



s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

- New Agreement
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Englobe Corp.	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number ████████████████████
Organization's North American Industry Classification System (NAICS) Code N° 562910	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 282 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 4495, Boul. Wilfrid-Hamel, bureau 100	City Quebec	Province Quebec	Postal Code G1P 2J7
	Telephone Number 481-781-0191	Fax Number 418-653-3583	

EMPLOYMENT EQUITY CONTACT	
Name (print) Elizabeth Petit	Title Director Human Capital Management
Telephone Number 418-781-0191 ext. 5434	E-mail Address epetit@englobecorp.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Denys Turcotte	Title President and Chief Executive Officer
Telephone Number 450-929-4949	E-mail Address dturcotte@englobecorp.com
Signature	Date 2014-02-12

RETURN INSTRUCTIONS
<p>IMPORTANT</p> <ul style="list-style-type: none"> The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the report: 2018-03-20

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

Province	Permanent full time	Permanent part-time	Temporary	Total number of employees	Census Metropolitan Area				
Ontario	228	5	0	233	Calgary	23	0	0	23
Quebec	1569	37	0	1606	Edmonton	23	0	0	23
Nova Scotia	83	3	0	86	Halifax	81	2	0	83
New-Brunswick	8	0	0	8	Montreal	820	20	0	840
Colombia-British	1	0	0	1	Toronto	83	3	0	86
Saskatchewan	3	0	0	3	St. John's	9	0	0	9
Alberta	64	0	0	64	Moncton	7	0	0	7
Newfoundland and Labrador	10	0	0	10	Saguenay	72	4	0	76
Total number of employees in Canada				2011	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



EnGlobe Corp. (Certificate # 050603)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by this report: 2018-03-20

Census Metropolitan Area

Thunder Bay1	0	0	1
Brantford2	0	0	2
Guelph2	0	0	2
Saskatoon3	0	0	3
Alb. minus 18 CMA	0	0	18
B.C. minus 1 CMA	0	0	1
NB minus 1 CMA	0	0	1
NS minus 2 CMA	1	0	3
NL minus 1 CMA	0	0	1
Ont. minus 43 CMA	0	0	43
Other minus 172 CMA	5	0	177

Total number of employees in Canada 2011

CMA

CMA

CMA

CMA

CMA



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	18	15	3				1	1		2	2	
	Total	18	15	3				1	1		2	2	
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	144	116	28				1	1		13	12	1
	Total	144	116	28				1	1		13	12	1
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	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 Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	914	799	115	7	7		11	10	1	118	109	9
	Total	914	799	115	7	7		11	10	1	118	109	9



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	15	7	8							1	1	
	Total	15	7	8							1	1	
Foremen Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	11	9	2									
	Total	11	9	2									
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	126	4	122	1		1	3		3	7	1	6
	Total	126	4	122	1		1	3		3	7	1	6
Specialized sales and service personnel Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	14	6	8				1		1			
	Total	14	6	8				1		1			



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

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

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



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	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



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Management Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	2	2								1	1	
	Total	2	2								1	1	
Middle management and other directors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Professionals Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	14	8	6							2	2	
	Total	14	8	6							2	2	
Semi-professional and technical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	9	6	3							1	1	
	Total	9	6	3							1	1	



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

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

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and main office staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	10		10									
	Total	10		10									
Clerical staff Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	5		5									
	Total	5		5									
Other manual workers Upper value: Less than \$5,000 Lower value: Less than \$5,000	4												
	3												
	2												
	1	3		3							1		1
	Total	3		3							1		1



EnGlobe Corp. (Certificate # 050603)

FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

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

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



CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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



CONTRACT PROGRAMS: RECRUITMENTS

Part-time / National

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

Occupational Category	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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

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

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle 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

Occupational Category	All employees			Reporting period 2016-04-28 to 2018-03-20			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Aboriginal Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle 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



EnGlobe Corp. (Certificate # 050603)

FEDERAL CONTRACTING PROGRAMS: TERMINATIONS OF EMPLOYEES
Part-time / National

Occupational Category	All employees			Reporting period 2016-04-28 to 2018-03-20			Persons with disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Aboriginal Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Foremen	1	1										
Total number of employees whose employment was terminated	1	1										



Workplace Equity Information Management System - EnGlobe Corp.

Workforce Analysis - Summary Report

Date: 2018-03-20

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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
06 : Supervisors: Crafts and Trades	11	2	18.2 %	14.3 %	2	0
07 : Administrative and Senior Clerical Personnel	136	132	97.1 %	81.8 %	111	21
08 : Skilled Sales and Service Personnel	14	8	57.1 %	31.6 %	4	4
09 : Skilled Crafts and Trades Workers	9	1	11.1 %	8.2 %	1	0
10 : 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

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - EnGlobe Corp.

Workforce Analysis - Summary Report

Date: 2018-03-20

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	20	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	145	0	0.0 %	2.2 %	3	-3
03 : Professionals	555	3	0.5 %	1.4 %	8	-5
04 : Semi-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

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - EnGlobe Corp.

Workforce Analysis - Summary Report

Date: 2018-03-20

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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 : Semi-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	-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	-1
09 : Skilled Crafts and Trades Workers	9	0	0.0 %	13.2 %	1	-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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - EnGlobe Corp.

Workforce Analysis - Summary Report

Date: 2018-03-20

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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 : Semi-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

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-03-20

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

rkyreogrth

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

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

EnGlobe Corp.

2018-03-20

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	20

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			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	0	61.8
		43	1	16.5
		0	0	0.0
		52	13	19.7
Total		2,011	578	28.6

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
EnGlobe Corp.
2018-03-20

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	20

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples		
	First/Previous Workforce Analysis		
	All Employees	Aboriginal Peoples	
	#	Representation	Availability*
Table 2: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
All Employees	Aboriginal Peoples		
#	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

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples		
	Subsequent/Current Workforce Analysis		
	All Employees	Aboriginal Peoples	
	#	Representation	Availability*
Table 6: Aboriginal Peoples			
Subsequent/Current Workforce Analysis			
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
Total	2,011	11	1.6

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

EnGlobe Corp.

2018-03-20

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	20

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		First/Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
			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

*** Source:**

2011 National Household Survey

Table 7: Members of Visible Minorities

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		Subsequent/Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
			Representation	Availability*
#	#	%		
	Senior Managers	20	3	10.1
	Middle & Other Managers	145	13	15.0
	Professionals	555	64	21.0
	Semi-Professionals & Technicians	923	119	9.7
	Supervisors	16	1	11.1
	Supervisors: Crafts & Trades	11	0	7.6
	Administrative & Senior Clerical Personnel	136	7	9.0
	Skilled Sales & Service Personnel	14	0	9.6
	Skilled Crafts & Trades Workers	9	0	13.2
	Clerical Personnel	86	11	13.0
	Intermediate Sales & Service Personnel	1	0	22.2
	Semi-Skilled Manual Workers	43	2	10.9
	Other Sales & Service Personnel	0	0	0.0
	Other Manual Workers	52	5	10.0
Total		2,011	225	13.4

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report
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EnGlobe Corp.
2018-03-20

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	04	28

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	20

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			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 Canadian Survey on Disability

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

EnGlobe Corp.

2018-03-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	20

End Date of Flow Data		
YYYY	MM	DD
2018	03	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 1: Women

Table 5: Women

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	1	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

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
11	4	0	0
16	1	0	0
6	1	0	0
1	0	0	0
0	0	0	0
2	2	0	0
0	0	0	0
0	0	0	0
4	4	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
40	12	0	0

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

EnGlobe Corp.

2018-03-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	20

End Date of Flow Data		
YYYY	MM	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

Table 6: Aboriginal Peoples

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	1	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	0
14 Other Manual Workers	10	0	1	0
Total	602	3	6	0

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
0	0	0	0
40	0	0	0

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

EnGlobe Corp.

2018-03-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	20

End Date of Flow Data		
YYYY	MM	DD
2018	03	20

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Table 7: Persons with Disabilities

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	1	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
0	0	0	0
40	0	0	0

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

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

EnGlobe Corp.

2018-03-20

Start Date of Flow Data		
YYYY	MM	DD
2016	04	20

End Date of Flow Data		
YYYY	MM	DD
2018	03	20

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 of Visible Minorities

Table 8: Members of Visible Minorities

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	1	1	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	6	2

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
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

Federal Contractors Program Achievement Report

Part 3: Goals

EnGlobe Corp.

2018-03-20

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EOG)	All Employees										First/Previous Short-term Goals									Women			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years				
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY										
	2016-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-28	Annually	Over 3 Years	2016	2019											
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%					
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%		0	1.8%		0	0	13	0.0%	0	17	0	38.9%	-17	-17	17.1%	17.1%					
03 Professionals	361	15.4%		0	5.5%		0	0	114	0.0%	0	-13	0	27.9%	13	13	31.6%	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%		0	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	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	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%	-4	-4	0.0%	0.0%					
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!					
14 Other Manual Workers	27	24.4%		0	5.1%		0	0	6	0.0%	0	-1	0	19.7%	1	1	22.2%	22.2%					
Total	1,409	12.6%		0	7.7%		0	0	407	0.0%	0	-1	0	28.8%	1	1	28.9%	28.9%					

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

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

Table 2: Women

Employment Equity Occupational Group (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	3	0.0	
02 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	

Federal Contractors Program Achievement Report

Part 3: Goals

EnGlobe Corp.

2018-03-20

14	Other Manual Workers	0	0.0	0	0.0
Total		14		35	

Federal Contractors Program Achievement Report

Part 3: Goals

EnGlobe Corp.

2018-03-20

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2016-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-28	Annually	Over 3 Years	Years	2016	2019						
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	17	5.6%		0	0.0%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	76	24.0%		0	1.8%		0	0	0	0.0%	0	2	0	2.2%	-2	-2	0.0%	0.0%	
03 Professionals	361	15.4%		0	5.5%		0	0	2	0.0%	0	4	0	1.6%	-4	-4	0.6%	0.6%	
04 Semi-Professionals & Tech	694	10.0%		0	9.4%		0	0	6	0.0%	0	4	0	1.5%	-4	-4	0.9%	0.9%	
05 Supervisors	6	38.7%		0	9.1%		0	0	0	0.0%	0	0	0	1.1%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	8	11.2%		0	10.5%		0	0	0	0.0%	0	0	0	1.2%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	127	2.3%		0	12.9%		0	0	0	0.0%	0	2	0	1.2%	-2	-2	0.0%	0.0%	
08 Skilled Sales & Service	11	8.4%		0	8.0%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	10	-3.5%		0	0.0%		0	0	0	0.0%	0	0	0	3.3%	0	0	0.0%	0.0%	
10 Clerical Personnel	43	26.0%		0	4.7%		0	0	0	0.0%	0	1	0	1.4%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	28	15.4%		0	8.5%		0	0	0	0.0%	0	0	0	1.6%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	27	24.4%		0	5.1%		0	0	0	0.0%	0	1	0	2.7%	-1	-1	0.0%	0.0%	
Total	1,409	12.6%		0	7.7%		0	0	8	0.0%	0	15	0	1.6%	-15	-15	0.6%	0.6%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	1	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	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	0.0	1	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	1	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	1	0.0
Total		4		10	

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EnGlobe Corp.

2018-03-20

Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOG)		All Employees																		
		First/Previous Short-term Goals																		
		Growth (New Positions)							Turnover (Replacement of Terminated Employees)			Persons with Disabilities								
		Number	Actual			Projected			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually			Over 3 Years	YYYY-MM-DD		Annually	Over 3 Years					
2016-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	#	%	#	#	%	%	#	#	%	%			
#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%			
01/02	Managers	93	14.8%		0	0.9%		0	0	0.0%	0	4	0	4.3%	-4	-4	0.0%	0.0%		
03	Professionals	361	15.4%		0	5.5%		0	0	0.0%	0	2	0	3.8%	-12	-12	0.6%	0.6%		
04	Semi-Professionals & Tech	694	10.0%		0	9.4%		0	0	0.0%	0	9	0	4.6%	-23	-23	1.3%	1.3%		
05	Supervisors	6	38.7%		0	9.1%		0	0	0.0%	0	1	0	13.9%	-1	-1	0.0%	0.0%		
06	Supervisors: Crafts & Trades	8	11.2%		0	10.5%		0	0	0.0%	0	1	0	7.8%	-1	-1	0.0%	0.0%		
07	Administrative & Sr Clerical	127	2.3%		0	12.9%		0	0	0.0%	0	4	0	3.4%	-4	-4	0.0%	0.0%		
08	Skilled Sales & Service	11	8.4%		0	8.0%		0	0	0.0%	0	-1	0	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	3	0	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	1	0	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	1	0	5.3%	-1	-1	0.0%	0.0%		
Total		1,409	12.6%		0	7.7%		0	0	0.0%	0	50	0	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)^{1/2} - 1) x 100.

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
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	
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	0.0	
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	0.0	
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	
Total		14		36		

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Data for First/Previous Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	First/Previous Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
	2016-04-28	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-04-28	Annually	Over 3 Years	Years	2016	2019	%	%	%	%	%	%
#	%	%	#	%	%	#	#	%	#	#	#	%	%	%	#	#	%	%	
01 Senior Managers	17	5.6%		0	0.0%		0	0	1	0.0%	0	1	0		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	0		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	0		9.2%	-34	-34	4.3%	4.3%
05 Supervisors	6	38.7%		0	9.1%		0	0	0	0.0%	0	1	0		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	0		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	0		9.1%	-10	-10	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	0		9.5%	-1	-1	0.0%	0.0%
10 Clerical Personnel	43	26.0%		0	4.7%		0	0	1	0.0%	0	3	0		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	0		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	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	27	24.4%		0	5.1%		0	0	0	0.0%	0	2	0		7.3%	-2	-2	0.0%	0.0%
Total	1,409	12.6%		0	7.7%		0	0	45	0.0%	0	131	0		12.5%	-131	-131	3.2%	3.2%

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers	0	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	

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14	Other Manual Workers	1	0.0	1	0.0
Total		37		94	

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Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Women										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
	2018-03-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-20	Annually	Over 3 Years	2018	2021							
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
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	-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	-19	20.0%	26.6%
03 Professionals	555	15.4%	2.0%	33	5.5%	10.0%	167	200	183	10.0%	55	25	0	26.1%	26.1%	38	-25	33.0%	21.8%
04 Semi-Professionals & Tech	923	10.0%	2.0%	55	9.4%	10.0%	277	332	118	10.0%	35	97	61	18.4%	18.4%	-52	-36	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%	3	4	2	10.0%	1	1	0	14.3%	0	-1	18.2%	8.3%	
07 Administrative & Sr Clerical	136	2.3%	2.0%	8	12.9%	10.0%	41	49	132	10.0%	40	26	0	81.8%	21	-26	97.1%	63.9%	
08 Skilled Sales & Service	14	8.4%	2.0%	1	8.0%	10.0%	4	5	8	10.0%	2	-1	0	31.6%	4	1	57.1%	40.0%	
09 Skilled Crafts & Trades	9	-3.5%	2.0%	1	0.0%	10.0%	3	4	1	10.0%	0	0	0	8.2%	0	0	11.1%	10.0%	
10 Clerical Personnel	86	26.0%	2.0%	5	4.7%	10.0%	26	31	80	10.0%	24	2	0	63.4%	25	-2	93.0%	61.5%	
11 Intermediate Sales & Service	1	0.0%	2.0%	0	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	1	10.0%	0	7	3	16.5%	16.5%	-6	-4	2.3%	8.7%
13 Other Sales & Service	0	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!	
14 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%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments	
	Short-term Goals	Long-term Goals		
	%	%		
01 Senior Managers	27.4	27.4	The Executive Committee is not expected to undergo any major changes in the coming years.	
02 Middle & Other Managers	38.9	38.9		
03 Professionals	0.0	0.0		
04 Semi-Professionals & Tech	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	50.0	50.0		There is only one employee in this occupational category.
12 Semi-Skilled Manual	16.5	16.5		
13 Other Sales & Service	0.0	0.0		
14 Other Manual Workers	0.0	0.0		

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Total		0.0	0.0
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EnGlobe Corp.

2018-03-20

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2018-03-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-20	Annually	Over 3 Years	Years	2018	2021							
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	#	#	%	%		
01 Senior Managers	20	5.6%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	2.9%	2.9%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	145	24.0%	2.0%	9	1.8%	10.0%	44	53	0	10.0%	0	3	1	2.2%	2.2%	-3	-2	0.0%	0.6%	
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	1.0%	1.0%	0	0	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	1.4%	1.4%	0	0	0.0%	0.0%	
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	0	0	1.0%	1.0%	0	0	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	0	3.6%	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	1.2%	1.2%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	1	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%	
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%	10.0%	0	0	0	10.0%	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%	
Total	2,011	12.6%	2.0%	121	7.7%	10.0%	603	724	11	10.0%	3	26	0	1.6%	1.6%	-21	-26	0.5%	0.4%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	2.9	2.9	The Executive Committee is not expected to undergo any major changes in the coming years.
02 Middle & Other Managers	2.2	2.2	
03 Professionals	1.4	1.4	
04 Semi-Professionals & Tech	1.6	1.6	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 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	
14 Other Manual Workers	2.3	2.3	

Federal Contractors Program Achievement Report

Part 3: Goals

EnGlobe Corp.

2018-03-20

Total		0.0		0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

EnGlobe Corp.

2018-03-20

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals																		
		All Employees							Persons with Disabilities											
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Annually	Over 3 Years					
		2018-03-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-03-20	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
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	5.5%	10.0%	167	200	3	10.0%	1	20	8	3.8%	3.8%	-18	-12	0.5%	1.7%
04	Semi-Professionals & Tech	923	10.0%	2.0%	55	9.4%	10.0%	277	332	11	10.0%	3	37	15	4.6%	4.6%	-31	-22	1.2%	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	-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%	-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%	3.5%	1	0	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%	3.8%	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	6	2	7.0%	7.0%	-6	-4	0.0%	2.2%
11	Intermediate Sales & Service	1	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	5.6%	5.6%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	43	15.4%	2.0%	3	8.5%	10.0%	13	16	0	10.0%	0	2	1	4.8%	4.8%	-2	-1	0.0%	2.2%
13	Other Sales & Service	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	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	3	1	5.3%	5.3%	-3	-2	0.0%	1.8%
Total		2,011	12.6%	2.0%	121	7.7%	10.0%	603	724	20	10.0%	6	82	0		4.5%	-70	-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)^{1/3} - 1) x 100.

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
			%		%	
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	

Federal Contractors Program Achievement Report

Part 3: Goals

EnGlobe Corp.

2018-03-20

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	YYYY-MM-DD		Annually	Over 3 Years					
	2018-03-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-03-20	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	20	5.6%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	-1	0	10.1%	1	1	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	5.5%	10.0%	167	200	64	10.0%	19	78	42	21.0%	21.0%	-53	-36	11.5%	14.8%
04 Semi-Professionals & Tech	923	10.0%	2.0%	55	9.4%	10.0%	277	332	119	10.0%	36	12	0	9.7%	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	1	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	10.0%	3	4	0	13.0%	13.0%	0	-4	12.8%	8.8%
11 Intermediate Sales & Service	1	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	22.2%	22.2%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	43	15.4%	2.0%	3	8.5%	10.0%	13	16	2	10.0%	1	4	2	10.9%	10.9%	-3	-2	4.7%	6.5%
13 Other Sales & Service	0	0.0%	2.0%	0	0.0%	10.0%	0	0	0	10.0%	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	5	10.0%	2	3	0	10.0%	10.0%	0	-3	9.6%	5.5%
Total	2,011	12.6%	2.0%	121	7.7%	10.0%	603	724	225	10.0%	68	129	0	13.4%	13.4%	-44	-129	11.2%	7.4%

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	15.0	15.0	
03 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	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

EnGlobe Corp.

2018-03-20

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2016	17	2	11.8	27.4	5	-3	42.9																	
	2018	20	3	15.0	27.4	5	-2	54.7	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	76	13	17.1	38.9	30	-17	44.0																	
	2018	145	29	20.0	38.9	56	-27	51.4	28	4	14.3	11	-7	11	4	36.4	2	2	2	2	2	100.0	0	2	
03 Professionals	2016	361	114	31.6	27.9	101	13	113.2																	
	2018	555	183	33.0	26.1	145	38	126.3	176	57	32.4	46	11	16	1	6.3	5	-4	25	4	16.0	8	-4		
04 Semi-Professionals & Technicians	2016	694	97	14.0	17.4	121	-24	80.3																	
	2018	923	118	12.8	18.4	170	-52	69.5	298	40	13.4	55	-15	6	1	16.7	1	0	76	9	11.8	11	-2		
05 Supervisors	2016	6	6	100.0	52.5	3	3	190.5																	
	2018	16	8	50.0	52.7	8	0	94.9	8	2	25.0	4	-2	1	0	0.0	1	-1	1	0	0.0	1	-1		
06 Supervisors: Crafts & Trades	2016	8	1	12.5	13.8	1	0	90.6																	
	2018	11	2	18.2	14.3	2	0	127.1	3	1	33.3	0	1	0	0	0.0	0	0	1	0	0.0	0	0		

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Women				All Employees	Women				All Employees	Women									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%							
01 Senior Managers	2018	1	0	0.0	0	0.0	0.0	0.0	0.0	3	0.0	0.0	0.0									
	2021	1	0	0.0			27.4	0.0			27.4	0.0										
02 Middle & Other Managers	2018	37	8	21.6	5	160.0	0.0	0.0	0.0	12	66.7	0.0	0.0									
	2021	37	8	21.6			38.9	55.6			38.9	55.6										
03 Professionals	2018	167	58	34.7	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0									
	2021	167	58	34.7			0.0	0.0			0.0	0.0										
04 Semi-Professionals & Technicians	2018	228	41	18.0	8	512.5	0.0	0.0	0.0	16	256.3	0.0	0.0									
	2021	228	41	18.0			18.4	97.7			9.3	193.4										
05 Supervisors	2018	8	2	25.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0									
	2021	8	2	25.0			0.0	0.0			0.0	0.0										
06 Supervisors: Crafts & Trades	2018	2	1	50.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0									
	2021	2	1	50.0			0.0	0.0			0.0	0.0										

Federal Contractors Program Achievement Report

Part 4: Results - Women

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#					
07 Administrative & Senior Clerical	2016	127	122	96.1	81.9	104	18	117.3																
	2018	136	132	97.1	81.8	111	21	118.7	48	46	95.8	39	7	2	2	100.0	2	0	17	17	100.0	16	1	
08 Skilled Sales & Service Personnel	2016	11	7	63.6	32.3	4	3	197.0																
	2018	14	8	57.1	31.6	4	4	180.8	1	1	100.0	0	1	0	0	0.0	0	0	1	1	100.0	1	0	
09 Skilled Crafts & Trades Workers	2016	10	1	10.0	5.6	1	0	178.6																
	2018	9	1	11.1	8.2	1	0	135.5	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
10 Clerical Personnel	2016	43	38	88.4	63.6	27	11	138.9																
	2018	86	80	93.0	63.4	55	25	146.7	21	21	100.0	13	8	4	4	100.0	4	0	3	3	100.0	3	0	
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	61.8	1	-1	0.0																
	2018	1	0	0.0	61.8	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	28	0	0.0	15.7	4	-4	0.0																
	2018	43	1	2.3	16.5	7	-6	14.1	12	2	16.7	2	0	0	0	0.0	0	0	3	1	33.3	0	1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	%				
07 Administrative & Senior Clerical	2018	33	48	145.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	33	48	145.5			0.0	0.0			0.0	0.0	0.0	
08 Skilled Sales & Service Personnel	2018	0	1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	0	1	0.0			0.0	0.0			0.0	0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	0.0	
10 Clerical Personnel	2018	22	25	113.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2021	22	25	113.6			0.0	0.0			0.0	0.0	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0	
	2021	0	0	0.0			50.0	0.0			50.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2018	9	2	22.2	1	200.0	0.0	0.0	3	66.7	0.0	0.0	0.0	
	2021	9	2	22.2			16.5	134.7			16.5	134.7	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0	0.0															
	2018	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	27	6	22.2	19.7	5	1	112.8																
	2018	52	13	25.0	19.7	10	3	126.9	11	4	36.4	2	2	0	0	0.0	0	0	0	2	1	50.0	0	1
Total	2016	1,409	407	28.9	28.8	406	1	100.3																
	2018	2,011	578	28.7	28.6	575	3	100.5	608	178	29.3	174	4	40	12	30.0	12	0	131	38	29.0	38	0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	9	4	44.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	4	44.4			0.0	0.0			0.0	0.0		
Total	2018	517	190	36.8	14	1357.1	0.0	0.0	35	542.9	0.0	0.0		
	2021	517	190	36.8			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
01 Senior Managers	2016	17	0	0.0	2.9	0	0	0.0																
	2018	20	0	0.0	2.9	1	-1	0.0	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2016	76	0	0.0	2.2	2	-2	0.0																
	2018	145	0	0.0	2.2	3	-3	0.0	28	0	0.0	1	-1	11	0	0.0	0	0	0	2	0	0.0	0	0
03 Professionals	2016	361	2	0.6	1.6	6	-4	34.6																
	2018	555	3	0.5	1.4	8	-5	38.6	176	1	0.6	2	-1	16	0	0.0	0	0	0	25	1	4.0	0	1
04 Semi-Professionals & Technicians	2016	694	6	0.9	1.5	10	-4	57.6																
	2018	923	7	0.8	1.6	15	-8	47.4	298	1	0.3	5	-4	6	0	0.0	0	0	0	76	0	0.0	1	-1
05 Supervisors	2016	6	0	0.0	1.1	0	0	0.0																
	2018	16	0	0.0	1.0	0	0	0.0	8	0	0.0	0	0	1	0	0.0	0	0	0	1	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	8	0	0.0	1.2	0	0	0.0																
	2018	11	0	0.0	1.4	0	0	0.0	3	0	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 Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments	
		Flow Data				Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	#	%	#	%	#	%	#	%					
01 Senior Managers	2018	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	1	0	0.0			2.9	0.0			2.9	0.0			
02 Middle & Other Managers	2018	37	0	0.0	1	0.0	0	0.0	1	0.0	0	0.0	0	0.0	
	2021	37	0	0.0			2.2	0.0			2.2	0.0			
03 Professionals	2018	167	1	0.6	1	100.0	0	0.0	3	33.3	0	0.0	0	0.0	
	2021	167	1	0.6			1.4	42.8			1.4	42.8			
04 Semi-Professionals & Technicians	2018	228	1	0.4	1	100.0	0	0.0	3	33.3	0	0.0	0	0.0	
	2021	228	1	0.4			1.6	27.4			1.6	27.4			
05 Supervisors	2018	8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	8	0	0.0			0	0.0			0	0.0			
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	2	0	0.0			0	0.0			0	0.0			

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Part 5: Results - Aboriginal Peoples

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	127	0	0.0	1.2	2	-2	0.0																	
	2018	136	1	0.7	1.2	2	-1	61.3	48	1	2.1	1	0	2	0	0.0	0	0	0	17	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	11	0	0.0	0.9	0	0	0.0																	
	2018	14	0	0.0	1.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	10	0	0.0	3.3	0	0	0.0																	
	2018	9	0	0.0	3.6	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	43	0	0.0	1.4	1	-1	0.0																	
	2018	86	0	0.0	1.2	1	-1	0.0	21	0	0.0	0	0	4	0	0.0	0	0	0	3	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	0.9	0	0	0.0																	
	2018	1	0	0.0	0.9	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2016	28	0	0.0	1.6	0	0	0.0																	
	2018	43	0	0.0	1.7	1	-1	0.0	12	0	0.0	0	0	0	0	0.0	0	0	0	3	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%							
07 Administrative & Senior Clerical	2018	33	1	3.0	1	100.0	0.0	0.0	1	100.0	0.0	0.0										
	2021	33	1	3.0	1.2	252.5	1.2	252.5														
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
10 Clerical Personnel	2018	22	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0										
	2021	22	0	0.0	1.2	0.0	1.2	0.0														
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
12 Semi-Skilled Manual Workers	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	9	0	0.0	1.7	0.0	1.7	0.0														

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Part 5: Results - Aboriginal Peoples

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	27	0	0.0	2.7	1	-1	0.0																
	2018	52	0	0.0	2.3	1	-1	0.0	11	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0
Total	2016	1,409	8	0.6	1.6	23	-15	35.5																
	2018	2,011	11	0.5	1.6	32	-21	34.2	608	3	0.5	10	-7	40	0	0.0	0	0	0	131	1	0.8	1	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
14 Other Manual Workers	2018	9	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	9	0	0.0			2.3	0.0			2.3	0.0	
Total	2018	517	3	0.6	4	75.0	0.0	0.0	10	30.0	0.0	0.0	
	2021	517	3	0.6			0.0	0.0			0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	
01&02 Managers	2016	93	0	0.0	4.3	4	-4	0.0																	
	2018	165	2	1.2	4.3	7	-5	28.2	29	0	0.0	1	-1	11	0	0.0	0	0	0	2	0	0.0	0	0	0
03 Professionals	2016	361	2	0.6	3.8	14	-12	14.6																	
	2018	555	3	0.5	3.8	21	-18	14.2	176	0	0.0	7	-7	16	0	0.0	0	0	0	25	0	0.0	0	0	0
04 Semi-Professionals & Technicians	2016	694	9	1.3	4.6	32	-23	28.2																	
	2018	923	11	1.2	4.6	42	-31	25.9	298	0	0.0	14	-14	6	0	0.0	0	0	0	76	1	1.3	1	0	
05 Supervisors	2016	6	0	0.0	13.9	1	-1	0.0																	
	2018	16	0	0.0	13.9	2	-2	0.0	8	0	0.0	1	-1	1	0	0.0	0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	8	0	0.0	7.8	1	-1	0.0																	
	2018	11	0	0.0	7.8	1	-1	0.0	3	0	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 Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	%	%	%			
01&02 Managers	2018	38	0	0.0	2	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2021	38	0	0.0			4.3	0.0			4.3	0.0		
03 Professionals	2018	167	0	0.0	3	0.0	0.0	0.0	9	0.0	0.0	0.0		
	2021	167	0	0.0			3.8	0.0			3.8	0.0		
04 Semi-Professionals & Technicians	2018	228	0	0.0	7	0.0	0.0	0.0	16	0.0	0.0	0.0		
	2021	228	0	0.0			4.6	0.0			4.6	0.0		
05 Supervisors	2018	8	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	8	0	0.0			13.9	0.0			13.9	0.0		
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	2	0	0.0			7.8	0.0			7.8	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	
07 Administrative & Senior Clerical	2016	127	0	0.0	3.4	4	-4	0.0																	
	2018	136	3	2.2	3.4	5	-2	64.9	48	1	2.1	2	-1	2	0	0.0	0	0	0	17	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2016	11	1	9.1	3.5	0	1	259.7																	
	2018	14	1	7.1	3.5	0	1	204.1	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	10	0	0.0	3.8	0	0	0.0																	
	2018	9	0	0.0	3.8	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	43	0	0.0	7.0	3	-3	0.0																	
	2018	86	0	0.0	7.0	6	-6	0.0	21	0	0.0	1	-1	4	0	0.0	0	0	0	3	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	5.6	0	0	0.0																	
	2018	1	0	0.0	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
12 Semi-Skilled Manual Workers	2016	28	0	0.0	4.8	1	-1	0.0																	
	2018	43	0	0.0	4.8	2	-2	0.0	12	0	0.0	1	-1	0	0	0.0	0	0	0	3	0	0.0	0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants												Goals												Comments
		Flow Data						Short-term Goals						Long-term Goals												
		All Employees	Persons with Disabilities					All Employees	Persons with Disabilities					All Employees	Persons with Disabilities											
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met											
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%									
07 Administrative & Senior Clerical	2018	33	1	3.0	1	100.0	0.0	0.0	3	33.3	0.0	0.0														
	2021	33	1	3.0		3.4	89.1		3.4	89.1																
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0														
	2021	0	0	0.0		0.0	0.0		0.0	0.0																
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0														
	2021	1	0	0.0		0.0	0.0		0.0	0.0																
10 Clerical Personnel	2018	22	0	0.0	1	0.0	0.0	0.0	2	0.0	0.0	0.0														
	2021	22	0	0.0		7.0	0.0		7.0	0.0																
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0														
	2021	0	0	0.0		0.0	0.0		0.0	0.0																
12 Semi-Skilled Manual Workers	2018	9	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0														
	2021	9	0	0.0		4.8	0.0		4.8	0.0																

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities								All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2016	27	0	0.0	5.3	1	-1	0.0																	
	2018	52	0	0.0	5.3	3	-3	0.0	11	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0	0
Total	2016	1,409	12	0.9	4.4	62	-50	19.4																	
	2018	2,011	20	1.0	4.5	90	-70	22.1	608	1	0.2	27	-26	40	0	0.0	0	0	0	131	1	0.8	1	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	%	#	%	%	%	#	%	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0				0.0	0.0
14 Other Manual Workers	2018	9	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0
	2021	9	0	0.0			5.3	0.0			5.3	0.0	0.0
Total	2018	517	1	0.2	14	7.1	0.0	0.0	36	2.8	0.0	0.0	
	2021	517	1	0.2			0.0	0.0			0.0	0.0	

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Part 7: Results - Members of Visible Minorities

EnGlobe Corp.

2018-03-20

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#	%	#	#	#		
01 Senior Managers	2016	17	1	5.9	10.1	2	-1	58.2																
	2018	20	3	15.0	10.1	2	1	148.5	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	76	1	1.3	15.0	11	-10	8.8																
	2018	145	13	9.0	15.0	22	-9	59.8	28	5	17.9	4	1	11	2	18.2	0	2	2	2	0	0.0	0	0
03 Professionals	2016	361	10	2.8	20.8	75	-65	13.3																
	2018	555	64	11.5	21.0	117	-53	54.9	176	41	23.3	37	4	16	2	12.5	0	2	25	5	20.0	1	4	
04 Semi-Professionals & Technicians	2016	694	30	4.3	9.2	64	-34	47.0																
	2018	923	119	12.9	9.7	90	29	132.9	298	64	21.5	29	35	6	0	0.0	0	0	76	18	23.7	3	15	
05 Supervisors	2016	6	0	0.0	11.5	1	-1	0.0																
	2018	16	1	6.3	11.1	2	-1	56.3	8	1	12.5	1	0	1	0	0.0	0	0	1	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2016	8	0	0.0	8.7	1	-1	0.0																
	2018	11	0	0.0	7.6	1	-1	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 Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2018	1	1	100.0	0	0.0	0.0	0.0	1	100.0	0.0	0.0	
	2021	1	1	100.0		0.0	0.0			0.0	0.0		
02 Middle & Other Managers	2018	37	7	18.9	3	233.3	0.0	0.0	7	100.0	0.0	0.0	
	2021	37	7	18.9		15.0	126.1			15.0	126.1		
03 Professionals	2018	167	43	25.7	19	226.3	0.0	0.0	46	93.5	0.0	0.0	
	2021	167	43	25.7		21.0	122.6			21.0	122.6		
04 Semi-Professionals & Technicians	2018	228	64	28.1	10	640.0	0.0	0.0	24	266.7	0.0	0.0	
	2021	228	64	28.1		0.0	0.0			0.0	0.0		
05 Supervisors	2018	8	1	12.5	0	0.0	0.0	0.0	1	100.0	0.0	0.0	
	2021	8	1	12.5		11.1	112.6			11.1	112.6		
06 Supervisors: Crafts & Trades	2018	2	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	2	0	0.0		7.6	0.0			7.6	0.0		

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Part 7: Results - Members of Visible Minorities

EnGlobe Corp.

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2016	127	2	1.6	9.1	12	-10	17.3																
	2018	136	7	5.1	9.0	12	-5	57.2	48	3	6.3	4	-1	2	0	0.0	0	0	0	17	1	5.9	0	1
08 Skilled Sales & Service Personnel	2016	11	0	0.0	9.9	1	-1	0.0																
	2018	14	0	0.0	9.6	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2016	10	0	0.0	9.5	1	-1	0.0																
	2018	9	0	0.0	13.2	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	43	1	2.3	9.3	4	-3	25.0																
	2018	86	11	12.8	13.0	11	0	98.4	21	4	19.0	3	1	4	0	0.0	0	0	0	3	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	1	0	0.0	22.2	0	0	0.0																
	2018	1	0	0.0	22.2	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2016	28	0	0.0	8.9	2	-2	0.0																
	2018	43	2	4.7	10.9	5	-3	42.7	12	2	16.7	1	1	0	0	0.0	0	0	0	3	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	33	3	9.1	3	100.0	0.0	0.0	7	42.9	0.0	0.0		
	2021	33	3	9.1	9.0	101.0	9.0	101.0	9.0	101.0	9.0	101.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0	9.6	0.0	9.6	0.0	9.6	0.0	9.6	0.0		
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	1	0	0.0	13.2	0.0	13.2	0.0	13.2	0.0	13.2	0.0		
10 Clerical Personnel	2018	22	4	18.2	1	400.0	0.0	0.0	2	200.0	0.0	0.0		
	2021	22	4	18.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2018	9	2	22.2	0	0.0	0.0	0.0	2	100.0	0.0	0.0		
	2021	9	2	22.2	10.9	203.9	10.9	203.9	10.9	203.9	10.9	203.9		

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		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 x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Availability				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	%	%	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	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
14 Other Manual Workers	2016	27	0	0.0	7.3	2	-2	0.0																
	2018	52	5	9.6	10.0	5	0	96.2	11	2	18.2	1	1	0	0	0.0	0	0	0	2	0	0.0	0	0
Total	2016	1,409	45	3.2	12.5	176	-131	25.6																
	2018	2,011	225	11.2	13.4	269	-44	83.5	608	123	20.2	81	42	40	4	10.0	1	3	131	24	18.3	4	20	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	9	2	22.2	1	200.0	0.0	0.0	1	200.0	0.0	0.0		
	2021	9	2	22.2			0.0	0.0			0.0	0.0		
Total	2018	517	127	24.6	37	343.2	0.0	0.0	94	135.1	0.0	0.0		
	2021	517	127	24.6			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.

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- 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).

[Redacted area]

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

[Redacted area]

- Other.

[Redacted area]

Additional 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.

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

Employer Name: EnGlobe Corp.

Primary Location: Québec (Québec)

Number of Employees: 2011

- Ontario - 233
- Québec - 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:

Yes No

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 in the Achievement Report is consistent with that found in Forms 1 to 6:

Yes No

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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 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		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 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:

in compliance 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 under-represented; and

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

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

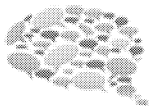
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

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!