s.24(1)

Labour Program Federal Contractors Program

OFFICIAL USE ONLY	
Agreement N°:	

### **Agreement to Implement Employment Equity**

✓ New Agreement										
Revised Agreement										
Γ										
	ORG	ANIZATION	T							
Legal Name of Organization			Parent company is	s located outside	e Canada					
Englobe Corp.				Yes	✓ No					
			L.	] 100	[*] 140					
On antime Name of Giffs and Government Name of Opening			Dan sussessed Dan	N						
Operating Name (if different from Legal Name of Organiz	ation)		Procurement Bu	siness Number						
			Total number of e (Full-Time/Part-Ti		nada 282					
Organization's North American Industry Classification Sy:	etam (NAICS) Coe	to NO	Code Number please							
562910	sterii (IVAICO) COC	16 14			ojects-sujets/standard-					
			norme/naics-sciar	n/2002/naics-sci	an02l-eng.htm					
Official use only (if information above is incorrect)										
Procurement Business Number	Total number o	f employees in Cana	da	Organization's	NAICS Code No					
		, ,								
				1						
	HEA	AD OFFICE								
Address (building number, street, suite, etc.)		City		Province	Postal Code					
4495, Boul.Wilfrid-Hamel, bureau 1	L00	Quebec		Quebec	G1P 2J7					
		Telephone Number	ər	Fax Number						
		481-781-019	€1.	418-653-3583						
	EMPLOYMEN	T EQUITY CON	TACT							
Name (print)		Title								
Elizabeth Petit			man Capital	Managemen	<u>C</u>					
Telephone Number		E-mail Address								
418-781-0191ext.5434		epetit@engi	obecorp.com							
	CED	TIFICATION								
The above-named organization:	CEN	ITICATION								
having a combined workforce of 100 or more portained by the portained workforce of 100 or more portained by the portaine	ermanent full-tin	ne, permanent par	t-time and tempora	ıry employees	having worked					
intending to bid on, or being in receipt of, a federal control of the contro	eral government	annas or services	contract standing	offer or contr	act issued under a					
Supply Arrangement, valued at \$1,000,000 or r			oomaa, aamang	, onor or corner	act 100000 a11001 a					
Hereby certifies its commitment to implement or ma	,		n-going basis, bevo	and the period	of the procurement					
instrument, in keeping with the Federal Contractor please refer to: http://www.esdc.gc.ca/eng/labour/e	s Program requi	rements. For more								
Important note: If an audit of the Agreement to Im the procurement instrument(s) with the Government	, , ,		vers misrepresenta	ition on the pa	rt of the organization,					
	010	NATORY								
		NATORY								
<b>NOTE:</b> The signatory must be the Chief Executive contract on behalf of the organization.	Officer <b>OR</b> an a	authorized person	in an executive pos	sition with lega	l authority to sign a					
Name (print)		Title								
Denys Turcotte			nd Chief Exe	cutive Of	ticer					
Telephone Number		E-mail Address	3 . 1							
450-929-4949		<del></del>	nglobecorp.c	om						
Signature		Date								
		2014-02-12								
	RETURN	INSTRUCTIONS	<u> </u>							

#### IMPORTANT

• The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



#### EnGlobe Corp. (Certificate # 050603)

# EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION Period covered by the 20 IDENTIFICATION 2018-03-20

#### Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	ı	Province		
	Permanent full time	Permanent part- time	Temporary	Total number of employees
Ontario228		5	0	
Quebec1569		37	0	233
Nova Scotia83		3	0	1606
New-8 Brunswick		0	0	86
Colombia-1 British		0	0	4_
Saskatchewan3		0	0	
Alberta64		0	0	3
Newfoundland and Lal	orador	0	0	64
Total number of emplo	yees			10
iii Vallaua	•			2011

	Census Metro	politan Area		
Calgary	23	0	0	23
Edmonton	23	0	0	23
Halifax	81	2	0	83
Montreal	820	20	0	840
Toronto	83	3	0	86
St. John's	9	0	0	9
Moncton	7	0	0	7
Saguenay	72	4	0	76
Quebec	431	8	0	439
Sherbrooke	42	0	0	42
Trois-Rivières	8	0	0	8
Ottawa - Gatineau	24	0	0	24
Hamilton	33	0	0	33
Kitchener - Cambridge - Waterloo	47	0	0	47
London	14	2	0	16
Greater Sudbury	3	0	0	3

#### 

#### Census Metropolitan Area

Thunder Bay1	0	0	1
Brantford2	0	0	2
Guelph2	0	0	2
Saskatoon3	0	0	3
Alb. minus 18 CMAs	0	0	18
B.C. minus1 CMAs	0	0	1
NB minus1 CMAs	0	0	1
NS minus2 CMAs	1	0	3
NL minus1 CMAs	0	0	1
Ont minus43 CMAs	0	0	43
Смаліnus CMAs172	5	0	177
ক্রেমেন্ট্রন্যmber of employees in Canada	<b>&gt;</b>		2011
CMAs			
CMAs		Car	ıadā

#### Employment and Social Emploi et Développement Development Canada social Canada

#### EnGlobe Corp. (Certificate # 050603)

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

#### Reporting period 2016-04-28 to 2018-03-20

Occupational Category			employees			Aboriginal		<u> </u>	ons with disat		Members of Visible Minorities		
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	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 Management	4											-	
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	18	15	3			•	1	1		2	2	
	Total	18	15	3				1	1		2	2	
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	144	116	28				1	1		13	12	1
	Total	144	116	28				1	1		13	12	1
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	541	364	177	3	1	2	3	1	2	62	46	16
	Total	541	364	177	3	1	2	3	1	2	62	46	16
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2			•	•				•				
	1	914	799	115	7	7		11	10	1	118	109	9
	Total	914	799	115	7	7		11	10	1	118	109	g

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#### Employment and Social Emploi et Développement Development Canada social Canada

#### EnGlobe Corp. (Certificate # 050603)

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

#### Reporting period 2016-04-28 to 2018-03-20

Occupational Category			employees			Aboriginal			ons with disa		Members of Visible Minorities		
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	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												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	15	7	8							1	1	
	Total	15	7	8							1	1	
Foremen	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	11	9	2									
	Total	11	9	2									
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	126	4	122	1		1	3		3	7	1	6
	Total	126	4	122	1		1	3		3	7		6
Specialized sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	14	6	8				1		1			
	Total	14	6	8				1		1			

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#### Employment and Social Emploi et Développement Development Canada social Canada

#### EnGlobe Corp. (Certificate # 050603)

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

#### Reporting period 2016-04-28 to 2018-03-20

Occupational Category			employees			Aboriginal			ons with disa		Members of Visible Minorities		
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled workers and artisans	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	9	8	1									
	Total	9	8	1									
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	81	6	75							11		11
	Total	81	6	75							11		11
Intermediate sales and service personnel	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												*
	1	1	1										,
	Total	1	1										
Skilled Manual Workers	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2	•			•								
	1	43	42	1							2	1	. 1
	Total	43	42	1							2	1	1

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Employment and Social Emploi et Développement Development Canada social Canada

#### EnGlobe Corp. (Certificate # 050603)

#### Form 2 A

#### FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

#### Reporting period 2016-04-28 to 2018-03-20

Occupational Category		All employees				Aboriginal		Perso	ns with disat	oilities	Members of Visible Minorities		
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other manual workers	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	49	39	10							4	2	2
	Total	49	39	10							4	2	2
Total number of employees		1966	1416	550	11	8	3	20	13	7	220	174	46

#### EnGlobe Corp. (Certificate # 050603)

Form 2 B

#### FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

Reporting period 2016-04-28 to 2018-03-20

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col, 1	r	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 Management	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	2	2	•						-	1	1	
	Total	2	2								1	1	
Middle management and other directors	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1		1									
	Total	1		1									
Professionals	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	14	8	6							2	2	
	Total	14	8	6							2	2	
Semi-professional and technical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2	······											
	1	9	6	3							1	1	
	Total	9	6	3							1	1	

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EnGlobe Corp. (Certificate # 050603) Form 2 B

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

#### Reporting period 2016-04-28 to 2018-03-20

Occupational Category			employees			Aboriginal			ons with disa		Members of Visible Minorities		
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	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												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	1	1										
	Total	1	1										
Administrative and main office staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	10		10									
	Total	10		10									
Clerical staff	4												
Upper value: Less than \$5,000	3												
Lower value: Less than \$5,000	2												
	1	5		5			<u> </u>						<u> </u>
	Total	5		5									
Other manual workers	4												
Upper value: Less than \$5,000	3				·····								
Lower value: Less than \$5,000	2												<u> </u>
	1	3		3							1		1
	Total	3		3							1		1

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#### EnGlobe Corp. (Certificate # 050603)

#### Form 2 B

#### FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

Reporting period 2016-04-28 to 2018-03-20

Occupational Category		All	employees		Aboriginal				ns with disal	oilities	Members of Visible Minorities		
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total number of employees		45	17	28							5	4	1

#### EnGlobe Corp. (Certificate # 050603) FEDERAL

#### **CONTRACT PROGRAMS: RECRUITMENTS**

#### Full time / National

#### Reporting period 2016-04-28 to 2018-03-20

	А	ll employees			Aboriginal		Pers	sons with disab	oilities	Member	s of Visible Mir	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Management	1	1								1	1	
Middle management and other directors	28	24	4							5	5	
Professionals	173	117	56	1		1				40	29	11
Semi-professional and technical staff	298	258	40	1	1					64	60	4
Supervisors	7	5	2							1	1	
Foremen	2	1	1									
Administrative and main office staff	48	2	46	1		1	1		1	3		3
Specialized sales and service personnel	1		1									
Skilled workers and artisans	1	1										
Clerical staff	21		21							4		4
Skilled Manual Workers	12	10	2							2	1	1
Other manual workers	10	7	3							1		1
Total number of employees hired	602	426	176	3	1	2	1		1	121	97	24

#### Form 4 B

#### EnGlobe Corp. (Certificate # 050603) FEDERAL

#### **CONTRACT PROGRAMS: RECRUITMENTS**

#### Part-time / National

#### Reporting period 2016-04-28 to 2018-03-20

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	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
Professionals	3	2	1							1	1	
Supervisors	1	1										
Foremen	1	1										
Other manual workers	1		1							1		1
Total number of employees hired	6	4	2							2	1	1

#### EnGlobe Corp. (Certificate # 050603)

## FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted e	employees (em	ployees promo	ecoting rec	y <b>d 2016-04-28</b> year should 88	18 2018 03 20	n the occupati	onal groups in v	which or to whi	ch they were la	st promoted.		
Occupational Catagoni	All employees				Aboriginal			Persons with disabilities			Members of Visible Minorities		
Occupational Category	Total	Men Col.	Women	Total	Men Col.	Women	Total	Men Col.	Women	Total	Men Col.	Women	
-	Col. 1	2	Col. 3	Col. 4	5	Col. 6	Col. 7	8	Col. 9	Col. 10	11	Col. 12	
Middle management and other directors	11	7	4							2	2		
Professionals	16	15	1							2	2		
Semi-professional and technical staff	6	5	1										
Supervisors	1	1											
Administrative and main office staff	2		2										
Clerical staff	4		4							1		1	
Total number of employees promoted	40	28	12							5	4	1	
Total number of promotions	40	28	12							5	4	1	

#### EnGlobe Corp. (Certificate # 050603)

## FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Full time / National

	А	ll employees	R	eporting peri-	od 2016-04-28 Aboriginal	to 2018-03-20	Pers	ons with disab	ilities	Members	s of Visible Min	orities
Occupational Category	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 Çol. 10	Men Col. 11	Women Col. 12
	COI. I	COI. 2	001. 0	OOI. 4	COi. 3	001.0	COI. 7	COI. 6	001. 9	COI. 10	COI. 11	COI. 12
Middle management and other directors	2		2									
Professionals	25	21	4	1		1				5	4	1
Semi-professional and technical staff	76	67	9				1	1		18	16	2
Supervisors	1	1										
Administrative and main office staff	17		17							1		1
Specialized sales and service personnel	1		1									
Clerical staff	3		3									
Skilled Manual Workers	3	2	1									
Other manual workers	2	1	1									
Total number of employees whose employment was terminated	130	92	38	1		1	1	1		24	20	4



Form 6 B

#### EnGlobe Corp. (Certificate # 050603)

## FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES

Part-time / National

	A	ll employees		eporting peri-	od 2016-04-28 Abongina	to 2018-03-20	Pers	ons with disab	ilities	Member	s of Visible Mir	orities
Occupational Category	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
Foremen	1	1										
Total number of employees whose	1	1										
employment was terminated												



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

Date: 2018-03-20

#### Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	20	3	15.0 %	27.4 %	5	-2
02 : Middle and Other Managers	145	29	20.0 %	38.9 %	56	-27
03 : Professionals	555	183	33.0 %	26.1 %	145	38
04 : Semi-Professionals and Technicians	923	118	12.8 %	18.4 %	170	-52
05 : Supervisors	16	8	50.0 %	52.7 %	8	0
96 : Supervisors: Crafts and Trades	11	2	18.2 %	14.3 %	2	0
7 : Administrative and Senior Clerical Personnel	136	132	97.1 %	81.8 %	111	21
8 : Skilled Sales and Service Personnel	14	8	57.1 %	31.6 %	4	4
9 : Skilled Crafts and Trades Workers	9	1	11.1 %	8.2 %	1	0
0 : Clerical Personnel	86	80	93.0 %	63.4 %	55	25
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	61.8 %	1	-1
12 : Semi-Skilled Manual Workers	43	1	2.3 %	16.5 %	7	-6
14 : Other Manual Workers	52	13	25.0 %	19.7 %	10	3
Total	2011	578	28.8 %	28.6 %	575	3



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

Date: 2018-03-20

#### **Aboriginal Peoples**

			Abori	ginal Peoples	5		
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	20	0	0.0 %	2.9 %	1	-1	
02 : Middle and Other Managers	145	0	0.0 %	2.2 %	3	•	
03 : Professionals	555	3	0.5 %	1.4 %	8	-5	
04 : Semí-Professionals and Technicians	923	7	0.8 %	1.6 %	15	-8	
05 : Supervisors	16	0	0.0 %	1.0 %	0	0	
06 : Supervisors: Crafts and Trades	11	0	0.0 %	1.4 %	0	0	
07 : Administrative and Senior Clerical Personnel	136	1	0.7 %	1.2 %	2	-1	
08 : Skilled Sales and Service Personnel	14	0	0.0 %	1.0 %	0	0	
09 : Skilled Crafts and Trades Workers	9	0	0.0 %	3.6 %	0	0	
10 : Clerical Personnel	86	0	0.0 %	1.2 %	1	-1	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	0.9 %	0	0	
12 : Semi-Skilled Manual Workers	43	0	0.0 %	1.7 %	1	-1	
14 : Other Manual Workers	52	0	0.0 %	2.3 %	1	-1	
Total	2011	11	0.6 %	1.6 %	32	-21	



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

Date: 2018-03-20

#### **Members of Visible Minorities**

	Members of Visible Minorities							
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	ilability	Gap		
	#	#	%	%	#	#		
01 : Senior Managers	20	3	15.0 %	10.1 %	2	1		
02 : Middle and Other Managers	145	13	9.0 %	15.0 %	22	-9		
03 : Professionals	555	64	11.5 %	21.0 %	117	-53		
04 : Semí-Professionals and Technicians	923	119	12.9 %	9.7 %	90	29		
05 : Supervisors	16	1	6.3 %	11.1 %	2	-1		
06 : Supervisors: Crafts and Trades	11	0	0.0 %	7.6 %	1	•		
07 : Administrative and Senior Clerical Personnel	136	7	5.1 %	9.0 %	12	-5		
08 : Skilled Sales and Service Personnel	14	0	0.0 %	9.6 %	1	•		
09 : Skilled Crafts and Trades Workers	9	0	0.0 %	13.2 %	1			
10 : Clerical Personnel	86	11	12.8 %	13.0 %	11	0		
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	22.2 %	0	0		
12 : Semi-Skilled Manual Workers	43	2	4.7 %	10.9 %	5	-3		
14 : Other Manual Workers	52	5	9.6 %	10.0 %	5	0		
Total	2011	225	11.2 %	13.4 %	269	-44		



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

Date: 2018-03-20

#### Persons with Disabilities

			Persons	with Disabili	ties		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	165	2	1.2 %	4.3 %	7	-5	
03 : Professionals	555	3	0.5 %	3.8 %	21	-18	
04 : Semi-Professionals and Technicians	923	11	1.2 %	4.6 %	42	-31	
05 : Supervisors	16	0	0.0 %	13.9 %	2	-2	
06 : Supervisors: Crafts and Trades	11	0	0.0 %	7.8 %	1	-1	
07 : Administrative and Senior Clerical Personnel	136	3	2.2 %	3.4 %	5	-2	
08 : Skilled Sales and Service Personnel	14	1	7.1 %	3.5 %	0	1	
09 : Skilled Crafts and Trades Workers	9	0	0.0 %	3.8 %	0	0	
10 : Clerical Personnel	86	0	0.0 %	7.0 %	6	-6	
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	5.6 %	0	0	
12 : Semì-Skilled Manual Workers	43	0	0.0 %	4.8 %	2	•2	
14 : Other Manual Workers	52	0	0.0 %	5.3 %	3	-3	
Total	2011	20	1.0 %	4.5 %	89	-69	



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

Date: 2018-03-20

#### Reasons for selecting a different analysis scope, recruitment area or recruitment location:

#### rkyreogrrth

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

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

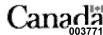


#### **Workforce Analysis - Summary Report**

Date: 2018-03-20

#### 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
14 : Other Manual Workers	EEOG	National



Data from Firs	t/Previous Wor	kforce Analysis
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Data from Fi	st/Previous Work	orce Analysis
YYYY	ММ	DD
2016	04	28

Data from Su	ibsequent/Curre Analysis	ent Workforce
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Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	20

		Table 1: Women			
Envelopment Family Comment and Comment (FECC)		First/Previous Workforce Analysis			
		All Employees	Won	nen	
Empu	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	17	2	27.4	
02	Middle & Other Managers	76	13	38.9	
03	Professionals	361	114	27.9	
04	Semi-Professionals & Technicians	694	97	17.4	
05	Supervisors	6	6	52.5	
06	Supervisors: Crafts & Trades	8	1	13.8	
07	Administrative & Senior Clerical Personnel	127	122	81.9	
08	Skilled Sales & Service Personnel	11	7	32.3	
09	Skilled Crafts & Trades Workers	10	1	5.6	
10	Clerical Personnel	43	38	63.6	
11	Intermediate Sales & Service Personnel	1	0	61.8	
12	Semi-Skilled Manual Workers	28	0	15.7	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	27	6	19.7	
Total		1,409	407	28.8	

Table 5: Women				
Subsequent/Current Workforce Analysis				
All Employees	Won	nen		
	Representation	Availability*		
#	#	%		
20	3	27.4		
145	29	38.9		
555	183	26.1		
923	118	18.4		
16	8	52.7		
11	2	14.3		
136	132	81.8		
14	8	31.6		
9	1	8.2		
86	80	63.4		
1	ol	61.8		
43	1	16.5		
ol	0	0.0		
52	13	19.7		
2,011	578	28.6		

* Source:					
2011 Nati	onal Ho	usehold :	Survey		

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Data from First	/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	04	28

Data from Su	bsequent/Curr Analysis	ent Workforce
1	1	1

Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	03	20

		Table	2: Aboriginal P	eoples		
		First/Previous Workforce Analysis				
Employment Equity Occupational Group (EEOG)		All Employees	Aborigina	il Peoples		
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01	Senior Managers	17	0	2.9		
02	Middle & Other Managers	76	0	2.2		
03	Professionals	361	2	1.6		
04	Semi-Professionals & Technicians	694	6	1.5		
05	Supervisors	6	0	1.1		
06	Supervisors: Crafts & Trades	8	0	1.2		
07	Administrative & Senior Clerical Personnel	127	0	1.2		
08	Skilled Sales & Service Personnel	11	0	0.9		
09	Skilled Crafts & Trades Workers	10	0	3.3		
10	Clerical Personnel	43	0	1.4		
11	Intermediate Sales & Service Personnel	1	0	0.9		
12	Semi-Skilled Manual Workers	28	0	1.6		
13	Other Sales & Service Personnel	0	0	0.0		
14	Other Manual Workers	27	0	2.7		
Total		1,409	8	1.6		

Table 6: Aboriginal Peoples					
	Subsequent/Current Workforce Analysis				
All Employees	All Employees   Aboriginal Peoples				
	Representation	Availability*			
#	#	%			
20	0	2.9			
145	0	2.2			
555	3	1.4			
923	7	1.6			
16	0	1.0			
11	0	1.4			
136	1	1.2			
14	0	1.0			
9	0	3.6			
86	0	1.2			
1	0	0.9			
43	0	1.7			
0	0	0.0			
52	0	2.3			
2,011	11	1.6			

* Source:		
2011 National House	hold Survey	

* Source:	
2011 National Household Survey	

Data from First	/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	04	28

Data from Su	bsequent/Curr Analysis	ent Workforce
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	03	20

**Table 7: Members of Visible Minorities** 

		Table 3: Members of Visible Minorities First/Previous Workforce Analysis			
Emale	syment Fauity Occupational Cusum (FFOC)	All Employees	Members of Vis	Members of Visible Minorities	
Cmbr	oyment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	17	1	10.1	
02	Middle & Other Managers	76	1	15.0	
03	Professionals	361	10	20.8	
04	Semi-Professionals & Technicians	694	30	9.2	
05	Supervisors	6	0	11.5	
06	Supervisors: Crafts & Trades	8	0	8.7	
07	Administrative & Senior Clerical Personnel	127	2	9.1	
08	Skilled Sales & Service Personnel	11	0	9.9	
09	Skilled Crafts & Trades Workers	10	0	9.5	
10	Clerical Personnel	43	1	9.3	
11	Intermediate Sales & Service Personnel	1	0	22.2	
12	Semi-Skilled Manual Workers	28	0	8.9	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	27	0	7.3	
Total		1,409	45	12.5	

Subsequent/Current Workforce Analysis			
All Employees	yees   Members of Visible Minorities		
	Representation	Availability*	
#	#	%	
20	3	10.1	
145	13	15.0	
555	64	21.0	
923	119	9.7	
16	1	11.1	
11	0	7.6	
136	7	9.0	
14	0	9.6	
9	o	13.2	
86	11	13.0	
1	0	22.2	
43	2	10.9	
0	0	0.0	
52	5	10.0	
2,011	225	13.4	

* Soi	arce:				
2011	Natio	onal Hous	ehold Survey	7	

* Source:	
2011 National Household Survey	

Data from Firs	t/Previous Wor	kforce Analysis
<b>\</b>	1	1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	04	28

Data from Su	ibsequent/Curre Analysis	ent Workforce
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Data from Subse	quent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	03	20

		Table 4: Persons with Disabilities			
		First/Previous Workforce Analysis			
		All Employees	Persons with Disabilities		
rmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01/02	Managers	93	0	4.3	
03	Professionals	361	2	3.8	
04	Semi-Professionals & Technicians	694	9	4.6	
05	Supervisors	6	0	13.9	
06	Supervisors: Crafts & Trades	8	0	7.8	
07	Administrative & Senior Clerical Personnel	127	0	3.4	
08	Skilled Sales & Service Personnel	11	1	3.5	
09	Skilled Crafts & Trades Workers	10	0	3.8	
10	Clerical Personnel	43	0	7.0	
11	Intermediate Sales & Service Personnel	1	0	5.6	
12	Semi-Skilled Manual Workers	28	0	4.8	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	27	0	5.3	
Total		1,409	12	4.4	

Table 8: Persons with Disabilities					
Subsequent/Current Workforce Analysis					
All Employees	Persons with	Disabilities			
	Representation	Availability*			
#	#	%			
165	2	4.3			
555	3	3.8			
923	11	4.6			
16	0	13.9			
11	0	7.8			
136	3	3.4			
14	1	3.5			
9	0	3.8			
86	0	7.0			
1	0	5.6			
43	0	4.8			
0	0	0.0			
52	0	5.3			
2,011	20	4.5			

* Source:			
2012 Canadia	n Survey on Di	sability	

* Source:			
2012 Canadi	an Survey on D	isability	

#### Part 2: Flow Data Analysis

#### EnGlobe Corp.

#### 2018-03-20

2018	03	20
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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	*	Ψ	•	•
	Table 1: Women			
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	28	4	0	0
03 Professionals	173	56	3	1
04 Semi-Professionals & Technicians	298	40	0	0
05 Supervisors	7	2	1	0
06 Supervisors: Crafts & Trades	2	1	1	0
07 Administrative & Senior Clerical Personnel	48	46	0	0
08 Skilled Sales & Service Personnel	1	1	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	21	21	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	12	2	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	10	3	1	1
Total	602	176	6	2

	Table 5: Women				
Full-	time /	National	Part-time	e / National	
All Employees Promoted  Women Promoted			All Employees Promoted	Women Promoted	
#		#	#	#	
	0	0	0	(	
	11	4	0	(	
	16	1	0	(	
	6	1	0	(	
	1	0	0	(	
	0	0	0	(	
	2	2	0	(	
	0	0	0	(	
	0	0	0	(	
	4	4	0	(	
	0	0	0	(	
	0	0	0	(	
	0	0	0	(	
	0	0	0	(	
***************************************	40	12	0	(	

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	0	
2	2	0	0	
25	4	0	0	
76	9	0	0	
1	0	0	0	
0	0	1	0	
17	17	0	0	
1	- 1	0	0	
0	0	0	0	
3	3	0	0	
0	0	0	0	
3	1	0	0	
0	0	0	0	
2	1	0	0	
130	38	1	0	

#### Part 2: Flow Data Analysis

EnGlobe Corp.

2018-03-20

Start	Date of Flow	Data
YYYY	MM	DD
2016	04	20

End I	Date of Flow	Data
YYYY	ММ	DD
2018	03	20

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

		Table 2: Aboriginal Peoples			ples	
		Full-time / National		Part-time	Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
		#	#	#	#	
01	Senior Managers	1	0	0	0	
02	Middle & Other Managers	28	0	0	0	
03	Professionals	173	1	3	0	
04	Semi-Professionals & Technicians	298	1	0	0	
05	Supervisors	7	0	1	0	
06	Supervisors: Crafts & Trades	2	0	1	0	
07	Administrative & Senior Clerical Personnel	48	1	0	0	
08	Skilled Sales & Service Personnel	1	0	0	0	
09	Skilled Crafts & Trades Workers	1	0	0	0	
10	Clerical Personnel	21	0	0	0	
11	Intermediate Sales & Service Personnel	0	0	0	0	
12	Semi-Skilled Manual Workers	12	0	0	0	
13	Other Sales & Service Personnel	0	0	0	l ol	

10 **602** 

14 Other Manual Workers

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
11	0	0	0
16	0	0	0
6	0	0	0
1	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
40	0	0	0

Table 10: Aboriginal Peoples			
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
2	0	0	0
25	1	0	0
76	0	0	0
1	0	0	0
0	0	1	0
17	0	0	0
1	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
2	0	0	0
130	1	1	0

#### Part 2: Flow Data Analysis

EnGlobe Corp.

2018-03-20

Start Date of Flow Data				
YYYY	MM	DD		
2016	04	20		

2018	03	20
YYYY	MM	DD
End	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

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	Table 3: Persons with Disabilities			bilities
	Full-time	/ National	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	28	0	0	0
03 Professionals	173	0	3	0
04 Semi-Professionals & Technicians	298	0	0	0
05 Supervisors	7	0	1	0
06 Supervisors: Crafts & Trades	2	0	1	0
07 Administrative & Senior Clerical Personnel	48	1	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	21	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	12	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	10	0	1	0
Total	602	1	6	0

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
11	0	0	0
16	0	0	0
6	0	0	0
1	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
40	0	0	0

Table 11: Persons with Disabilities			
Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
2	0	0	0
25	0	0	0
76	1	0	0
1	0	0	0
0	0	1	0
17	0	0	0
1	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
2	0	0	0
130	1	1	0

#### Part 2: Flow Data Analysis

EnGlobe Corp.

2018-03-20

Start	Date of Flow	v Data
YYYY	MM	DD
2016	04	20

	2018	03	20
	YYYY	MM	DD
-	End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

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	Table 4:	Members o	f Visible A	<b>Ainorities</b>
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
01 Senior Managers	1	1	0	0
02 Middle & Other Managers	28	5	0	0
03 Professionals	173	40	3	1
04 Semi-Professionals & Technicians	298	64	0	0
05 Supervisors	7	1	1	0
06 Supervisors: Crafts & Trades	2	0	1	0
07 Administrative & Senior Clerical Personnel	48	3	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	21	4	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	12	2	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	10	1	1	1

Total

602

121

Full-time	/ National	Part-time	/ National
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
0	0	0	0
11	2	0	0
16	2	0	0
6	0	0	0
1	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
40	4	0	0

Full-time	/ National	Part-time	/ National
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
0	0	0	0
2	0	0	0
25	5	0	0
76	18	0	0
1	0	0	0
0	0	1	0
17	1	0	0
1	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
3	0	0	0
0	0	0	0
2	0	0	0
130	24	1	0

									Data 1	or First/I	Previous (	Goals							
A B	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	S	mT	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	2 "	K ÷ C	(K - M + O) → (C + F)
3-11-11-11-11-11-11-11-11-11-11-11-11-11	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	J	Ţ	Ļ	1	Ţ	Ţ	Ţ	J
										Table 1:									
									First/	Previous SI	iort-term C	ioals							
				All En	iployees										omen				
	Number	Grow	th (New Posit	ions)	Turnover (Re	placement of Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity	YYYY-MM-00	Actual	Peol	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	111111111111111111111111111111111111111	Actuat	1101		Actuar	110	Over 3	Years	111111111111111111111111111111111111111		01	Over 3 Years	****		Availability	scm cap	Gap	Representation	Years
	2016-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Years		2016-04-28	Annually	Over 3 Years		2016	2019					
	#	%	%	#	9/6	%	#	#	#	%	#	#	Ħ	9/6	%	#	#	%	%
01 Senior Managers	17	5.6%		0	0.0%		0	0	2	0.0%	0	3	0		27.4%	-3	-3	11.8%	11.8%
02 Middle & Other Managers	76	24.0%		C	1.8%		0	0	13	0.0%	0	17	0		38.9%	-17	-17	17.1%	17.1%
03 Professionals	361	15.4%		C	5.5%		0	0	114	0.0%	0	-13	0		27.9%	13	1		31.6%
04   Semi-Professionals & Tech	694	10.0%		0	9.4%		0	0	97	0.0%	0	24	0		17.4%	-24	-24	14.0%	14.0%
05 Supervisors	6	38.7%		0	9.1%		0	0	6	0.0%	0	-3	0		52.5%	3	3	100.0%	100.0%
06 Supervisors: Crafts & Trades	8	11.2%		0	10.5%		0	0	1	0.0%	0	0	0		13.8%	0	0	12.5%	12.5%
07 Administrative & Sr Clerical	127	2.3%		(	12.9%		0	0	122	0.0%	0	-18	0		81.9%	18	18	96.1%	96.1%
08 Skilled Sales & Service	11	8.4%		0	8.0%		0	0	7	0.0%	0	-3	0		32.3%	3	3	63.6%	63.6%
09 Skilled Crafts & Trades	10	-3.5%		(	0.0%		0	0	1	0.0%	0	0	0		5.6%	0	0	10.0%	10.0%
10 Clerical Personnel	43	26.0%		0	4.7%		0	0	38	0.0%	0	-11	0		63.6%		11	88.4%	88.4%
11 Intermediate Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	1	0		61.8%	-1	-1	0.0%	0.0%
12 Semi-Skilled Manual	28	15.4%		0	8.5%		0	0	0	0.0%	0	4	0		15.7%	1 4	1 -4	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	1 0	0.0%	1 0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	2.7	24.4%		0	5.1%		0	0	6	0.0%	1 0	!	0		19.7%	1 1	<u> </u>	22.2%	22.2%
Total	1,409	12.6%		(	7.7%		0	1 0	407	0.0%	1 0	-1	()		28.8%	)] ]	1	28.9%	28.9%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 100.

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

	, , , , , , , , , , , , , , , , , , , ,					Table 2: Women						
E	loyment Equity		Wom	en								
	pational Group (EEOG)	Short-term	Goals %	Long-tern	1 Goals	Comments						
01	Senior Managers	0	0.0	3	0.0							
	Middle & Other Managers	5	0.0	12	0.0							
03	Professionals	0	0.0	0	0.0							
04	Semi-Professionals & Tech	8	0.0	16	0.0							
05	Supervisors	0	0.0	0	0.0							
06	Supervisors: Crafts & Trades	0	0.0	0	0.0							
07	Administrative & Sr Clerical	0	0.0	0	0,0							
08	Skilled Sales & Service	0	0.0	0	0.0							
09	Skilled Crafts & Trades	0	0.0	0	0.0							
10	Clerical Personnel	0	0.0	0	0.0							
11	Intermediate Sales & Service	0	0.0	1	0,0							
12	Semi-Skilled Manual	1	0.0	3	0.0							
13	Other Sales & Service	0	0.0	0	0.0	-003780						

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14 Other Manual Workers	()	0.0	0	0.0	
Total	14		35		

									Data	or First/I	revious (	Goals							
А В В	C	D	IE	F	G	H	I	J	<u>K</u>	L	M	N	O	È P	<u> </u>	R	S	T	U
Data sources:	From Workforce Analysis	From Wørkforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
\$	<b></b>	I	·······	<b></b>	<del></del>	ψ	<b>J</b>	J	ļ	<b>.</b>	<u> </u>	, <u>†</u>	<u> </u>	<u></u>	ţ	<u> </u>	J	<b></b>	<b>V</b>
									Tabl	e 3: Abori	iginal Peo	ples							
									First/	Previous St	iort-term C	loals							
				All En	aployees									Aborigi	nal Peoples				
	Number	£ 100	wth (New Posi	tions)	Turnover (Re		f Terminated		Number				3 Yea	r Goals					
Employment Equity						Employees)		Anticipated	Tunioti	Terminated	eplacement of Employees)	Hires	Free	n - To			Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	Actual	Actual Projected			Actual Projected			Hires Over 3 YYYY-MM-DD			Required Over 3	1111	- 1111	Present Availability	Present Gap	Gap	Representation	Representation in 3
,	2016-04-28	Annually	Annually	Over 3	Annually	Annualiy	Over 3	Years	2016-04-28	Annually	Over 3	Years	2016	2019	•			·	Years
				Years			Years				Years								
20 10 10 10	#	%	%	#	9/6	%	#	#	#	%	#	#	Ħ	% 9/a	%	#	#	9/6	%
01 Senior Managers	17				0.0%		0	0		0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	76		1		1.8%		0	0		0.0%	0	2	U		2.2%	-2	-2	0.0%	0.0%
03 Professionals	361 694	15.4%	1	"	5.5% 9.4%		0	0	2	0.0%	0	4	Ų.		1.6%	-4	-4	0.6%	0.6% 0.9%
04 Semi-Professionals & Tech	694	10.0% 38.7%	<b>*</b>		9.4%		0	0		0.0%	0	4			1.5% 1.1%	-4	1 -4	0.9% 0.0%	0.0%
05 Supervisors	0	38.7%	1	"	10.5%		0			0.0%	0	0			1.1%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	127	1			12.9%		0	0	0	0.0%	0				1.2%	0	2	0.0%	0.0%
08 Skilled Sales & Service	127	8.4%	1		8.0%		0	0		0.0%	0	4			0.9%	-2	1 -2	0.0%	0.0%
09 Skilled Crafts & Trades	10	-3.5%	1		0.0%		0			0.0%	0	0	0		3.3%	0	1 0	0.0%	0.0%
10 Clerical Personnel	43	26.0%			4.7%		0	0		0.0%	0	1			1.4%	1	1	0.0%	0.0%
11 Intermediate Sales & Service	43	0.0%			0.0%		"	0		0.0%	0	1 0	0		0.9%			0.0%	0.0%
12 Semi-Skilled Manual	28			\ \ \ \ \ \ \	8.5%		1 0			0.0%	۰ ۱	n 0	l 0		1.6%	0	6	0.0%	0.0%
13 Other Sales & Service	40 0	0.0%	<b>*</b>	1 6	0.0%		1 0	0	1 6	0.0%	v	l "	"		0.0%	l 0	l "	#DIV/0!	#DIV/0!
14 Other Manual Workers	27	24.4%	**************************************	1 6	5.1%		1 0	, ,	"	0.0%	l 0	1	1 0		2.7%	_1	] ."	0.0%	0.0%
Total	1.409	<u> </u>	-	<u> </u>	7.7%		0	0	1 9	0.0%	1 0	15			1.6%	-15	-15	0.6%	0.6%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10. + 10.

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

,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			Table 4: Aboriginal Peoples
Employment Equity	Aboriginal	Peoples	
Occupational Group (EEOG)	Short-term Goals	Long-term Goals	Comments
01 Senior Managers	0 0.0	0 0.0	
02 Middle & Other Managers	1 0.0	0.0	
03 Professionals	1 0.0	3 0.0	
04   Semi-Professionals & Tech	1 0.0	3 0.0	
05 Supervisors	0.0	0 0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	1 0.0	1 0.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0,0	0.0	
10 Clerical Personnel	0.0	1 0.0	
11   Intermediate Sales & Service	0.0	0 0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	

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14 Other Manual Workers Total	πs 0 0.0 1 0.0 4 10	

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									iyata i	OI FIISUI	Tevious	ovais							
$ \begin{array}{c} A & B \\ M & B \end{array} $	C	D	E	F	G	H	I		K	L	M	N	O	P	Q	R	S	**************************************	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F÷1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	1	Ţ	Ţ	Ţ	↓	Ţ	Ţ	1	Ţ	1	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	<u> </u>
											with Disa								
									First/	Previous SI	iort-term C	ioals							
				All En	iployees										th Disabilitie	•			
	Number	Gres	wth (New Posit	tions)	Turnover (Re		Terminated		Number	Turnover (R	enlacement of			r Goals					
Employment Equity					Employees)		Anticipated		Terminated Employees)		Hires Required		m - To	Present		Projected	Present	Projected	
Occupational Group (EEOG)	7777-MM-00	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD		,	Over 3	1111	- * * * * * * * * * * * * * * * * * * *	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2016-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1 Cars	2016-04-28	Annually	Over 3 Years	Years	2016	2019					11413
	#	%	%	#	%	%	#	#	Ħ	%	#	#	Ħ	9/4	%	Ħ	#	%	9/6
01/02 Managers	93	14.8%		0	0.9%		0	0	0	0.0%	0	4	(	)	4.3%	-4	-4	0.0%	0.0%
03 Professionals	361	15.4%		0	5.5%		0	0	2	0.0%	0	12	(	)	3.8%	-12	I .	0.6%	0.6%
04 Semi-Professionals & Tech	694	10.0%		0	9,4%		0	0	9	0.0%	0	23	(	)	4.6%	-23	-23	1.3%	1.3%
05 Supervisors	6	38.7%		0	9.1%		0	0	0	0.0%	0	1	(	)	13.9%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	8	11.2%		0	10.5%		0	0	0	0.0%	0	1	(	)	7.8%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	127	2.3%		0	12.9%		0	0	0	0.0%	0	4	(	)	3.4%	-4	-4	0.0%	0.0%
08 Skilled Sales & Service	11	8.4%		0	8.0%		0	0	1	0.0%	0	-1	(	)	3.5%	1	1	9.1%	9.1%
09 Skilled Crafts & Trades	10	-3.5%		0	0.0%		0	0	0	0.0%	0	0	(	)	3.8%	0	0	0.0%	0.0%
10 Clerical Personnel	43	26.0%		0	4.7%		0	0	0	0.0%	0	3	(	)	7.0%	-3	-3	0.0%	0.0%
11 Intermediate Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	5.6%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	28	15.4%		0	8.5%		0	0	0	0.0%	0	1	(	)	4.8%	-1	-1	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	27	24.4%		0	5.1%		0	0	0	0.0%	0	1	(	)	5.3%	-1	-1	0.0%	0.0%
Total	1,409	12.6%		0	7.7%		0	0	12	0.0%	0	50	(	)	4.4%	-50	-50	0.9%	0.9%

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

Workdoree Amarysis) · 27 × 10	•			Table 6: Persons with Disabilities
Employment Equity	Pi Short-ter	rsons with D	isabilities Long-term Goals	Comments
Occupational Group (EEOG)		%	9/6	
01/02 Managers	2	0.0	2 0.0	
03 Professionals	3	0.0	9 0.0	
04 Semi-Professionals & Tech	7	0.0	16 0.0	
05 Supervisors	0	0.0	1 0.0	A Company of the Comp
06 Supervisors: Crafts & Trades	0	0.0	1 0.0	
07 Administrative & Sr Clerical	1	0.0	3 0.0	
08 Skilled Sales & Service	0	0.0	0,0	
09 Skilled Crafts & Trades	0	0.0	0 0.0	
10 Clerical Personnel	1	0.0	2 0.0	
11 Intermediate Sales & Service	0	0.0	0,0	
12 Semi-Skilled Manual	0	0.0	1 0.0	
13 Other Sales & Service	0	0,0	0 0,0	
14 Other Manual Workers	0	0.0	1 0.0	A Company of the Comp
Total	14		36	003784

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									Data I	or First/I	revious (	Goals							
А В В	<u>C</u>	D	E	F	G	H	I	J	<u>K</u>	L	M	IN	ÎO	P	Q	R	S	T	
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
3	1	<b>J</b>	<b></b>	<u> </u>	······································	Ţ	J	Ţ	1	·············	<b></b>	<u> </u>	1	J.	1	1	<b>J</b>	<u> </u>	J
									Table 7: M				S						
									First/	Previous SI	iort-term (	loals							
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)				Number	Turnover (Replacement of		Hires		3 Year Goals From - To					
Employment Equity	YYYY-MM-DD						Anticipated Hires Over 3	Terminated Employees)		Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3		
Occupational Group (EEOG)	1111-111-111	<del></del>			Actuat	Over 3		Years	111111111111111111111111111111111111111	Over 3		Over 3 Years		Availability			Gap	Representation	Years
	2016-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Years		2016-04-28	Annually	Years		2016	2019					
	#	%	%	#	%	%	#	#	#	%	#	#	#	9/6	%	#	#	9/6	%
01 Senior Managers	17	5.6%		0	0.0%		- 0	0	1	0.0%	0	1	(		10.1%	-1	-1	5.9%	5.9%
02 Middle & Other Managers	76	24.0%		0	1.8%		0	0	1	0.0%	. 0	10	0	)	15.0%	-10	-10	1.3%	1.3%
03 Professionals	361	15.4%		0	5.5%		0	0	10	0.0%	0	65	(	)	20.8%	-65	-65	2.8%	2.8%
04 Semi-Professionals & Tech	694	10.0%		0	9.4%		0	0	30	0.0%	0	34	(	)	9.2%	-34	-34	4.3%	4.3%
05 Supervisors	6	38.7%		0	9.1%		0	0	0	0.0%	0	1	€	)	11.5%	-1	-1	0.0%	0.0%
06 Supervisors: Crafts & Trades	8	11.2%		0	10.5%		0	0	0	0.0%	. 0	1	€	)	8.7%	-1	1	0.0%	0.0%
07 Administrative & Sr Clerical	127	2.3%		0	12.9%		0	0	2	0.0%	0	10	€	)	9.1%	-10	1	1.6%	1.6%
08 Skilled Sales & Service	11	8.4%		0	8.0%		0	0	0	0.0%	0	1	0	)	9.9%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	10	-3.5%		0	0.0%		0	0	0	0.0%	. 0	1	•	)	9.5%	-1		0.0%	0.0%
10 Clerical Personnel	43	26.0%		0	4.7%		0	0	1	0.0%	0	3	(	)	9,3%	-3	-3	2.3%	2.3%
11 Intermediate Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	)	22.2%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	28	15.4%		0	8.5%		0	0	0	0.0%	0	2	(	) [	8.9%	-2	-2	0.0%	0.0%
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	(	)	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	27	24.4%		- 0	5.1%		0	0	0	0.0%	0	2		)	7.3%	-2	-2	0.0%	0.0%
Total	1,409	12.6%		0	7.7%		0	0	45	0.0%	0	131	(	)	12.5%	-131	-131	3.2%	3.2%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 100.

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

	• /					Table 8: Members of Visible Minorities						
Emm	Incoment Cassity	Membe	ers of Visi	ble Minorit	ies							
Employment Equity Occupational Group (EEOG)		Short-term Goals		Long-term Goals		Comments						
01	Senior Managers	0	0.0	1	0.0							
02	Middle & Other Managers	3	0,0	7	0,0							
03	Professionals	19	0.0	46	0.0							
04	Semi-Professionals & Tech	10	0.0	24	0.0							
05	Supervisors	0	0.0	1	0.0							
06	Supervisors: Crafts & Trades	0	0.0	1	0.0							
07	Administrative & Sr Clerical	3	0.0	7	0.0							
08	Skilled Sales & Service	0	0.0	1	0.0							
09	Skilled Crafts & Trades	0	0,0	1	0.0							
10	Clerical Personnel	1	0.0	2	0.0							
11	Intermediate Sales & Service	0	0,0	0	0.0							
12	Semi-Skilled Manual	0	0.0	2	0.0							
13	Other Sales & Service	0	0.0	0	0.0	003786						

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14 Other Manual Workers	1 0.0 1 0.0	
Total	37 94	

										Data for	Subseque	nt/Currei	nt Goals							
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R		T	U
Data s	ources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	Сх Нх 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
300000000000000000000000000000000000000	***************************************	Ţ	<u> </u>	Ţ	<b></b>	Į.	Ţ	Ţ	Ţ	Ţ	1	Ţ.	J	Ţ	Ţ	Ţ	<u> </u>	Ţ	Ţ	J
											Table 9:									
		Subsequent/Current Short-term Goals  All Employees Women																		
					All Em	•					ı			3 Year		omen				
		Number	Grow	th (New Posit	ions)	Turnover (Replacement of Terminated Employees)				Number		eplacement of	Hires	5 Year Fron						
	yment Equity	7777-MM-00	Actual	Proi	ected	Actual	Proje	ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required	1111		Present	Present Gap	Projected	Present	Projected Representation in 3
Occuj	ational Group (EEOG)	Over 1		Annually	lly Annually Over 3		Years	2018-03-20	Annually	Over 3 Years	Over 3 Years	2018	2021	Availability		Gap	Representation	Years		
		#	%	%	#	9/4	%	#	#	#	%	#	#	Ħ	%	%	#	#	%	%
01	Senior Managers	20	5.6%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	2	0	27.4%	27.4%	-2		15.0%	15.0%
02	Middle & Other Managers	145	24.0%	2.0%	9	1.8%	10.0%	44	53	29	10.0%	9	40	21	38.9%	38.9%	-27		20.0%	26.6%
03	Professionals	555	15.4%	2.0%	33	1 18	10.0%	167	200	183	10.0%	55	25	0		26.1%	38		33.0%	21.8%
04	Semi-Professionals & Tech	923	10.0%	2.0%	55		10.0%	277	332	118	10.0%	35	97	61	18.4%	18.4%	-52		12.8%	14.7%
05	Supervisors	16	38.7%	2.0%	1	9.1%	10.0%	5	6	8	10.0%	2	3	0		52.7%	0	-3	50.0%	35.3%
06	Supervisors: Crafts & Trades	11	11.2%	2.0%	1	10.5%	10.0%	5	4	2	10.0%	1	1	0		14.3%	0	-1	18.2%	8.3%
07 08	Administrative & Sr Clerical Skilled Sales & Service	136	2.3% 8.4%	2.0% 2.0%	8	12.9% 8.0%	10.0% 10.0%	41	49	132	10.0% 10.0%	40	26	0		81.8%	21	-26	97.1% 57.1%	63.9% 40.0%
08	Skilled Sales & Service Skilled Crafts & Trades	14	-3.5%	2.0%	!	0.0%	10.0%	4 2	3	8	10.0%		-1	0		31.6% 8.2%	1 4		37.1% 11.1%	40.0% 10.0%
10	Clerical Personnel	86	26.0%	2.0%	5	4.7%	10.0%	3 26	31	80	10.0%	2.4	2	0		63.4%	25		93.0%	61.5%
11	Intermediate Sales & Service	1	0.0%	2.0%	ő	0.0%	10.0%	0	0	0	10.0%	0	1	0	50.0%	61.8%	1 1		0.0%	0.0%
12	Semi-Skilled Manual	43	15.4%	2.0%	3	8,5%	10.0%	13	16	ľ	10.0%	0	7	3	16.5%	16.5%	-6	-4	2.3%	8.7%
13	Other Sales & Service	ol	0.0%	2.0%	0	0.0%	10.0%	0	0	. 0	10.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
1 1	Other Manual Workers	52	24.4%	2.0%	3	5.1%	10.0%	16	19	13	10.0%	4	2	0		19.7%	3	-2	25.0%	16.4%
Total		2,011	12.6%		0	7.7%		0	0	578	0.0%	0	+3	0		28.6%	3	3	28.7%	28.7%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 1) x 100.

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

					Table 10: Women
	oloyment Equity upational Group (EEOG)	V Short-term Goals	Vomen s	t Long-term Goals	Comments
		%		%	
01	Senior Managers	2	27.4	27.4	The Executive Committee is not expected to undergo any major changes in the coming years.
02	Middle & Other Managers	3	38.9	38.9	
03	Professionals		0.0	0.0	
04	Semi-Professionals & Tech	1	18,4	9,3	
05	Supervisors		0.0	0.0	
06	Supervisors: Crafts & Trades		0.0	0.0	
07	Administrative & Sr Clerical		0.0	0.0	
08	Skilled Sales & Service		0.0	0.0	
09	Skilled Crafts & Trades		0.0	0.0	
10	Clerical Personnel		0.0	0.0	
- 11	Intermediate Sales & Service	3	50.0	50.0	There is only one employee in this occupational category.
12	Semi-Skilled Manual	1	16.5	16.5	
13	Other Sales & Service		0,0	0.0	003788
14	Other Manual Workers		0.0	0.0	-003768

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Total	0.0

A   B   C   D   E   F   G   B   I   J   K   L   M   N   O   P   Q   R   S   T   U										Data for	Subseque	nt/Curre	nt Goals							
Data sources:     Prom   Workforce   Workforce   Analysis   Anal	A B	C	D	I E	F	G	H		J	K	L	M	N	0	E.P.	<u> </u>	R	S	T	U
Comparison   Fear   F	Data sources:	Workforce	Workforce	Data Entry	CxEx3	Data Analysis & Workforce		CxHx3	F+1	Workforce	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	Workforce	Workforce	O) - ((C+	K ÷ C	\$ \ \ \$
Subscription   Female   Fema	\$	Ţ	L	<u> </u>	<u></u>	J	1	J.	<b>T</b>	Ţ	J	<u> </u>	<u> </u>	1	ļ	ļ	ļ	<u> </u>	<b></b>	<b></b>
Composition																				
Number   Part   Part										Subsequ	ent/Curren	Short-teri	n Goals							
Number   County   C					All En	nployees										nal Peoples			,	
Procedure   Pro		Number	Gres	wth (New Posit	tions)			f Terminated		Number	Turnover (R	enlacement of								
Comparisonal Group (EEOG)   Project   Actual Project	Employment Equity			1															Present	
2018-03-20   Annually   Annually   Over3   Vears   V	Occupational Group (EEOG)	VVVV-MM-DD	DD Actual Projected		Years			YYYY-MM-DD			3	1111	- 1111	Availability	Present Gap	Gap	Representation			
Senior Managers   20   5.6%   0.0%   0   0.0%   0.0%   0.0%   0   0   0.0%   0   0   0.0%   0   0.0%   0.		2018-03-20	Annually	Annually	v i i Ammaliv i Ammaliv i			1		2018-03-20	Annually		Years	2018	2021					
Ol   Senior Managers   20   5.6%   0.0%   0   0.0%   0.0%   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0   0.0%   0   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0.0%   0   0   0   0   0.0%   0   0   0   0   0   0   0   0   0		#	9/0	9/0		9/0	9/6	#	#	#	9/6		#	#	0/0	9/0	#	#	9/6	9/0
03   Professionals   555   15.4%   2.0%   33   5.5%   10.0%   167   200   3   10.0%   1   6   3   1.4%   1.4%   -5   -3   0.5%   0.9%     04   Semi-Professionals & Tech   923   10.0%   2.0%   55   9.4%   10.0%   277   332   7   10.0%   2   11   5   1.6%   1.6%   -8   -6   0.8%   1.0%     05   Supervisors   16   38.7%   2.0%   1   9.1%   10.0%   5   6   0   10.0%   0   0   0     06   Supervisors   11   11.2%   2.0%   1   10.5%   10.0%   3   4   0   10.0%   0   0     07   Administrative & Sr Clerical   136   2.3%   2.0%   8   12.9%   10.0%   41   49   1   10.0%   0   0   1   1   1.2%   1.2%   -1   0   0.0%     08   Skilled Sales & Service   14   8.4%   2.0%   1   8.0%   10.0%   4   5   0   10.0%   0   0   0     08   Skilled Crafts & Trades   9   -3.5%   2.0%   1   0.0%   10.0%   3   4   0   10.0%   0   0   0     10   Clerical Personnel   86   26.0%   2.0%   5   4.7%   10.0%   26   31   0   10.0%   0   0   0     11   Intermediate Sales & Service   1   0.0%   2.0%   3   8.5%   10.0%   13   16   0   10.0%   0   1   0   1.7%   1.7%   -1   -1   0.0%   0.0%     13   Other Sales & Service   0   0.0%   2.0%   3   8.5%   10.0%   13   16   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   0.0%   0.0%     14   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   1.00%   0.0%     15   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   1.00%   0.0%     15   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   1.00%   0.0%     16   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   1.00%   0.0%   0.0%     15   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   1.00%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%   0.0%	01 Senior Managers	20		<u></u>	(			- 0	0	0	<del></del>	0	1	- 0		•	-1	-1		
04   Semi-Professionals & Tech   923   10.0%   2.0%   55   9.4%   10.0%   277   332   7   10.0%   2   11   5   1.6%   1.6%   -8   -6   0.8%   1.0%     05   Supervisors   16   38.7%   2.0%   1   9.1%   10.0%   5   6   0   10.0%   0   0   0     06   Supervisors: Crafts & Trades   11   11.2%   2.0%   1   10.5%   10.0%   3   4   0   10.0%   0   0   0     07   Administrative & Sr Clerical   136   2.3%   2.0%   8   12.9%   10.0%   41   49   1   10.0%   0   0   1.2%   1.2%   -1   0   0.7%   1.4%     08   Skilled Sales & Service   14   8.4%   2.0%   1   8.0%   10.0%   4   5   0   10.0%   0   0   0     09   Skilled Crafts & Trades   9   -3.5%   2.0%   1   0.0%   10.0%   3   4   0   10.0%   0   0     10   Clerical Personnel   86   26.0%   2.0%   5   4.7%   10.0%   26   31   0   10.0%   0   0   0     11   Intermediate Sales & Service   1   0.0%   2.0%   0   0.0%   10.0%   0   0   0     12   Semi-Skilled Manual   43   15.4%   2.0%   3   8.5%   10.0%   13   16   0   10.0%   0   0   0     13   Other Sales & Service   0   0.0%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   0.0%   0.0%     10   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   0.0%   0.0%     10   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   0.0%   0.0%     10   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   0.0%   0.0%     10   Other Manual Workers   52   24.4%   2.0%   3   5.1%   10.0%   16   19   0   10.0%   0   1   0   2.3%   2.3%   -1   -1   0.0%   0.0%	02 Middle & Other Managers	145	24.0%	2.0%	Ş	1.8%	10.0%	44	53	0	10.0%	0	3	1	2.2%	2.2%	-3	-2	0.0%	0.6%
05   Supervisors   16   38.7%   2.0%   1   9.1%   10.0%   5   6   0   10.0%   0   0   0   0   1.0%   0   0   0   0   0.0%   0.	03 Professionals	555	15.4%	2.0%			10.0%	167	200	3	10.0%	1	6	3	1.4%	1.4%	-5	-3	0.5%	0.9%
06 Supervisors: Crafts & Trades 11 11.2% 2.0% 1 10.5% 10.0% 3 4 0 10.0% 0 0 1 1.4% 0 0 0 0.0% 0.0% 0.0% 0.0% 0.0% 0.0%	04 Semi-Professionals & Tech	923	10.0%	2.0%	55	9.4%	10.0%	277	332	7	10.0%	2	11	5	1.6%	1.6%	-8	-6	0.8%	1.0%
07         Administrative & Sr Clerical         136         2.3%         2.0%         8         12.9%         10.0%         41         49         1         10.0%         0         1         1         1.2%         1.2%         -1         0         0.7%         1.4%           08         Skilled Sales & Service         14         8.4%         2.0%         1         8.0%         10.0%         4         5         0         10.0%         0	05 Supervisors	16	38.7%	2.0%	1	9.1%	10.0%	5	6	0	10.0%	0	0	0		1.0%	0	0	0.0%	1 1
08         Skilled Sales & Service         14         8.4%         2.0%         1         8.0%         10.0%         4         5         0         10.0%         0         0         0         0         0         0.0%         0.0%         0.0%         0.0%         0         0         0         0         0         0.0%         0.0%         0.0%         0         0         0         0         0         0         0.0%         0.0%         0 <t< td=""><td></td><td></td><td>1</td><td></td><td>,</td><td>1 1</td><td></td><td>3</td><td>4</td><td>0</td><td>1</td><td>0</td><td>0</td><td>0</td><td></td><td>1</td><td>0</td><td>0</td><td></td><td>1 1</td></t<>			1		,	1 1		3	4	0	1	0	0	0		1	0	0		1 1
09         Skilled Crafts & Trades         9         -3.5%         2.0%         1         0.0%         10.0%         3         4         0         10.0%         0         0         3.6%         0         0         0.0%         0.0%            10         Clerical Personnel         86         26.0%         2.0%         5         4.7%         10.0%         26         31         0         10.0%         0         1         0.0%         1.2%         1.2%         -1         -1         -1         0.0%         0.0%           11         Intermediate Sales & Service         1         0.0%         2.0%         0         0.0%         0         0         0         0         0.9%         0         0         0.0%           12         Semi-Skilled Manual         43         15.4%         2.0%         3         8.5%         10.0%         0         0         0         0         0.0%         0         0.0%           13         Other Sales & Service         0         0.0%         2.0%         3         5.1%         10.0%         0         0         0         0         0         0.0%         0         0         0         0         0         0			1		8	1 1		41	49	1	1	0	1	1	1.2%	1.2%	-1	0	1	1 1
10   Clerical Personnel   86   26.0%   2.0%   5   4.7%   10.0%   26   31   0   10.0%   0   1   0   1.2%   1.2%   -1   -1   0.0%   0.0%   0.0%   1   1   1   1   1   1   1   1   1			1	1	1	1		4	5	0	1	0	0	0			0	0	I	
11   Intermediate Sales & Service   1   0.0%   2.0%   0   0.0%   10.0%   0   0   0   10.0%   0   0   0   0   0   0.0%   0   0   0   0   0.0%		,	ì			1 1		3	4	0	1	0	0	0		1	0	0	I	1
12     Semi-Skilled Manual     43     15.4%     2.0%     3     8.5%     10.0%     13     16     0     10.0%     0     1     0     1.7%     1.7%     -1     -1     0.0%     0.0%           13         Other Sales & Service         0         0.0%         2.0%         0         0.0%         0         0         0         0.0%         0         0         #DIV/0!         #DIV/0!           14         Other Manual Workers         52         24.4%         2.0%         3         5.1%         10.0%         16         19         0         10.0%         0         1         0         2.3%         2.3%         -1         -1         0.0%         0.0%		86	I	1		1 1		26	31	0	1	0	1	0	1.2%	1	-1	-1	l .	
13 Other Sales & Service     0     0.0%     2.0%     0     0.0%     10.0%     0     0     0     0     0     0.0%     0     0     #DIV/0!     #DIV/0!     #DIV/0!       14 Other Manual Workers     52     24.4%     2.0%     3     5.1%     10.0%     16     19     0     10.0%     0     1     0     2.3%     2.3%     -1     -1     -1     0.0%     0.0%		1		1				0	0		1	0	0	0		1	0	0		11
14 Other Manual Workers 52 24.4% 2.0% 3 5.1% 10.0% 16 19 0 10.0% 0 1 0 2.3% 2.3% -1 -1 0.0% 0.0%		43	1	1				13	16		1	0		0	1.7%			-!		1
		0	1	<b>*</b>				0	0		1	1 0	0	0	2.00	1	1 0	1 .	I	
	Total	2.011	12.6%	2.0%	121		10.0%	603	724		10.0%	1 0	26	0	2.3%	2.3% 1.6%	-21	-26	0.0%	0.0%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10. + 10.

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

						Table 12: Aboriginal Peoples
Em	ployment Equity		Aboriginal			
	cupational Group (EEOG)	Short-tern		Long-ter		Comments
	•		%		%	
01	Senior Managers		2.9		2.9	The Executive Committee is not expected to undergo any major changes in the coming years.
02	2 Middle & Other Managers		2.2		2.2	
03	Professionals		1.4		1.4	
04	Semi-Professionals & Tech		1.6		1.6	
0.5	Supervisors		0.0		0.0	
06	Supervisors: Crafts & Trades		0.0		0.0	
07	7 Administrative & Sr Clerical		1.2		1.2	
08	Skilled Sales & Service		0.0		0.0	
09	Skilled Crafts & Trades		0.0		0.0	
10	Clerical Personnel		1.2		1.2	
11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		1.7		1.7	
13	Other Sales & Service		0.0		0.0	003790
14	Other Manual Workers		2.3		2.3	003130

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Total	0.0

									Data for	Subseque	nt/Curre	at Goals							
L.										•									
AB	C	D	E	F	G	H	1	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	Сх Нх 3	$\mathbf{F}+\mathbf{I}$	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
pt.	Ţ	1	<b></b>	1	Ţ	1	Į.	1	Ţ	Ų.	<b></b>	1	1	Į.	1	Ţ	1	Ţ	Ţ
	Table 13: Persons with Disabilities Subsequent/Current Short-term Goals																		
	Subsequent/Current Short-term Goals  All Employees Persons with Disabilities																		
				All Em	•										th Disabilitie	s I			
	Number	Grow	th (New Positi	ons)		Turnover (Replacement of Terminated Employees)			Number	Turnover (Re	eplacement of	Hires		r Goals n - To					
Employment Equity	YYYY-MM-DD	Actual	Proje	atad	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- 1777	Present	Present Gaz	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	111111111111111111111111111111111111111	Actuat	rroje		Actuar	1100		Years	1111-1111-1111			Over 3 Years		1	Availability	i rescue cum	Gap	Representation	Years
	2018-03-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-03-20	Annually	Over 3 Years	. cars	2018	2021					
	#	%	%	#	9/6	%	#	#	#	%	#	#	#	9/0	9%	#	#	%	%
01/02 Managers	165	14.8%	0.0%	0	0.9%	0.0%	0	0	2	0.0%	0	5	0	4.3%	4.3%	-5	-5	1.2%	1.2%
03 Professionals	555	15.4%	2.0%	33	1	10.0%	167	200	3	10.0%	1	20	1	3.8%	3.8%	-18			1
04 Semi-Professionals & Tech	923	10.0%	2.0%	55	9,4%	10.0%	277	332	11	10.0%	3	37	15		4.6%	-31		1	2,4%
05 Supervisors	16	38.7%	2.0%	1	9.1%	10.0%	5	6	0	10.0%	0	2	1	13.9%	13.9%	-2	2 -1	0.0%	5.9%
06 Supervisors: Crafts & Trades	11	11.2%	2.0%	1	10.5%	10.0%	3	4	0	10.0%	0	1	0	7.8%	7.8%	-1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	136	2.3%	2.0%	8	12.9%	10.0%	41	49	3	10.0%	1	3	2	3,4%	3.4%	+0	2] -1	2.2%	2.8%
08 Skilled Sales & Service	14	8.4%	2.0%	1	8.0%	10.0%	4	5	1	10.0%	0	0	0		3.5%			7.1%	6.7%
09 Skilled Crafts & Trades	9	-3.5%	2.0%	1	0.0%	10.0%	3	4	0	10.0%	0	0	0		3.8%			0.0%	0.0%
10 Clerical Personnel	86	26.0%	2.0%	5	4.7%	10.0%	26	31	0	10.0%	0	6	2	7.0%	7.0%	-6		0.0%	2.2%
11 Intermediate Sales & Service	1	0.0%	2.0%	0	0.0%	10.0%	()	U	0	10.0%	0	0	0		5.6%		1 :	0.0%	0.0%
12 Semi-Skilled Manual	43	15.4%	2.0%	3	8.5%	10.0%	1.3	16	0	10.0%	0	2		4.8%	4.8%	1 -2		0.0%	2.2%
13 Other Sales & Service		0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	. ,	6 30	0.0%		1	#DIV/0!	#DIV/0!
14 Other Manual Workers	52 2,011	24.4% 12.6%	2.0%	121	5.1% 7.7%	10.0%	603	724	20	10.0% 10.0%	0	82	1 1	5.3%	5.3% 4.5%	-3 -70	3 -2	0.0%	1.8% 0.7%
Total	2,911	12.0%	Z.U%	121	7.7%	10.0%	003	124	20	10.0%	1 6	82			4.5%	-/0	7 -82	1.0%	0.7%

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

[					Table 14: Persons with Disabilities
Paralament Parale	Pt	rsons with	Disabilities		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals	Comments
•		%		%	
01/02 Managers		4.3		4.3	The Executive Committee is not expected to undergo any major changes in the coming years.
03 Professionals		3.8		3.8	
04 Semi-Professionals & Tech		4.6		4.6	
05 Supervisors		13.9		13.9	There are six employees in this occupational category.
06 Supervisors: Crafts & Trades		7.8		7.8	
07 Administrative & Sr Clerical		3.4		3.4	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0,0	
10 Clerical Personnel		7.0		7.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		4.8		4.8	
13 Other Sales & Service		0,0		0,0	
14 Other Manual Workers		5.3		5.3	
Total		0.0		0,0	-003792

Saladadana.									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	H	I	J	K	L	M	N	0	P	<u> </u>	R	S	3. 3.	L. U.
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)
	Ţ	Ţ		Ţ	<u></u>	Ţ			Ţ	, <b>T</b>	<u> </u>	<b></b>	Ţ	i J	J	Ţ	<u> </u>	J	<u> </u>
Resissan								7	able 15: <b>\</b>				·S						
		Subsequent/Current Short-term Goals  All Employees Members of Visible Minorities																	
				All En	•		-			1					isible Minor	ities			
	Number	Grov	vth (New Posit	ions)		Turnover (Replacement of Terminated Employees)			Number	Turnover (Replacement of		Hires	3 Yea						
Employment Equity		YYY-MM-DD Actual Projected				Prej		Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required	7777	vvvv	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			i section i section i			Years	111111111111111111111111111111111111111		Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-03-20	Annually	Annually	Years	Annually	Annually	Years		2018-03-20	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	%	%	#	#	9/6	9/6
01 Senior Managers	20	5.6%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-1	0		10.1%	1	I	15.0%	15.0%
02 Middle & Other Managers	145	24.0%	2.0%	9	1.8%	10.0%	44	53	13	10.0%	4	14	8	15.0%	15.0%	-9	-6	9.0%	11.0%
03 Professionals	555	15.4%	2.0%	33	1	10.0%	167	200	64	10.0%	19	78	42	21.0%	21.0%	-53		11.5%	14.8%
04 Semi-Professionals & Tech	923	10.0%	2.0%	55		10.0%	277	332	119		36	12	0		9.7%	29	-12	12.9%	8.5%
05 Supervisors	16	38.7%	2.0%	1	9.1%	10.0%	5	6	1	10.0%	0	1	1	11.1%	11.1%	-1	0	6.3%	11.8%
06   Supervisors: Crafts & Trades	11	11.2%	2.0%	1	10.5%	10.0%	3	4	0	10.0%	0	1	0	7.6%	7.6%	*1	-1	0.0%	0.0%
07 Administrative & Sr Clerical	136	2.3%	2.0%	8	12.9%	10.0%	41	49	7	10.0%	2	8	4	9.0%	9.0%	-5	-4	5.1%	6.3%
08 Skilled Sales & Service	14	8.4%	2.0%	1	8.0%	10.0%	4	5	0	10.0%	0	]	0	9.6%	9.6%	-1	-1	0.0%	0.0%
09 Skilled Crafts & Trades	9	-3.5%	2.0%	1	0.0%	10.0%	3	4	0	10.0%	0	1	1	13.2%	13.2%	-1	0	0.0%	10.0%
10 Clerical Personnel	86	26.0%	2.0%	5	4.7%	10.0%	26	31	11		3	4	0		13.0%		-4	12.8%	8.8%
11 Intermediate Sales & Service	43	0.0%	2.0% 2.0%	0	0.0% 8.5%	10.0%	0	0	9	10.0%		0	0	10.9%	22.2%	0	0	0.0%	0.0% 6.5%
12 Semi-Skilled Manual 13 Other Sales & Service	43	15.4% 0.0%	2.0%	3	0.0%	10.0% 10.0%	1.5	10	4	10.0% 10.0%		4	2	10.9%	10.9% 0.0%	-3	-4	4.7% #DIV/0!	#DIV/0!
13 Other Sales & Service 14 Other Manual Workers	52	24.4%	2.0%	9	5.1%	10.0%	1.6	10		10.0%	"	0	0		10.0%	1 0	",	#DIV/0:	#DIV/0:
Total	2,011	12.6%	2.0%	121		10.0%	603	724	225		68	129	0		13.4%	-44	-129		7.4%

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.

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

						Table 16: Members of Visible Minorities
Fm	ployment Equity		bers of Visil			
	upational Group (EEOG)	Short-teri		Long-term Goals		Comments
01	Senior Managers		0.0		96	
1	Middle & Other Managers		15.0		15.0	
	Professionals		21.0		21.0	
04	Semi-Professionals & Tech		0.0		0.0	
05	Supervisors		11.1		11.1	There are six employees in this occupational category.
06	Supervisors: Crafts & Trades		7.6		7.6	
07	Administrative & Sr Clerical		9.0		9.0	
08	Skilled Sales & Service		9.6		9.6	
09	Skilled Crafts & Trades		13.2		13.2	
10	Clerical Personnel		0.0		0.0	
- 11	Intermediate Sales & Service		0.0		0.0	
12	Semi-Skilled Manual		10.9		10.9	
13	Other Sales & Service		0.0		0.0	003793
14	Other Manual Workers		0.0		0.0	003133

	Federal Contractors Program Achievement Report
	Part 3: Goals
	EnGlobe Corp.
	2018-03-20
Total	0.0

#### Federal Contractors Program Achievement Report Part 4: Results - Women EnGlobe Corp. 2018-03-20 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O T U V W Part 1: Part 1: Part 2: Part 2: $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference \*\* % # % % % % 2016 11.8 27.4 42.9 17 2 01 Senior Managers 2018 20 15.0 27.4 54.7 0 0.0 0 0.0 0 0.0 Middle & Other 2016 76 13 17.1 38.9 30 -17 44.0 02 Managers 2018 145 29 20.0 38.9 56 -27 51.4 28 14.3 11 11 4 36.4 2 100.0 361 101 2016 114 31.6 27.9 13 113.2 03 Professionals 2018 555 183 33.0 145 38 126.3 176 26.1 57 32.4 46 11 16 6.3 25 16.0 2016 694 97 14.0 17.4 121 -24 80.3 Semi-Professionals & 04 Technicians 2018 923 118 12.8 18.4 170 -52 69.5 298 40 13.4 55 -15 16.7 76 9 11.8 11 2016 100.0 52.5 190.5 6 05 Supervisors 2018 50.0 52.7 94.9 25.0 16 8 0 0.0 0 0.0 Supervisors: Crafts & 2016 12.5 13.8 90.6 06 Trades 18.2 14.3 127.1 33.3 0.0 0.0 11 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % % ۰. 2018 0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 27.4 0.0 27.4 0.0 0 2018 37 8 21.6 0.0 0.0 0.0 Middle & Other 160.0 66. 0.0 Managers 37 38.9 55.6 2021 21.6 38.9 55.6 58 34.7 2018 167 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 58 34.7 0.0 0.0 0.0 0.0 167 228 18.0 0.0 0.0 256.3 0.0 0.0 Semi-Professionals & 2018 41 512.5 Technicians 2021 228 18.0 97.7 9.3 193.4 41 18.4 2018 2 25.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 2 25.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 50.0 0.0 0.0 0.0 0.0 0.0 0.0 1 Trades 0.0 2021 50.0 0.0 0.0 0.0

#### Federal Contractors Program Achievement Report Part 4: Results - Women EnGlobe Corp. 2018-03-20 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % % 2016 127 122 96.1 81.9 104 117.3 Administrative & Senior Clerical 2018 136 132 97.1 81.8 111 21 118.7 48 46 95.8 100.0 17 17 100.0 16 Skilled Sales & 2016 11 63.6 32.3 197.0 Service Personnel 2018 14 8 57.1 31.6 180.8 100.0 0 0.0 100.0 Skilled Crafts & 2016 10 1 10.0 5.6 178.6 Trades Workers 2018 135.5 11.1 8.2 0 0.0 0.0 0 0.0 0 2016 43 38 88.4 63.6 27 11 138.9 10 Clerical Personnel 2018 86 80 93.0 63.4 55 25 146.7 21 21 100.0 100.0 100.0 2016 0 0.0 Intermediate Sales & 61.8 0.0 Service Personnel 0.0 2018 0 0.0 61.8 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2016 28 0 0.0 15.7 0.0 12 Workers 43 2.3 14.1 0.0 33.3 16.5 12 16.7 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 <sup>‡</sup> Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % ٠, ۰. 2018 Administrative & 33 48 145.5 0.0 0.0 0.0 0.0 Senior Clerical 2021 33 48 145.5 0.0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 Skilled Sales & 0.0 0.0 0.0 Service Personnel 0.0 2021 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 25 22 113.6 0.0 0.0 0.0 0.0 2018 0.0 0.0 Clerical Personnel 2021 22 113.6 0.0 25 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 Service Personnel 2021 0 0.0 50.0 0.0 50.0 0.0 2018 2 22.2 200.0 0.0 0.0 66. 0.0 0.0 Semi-Skilled Manual Workers 2021 22.2 134.7 16.5 134.7 2 16.5

Comment Equity Occupational Group (EEOG)									Feder	al Contr	actors l	Progra	m Achie	vement	Renort									
A B C D E F G B I J J K L M N O P Q R S T U V W X Y W X Y W S S S S S S S S S S S S S S S S S S																								
A   B   C   D   E   F   G   H   J   K   L   M   N   O   P   Q   R   S   T   U   V   W   X   Y											EnC	Globe C	orp.											
Data sensors											2	018-03-	-20											<del></del>
Data sensors								,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	······	onnonononono 5 #7			;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;		; n	T		a	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	 E <b>44</b> 7		
Data sources   Workforce   Use   Workforce   Use   Workforce   W	A: <b>B</b>			***********	F		I1			<u></u>	<u> </u>	171	<u> </u>		<u>i r</u>		K			1 <b>U</b>			<u>A</u>	
Part	Data sources:		Workforce	Workforce		Workforce		Е-Н			Flow Data		K x G ÷ 100	L-N		Flow Data		P x F ÷ 100	Q-S		Flow Data		U x F ÷ 10	0 V-X
Part			Ţ	<u>J</u>	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	i	Ţ	<u> </u>	J.	J	J	Ţ	J.	J	l I	<b></b>	ļ	ļ↓	<u> </u>
Compositional Group (EEOG)   Compositional				И	orkfe	orce An	alysis									Flow D	ata Ar	alysis						
Employment Equity Occupational Group (EEOG)		Year			W											Pro					Τe			
13   Other Sales & Service   2016   0   0   0   0   0   0   0   0   0				Renresent	ation			Gan	FF Result	4	Ac			Difference		Actua	,		Difference	4	Ac			Difference
14   Personnel   2018   0   0   0   0   0   0   0   0   0		Ħ	g.							#			-		if	ļ				#			-	
14   Other Manual   2016   27   6   22.2   19.7   5   1   112.8	[ 6 1		0				0	0		I	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0		0 (
Total   2016							*	1																
Data   Survey   Data   Survey   Data   Survey   Survey	Workers							3		11	4	36.4	2	2	0	0	0.0	0	0	2	1	50.0		) 1
Data sources   Part 2 Flow Data   Flow D	Total					······································		3		608	178	29.3	174	4	40	12	30.0	12	0	131	38	29.0	3	8 C
New Entrants   Flow Data   Short-term Goals   Long-term Goals   Comments	Data sources:			Flow Data					F÷1x 100	Part 3: Goals			F+M x 100											
Flow Data   Short-term Goals   Comments	******************************	***********	1	t	Ţ	Ţ	J	<b></b>	Ţ	<u> </u>	<b>,,,,,</b>	<b>\</b>	<u> </u>											
Comments   Comments			New	Entrant	S				G	ioals														
Cocupational Group (EEOG)		Vear	Fl			9			ì															
# # # # % % % % % % % 10 0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.							Percent of			Goal	Percent of							C	ommen	ts				
13   Personnel   2021   0   0   0.		#	#	#	%			%		#		9/6	<del> </del>											
14 Other Manual Workers 2018 9 4 44.4 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	111		0			0	0.0			L	0.0		ļ											
Total 2018 517 190 36.8 14 1357.1 0.0 0.0 35 542.9 0.0 0.0	Other Manual	2018			44.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
2021 517 190 36.8	Total			- 1		14	1357.1	0.0	0.0	35	542.9	0.0	0.0											

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples EnGlobe Corp. 2018-03-20 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U V W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2016 0.0 2.9 0 0.0 01 Senior Managers 2018 20 0 0.0 2.9 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2016 76 0 0.0 2.2 2 -2 0.0 02 Managers 2018 145 0 0.0 2.2 -3 0.0 28 0 0.0 11 0 0.0 0 0.0 361 2 2016 0.6 1.6 34.6 03 Professionals 2018 555 3 0.5 1.4 38.6 176 0.6 16 0 0.0 25 4.0 2016 694 6 0.9 1.5 10 57.6 Semi-Professionals & 04 Technicians 2018 923 0.8 1.6 15 47.4 298 0.3 0 0.0 76 0 0.0 2016 0 0.0 1.1 0.0 05 Supervisors 2018 0 1.0 0.0 16 0.0 0 0 0.0 a 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 1.2 0 0.0 06 Trades 0.0 1.4 0.0 0.0 0.0 0.0 11 0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % ٠. ٠, ۰. 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 2.9 0.0 2.9 0.0 0 2018 37 0.0 0.0 0.0 0.0 0.0 Middle & Other 0 0.0 0.0 Managers 37 2.2 2.2 2021 0 0.0 0.0 0.0 2018 167 0.6 100.0 0.0 0.0 33.3 0.0 0.0 03 Professionals 2021 0.6 1.4 42.8 1.4 42.8 167 1 228 0.0 0.0 33.3 0.0 Semi-Professionals & 2018 1 0.4 100.0 0.0 Technicians 2021 228 27.4 27.4 1 0.4 1.6 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0.0 0.0 0.0 0.0 0.0 0

#### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples EnGlobe Corp. 2018-03-20 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % 2016 127 Administrative & 0 0.0 1.2 0.0 Senior Clerical 2018 136 0.7 1.2 61.3 48 2.1 0 0.0 17 0 0.0 Skilled Sales & 2016 11 0 0.0 0.9 0 0.0 Service Personnel 2018 14 0 0.0 1.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 10 0 0.0 3.3 0.0 Trades Workers 2018 0 3.6 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 43 0 0.0 1.4 -1 0.0 10 Clerical Personnel 2018 86 0 0.0 1.2 0.0 21 0 0.0 0 0.0 0 0.0 2016 0 0.0 0.9 0.0 Intermediate Sales & Service Personnel 2018 0 0.9 0.0 0.0 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2016 28 0 0.0 1.6 0 0.0 12 Workers 43 0.0 1.7 0.0 0.0 0 12 0.0 0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % \*/\* ٠, ۰. 2018 Administrative & 33 3.0 100.0 0.0 0.0 100. 0.0 0.0 Senior Clerical 2021 33 3.0 252.5 252.5 1.2 2018 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 0.0 Service Personnel 0.0 2021 0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 22 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 Clerical Personnel 2021 22 0.0 0 0.0 1.2 0.0 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2021 0.0 0.0 0.0 0 1.7

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Employment Occupational		Year			N	orkforce						Hires				Pı	omotion				Te	rminati		
(EEOG)	i Group		All Employees	Represent	tation	Aborigin Avail	al Peoples	Gap	EE Result	All Employees	Ac	Aborigi tual	nat Peoples  Expected	Difference	All Employees	Acti		al Peoples  Expected	Difference	All Employees	Acti		nal Peoples Expected	Difference
		Ħ	μ	4	%	%	#	g.	9,	#	#	9,6	μ	#	ii	#	9,0	#	#	#	#	%	#	#
13 Other Sales Personnel	es & Service	2016 2018	0	0	0.0 0.0	0.0 0.0		0	0.0 0.0		) ()	0.0	0	o		0	0.0	n)			0	0.0	ſ	n /
Other Mam	nual	2016	27	0	0.0	2.7	1	-1		١.		0.0	V	V	V		0.0	V	Ų.	, ,	V.	0.0	١,	7
Workers		2018	52	0 <u>.</u> 8.	0.0	2.3		-1	0.0	1.1	. 0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	(	) (
Total		2016 2018	1,409 2,011	8 11	0.6 0.5	1.6 1.6		-15 -21	35.5 34.2	608	3	0.5	10	-7	40	0	0.0	0	0	131	1	0.8	1	1 (
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Data sources:			Part 2: Flow Data Analysis	Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F + M x 100											
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Employment		Year	FI	ow Data Aboriginal	Doomloo		Short-ter Aborigin		S		Long-ter													
Occupational (EEOG)	1 Group		All Employees	Actus	•	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					C	Commen	ts				
		#	#	#	*/6	#	96	%	%	#	%	%	%											
	s & Service	2018	0	0	0.0	0	0.0	0.0	0.0	(	0.0	0.0	0.0											
Personnel Other Man	mal	2021 2018	9	0	0,0	0	0.0	0.0	0.0	1	0.0	0.0	0.0											
Workers	audi	2018	9	0	0.0	U	0.0	2.3			0.0	2.3												
Total		2018 2021	517 517	3	0.6	4	75.0	0.0 0.0	0.0 0.0	10	30.0	0.0												

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Data sources:	4343494949494949494949494949	***********	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E+D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E+H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K x100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F ÷ 100	V - X
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Employme Occupation		Year	All		"	orkforce Persons with				All		Hires Persons w	ith Disabilitie		All	P	romotio Persons v	nS ith Disabilitie	•	All	Te	rminatio	ONS ith Disabilities	
(EEOG)			Employees	Represe	ntation	Avails	ibility	Gap	EF Result	Employees	Ac	tual	Expected	Difference	Employees	Ac	ual	Expected	Difference	Employees	Act		Expected	Difference
01& Manage	ers	2016	93		0.0	4.3	# 4	# -4	0.0	#	#	%	ļ.	#	#	#	%	#	#	#	#	%	#	#
03 Professi	ionals	2018 2016 2018	165 361 555	2 2 3	0.6 0.5	4.3 3.8 3.8	14 21	-5 -12 -18	28.2 14.6 14.2	29 176			7	-1 -7	11	0			0	25	0	0.0	0	0
04 Semi-Pr Technic	rofessionals &	2016 2018	694 923	9	1.3	4.6	, <b>.</b>	-23 -31	<b>L</b>	298			14	-14		0			0	76	1	1.3	1	0
05 Supervi	isors	2016 2018	6 16	l	0.0	13.9 13.9	1 2	-1 -2	0.0 0.0	8	0	0.0	1	-1	1	0	0.0	0	0	I	0	0.0	0	0
06 Supervi Trades	isors: Crafts &	2016 2018	8 11	<b></b>	0,0 0,0	7.8 7.8	1	-1 -1	0,0 0,0	3	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
Data sources:	************************	***************************************	Part 2: Flow Data Analysis	Part 2: Flow Data	E ÷ D x 100	Part 3: Goals	E + G x	Part 3: Goals	F = 1 x 100	Part 3: Goals	E + K x	Part 3: Goals	F + M x 100											
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			↓ New	↓ Entran	ıts.	<u> </u>	<u> </u>	<u> </u>	<u>\</u>	oals		1	<u> </u>											
Employme	ant Canita			low Data			Short-ter	m Goal			Long-ter	m Goals												
Occupation (EEOG)		Year	All Employees	Person Disabi			Persons with	Disabilities		-	ersons with	Disabilities						(	Commen	ts				
(2.2.00)		#	£mpioyees #	Acti	nal %	Goal #	Percent of Goal Met	Goal	Percent of Goal Met	Goal #	Percent of Goal Met	Goal	Percent of Goal Met											
01& Manage	ers	2018 2021	38 38		0.0	L	0.0	0.0 4.3	0.0	2	0.0	0.0 4.3	0.0											
03 Professi	sionals	2018 2021	167 167	0	0.0 0.0	902 10000110002110002110	0.0	0.0 3.8	0.0 0.0	9	0.0	0.0 3.8	0.0 0.0											
04 Semi-Pr Technic	rofessionals & cians	2018 2021	228 228	0	0.0		0.0	0.0 4.6	0.0	16		0.0 4.6	0.0 0.0											
05 Supervi		2018 2021	8 8	0	0.0 0.0	0	0.0	0.0 13.9	0.0 0.0	1	0.0	0.0 13.9	0.0											
06 Supervi Trades	isors: Crafts &	2018 2021	2 2	0	0.0 0.0	0	0.0	0.0 7.8	0.0 0.0	1	0.0	0.0 7.8	0.0											

#### Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities EnGlobe Corp. 2018-03-20 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2016 127 Administrative & 0 0.0 3.4 0.0 Senior Clerical 2018 136 3 2.2 3.4 64.9 2.1 0 0.0 0 0.0 Skilled Sales & 2016 11 1 9.1 3.5 0 259.7 Service Personnel 2018 14 7.1 3.5 0 204.1 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2016 10 0 0.0 3.8 0.0 Trades Workers 2018 0 3.8 0.0 0.0 0 0.0 0.0 0 0.0 0 2016 43 0 0.0 7.0 0.0 10 Clerical Personnel 2018 86 0 0.0 7.0 0.0 21 0 0.0 0 0.0 0 0.0 2016 0 0.0 5.6 0.0 Intermediate Sales & Service Personnel 0.0 2018 0 0.0 5.6 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2016 28 0 0.0 4.8 -1 0.0 12 Workers 43 0.0 4.8 0.0 0.0 0.0 0 12 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent of Percent o Percent o Percent o Goal Goal Goal Goal Actual Goal Met Goal Met Goal Met Goal Met % % ٠. % % % 2018 33 3.0 100.0 0.0 0.0 33.3 0.0 Administrative & 1 0.0 Senior Clerical 2021 33 3.0 3.4 89.1 3.4 89. Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 2018 22 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 10 Clerical Personnel 2021 22 0 0.0 7.0 0.0 7.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Workers 2021 0 0.0 4.8 0.0 4.8 0.0

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Data sources:			Part 1: Workforce Analysis		E + D x 100	Part 1: Workforce Analysis	D x G + 100	E-H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ~ P x 100	P x F + 100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V÷Ux 100	U x F ÷ 100	V-X
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Employment Equi		ear .	,			orkforce						Hires				,	ometio				Te	rminatio		
Occupational Gro (EEOG)	up		All Employees			Persons with Availa				All Employees			ith Disabilitie		All Employees	Actu		ith Disabilitie		All Employees			th Disabilitie	·
,		#	#	Representa	%	Avana %	ouny #	Gap	EE Result	#	Act	- Was	Expected #	Difference #	ii	4 Actu	ai %	Expected	Difference	2	# #	ual %	Expected #	Difference #
Other Sales & Se		2016	0	0	0.0	0.0	0	- 0	0.0															
Personnel Personnel	2	2018	0	0	0.0	0.0	()	0	0.0	<b>4</b>	0	0.0	0	0	0	0	0.0	0	()	0	0	0.0	0	. 0
14 Other Manual	ļ	2016	27	0	0.0	5.3	1	-1	0.0	<b></b>										_				
Workers		2018	52 1,409	0 <u>;</u> 12	0.0	5.3 4.4	3 62	-3 -50	0.0 19.4	<u> </u>	0	0.0	1	+1	0	0	0.0	0	0	2	0	0.0	0	- 0
Total		2018	2,011	20	1.0	4.5	90	<b>1</b>	22.1	608	1	0.2	27	-26	40	0	0.0	0	0	131	1	0.8	1	
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Data sources:			Part 2: Flow Data Analysis		÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F + M x 100											
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	Occupational Group			Persons w Disabiliti	es		ersons wit Percent of	h Disabilities	Percent of		Persons with		Percent of					C	Commen	ts				
	L		Employees	Actual		Coal	Goal Met	Coal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & So		# 2018	# 0	9 0	0.0	# 0	9,0	0.0	% 0.0	# 0	0.0	0.0	% 0.0											
13 Personnel		2021	0	0	0.0	V	0.0	0.0	0.0	L	0.0	0.0	0.0											
Other Manual	2	2018	9	0	0.0	0	0.0	I	0.0	ī	0.0	0.0	0.0											
Workers		2021	9	0	0.0		-	5.3	0.0	Į		5.3	0.0											
Total		2018	517 517	1	0.2 0.2	14	7.1	0.0	0.0 0.0	I	2.8	0,0 0,0	0,0											
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#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities EnGlobe Corp. 2018-03-20 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O T U V W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 P x F + 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data Q - S Flow Date x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % 2016 5.9 10.1 58.2 1 01 Senior Managers 2018 20 3 15.0 10.1 148.5 100.0 0 0.0 0 0.0 Middle & Other 2016 76 1 1.3 15.0 11 -10 8.8 02 Managers 2018 145 13 9.0 15.0 22 -9 59.8 28 17.9 11 2 18.2 0 0.0 75 361 2.8 2016 10 20.8 -65 13.3 03 Professionals 2018 555 21.0 117 -53 54.9 176 12.5 20.0 64 11.5 41 23.3 37 16 25 2016 694 30 4.3 9.2 64 -34 47.0 Semi-Professionals & Technicians 2018 923 119 12.9 9.7 90 29 132.9 298 64 21.5 29 35 0 0.0 76 18 23.7 2016 0.0 11.5 0.0 0 05 Supervisors 2018 11.1 56.3 16 1 6.3 12.5 0 0.0 0 0.0 Supervisors: Crafts & 2016 0 0.0 8.7 -1 0.0 06 Trades 0.0 7.6 0.0 0.0 0.0 0.0 11 0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % ٠. ٠, ۰. 2018 100.0 0.0 0.0 0.0 100. 0.0 0.0 01 Senior Managers 2021 100.0 0.0 0.0 0.0 0.0 2018 37 18.9 233.3 0.0 0.0 0.0 0.0 Middle & Other 100.€ Managers 37 2021 18.9 15.0 126.1 15.0 126.1 2018 167 43 25.7 19 226.3 0.0 0.0 93. 0.0 0.0 03 Professionals 2021 167 43 25.7 21.0 122.6 21.0 122.6 228 64 28.1 0.0 0.0 Semi-Professionals & 2018 10 640.0 0.0 266. 0.0 Technicians 2021 228 28.1 0.0 0.0 64 0.0 0.0 12.5 2018 0.0 0.0 100.0 0.0 0.0 0.0 05 Supervisors 2021 1 12.5 11.1 112.6 11.1 112.6 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Trades 2021 0.0 7.6 0.0 7.6 0.0 0

#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities EnGlobe Corp. 2018-03-20 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference \*\* % % % % 2016 127 9.1 17.3 Administrative & 2 1.6 12 -10 Senior Clerical 2018 136 5.1 9.0 12 57.2 48 6.3 0 0.0 5.9 Skilled Sales & 2016 11 0 0.0 9.9 -1 0.0 Service Personnel 2018 14 0 0.0 9.6 0.0 0 0.0 0 0.0 0 0.0 10 Skilled Crafts & 2016 0 0.0 9.5 -1 0.0 Trades Workers 2018 0 0.0 13.2 0.0 0 0.0 0.0 0 0.0 0 2016 43 2.3 9.3 -3 25.0 1 10 Clerical Personnel 2018 86 11 12.8 13.0 11 98.4 21 19.0 0 0.0 0 0.0 2016 0 0.0 22.2 0.0 Intermediate Sales & Service Personnel 2018 22.2 0.0 0 0.0 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2016 28 0 0.0 8.9 0.0 12 Workers 43 4.7 10.9 42.7 0.0 0.0 12 16.7 0 Part 2: Flow E = D x $E = G \times$ F ± 1 x 100 <sup>‡</sup> Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % ٠. ٠, ۰. 2018 Administrative & 33 3 9.1 100.0 0.0 0.0 42.5 0.0 0.0 Senior Clerical 2021 33 9.1 9.0 101.0 9.0 101.0 3 2018 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 9.6 2021 0 0.0 9.6 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0.0 13.2 0.0 13.2 0.0 0 22 18.2 0.0 0.0 0.0 0.0 2018 4 400.0 200.€ Clerical Personnel 2021 22 18.2 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 2 22.2 0.0 0.0 0.0 100.0 0.0 0.0 Semi-Skilled Manual Workers 2021 22.2 10.9 203.9 10.9 203.9 2

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								Par	t 7: Resu	ilts - Me	mbers	of Visib	le Mino	rities									
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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	Е-Н	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G + 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	PxF+100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X
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			1	Workfo	orce An	alysis									Flow	Data A	nalysis						
Employment Equity	Year			W	orkforce						Hires				I	romotio	ns			Tei	minatio	ns	
Occupational Group (EEOG)		All Employees			Visible N				All Employees			Minorities		All Employees			Minorities		All Employees			Minorities	
(LLOG)	H	r.mpiovees	Represe	ntation %	Availa %	ibility #	Gap B	EE Result	####	Act	ual %	Expected #	Difference #	t improvees	Ac	tual %	Expected	Difference #	#.mpioyees	Acti	al %	Expected	Difference #
Other Sales & Service	-	. 0	0	0.0	0.0		- 0	0.0	*	,			#	*	-		*	#	, ,		78	*	*
13 Personnel	2018	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual	2016	27	0	0,0	7.3		-2	0.0												į			
Workers	2018 2016	52 1,409	5 45	9.6 3.2	10.0 12.5	t.	-131	96.2 25.6	11	2	18.2	1	1	0	0	0.0	0	C	2	0	0.0	0	0
Total	2018	2,011	225	11.2	13.4	269	-44	83.5	608	123	20.2	81	42	40	1 4	10.0	1	3	131	24	18.3	4	20
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷1x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷M x 100											
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		New	Entrar	its				G	oals														
Employment Equity		Fl	ow Data			Short-ter	m Goal	ŝ		Long-ter	n Goals												
Occupational Group	Year	All	Visible M	inorities	-	Visible M	inorities			Visible M	norities						C	Commen	ts				
(EEOG)		Employees	Acti	ial	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
	#	#	Ħ	%	#	96	%	%	#	%	%	%											
13 Other Sales & Service		0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Personnel Other Manual	2021	0	0 2	0,0 22.2	1	200.0	0.0	0.0	1	200.0	0.0	0.0											
Workers Wantan	2021	9	2	22.2	1	200.0	0.0	0.0	Į.	200.0	0.0	0.0											
Total	2018 2021	517 517	127 127	24.6 24.6	37	343.2	0.0	0.0	94	135.1	0.0	0.0											
Ĺ	2021	31/	12/	24.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
EnGlobe Corp.
2018-03-20

# **Efforts**

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

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Requi	red measures:
$\checkmark$	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>✓</b>	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
<b>V</b>	Adjusted survey results to reflect hires, promotions and terminations.
<b>/</b>	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
7	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
<b>/</b>	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
$\checkmark$	Ensured that any new gaps identified are addressed accordingly.
$\checkmark$	Maintained appropriate records in all required areas.
Other	measures:
<b>\</b>	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results.
	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
	Consulted employee/union representatives on communication and implementation of employment equity.

	equity, the steps taken to implement it and the progress made in its implementation.
	Put in place a strategy to ensure a barrier-free workplace.
	Undertook initiatives to increase representation where gaps in representation were found.
	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.
Ø	Acquisitions, mergers or transfers of employees.
	Englobe has acquired companies with a fairly large number of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	Other.
Addit	tional Details
Please	provide any additional information (optional):
	We intend to review our employment equity plan to promote the representation of the various
	targeted groups, including the promotion and communication of policies and procedures that promote inclusion.
	Iliciusion.

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

Employer Name: EnGlobe Corp.

Primary Location: Québec (Québec)

**Number of Employees: 2011** 

Ontario - 233

Ouébec - 1606

Nova Scotia - 86

New Brunswick - 8

British Columbia - 1

Saskatchewan - 3

Alberta - 64

Newfoundland and Labrador - 10

### **Organization Overview:**

NAICS 5629 - Remediation and Other Waste Management Services EnGlobe Corp. offers services in soil and materials engineering, environmental engineering, building science and supply chain quality. The organisation runs analytical testing laboratories, contaminated soil treatment facilities, and material recycling and organic waste treatment centres.

#### **Key Dates – First Year Assessment**

Initiated: 2014-10-20 Received: 2016-04-28 Closed: 2016-05-13 Workforce Analysis: 2016-04-28

# **Key Dates – Subsequent Assessment**

Initiated: 2018-04-08 Received: 2018-04-06 Workforce Analysis: 2018-03-20

#### **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:

#### Comments:

- The organization established numeric goals for the previous assessment.
- The data from the previous workforce analysis included in the Achievement Report is consistent with that found in the database.

I have verified that the data provided i	n the Achievement Report	t is consistent with tha	at found
in Forms 1 to 6:			

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#### Comments:

• Major discrepancies were noted in the Achievement Report for the current assessment. Corrections were made based on the workforce analysis and the corrected report was returned to the employer for validation. The data from the current workforce analysis included in the Achievement Report is now consistent with that found in Forms 1 to 6 in WEIMS.

## **ASSESSMENT OF REASONABLE PROGRESS**

#### Women

1.	Senior Managers	No goal set
2.	Middle & Other Managers	Goal met at 160%
4.	Semi-Professionals & Technicians	Goal met at 512%
11.	Intermediate Sales & Service Personnel	No goal set
12.	Semi-Skilled Manual Workers	Goal met at 200%

## Assessment/Observations

• All the goals set during the previous assessment have been met.

## **Aboriginal Peoples**

2.	Middle & Other Managers	Goal not met (0% achieved)
3.	Professionals	Goal met at 100%
4.	Semi-Professionals & Technicians	Goal met at 100%
7.	Administrative & Senior Clerical Personnel	Goal met at 100%
10.	Clerical Personnel	No goal set
14.	Other Manual Workers	No goal set

### Assessment/Observations

• EEOG 02: There were 39 new entrants and none were Aboriginal persons. This is to be expected given the labour market availability (LMA) of 2.2%.

#### Persons with Disabilities

1./2.	Managers	Goal not met (0% achieved)
3.	Professionals	Goal not met (0% achieved)
4.	Semi-Professionals & Technicians	Goal not met (0% achieved)
5.	Supervisors	No goal set
6.	Supervisors: Crafts & Trades	No goal set
7.	Administrative & Senior Clerical Personnel	Goal met at 100%
10.	Clerical Personnel	Goal not met (0% achieved)
14.	Other Manual Workers	No goal set

### Assessment/Observations

- EEOG 01/02: There were 40 new entrants and none were persons with disabilities. At LMA rate of 4.3%, at least one person would have been expected.
- EEOG 03: There were 192 new entrants and none were persons with disabilities. At LMA rate of 3.8%, at least seven persons with disabilities would have been expected.
- EEOG 04: There were 304 new entrants and none were persons with disabilities. At LMA rate of 4.6%, at least 13 persons with disabilities would have been expected.
- EEOG 10: There were 25 new entrants and none were persons with disabilities. At LMA rate of 7.0%, at least one person would have been expected.

## **Members of Visible Minorities**

1.	Senior Managers	No goal set
2.	Middle & Other Managers	Goal met at 233%
3.	Professionals	Goal met at 226%
4.	Semi-Professionals & Technicians	Goal met at 640%
5.	Supervisors	No goal set
6.	Supervisors: Crafts & Trades	No goal set
7.	Administrative & Senior Clerical Personnel	Goal met at 100%
8.	Skilled Sales & Service Personnel	No goal set
9.	Skilled Crafts & Trades Workers	No goal set
10.	Clerical Personnel	Goal met at 400%
12.	Semi-Skilled Manual Workers	No goal set
14.	Other Manual Workers	Goal met at 200%

### Assessment/Observations

 All goals set during the previous assessment for members of visible minorities have been met.

#### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
  - The previous compliance assessment revealed a total of 31 gaps with 18 short-term goals set. The previous assessment accepted that the company be found in compliance without setting goals for each area of under-representation.
  - Out of 18 goals set, 13 were met. In one instance where the goal was not met, there were insufficient hiring and promotion opportunities to expect reasonable progress would be made. There were sufficient hires and promotions in four instances for persons with disabilities in EEOGs 01/02, 03, 04 and 10 to expect reasonable progress would be made.
  - According to the above, and given that the organization has only had 23 months between the two compliance assessments; an assessment of reasonable efforts is not required.

#### ASSESSMENT OF GOALS

All goals have been set in percentage format as recommended by the Labour Program. A short-term and long-term goal was established for every area of under-representation uncovered and all goals are equal to the respective labour market availability.

#### Women

Workforce Analysis Results			Goals			
			Short- term	Long- term	Representation	LMA
Emb	Employment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-2	27.4	27.4	15.0	27.4
02	Middle & Other Managers	-27	38.9	38.9	20.0	38.9
04	Semi-Professionals & Technicians	-52	18.4	18.4	12.8	18.4
11	Intermediate Sales & Service Personnel	-1	50.0	50.0	0.0	61.8
12	Semi-Skilled Manual Workers	-6	16.5	16.5	2.3	16.5

Observations:

# **Aboriginal Peoples**

Workforce Analysis Results			Goals			
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)   Gap	Gap	(1 to 3	(+3		
		***************************************	years)	years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	2.9	2.9	0.0	2.9
02	Middle & Other Managers	-3	2.2	2.2	0.0	2.2
03	Professionals	-5	1.4	1.4	0.5	1.4
04	Semi-Professionals & Technicians	-8	1.6	1.6	0.8	1.6
07	Administrative & Senior Clerical Personnel	-1	1.2	1.2	0.7	1.2
10	Clerical Personnel	-1	1.2	1.2	0.0	1.2
12	Semi-Skilled Manual Workers	-1	1.7	1.7	0.0	1.7
14	Other Manual Workers	-1	2.3	2.3	0.0	2.3

## Observations:

# **Members of Visible Minorities**

Workforce Analysis Results		Goals				
			Short-	Long-	Representation	LMA
Emn	Formula was and Foundation of Control (FFOC)		term	term		
Emp	Employment Equity Occupational Group (EEOG)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-9	15.0	15.0	9.0	15.0
03	Professionals	-53	21.0	21.0	11.5	21.0
05	Supervisors	-1	11.1	11.1	6.3	11.1
06	Supervisors: Crafts & Trades	-1	7.6	7.6	0.0	7.6
07	Administrative & Senior Clerical Personnel	-5	9.0	9.0	5.1	9.0
08	Skilled Sales & Service Personnel	-1	9.6	9.6	0.0	9.6
09	Skilled Crafts & Trades Workers	-1	13.2	13.2	0.0	13.2
12	Semi-Skilled Manual Workers	-3	10.9	10.9	4.7	10.9

## Observations:

#### Persons with Disabilities

Workforce Analysis Results		Goals				
			Short-	Long-	Representation	LMA
Fmn	Employment Equity Occupational Group (EEOG)		term	term		
-::::P	Employment Equity Occupational Gloup (EEOO)	Gap	(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
1/2	Managers	-5	4.3	4.3	1.2	4.3
03	Professionals	-18	3.8	3.8	0.5	3.8
04	Semi-Professionals & Technicians	-31	4.6	4.6	1.2	4.6
05	Supervisors	-2	13.9	13.9	0.0	13.9
06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
07	Administrative & Senior Clerical Personnel	-2	3.4	3.4	2.2	3.4
10	Clerical Personnel	-6	7.0	7.0	0.0	7.0
12	Semi-Skilled Manual Workers	-2	4.8	4.8	0.0	4.8
14	Other Manual Workers	-3	5.3	5.3	0.0	5.3

Observations:

### RECOMMENDATION

I recommend that the employer be found:

 $\boxtimes$  in compliance  $\square$  in non-compliance

Having assessed the data submitted by the employer regarding its workforce and, considering their unique circumstances, I recommend the closing letter include the following:

We have found that your organization is having difficulty meeting its commitments to hire and promote persons with disabilities. Given that EnGlobe Corp. has several gaps for people with disabilities and that the majority of the objectives for this group have not been met since the first assessment, the company may wish to consider conducting an employment systems review to identify barriers to the recruitment and retention of employees in this group. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the modules).

Name of Analyst: Maurice Yakibonge

Date: 2018-09-26

From: Yakibonge, Mauritius [NC] Sent: October 3, 2018 7:33 AM

To: 'serge.leroux@englobecorp.com' <serge.leroux@englobecorp.com>

Cc: Myrlene Gentillon <Myrlene.Gentillon@englobecorp.com>; 'Arielle Berthe' <Arielle.Berthe@englobecorp.com> Subject: Government of Canada Agreement Number 050603 - Notice of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

#### Dear Mr. Leroux:

I am writing to inform you that the subsequent compliance assessment initiated on April 8, 2018, has been completed. As a result of the assessment, EnGlobe Corp. 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 EnGlobe Corp.'s employment equity program.

• We found that your organization is finding it difficult to meet its commitments to hiring and promoting persons with disabilities. Given that EnGlobe Corp. has several gaps for persons with disabilities and that the majority of the goals for this group have not been met since the first assessment, the organization could consider conducting an Employment Systems Review in order to identify barriers to the recruitment and retention of employees in this group. Advice on conducting an Employment Systems Review is available on the help page of the Workplace Equity Information Management System (Step 2-2 of the training modules).

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 April 8, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, EnGlobe Corp. 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

Canada

 the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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 <a href="mailto:ee-eme@hrsdc-rhdcc.gc.ca">ee-eme@hrsdc-rhdcc.gc.ca</a>.

Your cooperation during the course of this compliance assessment was appreciated and we wish EnGlobe Corp. 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 joindre!
Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!