10.1 %	1	4
02 : Middle and Other Managers	38	ω	7.9 %	15.0 %	6	۵
03 : Professionals	12	4	33.3 %	26.5 %	ω	<u> </u>
04 : Semi-Professionals and Technicians	O ₁	_	20.0 %	21.7 %	_	0
05 : Supervisors	ω	_	33.3 %	21.6 %	_	0
06 : Supervisors: Crafts and Trades	16	_	6.3 %	4.6 %	_	0
07 : Administrative and Senior Clerical Personnel	13	_	7.7 %	13.4 %	2	<u>.</u>
08 : Skilled Sales and Service Personnel	S ₁	0	0.0 %	12.8 %	_	<u>.</u>
09 : Skilled Crafts and Trades Workers	36	11	30.6 %	8.0 %	ω	œ
10 : Clerical Personnel	46	8	17.4 %	14.4 %	7	<u>.</u>
11 : Intermediate Sales and Service Personnel	_	0	0.0 %	2.3 %	0	0
12 : Semi-Skilled Manual Workers	18	4	22.2 %	19.6 %	4	0
13 : Other Sales and Service Personnel	_	0	0.0 %	34.1 %	0	0
14 : Other Manual Workers	Сī	ω	60.0 %	16.4 %	<u> </u>	N
Total	205	37	18.1 %	13.9 %	31	σ

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Edmonton Gear Centre Ltd.

# **Workforce Analysis - Summary Report**

Date: 2017-06-30

### **Persons with Disabilities**

Persons with Disabilities

Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	bility	Gap	
	#	#	%	%	#	#	
01/02 : Managers	44	л	11.4 %	4.3 %	2	3	
03 : Professionals	12	ω	25.0 %	3.8 %	0	ω	
04 : Semi-Professionals and Technicians	Sī.	0	0.0 %	4.6 %	0	0	
05 : Supervisors	ω	_	33.3 %	13.9 %	0	<u> </u>	
06 : Supervisors: Crafts and Trades	16	2	12.5 %	7.8 %	_	<u>→</u>	
07 : Administrative and Senior Clerical Personnel	13	ω	23.1 %	3.4 %	0	ω	
08 : Skilled Sales and Service Personnel	5	ω	60.0 %	3.5 %	0	ω	
09 : Skilled Crafts and Trades Workers	36	_	2.8 %	3.8 %	_	0	
10 : Clerical Personnel	46	4	8.7 %	7.0 %	ω	_	
11 : Intermediate Sales and Service Personnel	_	0	0.0 %	5.6 %	0	0	
12 : Semi-Skilled Manual Workers	18	ω	16.7 %	4.8 %	_	2	
13 : Other Sales and Service Personnel	_	0	0.0 %	6.3 %	0	0	
14 : Other Manual Workers	5	0	0.0 %	5.3 %	0	0	
Total	205	25	12.2 %	5.2 %	∞	17	

Total may not equal sum of components due to rounding.



2017-07-11

Workplace Equity Information Management System - Edmonton Gear Centre Ltd.

003620

# **Workforce Analysis - Summary Report**

Date: 2017-06-30

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

### Workplace Equity Information Management System - Edmonton Gear Centre Ltd.

### **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

Data from	C <mark>urrent Workf</mark> o	orce Analysis
<b>\</b>	<b>\</b>	<b>\</b>

Date of P	revious Workford	e Analysis
YYYY	MM	DD
2015	08	20

Date of C	urrent Workforce	Analysis
YYYY	MM	DD
2017	06	30

			Table 1: Womer	1
		Previ	ous Workforce An	alysis
Emple	nument Equity Occupational Crown (EEOC)	All Employees	Wor	nen
Embi	yment Equity Occupational Group (EEOG)		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
Total		211	39	0.0

7	Table 5: Women	l
Curre	ent Workforce Ana	ilysis
All Employees	Won	nen
	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
205	37	0.0

* Source:			
2011 National F	lousehold Surv	ey	

* Source	:			
2011 Nat	ional Hou	sehold Sur	vey	

### Federal Contractors Program Achievement Table Part 1: Workforce Analysis The Gear Centre 2017-07-20 003623

2015	YYYY	Date of P	•	Data from P
08	MM	Date of Previous Workforce Analysis	*	Data from Previous Workforce Analysis
20	<u> </u>	e Analysis	*	orce Analysis

2017	YYYY	Date of C	<b>←</b>
06	MM	Date of Current Workforce Analysis	<b>←</b>
30	DD	: Analysis	<b>←</b>

Data from Current Workforce Analysis

0.0	4	211	
7.2	0	6	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
5.7	0	24	Semi-Skilled Manual Workers
4.8	0	<u>ω</u>	Intermediate Sales & Service Personnel
5.1	0	47	Clerical Personnel
4.8	1	41	Skilled Crafts & Trades Workers
1.5	0	2	Skilled Sales & Service Personnel
3.6	1	19	Administrative & Senior Clerical Personnel
2.4	0	11	Supervisors: Crafts & Trades
1.3	0	ပ	Supervisors
3.3	0	4	Semi-Professionals & Technicians
1.2	1	11	Professionals
2.2	1	35	Middle & Other Managers
2.9	0	5	Senior Managers
%	#	#	
Availability*	Representation		Junear Educity Occupational Octoub (EECO)
l Peoples	Aboriginal Peoples	All Employees	nyment Famity Occupational Group (FFOG)
alysis	Previous Workforce Analysis	Previo	
eoples	<b>Table 2: Aboriginal Peoples</b>	Table 2	

02 03 04 05 05 06 07 07 07 07 08 09 10 11

Curren	Workforce /	\nalysis
Il Employees	Aboriginal Peoples	l Peoples
	Representation	Availability*
#	#	0/0
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
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**Employment Equity** 

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## Federal Contractors Program Achievement Table Part 1: Workforce Analysis The Gear Centre 2017-07-20

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alysis	<b>Previous Workforce Analysis</b>	Previ	
e Minorities	<b>Table 3: Members of Visible Minorities</b>	Table 3: Me	

**Employment Equity Occupational Grou** 

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Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

Middle & Other Managers

Professionals

Senior Managers

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Clerical Personnel

Intermediate Sales & Service Personnel

Skilled Sales & Service Personnel Skilled Crafts & Trades Workers

Administrative & Senior Clerical Personnel

Other Manual Workers

Semi-Skilled Manual Workers
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2011 National Household Survey

## Federal Contractors Program Achievement Table Part 1: Workforce Analysis The Gear Centre 2017-07-20

**Data from Previous Workforce Analysis** 

Data from Current Workforce Analysis

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7.0	6	47	Clerical Personnel
3.8	4	41	Skilled Crafts & Trades Workers
3.5	0	2	Skilled Sales & Service Personnel
3.4	4	19	Administrative & Senior Clerical Personnel
7.8	2	11	Supervisors: Crafts & Trades
13.9	1	ပ	Supervisors
4.6	0	4	Semi-Professionals & Technicians
3.8	1	11	Professionals
4.3	6	40	Managers
9%	#	#	
Availability*	Representation		Juneme Edunity Occupational Group (EEOO)
Disabilities	Persons with Disabilities	All Employees	nyment Family Occumational Crown (FFOC)
ılysis	Previous Workforce Analysis	Previo	
sabilities	<b>Fable 4: Persons with Disabilities</b>	Table 4: 1	

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Part 2: Flow Data Analysis

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Table 1: Women

	Full-time	Full-time / National	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	5	0	0	0
03 Professionals	2	2	0	0
04 Semi-Professionals & Technicians	1	_	0	0
05 Supervisors	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	_	_
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	10		0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	2	0	0	0
Total	81	16		1

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Table 5: Women

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A.I.	Women Promoted	All Employees Promoted	Women Promoted	All Employees Promoted
	/National	Part-time / National	/National	Full-time / National
		Women	Table 5: Women	

<b>←</b>	m 5 - Employees moted
<b>←</b>	oyees
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II Employe	Part-tin	Table 9: Women
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Table	Table 9:	Women	
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Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative & Senior Clerical Personnel	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers		Employment Equity Occupational Group (EEOG)							
81	2	_	10	0	26	16	4	8	5			2	5	0	#	All Employees Hired	Full-time / National	Tab	<b>←</b>		Data :		
4	0	0	دي	0		0	0	0	0	0	0	0	0	0	#	Aboriginal / Peoples Hired	National	Table 2: Aboriginal Peoples	<b>←</b>	Hired	Data from Form 4 - Employees	2015	Start I
1	0	0	0	0		0	0	0	0	0	0	0	0	0	#	All Employees Hired	Part-time / National	iginal Peor	<b>~</b>	ed	4 - Emplo	08	Start Date of Flow Data
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Part 2: Flow Data Analysis

The Gear Centre

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08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

13 Other Sales & Service Personnel

|Semi-Skilled Manual Workers

14 Other Manual Workers

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11 Intermediate Sales & Service Personnel

10 | Clerical Personnel

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10

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06 Supervisors: Crafts & Trades
07 Administrative & Senior Clerical Personnel

05 Supervisors

04 Semi-Professionals & Technicians

02

Middle & Other Managers

01 Senior Managers

03 Professionals

(EEOG)

**Employment Equity Occupational Group** 

All Employees

Full-time / National

Part-time / National

**Table 3: Persons with Disabilities** 

### Data from Form 5 - Employees Promoted

Data from Form 6 - Employees

Terminated

Full-time / National **Table 7: Persons with Disabilities** sabilities romoted ons with All Employees Part-time / National Promoted Persons with Disabilities Promoted 

II Employees Ferminated	Full-time	Table 1
Persons with Disabilities Terminated	Full-time / National	Table 11: Persons with Disabilities
All Employees Terminated	Part-time	with Disa
Persons with Disabilities Terminated	Part-time / National	bilities

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Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated
/ National	Part-time / National	Full-time / National	Full-time
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42936	The Gear Centre	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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	Data	YYYY M  2015  Data from Form 4- Hired	Start Date of Flow Data   YY	Data DD 20  yees	YYYY 2017  Data fr		mm DD  06 30  m Form 5 - Employees  Promoted	oyees	Data	from Forn	Data from Form 6 - Employees Terminated	oyees
	Table 4: 1	Table 4: Members of Visible Minorities	f Visible M	inorities	Table 8: Mo	Members o	embers of Visible Minorities	linorities	Table 12:	Members	Members of Visible Minorities	Minorities
	Full-time / National	/National	Part-time / National	National	Full-time / N	/National	Part-time / National	/ National	Full-time	Full-time / National	Part-time / National	/ National
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(EEOG)	All Employees	Visible .	All Employees	Visible	All Employees	Visible	All Employees	Visible	All Employees	Visible	All Employees	Visible
		Hired		Hired		Promoted		Promoted		Terminated		Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	
02 Middle & Other Managers	5	2	0	0	5	0	0	0	3		0	
03 Professionals	2	0	0	0	0	0	0	0	2		0	-
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	_	0	0	
05 Supervisors		0	0	0	0	0	0	0	3	0	0	
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10 Clerical Personnel	26	5		0		0	0	0	29	10	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0		0	0	
12 Semi-Skilled Manual Workers	10		_0	0	0	0	0	C	15	4		
13 Other Sales & Service Personnel		0	0	0	0	0	0	0	0	0	0	
14 Other Manual Workers	2	_	0	0	0	0	0	0	0	0	0	
Total	81	14	<u></u>	0	18	0	0	0	88	24		

42936	The Gear Centre	Part 3: Goals	Federal Contractors Program Achievement Table
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**Duration of Previous Goals** 

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Table 1: Women

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Emplo	<b>Employment Equity Occupational Group (EEOG)</b>	Short-term Goals	m Goals	Long-term Goals	m Goals
		#	9/0	#	%
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		10.0	0	0.0
07	Administrative & Senior Clerical Personnel	18	80.0	0	0.0
80	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	ري دن	21.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	دن	16.0	0	0.0
Total		n	0.0	0	0.0

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0	0.0	0	0.0
0	0.0	0	0.0
1	30.0		0.0
4	50.0	2	0.0
- 1	15.0	0	0.0
0	0.0	0	0.0
18	50.0	<u>Ch</u>	0.0
0	0.0	0	0.0
4	25.0	0	0.0
0	0.0	0	0.0
1	15.0	0	0.0
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42936	The Gear Centre	Part 3: Goals	Federal Contractors Program Achievement Table
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yment Equity Occupational Group (EEOG)	Short-ter	Short-term Goals	Long-ter	Long-term Goals	Short
	#	%	#	%	#
Senior Managers	0	0.0	0	0.0	
Middle & Other Managers	0	0.0	0	0.0	
Professionals	0	0.0	0	0.0	
Semi-Professionals & Technicians	0	0.0	0	0.0	
Supervisors	0	0.0	0	0.0	
Supervisors: Crafts & Trades	0	0.0	0	0.0	
Administrative & Senior Clerical Personnel	0	0.0	0	0.0	
Skilled Sales & Service Personnel	0	0.0	0	0.0	
Skilled Crafts & Trades Workers	2	8.0	0	0.0	
Clerical Personnel	2	15.0	0	0.0	
Intermediate Sales & Service Personnel	0	0.0	0	0.0	
Semi-Skilled Manual Workers	2	7.0	0	0.0	
Other Sales & Service Personnel	0	0.0	0	0.0	
Other Manual Workers	0	0.0	0	0.0	
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42936	The Gear Centre	Part 3: Goals	Federal Contractors Program Achievement Table
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Data from Current Goals

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Table 3: Persons with Disabilities

Persons with Disabilities

Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m 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
80	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

Table 7:	Persons rsons with	with Disabilities Disabilities	ilities
Short-term Goals	m Goals	Long-term	1 Goals
#	%	#	%
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0	0.0	0	0.0
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42936	The Gear Centre	Part 3: Goals	Federal Contractors Program Achievement Table
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Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals
		#	%	#	%
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
80	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
Total		0	0.0	0	0.0

Total

Table 4: N	Table 4: Members of Visible Minorities  Members of Visible Minorities	f Visible N ible Minorit	Ainorities lies	Table 8: N	Table 8: Members of Visible Minorities         Members of Visible Minorities	f Visible N ible Minori	Ainoriti ties
Short-term Goals	m Goals	Long-term Goals	m Goals	Short-term Goals	m Goals	Long-term Goals	m Goal
#	%	#	%	#	%	#	%
1	33.0	0	0.0	_	50.0	0	
2	33.0	0	0.0	_	15.0	2	
0	0.0	0	0.0	0	0.0	0	
0	0.0	0	0.0	0	0.0	0	
	33.0	0	0.0	0	0.0	0	
	10.0	0	0.0	0	0.0	0	
0	10.0	0	0.0		15.0	1	
0	0.0	0	0.0	_	33.0	1	
0	0.0	0	0.0	0	0.0	0	
0	0.0	0	0.0	0	0.0	0	
2	20.0	0	0.0	0	0.0	0	
0	0.0	0	0.0	0	0.0	0	
0	0.0	0	0.0	0	0.0	0	
0	0.0	0	0.0	0	0.0	0	
0	0.0	0	0.0	0	0.0	0	

Part				0.0	0.0						0	×1111	2	2020		
Part											,		)	_	Professionals	03 Proj
Part 1   E-D   Part 1   Dat 0   Authorise   Dat 0   E-H   Part 2				0.0	0.0						0		2	2017		
Part				0.0	0.0						0		10	2020		Mar
Part				0.0	0.0						0		10	2017	Middle & Other 20	
Part I   P				0.0	0.0					1 0.0	0		0	2020		
Part				0.0	0.0					1 0.0	0		0	2017	Senior Managers 20	01 Semi
The column   Fig.   F				#:	%	#:	4:	%	8	9%	*	ş.		*		
Part 1				Percent of Goal Met	<u> </u>	Percent of Goal Met		Percent of Goal Met		Percent of Goal Met	Goal	Actual	iyees	Empl	9	(EEOG)
Part	Comment					Wo			omen	- ×		Women	= 		ional Group	Эссира
Part   E + D   Part   D   C   D   C   D   D   D   D   D   D					m Goals	Long-ter		S	erm Goa	Short-to		romotions	res and P	Year THI	Employment Equity	Employ
Part   1.     Part   2.   Pa							oals					trants	New En	П		
Part 1:				<b>←</b>	<b>←</b>	<b>-</b>	←	<b>←</b>	←	<b>←</b>	<b>-</b>	<b>←</b>				
Part 1:   E+D   Part 1:   D x G   X 100   Workforce   X 100   Workforce   X 100   Analysis   X 100				F÷Mx 100	Part 3: Goals	E+Kx 100	ĺ	F + I x 100	Part 3: Goals	E+Gx 100		E + D	}	Part Flow Anal	X68:	Data sources:
Part 1:   E+D   Part 1:   D+G   Not force   Numbris	0	0		<u> </u>	100.0								12	2017		
Part 1:   Part 1:   Part 2:   Part		Минеси											=	2015	Professionals 20	03 Prof
Part 1:   E + D   Part 1:   Analysis   Part 2:   Part 2:   Part 3:   Part	1			2	0.0								38	2017		Mar Mar
Part 1:   Part 2:   Part 2:   Part 2:   Part 3:   Part 3:   Part 4:   Part		5344HHH											35	2015	Middle & Other 20	
Part 1:	0			0	0.0								6	2017	Senior Managers 20	OI Sem
Part 1:							Ŭ			.4			5	2015		
Part 1:   Representation   Part 1:   Repart 2:   Part	#	mumaur		#	%	#	#4.	%	#	#	%	%		**		
Part I: Norkforce and parts and part size with the part of the part is and part is a control or co	Difference	Actual						EE Result	Gap	ailability	۸۷	oresentation		Emple	•	(EEOG)
Part I: Norkforce Analysis         E + D Analysis         Part 2: Norkforce Analysis         E + H Analysis         Part 2: Now Data Analysis         Part 2: Plow Data Analys		Wo	4	пеп	Won		<u>^</u>			Vomen			=		ional Group	Occupa
Part I: Workforce x 100 Workforce x 100 Workforce Analysis Workforce Analysis Workforce x 2 More force Analysis workforce x 2 More force Analysis workforce x 2 More force	ns	Promotion			Hires					rce	Workfo			Year		Employ
Part I:         E+D Workforce Analysis         Part I:         DxG Analysis         E+H Flow Data Analysis         Part 2: Analysis         L+K Ry G-H L-N Analysis         Part 2: Analysis <td>a Analysis</td> <td>Flow Data</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>Analysis</td> <td>cforce</td> <td>Wor</td> <td></td> <td></td> <td></td> <td></td>	a Analysis	Flow Data								Analysis	cforce	Wor				
Part I: E+D Workforce x 100 Workforce x 100 Analysis with a part 2: E+H Workforce x 100 Analysis Analysis with a part 2: E+H Workforce x 100 Analysis Analysis with a part 2: E+H Workforce x 100 Analysis Analysi	<b>-</b>			<b>←</b>	<b>-</b>	<u>_</u>	<b>-</b>	<b>-</b>	<b>←</b>	<b>←</b>	<b>←</b>	<b>←</b>		_		
	Q-S	Part 2: Flow Data Q + P x 100 Analysis		-1-	L÷K x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + H x 100	E- H		Part 1: Workfor Analysi	хн		Part Work Anal	X8S:	Data sources:
D E F G H I J K L M N O P Q R S T U V W X Y Z	T			Z	М	L	K	J	I	H	G	F		СЕ	B	Α
42936					42936											
The Gear Centre				entre	Gear (	The										
Part 4: Results - Women			ם	- Wome	Results	Part 4:										
1 Curi al Colita actor s 1 logi am Acmerem 1 apre		7	Yelliche Tab		0											

42936	The Gear Centre	Part 4: Results - Women	Federal Contractors Program Achievement Table

Trades	OK Supervisors: Crafts &		05 Supervisors	Technicians	04 Semi-Professionals &		(EEOG)	Occupational Group	<b>Employment Equity</b>			Data sources:	Trades	06 Supervisors: Crafts &	og paper risors	05 Supervisors	Technicians	Semi-Professionals &		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B			
	Crafts &				ionals &			roup	luity					Crafts &				ionals &			roup	luity							
2020	2017	2020	2017	2020	2017	#		1 021	\ 2 1				2017	2015	2017	2015	2017	2015	¥		1041	<u> </u>				С			
11	11	_	_	1	_	#	Employees	Á	Hires :	Nex	<b>-</b>	Part 2: Flow Data Analysis	16	=	_ن ى	3	5	4	#	Employees	<u> </u>			<b>-</b>	Part 1: Workforce Analysis	D			
0	0	1	_	_	_	#	Ac	We	Hires and Promotions	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	0	0	2	2	1	0	#	Repres				<b>←</b>	Part 1: Workforce Analysis	E			
	0.0	100.0	100.0	100.0	100.0	9%	Actual	Women	notions	ants	<b>←</b>	E+Dx 100	0.0	0.0	66.7	66.7	20.0	0.0	9/6	Representation			Work	<b>-</b>	E ÷ D x 100	F			
Ŭ						11:	Goal				<b>-</b>	Part 3: Goals	6.5		56.2	56.2	) 22.3	25.4	9/6	Ava	=	Workforce	Workforce Analysis	<b>-</b>	Part 1: Workforce Analysis	G			
1 0	1 0	0 0	0 0		4 25.0	%	Percent of Goal Met		Short-		<b>←</b>	E + Gx 100	5	4	2	2	3	4	#	Availability	Women	rce	\nalysi	<b>←</b>	e DxG +100	H			
	0.0	0.0	0.0			%	of Goal	Women	Short-term Goals		<b>←</b>	Part 3: Goals	-	_	2	2	1	1	#	Gap			S	<b>←</b>	E - H	I			
	10.0	0.0	0.0		45.0 222.2	%	Percent of Goal Met		als		<b>←</b>	F + I x 100	-1	-1	0 118	0 118	0 89	-1 (	%	EE Result				<b> </b>	E+H x100	J			
0.0	0.0	0.0	0.0	0.0	2.2	#:	t of Goal			Goals	<b> </b> ←	Part 3:	0.0	0.0	118.6	118.6	89.7	0.0	#	Em	<u>^</u>			<b> </b>	Part 2: Flow Data Analysis	K			
_	0	0	0	0	4	#	Percent of Goal Met		Lon		 ←	П	5		_		1		#	yees				<b> </b>	2: Part 2: Data Flow Data sis Analysis				Part
0.0	0.0	0.0	0.0	0.0	25.0			Women	Long-term Goals			.+ K x Pa	0	nonnerna	_		1		шинат	Actual		≡l			×г		4	The Gear Centre	Part 4: Results - Women
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Per Go		Foals		<b> </b>	Part 3: F Goals	0.0		100.0		100.0		%	Ex	Women	Hires		_	L+K K x100	M	42936	ear Cei	sults -
0.0	0.0	0.0	0.0	0.0	0.0	#:	Percent of Goal Met				<b>←</b>	F+Mx 100	0		1		0		#	pected				<b>←</b>	K x G +	Z		ntre	Wome
													0		0		1		#	Difference E				<b> </b>	L - Z	0			=
													6		0		0		#	Employees	<u>`</u>			<b>←</b>	Part 2: Flow Data Analysis	P			
													0	нашинан	0		0		#	Actual		P	Fle	<b>←</b>	Part 2: Flow Data Analysis	0			
													0.0		0.0		0.0		9%	ual	Wo	Promotions	Flow Data Analysis	<b>-</b>	Q + P x 100 P x F + 100	R			
													0		0		0		#	Expected	Women	ns	a Anal	<b>-</b>	P x F ÷ 10	s			
								Con									)		#	Difference			ysis	<b>←</b>	0 Q-S	Т			
								Comments					0		0		0		#	Em	≥			<b>←</b>	Part 2: Flow Data Analysis	U			
													<u> </u>		ယ		1		#	ës				<b> </b>	Part 2: ata Flow Data is Analysis	V			
													0		2 6		0		%	Actual		Tei		<b> </b>	2: V+Ux Data 100	W			
													0.0		66.7		0.0			Ехре	Women	Terminations							
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													0		0		0		#	Difference	Ī			┝	V - X ((D' DY 2)	Y			
													7.4		100.0		22.2		%	Rate	Turnover			←	U+ ((DYear1+ DYear2)+ 2) x 100	Z			

$\frac{1}{S}$ 60	S			07 /		(EEOG)	Осси	Emp			Data sources		90	S		S			(EEOG)	Осец	Emp			Data sources	Α			
Skilled Crafts & Trades Workers	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		90	Occupational Group	Employment Equity			wrees:	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		)G)	Occupational Group	Employment Equity			wrees:	B			
2017	2020	2017	2020	2017	#		Year	1				2017	2015	2017	2015	2017	2015	#		191	Val				С			
22	4	4	8	8	#	Employees	IIV	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	36	41	5	2	13	19	Ħ	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D			
					#		5	and Pro	New Entrants	<b>←</b>	Part 2: Flow Data Analysis						11	#					<b>←</b>	Part 1: Workforce Analysis	E			
0 0	0 0	0 0	6 75.0	6 75.0	ş	Actual	Women	Hires and Promotions	ants.	<b>←</b>	E + D x	0	0 0		0 0	7 53.8	1 57.9	%	Representation			Wor	<b>←</b>	е E÷D х100	F			
0.0	0.0	0.0	.0		¥t:	Goal		-		- ←	Part 3:	0.0	0.0		0.0 24			9/6	^		Workforce	Workforce Analysis	<b>←</b>	Part 1: Workforce Analysis	G			
0		0	4 15	18 3	%	Percent of Goal Met		Short		<b>←</b>	E+G	1.2	1.2	24.9	24.6	84.6	84.6	#	Availability	Women	orce	Analy	<b>←</b>	DxG	H			
0.0	0.0	0.0	150.0	33.3	96	it of Goal	Women	Short-term Goals		<b>←</b>	ix Part 3: Goals	0	0		0	11	16	#	Gap			sis	<b>←</b>	П	I			
0.0	15.0	0.0	50.0	80.0				oals			<b>[</b>	0	0	<u>-</u>	0	-4	-5							-H к				
0.0	0.0	0.0	150.0	93.8	9/0	Percent of Goal Met			Goals	-	F+Ix100 P	0.0	0.0	0.0	0.0	63.6	68.4	%	EE Result Em				<b> </b>	E+H Flo	J			
0	0	0	2	0	#	Goal Pe		L		-	Part 3: E	16		4		<b>%</b>		#	Employees				-	Part 2: Flow Data Fl Analysis A	K			Pa
0.0	0.0	0.0	300.0	0.0	#:	Percent of Goal Met	Women	Long-term Goals		<b>←</b>	E+Kx	0	Onlinensin	0		6	11111111111111	#	Actual				<b>←</b>	Part 2: Flow Data Analysis	L		The	H 4: F
0.0	0.0	0.0	0.0	0.0	%	Geal	99	n Goals		<b>←</b>	Part 3: Goals	0.0		0.0		75.0		%	-	Women	Hires		<b>←</b>	L÷K x100	Ν	42936	The Gear Centre	esults
0.0	0.0	0.0	0.0	0.0	#:	Percent of Goal Met				<b>←</b>	F+Mx 100	0		1		7		#	Expected	ien			<b>←</b>	K x G ÷	Z		entre	Part 4: Results - Women
												0		-1		-1		#	Difference				<b>←</b>	L-N	0			len
												6		0		0		#	Em	<u>^</u>			<b>←</b>	Part 2: Flow Data Analysis	P			
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												0 0	юшнони	0 0		0 0		%	Actual		Promotions	Flow Data Analysis	<b>←</b>	a Q + P x l	R			
												0.0		0.0		0.0		#	Expected	Women	ions	ıta Anı	←	Q + P x 100 P x F + 100	S			
							C					0		0		0		#	ed Difference			alysis	<b>←</b>	100 Q-S	T			
							Comments					0		0		0			~~~~	_								
							īs					25		0		∞		#	Employees	≧			┖	Part 2: Pe Flow Data Flow Analysis An	U			
												0	roumann.	0	wn0111111	6		#	Actual		ا		<b>←</b>	Part 2: V Flow Data Analysis	V			
												0.0		0.0		75.0		%		Women	Terminations		<b>←</b>	V + U x U	W			
												0		0		5		#	pected	3	tions		<b>←</b>	U x F + 100	X			
												0		0		1		#	Difference				<b>←</b>	V - X	Y			
												64.9		0.0		50.0		%	Rate	Turnover			<b>←</b>	U+ ((DYear1+ DYear2)+ 2) x 100	Z			

Part 4   Results - Nomes    Part 5	Control   Cont	Part 2:  Part 2:  Flow Data Analysis  Women  *  Actual		वी हि	Data source    Data source   Data
C   D   E   F   G   H   1   J   K   L   N   N   O   P   Q   R   S   T   U   V   W   X	Control   Cont	# Analysis  # Flow Data Analysis  # Flow Entrant  women  women  * Actual  # 7  8 7  0 0 0 0 0 0			Data source    Data source   Data
The Cear   Cear   D   E   F   C   H     J   K   L   M   N   O   P   O   R   S   T   U   V   W   X	Common   Fercentical   Common   Fercentical   Common	Part 2: 1 Flow Data Analysis   Wentrant  and Promoti  Women  Actual  #  #  7  8  7  8  7  8  7  8  7  8  7  8  7  8  7  8  7  9  0  0  0		& al al	Data source    Data source   Data
C D D E F G H I I J J K L N N O P O R S T U W W X   X   Y W W X   Y W W W W W W W W W W W W W W W W W W	The control of the	Part 2:  Part 2:  Analysis  Women  Actual  Actual  Part 2:  Flow Data  Analysis  Actual  Actual  Actual  Part 2:  Flow Data  Actual  Actual	D D	<u>8</u> <u>al</u>	Data source    Data   Semploy
C   D   E   F   G   H   I   J   K   I   N   N   O   P   O   R   S   T   O   V   W   X	Com   Percent of Goal Note   Com   Note   Com   Note   Com   Percent of Goal Note   Com   Note   Com   Percent of Goal Note   Com   Note   N	Part 2:  Part 2:  Flow Data  Analysis  Women  Actual  #  7  8  7  8  7			Data source  Employ Occupa (EEOG
The Gear Centre	Territore Analysis   Coal   Parcas	Part 2: 1 Flow Data Analysis  E  Women  women  s  Actual		<u>al</u>	Data source    Data source   Data   D
The Gear Centre   1236    The Centre   The	Coal   Fercent of   Coal	Part 2: 1 Flow Data Analysis 2 W Entrant and Promoti women  * Actual	E . T	<u>a</u>	Data source  Employ Occupa  (EEOG
Part	Territorice   Territoric   Te	Part 2: Part 2: Analysis  Extra Analysis  Women  Actual	E	al	Inte In Serv. Sem 12 Sem 12 Woo Occupa
The Gent Centre   Hires   Hi	The color of the	Part 2: 1 Flow Data Analysis  Example 2: Analysis Analysis  We Entrant Women	_ =		11 Intel 12 Serv 12 Sem 12 Wor  Data source  Employ
The Gar Centre   Fig.	Temployers   Flot   Temployers   Templ	Part 2: Part 2: Analysis  Entrant  and Promoti	_ =	ce Personnel Skilled Manual ers  ment Equity	11 Intel 11 Serv 12 Sem 12 Wou
The General Follows   Fig.	Terminations   Term	Part 2: Part 2: Analysis  Entrant		Skilled Manual ers	11 Intel Serv. 12 Sem 12 Woo
The Gent Centre   Fig. 1	The part of the	O  B  Part 2: Flow Data Analysis  Analysis	Part 1 Flow D Analy	Skilled Manual ers	11 Intel Serv 12 Sem 12 Woo
The Cear Centre   Family   F	Terminations	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Part () Flow D Analy	Skilled Manual ers	11 Inter 11 Serv 12 Sem 12 Woo
The Gear Centre   Flow   Flo	Flow Data Analysis   Flow Da			lled Manual	
The Gear Centre   The Gear C	The control of the			lled Manual	
C   D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X	Flow Data Analysis				
C   D   E   F   G   H   I   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X	The control of the				
Part	Flow Data Analysis			&	
The Gear Centre   Fig.   Fig	Technology   Flow Data Analysis   Ferminations   From Constructions   Flow Data Analysis   Ferminations   From Constructions   Flow Data Analysis   Flow Data Analysis   Ferminations   From Constructions   Flow Data Analysis   Ferminations   From Constructions   Flow Data Analysis   Ferminations   From Constructions   Flow Data Analysis   Flow Data Analysis   Ferminations   Ferminations   Flow Data Analysis   Ferminations   Ferminations   Flow Data Analysis   Flow Data Analysis   Ferminations   Ferminations   Flow Data Analysis   Flow Data Analysis   Ferminations   Ferminations   Flow Data Analysis   Ferminations   Flow Data Analysis   Flow Data Analy				
Part 1:   Part 1:   Part 1:   Part 2:   Part 3:   Part 3:   Part 4:   Part	Technologies				
Part 4: Results - Women   The Gear Centre   Th	Reforce Analysis  Workforce  Workforce  All  Women  Women  Women  All  Women  Actual  Expected Difference Employees  Employees  Actual  Expected Difference Employees  Employees  Actual  Expected Difference Employees  Employees  Employees  Actual  Expected Difference Employees  Employee	#		#	
Part 1:   Part 1:   Part 1:   Part 2:   Part 3:   Part 3:   Part 4:   Part 4:   Part 4:   Part 4:   Part 4:   Part 4:   Part 5:   Part 5:   Part 5:   Part 1:   Part 1:   Part 5:   Part	Terminations  All Women All Women All Women All Women		Employees	(i.	(EEOG
Part 1:   Part 1:   Part 1:   Part 1:   Part 2:   Part 2:   Part 3:   Part 4:   Part 5:   Part 5:   Part 5:   Part 6:   Part 1:   Part 2:   Part 2:   Part 2:   Part 3:   Part 3:   Part 3:   Part 4:   Part 3:   Part 4:   Part 5:   Part 5:   Part 4:   Part 5:   Part 5:   Part 4:   Part 5:   Part	J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J J				Occupa
## C D E F G H I J K L M N O P Q R S T U V W X    Part 1:   Part 2:   Part 3:   Part 3	The second of th		=		Employ
## Part 1:   Part 1:   Part 1:   Part 1:   D x G Analysis   Analys		1			
## Part 1: Part 1: Part 1: Part 1: E+D Analysis		<b>←</b>	<b>+</b>		
## Part 4: Results - Women    The Gear Centre	Part 1:         DxG         E+H         Part 2:         Part 2:         L+K         KxG+         L-N         Flow Data         Pow Data	Part 1: Workforce Analysis	Part 1: Workforce Analysis	cos:	Data source
Part 4: Results - Women  The Gear Centre  42936	H I J K L M N O P Q R S T U V W X	E			A
Part 4: Results - Women  The Gear Centre	42936				
Part 4: Results - Women	The Gear Centre				
	Part 4: Results - Women				

42936	The Gear Centre	Part 4: Results - Women	Federal Contractors Program Achievement Table

CHI	Total	Workers	Other Manual	Personnel	Other Sales & Service		(EEOO)	Occupational Group	Employment Equity			Data sources:		Total	Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	В			
2020	2017	2020	2017	2020	2017	71:			Year				2017	2015	2017	2015	2017	2015	#			Year				С			
100	100					#:	Employees	i All	Hires	Z	←	Part 2: Flow Data Analysis	205	211					31:	Employees	À			<b>-</b>	Part 1: Workforce Analysis	D			
		2	2	_	_	4:		T	Hires and Promotions	New Entrants	<b>←</b>	Pa Flow			5	6	1	0	#					<b>←</b>	Part 1: e Workforce Analysis	E			
18 1	18 1		0				Actual	Women	omotio	rants	<b> </b> ←	tta E + D x	37 1			0		0	9%	Representation			Wo	<b>←</b>	ce E+D	Ŧ			
18.0	18.0	0.0	0.0	0.0	0.0		 		ıs				18.0	18.5	0.0			0.0		_		Worl	rkfore	_	l l				
0	0	_	ω	0	0	31:	Gal	Par	Sho		<u> </u>	Part 3: E	0.0	0.0	15.9	15.9	59.2	0.0	0/0	Availability	Women	Workforce	Workforce Analysis	_	Part 1: L Workforce Analysis	G			
0.0	0.0	0.0	0.0	0.0	0.0	8	Goal Met	cent of	Short-term Goals		<b>←</b>	E+Gx 100	0	0	_	1	_	0	#	į,			lysis	<b>←</b>	D x G + 100	Н			
0.0	0.0	15.0	16.0	0.0	0.0	o o	Goal		1 Goals		<b>←</b>	Part 3: Goals	37	39	<u>-</u>	-1	<u>.</u>	0	Ħ	Gap				<b>-</b>	Е-Н	1			
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal Met	Parcent of		G	←	F + I x 100	0.0	0.0	0.0	0.0	0.0	0.0	%	EE Result				<b>-</b>	E ÷ H x 100	J			
						Ŧt:	Goal			Goals	←	Part 3: Goals	82						#	Employees	AII.			<b> </b> ←	Part 2: Flow Data Analysis	K			
0 (	0 (	0 (		0 (		11:	Goal Met	Parcent	Long-		<b>←</b>	E ÷ K x			2		_		#					<b>-</b>	Part 2: a Flow Data Analysis	L			Part .
0.0	0.0	0.0	0.0	0.0		9,6	et Goal	1 8	Long-term Goals		<b> </b> ←	x Part 3:	17 2	ionnessa	0		0		%	Actual		Hires		<b> </b>	L+K ata x100	N	42	The Gear Centre	Part 4: Results - Women
0.0	0.0	0.0	0.0	0.0	0.0				oals			<u> </u>	20.7		0.0		0.0			Ехр	Women	es			K K×G		42936	ar Cen	ılts - 1
0.0	0.0	0.0	0.0	0.0	0.0	72:	Goal Met	ent of			-	F+Mx 100	0		0		_		#	Expected Dif				<b> </b>	+	Z		tre	Vome
													17		0		<u>.</u>		*	Difference E				<b> </b>	L-N F	0			_
													18		0		0		Ħ	Employees	2			<b>←</b>	Part 2: Flow Data Analysis	P			
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													5.6		0.0		0.0		9/9	Actual	H	Promotions	ow Da	<b>-</b>	Q + P x 10	R			
													5		0		0		#	Expected	Women	Suc	Flow Data Analysis	<b>←</b>	Part 2: Flow Data   Q + P x 100   P x F + 100 Analysis	s			
								Co	)				ω		0		0		#	d Difference			lysis	<b>←</b>	00 Q-S	T			
								Comments					-2		0		0		#	Em	_			۷					
								īs					89		0		0	_		oyees	<b>≧</b>			<b> </b>	, a	U			
													17		0		0		#	Actual				<b>←</b>	Part 2: V Flow Data Analysis	V			
													19.1		0.0		0.0		%		Women	Terminations		<b>←</b>	V÷Ux 100	W			
,													16		0		0		*	Expected	en	ations		<b>←</b>	U x F ÷ 100	X			
2															0		0		#	Difference				<b>←</b>	V - X	Y			
		1											F		٦		J		%		Turnover				U+ ((DYear1 + DYear2) + 2) x 100	Z			

03 P	02		2			(EEOG)	Occu	Empl			Data sources:		03		00	2			(EEOG)	Occu	Emp			Data sources:	Α			
Professionals	Managers	Middle & Other	Scillot Islanagers	enior Managere		Ğ	Occupational Group	Employment Equity			urces:	1 TOTOSSIOHAIS	rofessionals	Managers	Middle & Other	Scillot Islandgers	in a Manager		)G)	Occupational Group	Employment Equity			urces:	B			
2017 2020	2020	2017	2020	2017	#:	П		Visor				2017	2015	2017	2015	2017	2015	#			Year				С			
2 2	10	10	0	0	#	Employees	AII	Hires	Ne	<b>-</b>	Part 2: Flow Data Analysis	12	=	38	35	6	5	#	Employees	IIV			<b>-</b>	Part 1: Workforce Analysis	D			
					11:		Aborigi	Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis			1				#					<b>←</b>	Part 1: Workforce Analysis	E			
0.0 0 0.0		0.0	0.0	0.0	96	Actual	Aboriginal Peoples	motions	ants	<b>-</b>	E + D x	8.3	9.1		1 2.9	0.0	0.0	%	Representation			Work	<b>←</b>	E÷D x100	F			
					#:	Goal				<b>←</b>	Part 3: Goals	3 1.4	1 1.2	6 2.2	9 2.2	0 2.9	0 2.9	%	Ava	Aborig	Workforce	cforce /	<b>←</b>	Part 1: Workforce Analysis	G			
0 0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Aborig	Short-		<b>←</b>	E + G x 100			2	2			*	Availability	Aboriginal Peoples	rce	Workforce Analysis	<b>←</b>	e DxG +100	H			
		.0 0.0	.0 0.0	.0 0.0	%	of Goal	Aboriginal Peoples	Short-term Goals		←	Part 3:	0	0	_	1	0	0	#	Gap			S	<b>←</b>	Е-Н	I			
					9,0	Percent of Goal Met		als	_	<b>←</b>	F÷Ix 100	1 595.2	1 757.6	0 119.6	0 129.9	0 0	0 0	%	EE Result				<b>←</b>	E ÷ H x 100	J			
0.0	0.0	0.0	0.0	0.0	4:	of Goal			Goals	<b>←</b>	Part 3: Goals	.2	.6	.6	.9	0.0	0.0	#	ilt Employees	IIV.			<b>←</b>	Part 2: Flow Data Analysis	×			Part
		0 (	0 (	0 (	#:	Percent of Goal Met	Abori	Long-		←	E+K x	2		5		0		#	es				<b>←</b>	Part 2: ita Flow Data is Analysis	L		-	5: Res
		0.0	0.0	0.0	%	of Goal	Aboriginal Peoples	Long-term Goals		<b>←</b>	x Part 3:	0	a	0 (		0 (		9,6	Actual	Abori	Hires		<b>←</b>	: L+K ata x100	M	42936	The Gear Centre	Part 5: Results - Aboriginal Peop
		0.0	0.0	0.0	71:	Percent of Goal Met	ľ	als		<b>←</b>	— F÷M X 8 100	0.0		0.0		0.0		#	Expected	Aboriginal Peoples	S		<b>←</b>	K x G 100	Z	)36	r Centi	borigi
0.0	0.0	0.0	0.0	0.0		let		<u> </u>			X	0		0		0		#	ed Difference	·ś			<b>←</b>	+ L-N	0		e e	nal Peo
												0		0		0		#	nce Employees	IIV			<u>_</u>	Part 2: Flow Data Analysis	P			ples
												0		5		0		#	yees				<b>←</b>		Q			
												0	оливия	0		0			Actual	Aba	Promotions	Flow I	<b>←</b>	Part 2: Flow Data Q + P x 100 P x F + 100 Analysis	R			
												0.0		0.0		0.0		#	Expected	Aboriginal Peoples	tions	Flow Data Analysis	Ļ	x 100 P x F	S			
							0					0		0		0		#	cted Difference	iles		nalysis	Ĺ	+ 100 Q-S	T			
							Comments					0		0		0			rence Employees	٠								
							ts					2		ω		0		# #	oyees	AII.			<b>+</b>	Part 2: Par Flow Data Flow Analysis Ana	U			
												0		0		0		#	Actual	Ab	T		<u></u>	Part 2: V ÷ Flow Data Analysis 1	V			
												0.0		0.0		0.0	_	%	Ехр	Aboriginal Peoples	Terminations		<b> </b>	V÷Ux 100 UxI	W			
												0		0		0		#	Expected Diff	oples	ons		←	U x F ÷ 100 V	X			
5												0		0		0		#	Difference 1	Tu			<b>←</b>	V - X ((D) DY 2)	Y			
												17.4		8.2		0.0		%	Rate	Turnover			<b>←</b>	U+ ((DYear1 + DYear2) + 2) x 100	Z			

06 S	_	05 S		0 4 S		(EEOG)	Осси	Emp			Data sources:		06 06		02		S VO		(EEOG)	Occı	Emp			Data sources	Α			
Supervisors: Crafts & Trades		Supervisors	Technicians	Semi-Professionals &		)G)	Occupational Group	Employment Equity			urces:	Trades	Supervisors: Crafts &	Subervisors	imervisors	Technicians	Semi-Professionals &		)G)	Occupational Group	Employment Equity			urces:				
2017	2020	2017	2020	2017	#		1 021	V Page				2017	2015	2017	2015	2017	2015	#			Year				С			
1 1					#	Employees	М	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	16	11	3	3	5	4	#	Employees	IIV			<b>←</b>	Part 1: Workforce Analysis	D			
		Ī			#		Aborig	and Pro	New Entrants	←	Part 2: Flow Data Analysis					51		#					<b>←</b>	Part 1: Workforce Analysis	E			
		0			%	Actual	Aboriginal Peoples	Hires and Promotions	rants	<b>←</b>	a E+Dx	0		2 66		1 20	) [0	%	Representation			Wor	<b>←</b>	e E+D x 100	F			
0.0	0.0	0.0	0.0	0.0	#:	Goal	*	s			x Part 3: Goals	0.0	0.0	66.7	66.7	20.0	0.0	9/6	,	Abo	Workforce	Workforce Analysis	L	Part 1: Workforce Analysis	G			
0 0	0	0	0	0	9,6	Percent of Goal Met	Abo	Shor		<b>←</b>	3: E+G	2.7	2.4	4.6	1.3	3.1	3.3	*	Availability	Aboriginal Peoples	orce	Analy	<b>←</b>	1: DxG orce +100	H			
0.0	0.0	0.0	0.0	0.0			Aboriginal Peoples	Short-term Goals			×	0	0	0	0	0	0			ples		/sis			1			
0.0	0.0	0.0	0.0	0.0	%	Goal Pe	ples	Goals		-	Part 3: F +	0	0	2 1	2 5	1	0	#	Gap EF				<b> </b>	E - H	I			
0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	<b>←</b>	F + I x 100	0.0	0.0	1,449.3	,128.2	645.2	0.0	%	EE Result E				←	E÷H F	J			
		0	0	0	#:	Goal				<b>←</b>	Part 3: Goals	5		_		1		#	Employees	≧			<b>←</b>	Part 2: Flow Data Analysis	K			Part 5:
0.0	0.0	0.0	0.0	0.0	#:	Percent of Goal Met	Aborigin	ong-te		<b>←</b>	E+Kx 100	0		0		0		#	Ac				<b>←</b>	Part 2: Flow Data Analysis	L		The	Resul
0.0	0.0	0.0	0.0	0.0	%	Goal	Aboriginal Peoples	Long-term Goals		<b>←</b>	Part 3: Goals	0.0		0.0		0.0		%	Actual	Aboriginal	Hires		<b>←</b>	L÷K x 100	N	42936	Gear	ts - At
			0.0		71:	Percent of Goal Met	1	İs		<b>←</b>	F+Mx 100					)		#	Expected	nal Peoples			<b>←</b>	K x G ÷	Z	9	The Gear Centre	Part 5: Results - Aboriginal Peo
0.0	0 0	0.	.0	.0		¥ 8,	1	1				0		0		0		#	d Difference				<b>←</b>	L-Z	0		l e	al Peo
												0		0		0		#	nce Employees	IIV.			<b>←</b>	Part 2: Flow Data Analysis	P			ples
												6		0		0			yees					!				
												0	н	0		0		#	Actual	_	Pro	Flow	-	Part 2: Flow Data Q + Analysis	Q			
												0.0		0.0		0.0		%	3	Aboriginal Peoples	Promotions	Data	<b>←</b>	Q + P x 100 P x F + 100	R			
												0		0		0		#	Expected	eoples		Flow Data Analysis	<b>←</b>	x F + 100	S			
							Comments					0		0		0		#	Difference			is	<b>←</b>	Q-S	T			
							nents							3		1		#	Employees	IIV			<b>←</b>	Part 2: Flow Data Analysis	U			
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												0		0 (		0 (		%	Actual	Abori	Teri		<b>←</b>	ta V÷Ux 100	W			
												0.0		0.0		0.0		#	Expected	Aboriginal Peoples	Terminations		<b>←</b>	x UxF÷100	X			
												0		2		0				les	ns							
												0		-2		0		#	Difference I	Tu.			-	V - X ((D) DY 2)	Y			
												7.4		100.0		22.2		%	Rate	Furnover				U+ ((DYear1+ DYear2)+ 2) x 100	Z			

O9 S	r.	08 S	Ţ,	07 F			(EEOG)	Оссь	Emp			Data sources:		00		)	Š			(EEOG)	Occi	Emp			Data sources:	Α			
Skilled Crafts & Trades Workers	Service Personnel	Skilled Sales &	Semon Crement	Administrative &			)G)	Occupational Group	Employment Equity			umees:	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		JG)	Occupational Group	Employment Equity			ources:	B			
2017 2020	2020	2017	2020	2017	2	#:			Veet				2017	2015	2017	2015	2017	2015	#			Year				С			
22 22	4	. 4		» «		#:	Employees	À	Hires	Ne Ne	←	Part 2: Flow Data Analysis	36	41	S	2	13	19	#	Employees	È			<b>←</b>	Part 1: Workforce Analysis	D			
						#		Aborigi	Hires and Promotions	New Entrants	←	Part 2: Flow Data Analysis					1		#					<b>←</b>	Part 1: Workforce Analysis	E			
0.0	0.0			0.0		9,0	Actual	Aboriginal Peoples	motions	ants	←	п		2.4		0.0	1 7.7	5.3	%	Representation			Worl	<b>←</b>	E÷D x100	Ŧ			
0	0			0 0		<b>#</b> :	Goal				- ←	Part 3: Goals							%	Αv	Abori	Workforce	cforce	<b>←</b>	Part 1: Workforce Analysis	G			
2 (		0				٥,	Percent of Goal Met	Abori	Short-		←	E+G 100	4.5	4.8	1.2	1.5	3.6	3.6	#	Availability	Aboriginal Peoples	rce	Workforce Analysis	<b>←</b>	ce DxG s +100	H			
0.0	0.0		Ī			%	of Goal	Aboriginal Peoples	Short-term Goals		←	x P:	2	2	0	0	0	-	#	Gap	s		is	<b>←</b>	Е-Н	I			
8.0 7.2	0.0					%	Percent of Goal Met	Š	als		<b>←</b>	F + I x 100	-1 6	-1 5	0	0	1 21	0 14	9,6	EE Result				<b>←</b>	E÷H x100	J			
0.0	0.0	0.0	0.0	0 0		#:	t of Goal			Goals	-	Part 3:	61.7	50.8	0.0	0.0	213.7	146.2	#	sult Employees				<b>←</b>	Part 2: H Flow Data Analysis	K			Pai
0	0	0	(	0 0			Percent of Goal Met	Λbo	Long		<b>←</b>	ш	16		4		8		#	yees	_			<u>_</u>	2: Part 2: Data Flow Data sis Analysis	L			1 5: R
0.0	0.0	0.0	ć.	0.0				Aboriginal Peoples	Long-term Goals			+ K x Part 3:	0	annema	0		0			Actual	Ab	Ħ					4.	The Gear Centre	Part 5: Results - Aboriginal Peop
0.0	0.0	0.0		0.0		0,6	Goal Peru	ples	ioals		<b> </b>	-	0.0		0.0		0.0		9%	Exp	Aboriginal Peoples	Hires		┝	L+K K;	M	42936	ar Cer	Abori
0.0	0.0	0.0	9.0	0.0	0	#:	Percent of Goal Met				-	+ M x 100	<u></u>		0		0		#	Expected Dil	oples			-	K x G +	Z		tre	ginal P
													<u>-</u>		0		0		#	Difference En				<b>←</b>	L-N Fi	0			coples
													6		0		0		#	Employees	<b>≧</b>			←	Part 2: Flow Data Fl Analysis &	P			
													0	a	0		0		#	Actual		Pro	Flox	<b>←</b>	Part 2: Flow Data Q Analysis	0			
													0.0		0.0		0.0		9/0		Aboriginal Peoples	Promotions	v Data	<b>←</b>	Q + P x 100 P x F + 100	R			
													0		0		0		#	Expected	Peoples		Flow Data Analysis	<b>←</b>	x F + 100	s			
								Comments					0		0		0		#	Difference			is	<b>←</b>	Q-S	T			
								nents					25		0		8		#	Employees	4			<b>←</b>	Part 2: Flow Data Analysis	U			
													0		0		0		#	Act				<b>←</b>	Part 2: Flow Data Analysis	V			
													0.0		0.0		0.0		%	Actual	Aborigin	Termi		<b>-</b>	V ÷ U x 100	W			
															0		0		#	Expected	Aboriginal Peoples	Terminations		<b>-</b>	U x F ÷ 100	X			
													<u> </u>						#	Difference				<b>-</b>	0 V - X	Y			
													1 64.9		0		0 50.0		%	e Rate	Turnover				U+ ((DYear1+ DYear2)+ 2) x 100	Z			

12 Semi-Ski Workers		Inte		10 Cler		(EEOG)	Оссира	Employ			Data sources	Workers	12 Sem	11 Serv		10 Cler			(EEOG)	Occupa	Fmmlor		Data sources:	Α			
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	rem i ergonner	Clerical Personnel			Occupational Group	Employment Equity			SS :	rkers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Clerical Personnel			)	Occupational Group	mant Fauity		35:	B			
2017	2020	2017	2020	2017	#		1 621	Ý.				2017	2015	2017	2015	2017	2015	#:		Year				С			
10	0	0	28	28	#	Employees	<u>A</u>	Hires	Ne	<b>←</b>	Part 2: Flow Data Analysis	18	24	_	3	46	47	#	Employees	≧		+	Part 1: Workforce Analysis	D			
	0		1		*	۷	Aborigi	and Pro	New Entrants	<b>←</b>	Part 2: Flow Data Analysis	3		0	0			#	Repre			•	Part 1: Workforce Analysis	E			
3 30.0		0.0	3.6	3.6	%	Actual	Aboriginal Peoples	Hires and Promotions	ants	<b>←</b>	E + D x	16.7	0.0		0.0		0.0	9,6	Representation		4 01		×E	F			
	0	<u> </u>	6	6	#:	Goal				←	Part 3: Goals	7 5.6	0 5.7		0 4.8		0 5.1	%	Ąv	Aboriginal	2016	•	Part 1: Workforce Analysis	G			
2 150.0	0 0	0 0	3 33.3	2 50.0	36	Percent of Goal Met	Abori	Short-		<b>←</b>	E+G; 100	.6	.7	.9	.8	<u> </u>		#	Availability	Aboriginal Peoples	Walfe Analysis		+ D	Н			
	0.0 C	0.0			%	of Goal	Aboriginal Peoples	Short-term Goals		←	x Part 3: Goals	-	_	0	0		2	#	Gap		2	•		1			
7.0 42	0.0	0.0	7.0 5	15.0 2	%	Percent of Goal Met	8	als		←	F÷1x100	2 297.6	-		0		-2	%	EE Result			+	x E	J			
428.6	0.0	0.0	51.0	23.8	#:	t of Goal			Goals	<b>←</b>	Part 3: Goals	7.6	0.0	0.0	0.0	42.6	0.0	#	Em	A=			Pa Flox An	K			Pai
0 0	0	0	1 10	0	#:	Percent of Goal Met	Abo	Long		<b>←</b>	E	10		0		27		#	yees			•	Flox	L			Part 5: Re
0.0	0.0	0.0	100.0	0.0			Aboriginal Peoples	Long-term Goals			x	3	ionnessa.	0			HI Maceri	tomaunt	Actual	A	=		×L	numen	4.	The Gear Centre	Results - Aboriginal Peop
0.0	0.0	0.0	0.0	0.0	%	Goal Peri	ples	ioals		-	Part 3: F	30.0		0.0		3.7		%	Exp	Aboriginal Per		+		M	42936	ar Cer	Abori
0.0	0.0	0.0	0.0	0.0	**:	Percent of Goal Met				-	F + M x 100	<u>-</u>		0		_		#		Peoples		•	) ÷	Z		ıtre	ginal P
												2		0		0		#	Difference En		-	+		0			eoples
												0		0		_		#	Employees	<u> </u>		€	2: Data	P			
												0	нанинани	0		0		#	Actual	-		2 ←	2: Data	Q			
												0.0		0.0		0.0		%	=	Aboriginal Peoples	DW Data Analysis	•	Q + P x 1000 P x F + 1000	R			
												0		0		0		并	Expected	Peoples	Anany	•   •	P x F + 100	s			
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	Page 44 of 51																			pected Difference	ities	ons							

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

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

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

# **Summary of Goals**

# The Gear Centre July 12, 2017

# Women

Wo	rkforce Analysis Results			Goals	
Employm	nent Equity Occupational Group	Present Gap	Short-term	Long-term	Comments
	(EEOG)		(1 to 3 years)	(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	<b>-</b> 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**

•	<b>Workforce Analysis Result</b>	S		Goals	
Employment I	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**

Work	force 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 00

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:

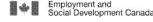
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### **ASSESSMENT OF REASONABLE PROGRESS**

## 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 we 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.
- $\boxtimes$ 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 incorrected 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	$\square$ 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]

**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 underrepresented: and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are

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

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

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



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