Emploi et Développement social Canada

OFFICIAL USE	ONLY	
Agreement I	N°:	

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement					
Revised Agreement					

	RGANIZATION	1= :			
Legal Name of Organization		Parent company is	located outsid	e Canada	
General Dynamics Canada Ltd		Z] Yes	No	
Operating Name (if different from Legal Name of Organization)		Procurement Bus		•	
		Total number of en (Full-Time/Part-Tin		nada 975	
Organization's North American Industry Classification System (NAICS) 54151) Code №	To find your organi	zation's NAICS atcan.gc.ca/su	6 Code Number please bjects-sujets/standard- an02I-eng.htm	
05					
Official use only (if information above is incorrect) Procurement Business Number Total numb	per of employees in Cana	da	Organization's	NAICS Code No	
	HEAD OFFICE				
Address (building number, street, suite, etc.)	City		Province	Postal Code	
1941 Robertson Road	Ottawa		ON	к2н 5в7	
	Telephone Number	er	Fax Number		
	613-596-700	00	613-596-	-7637	
FMPI OYM	IENT EQUITY CON	TACT			
Name (print)	Title				
Jane McVeigh	Vice Presid	ent, Human Re	sources		
Telephone Number	E-mail Address				
613-596-7070	jane.mcveig	h@gdcanada.co	m		
	ERTIFICATION				
The above-named organization: having a combined workforce of 100 or more permanent ful weeks or more in Canada, AND and the second of the second or more permanent ful conditions the second or more	II-time, permanent part	t-time and temporar	y employees	having worked	
 intending to bid on, or being in receipt of, a federal governn Supply Arrangement, valued at \$1,000,000 or more (includi 	-	contract, standing	offer or contr	act issued under a	
Hereby certifies its commitment to implement or maintain emploinstrument, in keeping with the Federal Contractors Program replease refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/in	equirements. For more				
Important note: If an audit of the Agreement to Implement Em the procurement instrument(s) with the Government of Canada		vers misrepresentat	ion on the pa	rt of the organization,	
	SIGNATORY				
NOTE: The signatory must be the Chief Executive Officer OR contract on behalf of the organization.	an authorized person i	n an executive pos	ition with lega	al authority to sign a	
Name (print)	Title	- 3			
Ian Brennan Telephone Number	Chief Couns E-mail Address	БТ			
613-		@gdcanada.com	1		
Signa	Date Date	\			
	Mo	xuper	12,2	1014	
RETUI	RN INSTRUCTIONS				
IMPORTANT					



The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax,

at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca

s.19(1)

APPLICATION FOR EXTENSION – COMPLIANCE ASSESSMENT

Federal Contractors Program

Contractors may apply for an extension where unforeseen circumstances interfere with the original due date for submitting documentation to complete a Compliance Assessment under the Federal Contractors Program.

PROCEDURE FOR THE EXTENSION

- Contractors may apply for an extension in situations that are unforeseen and interfere with their submission deadline.
- 2. The Application for Extension must be signed by a senior manager of the corporation (i.e. CEO, owner, authorized manager).

Once completed, the form can be submitted by e-mail to: ee-eme@hrsdc-rhdcc.gc.ca

I, the undersigned, on behalf of General Dynamics Mission Systems-Canada (AIEE: 060111)

(NAME OF COMPANY and AGREEMENT TO IMPLEMENT EMPLOYMENT FOURTY (AIFF) NUMBER)

Agree to the following statements:

I have the authority to sign on behalf of this company. My signature has the value of legally binding
this company to the statements made in this document, and to the possible consequences of being
found in non-compliance with the Federal Contractors Program.

I am making the claim that General Dynamics Mission Systems—Canada is unable to submit the documentation for the Compliance Assessment within the deadline as required by the Federal Contractors Program. I am therefore requesting an extension until January 15, 2018 because of:

As part of our ongoing employment equity efforts, and to ensure the Company maintains accurate data on our current workforce, we recently launched a new questionnaire to our employees. Our due date for submission of the new questionnaire is mid-December. Therefore, we are requesting additional time to ensure all questionnaires have been submitted and to have time to analyze and upload the new data.

As a senior manager of the corporation, I hereby state that all these statements are correct to the best of my knowledge, and I am requesting an extension.

Date: 11/23/2017

Name: Jane McVeigh Signature:

Title: Vice President, Human Resources Telephone Number: (613) 596-7070

Email address: Jane.McVeigh@gd-ms.ca

Address: 1941 Robertson Road

Ottawa, Ontario Canada K2H5B7 From: Yakibonge, Maurice [NC] On Behalf Of EE-EME

Sent: November 27, 2017 7:46 AM

To: 'Jane.McVeigh@gd-ms.ca' < Jane.McVeigh@gd-ms.ca>

Cc: 'kristen.morris@gd-ms.ca' <kristen.morris@gd-ms.ca>; Normandin, Ward W [NC]

<ward.normandin@labour-travail.gc.ca>

Subject: Request for Extension to Submit Federal Contractors Program Compliance Assessment

Information

Good morning,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until January 15, 2018.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program Employment and Social Development Canada / Government of Canada maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099

From: Morris, Kristen [mailto:Kristen.Morris@gd-ms.ca]

Sent: 2017-11-24 1:31 PM

To: EE-EME

Cc: Normandin, Ward W [NC]

Subject: RE: Government of Canada Agreement 060111 - Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Hi Ward,

Thank you again for the information you provided yesterday! Please find attached our Extension Form.

Should you have any questions, please let me know.

Kind Regards,

Kristen

From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf

Of ee-eme@hrsdc-rhdcc.gc.ca

Sent: Thursday, November 23, 2017 1:51 PM **To:** Morris, Kristen; <u>ee-eme@hrsdc-rhdcc.gc.ca</u>

Subject: RE: Government of Canada Agreement 060111 – Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Hi Kristen.

It was nice speaking with you on the telephone today! It was really good to hear about all the great things you are doing with regards to employment equity.

As promised, please find attached a Request for Extension Form. I suggest that you complete it per the re-surveying of the employees.

If you have any questions at all throughout the process, please do not hesitate to contact me.

All the best! Ward

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program Employment and Social Development Canada / Government of Canada ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Morris, Kristen [mailto:Kristen.Morris@gd-ms.ca]

Sent: 2017-11-23 1:09 PM

To: EE-EME

Subject: RE: Government of Canada Agreement 060111 – Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Hi Ward,

I left a message but in case you're not at your desk you can contact me at 613-596-7632 ©

Thanks again, Kristen

From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca] On Behalf

Of ee-eme@hrsdc-rhdcc.gc.ca

Sent: Thursday, November 23, 2017 8:23 AM **To:** Morris, Kristen; <u>ee-eme@hrsdc-rhdcc.qc.ca</u>

Subject: RE: Government of Canada Agreement 060111 – Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Good morning Kristen,

Yes, 1pm is perfect. Talk then!

Cheers, Ward

Ward Normandin

Agent de programmes, Programme du travail

Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Morris, Kristen [mailto:Kristen.Morris@gd-ms.ca]

Sent: 2017-11-22 9:16 AM

To: EE-EME

Subject: RE: Government of Canada Agreement 060111 – Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Tomorrow afternoon is perfect! Does 1pm work?

Thanks again, Kristen

From: ward.normandin@labour-travail.qc.ca [mailto:ward.normandin@labour-travail.qc.ca] On Behalf

Of ee-eme@hrsdc-rhdcc.gc.ca

Sent: Wednesday, November 22, 2017 9:13 AM **To:** Morris, Kristen; <u>ee-eme@hrsdc-rhdcc.gc.ca</u> **Cc:** maurice.yakibonge@labour-travail.gc.ca

Subject: RE: Government of Canada Agreement 060111 – Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Hi Kristen,

I would be happy to speak with you. I have some time tomorrow afternoon and again on Friday. Would either of those dates work for you? Have 2pm available today, and anytime tomorrow between 9am and 4pm EST.

I look forward to hearing from you.

Kind regards,

Ward

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program

Employment and Social Development Canada / Government of Canada

ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334

From: Morris, Kristen [mailto:Kristen.Morris@gd-ms.ca]

Sent: 2017-11-22 9:10 AM

To: Normandin, Ward W [NC]; EE-EME

Cc: Yakibonge, Maurice [NC]

Subject: RE: Government of Canada Agreement 060111 – Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Hi Ward,

Just wanted to follow up on the below. Would I be able to schedule a call with you sometime this week?

Many thanks, Kristen Morris

From: Morris, Kristen

Sent: Friday, November 17, 2017 1:54 PM **To:** 'ward.normandin@labour-travail.gc.ca' **Cc:** 'maurice.yakibonge@labour-travail.gc.ca'

Subject: RE: Government of Canada Agreement 060111 – Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Hi Ward,

I hope all is well. Would it be possible for me to schedule a call with you regarding the below?

Thank you Maurice for forwarding the email! Appreciated ©

Kind Regards, Kristen Morris

From: maurice.yakibonge@labour-travail.gc.ca [mailto:maurice.yakibonge@labour-travail.gc.ca] On

Behalf Of <u>ee-eme@hrsdc-rhdcc.gc.ca</u> **Sent:** Friday, November 17, 2017 8:09 AM

To: Morris, Kristen

Subject: FW: Government of Canada Agreement 060111 - Notice of Subsequent Compliance

Assessment under the Federal Contractors Program

Good morning Kristen,

Please be advised that the delivery of the email below has failed to the following recipients: jane.mcveigh@gdcanada.com, jan.brennan@gdcanada.com, Leanne.Patterson@gdcanada.com

Your organization is required to submit the second compliance assessment to the Labour Program by **December 18**th, **2017**.

In order to facilitate timely future communications with your organisation, we ask that you notify the Labour Program of any change in contact information pertaining to either the Chief Executive Officer (CEO) and/or the person responsible for employment equity. Updates can be made in the Workplace Equity Information Management System (WEIMS) by selecting *Update your employer information* from the Main Menu, then by entering the new information under the *Contact* tab.

Thank you,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ee-eme@hrsdc-rhdcc.gc.ca

Workplace Equity Division, Labour Program Employment and Social Development Canada / Government of Canada ee-eme@hrsdc-rhdcc.qc.ca

From: Yakibonge, Maurice [NC] On Behalf Of EE-EME

Sent: November-16-17 2:13 PM **To:** 'ian.brennan@gdcanada.com'

Cc: 'jane.mcveigh@gdcanada.com'; 'Leanne.Patterson@gdcanada.com'

Subject: Government of Canada Agreement 060111 - Notice of Subsequent Compliance Assessment

under the Federal Contractors Program

Cette information est également disponible en français sur demande.

Good afternoon.

Further to your initial compliance assessment which was concluded on November 24, 2015, General Dynamics Canada Ltd. is now subject to a subsequent compliance assessment under the <u>Federal Contractors Program</u> (FCP). The goal of this subsequent assessment is to evaluate your organization's progress and/or effort to achieve full representation of the four designated groups – women, Aboriginal peoples, persons with disabilities and members of visible minorities – within your workforce.

For this subsequent assessment, your organization is required to submit the following information to the Labour Program by **December 18th, 2017**:

- a current workforce analysis including the Summary Report and Detailed Report;
- Forms 1 to 6 covering your workforce data at the national level;
- revised goals for any remaining gaps in representation (a completed Short-term Goal Setting Tool file in Excel format);
- a completed Achievement Table in Excel format that includes any new short-term and long-term goals; and
- a completed Reasonable Efforts for the Subsequent Compliance Assessment form signed by a senior officer of your organization.

Tools and Resources

In order to assist your organization in meeting its obligations, we encourage you to continue using the Workplace Equity Information Management System (WEIMS). Through this application you can:

- store and maintain your organization's employment equity data;
- create backup files of your data;
- generate and submit your Forms 1 to 6 and workforce analysis using the latest available Census data (you may also grant Labour Program officers access to view this information in WEIMS); and
- access various tools and resources under the <u>Help page</u> including the *Quick Reference Guide for Contractors: How to Complete a Compliance Assessment Submission under the Federal Contractors Program* and the Achievement Table.

Should you have any questions, please contact your program officer, Ward Normandin, at ward.normandin@labour-travail.gc.ca.

Workplace Equity Team

Workplace Equity Division, Labour Program
Employment and Social Development Canada / Government of Canada
ee-eme@hrsdc-rhdcc.gc.ca

General Dynamics Mission Systems-Canada (GDMS-C) (certificate # 060111) FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2015-06-17 to 2018-01-01

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

	1	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	775	2	0	777	Calgary	268	3	0	271
Nova Scotia	51	0	0	51	Halifax	51	0	0	51
Alberta	268	3	0	271	Ottawa - Gatineau	775	2	0	777
Total Employees i	n Canada			1099	Total Emplo	oyees in Canada	•		1099



Employment and Social Emploi et Développement Development Canada social Canada

General Dynamics Mission Systems-Canada (GDMS-C) (certificate # 060111) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-06-17 to 2018-01-01

Occupational Group			All Employee:			original Peop			ns with Disal			s of Visible M	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	9	2				1	1				
	Total	11	9	2				1	1				
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	201	162	39	1	1		9	8	1	18	14	4
	Total	201	162	39	1	1		9	8	1	18	14	4
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	629	482	147	5	4	1	16	15	1	121	85	36
	Total	629	482	147	5	4	1	16	15	1	121	85	36
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	128	113	15	2	2		6	5	1	20	14	6
	Total	128	113	15	2	2		6	5	1	20	14	6

Page 1 of 4 Canada

004498

General Dynamics Mission Systems-Canada (GDMS-C) (certificate # 060111) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2015-06-17 to 2018-01-01

		Bottom Range: Under \$5,000 2	Top Range: Under \$5,000 3	Semi-Skilled Manual Workers 4	Total 21 10 11 1	1 21 10 11 1	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000	Clerical Personnel 4	Total 3 3	3	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000	Skilled Crafts and Trades Workers 4	Total 30 8 22 1	1 30 8 22 1	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000	Administrative and Senior Clerical Personnel 4	Col. 1 Col. 2 Col. 3 Col. 4 Col. 5	All Employees
Ν.	3				1	1														Men Wome Col. 6 Col. 7	eoples
															1	1				Col. 7 Col. 8	
															1	<u> </u>				Col. 9	isabili
	1														1	1				Women Col. 10	ies
18	•				2	2														lotal Col. 11	Members (
ď	n				1	1														Men Col. 12	Members of Visible Minorities
13	43				1	1														Women Col. 13	norities

Form 2 A

General Dynamics Mission Systems-Canada (GDMS-C) (certificate # 060111)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2015-06-17 to 2018-01-01

Total Number of Employees	Col. 1	Salary Range	Occupational Group
es		QTR	
1094	Col. 2	Total	
818	Col. 3	Men	All Employees
276	Col. 4	Women	Š
12	Col. 5	Total	Ab
10	Col. 6	Men	original Peoples
2	Col. 7	Women	oles
34	Col. 8	Total	Perso
30	Col. 9	Men	Persons with Disabilities
4	Col. 10	Women	bilities
179	Col. 11	Total	Member
119	Col. 12	Men	Members of Visible Minorities
60	Col. 13	Women	linorities

رن ر	
Canada	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2015-06-17 to 2018-01-01

Occupational Group		A	All Employee:	3	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	4	3	1									
	Total	4	3	1									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		5	4	1									

Canada

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2015-06-17 to 2018-01-01

		All Employees		Ab	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	1094	818	276	12	10	2	34	30	4	179	119	60
Total Number of Employees	1094	818	276	12	10	2	34	30	4	179	119	60

Canada

- (

Form 3 B

004502

Total Number of Employees	Under \$5,000		Salary Range		
5	5	Col. 1	Total		
4	4	Col. 2	Men	All Employees	
L	1	Col. 3	Women		
		Col. 4	Total	A	
		Col. 5	Men	Aboriginal Peoples	
		Col. 6	Women	les	
		Col. 7	Total	Pers	
		Col. 8	Men	Persons with Disabilities	
		Col. 9	Women	oilities	
		Col. 10	Total	Memb	
		Col. 11	Men	Members of Visible Minorities	
		Col. 12	Women	inorities	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2015-06-17 to 2018-01-01

		All Employees		At	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1		1									
Middle and Other Managers	18	11	7	1	1		1	1		2	1	1
Professionals	224	168	56	1	1		4	2	2	57	40	17
Semi-Professionals and Technicians	34	28	6	1	1		2	1	1	6	5	1
Administrative and Senior Clerical Personnel	7	4	3				1		1			
Clerical Personnel	7	4	3	1	1							
Semi-Skilled Manual Workers	18	8	10							3	1	2
Total Number of Employees Hired	309	223	86	4	4		8	4	4	68	47	21

Canadä

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National Reporting Period 2015-06-17 to 2018-01-01

		All Employees		At	Aboriginal Peoples	es	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	າorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1									
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Hired	2		2									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2015-06-17 to 2018-01-01

	Employe	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occupa	ational groups	in which or to	which they have	e been last pro	moted.)
Coourational Croun		All Employees		Α	boriginal Peop	les	Perso	ons with Disab	ilities	Member	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	49	39	10				2	2		6	4	2
Professionals	141	107	34				2	1	1	27	17	10
Semi-Professionals and Technicians	15	12	3							3	1	2
Administrative and Senior Clerical Personnel	5	1	4									
Clerical Personnel	8	4	4							1	1	
Semi-Skilled Manual Workers	17	9	8							5	1	4
Total Number of Employees Promoted	235	172	63				4	3	1	42	24	18
Total Number of Promotions	240	177	63				4	3	1	43	25	18

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2015-06-17 to 2018-01-01

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	27	22	5									
Professionals	103	76	27	1	1		1		1	10	6	4
Semi-Professionals and Technicians	16	13	3				1	1				
Supervisors: Crafts and Trades	1	1										
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	4	2	2									
Semi-Skilled Manual Workers	2		2							1		1
Total Number of Employees Terminated	154	114	40	1	1		2	1	1	11	6	5

Canadä

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

Reporting Period 2015-06-17 to 2018-01-01

		All Employees	i	Al	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Terminated	1		1									

Workforce Analysis - Detailed Report

Date: 2018-01-10

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	11	2	18.2 %	27.4 %	3	-1	National
02 : Middle and Other Managers		201	39	19.4 %	21.9 %	44	-5	
0111 : Financial managers	Ottawa - Gatineau	3	0	0.0 %	57.3 %	2	-2	Ottawa - Gatineau
0112 : Human resources managers	Ottawa - Gatineau	4	4	100.0 %	70.8 %	3	1	Ottawa - Gatineau
0113 : Purchasing managers	Calgary	1	0	0.0 %	28.9 %	0	0	Calgary
0114 : Other administrative services managers	Calgary	5	2	40.0 %	47.8 %	2	0	Calgary
0114 : Other administrative services managers	Ottawa - Gatineau	14	6	42.9 %	52.6 %	7	-1	Ottawa - Gatineau
0124 : Advertising, marketing and public relations managers	Ottawa - Gatineau	2	2	100.0 %	53.7 %	1	1	Ottawa - Gatineau
0125 : Other business services managers	Calgary	1	0	0.0 %	48.5 %	0	0	Calgary
0125 : Other business services managers	Ottawa - Gatineau	2	0	0.0 %	43.2 %	1	-1	Ottawa - Gatineau
0211 : Engineering managers	Calgary	46	8	17.4 %	17.9 %	8	0	Calgary
0211 : Engineering managers	Halifax	7	0	0.0 %	9.1 %	1	-1	Halifax
0211 : Engineering managers	Ottawa - Gatineau	90	10	11.1 %	11.6 %	10	0	Ottawa - Gatineau
0213 : Computer and information systems managers	Ottawa - Gatineau	5	2	40.0 %	29.9 %	1	1	Ottawa - Gatineau
0311 : Managers in health care	Ottawa - Gatineau	1	0	0.0 %	75.1 %	1	-1	Ottawa - Gatineau
0601 : Corporate sales managers	Halifax	1	0	0.0 %	22.1 %	0	0	Halifax
0601 : Corporate sales managers	Ottawa - Gatineau	12	1	8.3 %	31.3 %	4	-3	Ottawa - Gatineau
0911 : Manufacturing managers	Ottawa - Gatineau	7	4	57.1 %	19.6 %	1	3	Ottawa - Gatineau
03 : Professionals		633	148	23.4 %	18.4 %	116	32	
1112 : Financial and investment analysts	Calgary	2	0	0.0 %	42.4 %	1	-1	Calgary
1112 : Financial and investment analysts	Ottawa - Gatineau	4	4	100.0 %	55.0 %	2	2	Ottawa - Gatineau
1121 : Human resources professionals	Calgary	1	1	100.0 %	75.5 %	1	0	Calgary
1121 : Human resources professionals	Ottawa - Gatineau	8	7	87.5 %	72.7 %	6	1	Ottawa - Gatineau
1122 : Professional occupations in business management consulting	Calgary	11	8	72.7 %	47.2 %	5	3	Calgary



Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

004509

Workforce Analysis - Detailed Report

Date: 2018-01-10

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Avail: %	Availability 6 #	Gap #	Recruitment Area
1122 : Professional occupations in business management consulting	Halifax	4	0	0.0 %	46.1 %	2	-2	Halifax
1122 : Professional occupations in business management consulting	Ottawa - Gatineau	61	36	59.0 %	42.9 %	26	10	Ottawa - Gatineau
2132 : Mechanical engineers	Calgary	ω	_	33.3 %	12.4 %	0	_	Calgary
2132 : Mechanical engineers	Ottawa - Gatineau	6	_	16.7 %	15.6 %	<u> </u>	0	Ottawa - Gatineau
2133 : Electrical and electronics engineers	Calgary	143	24	16.8 %	14.6 %	21	ω	Calgary
2133 : Electrical and electronics engineers	Halifax	23	ω	13.0 %	6.1 %	_	2	Halifax
2133 : Electrical and electronics engineers	Ottawa - Gatineau	296	46	15.5 %	10.6 %	31	15	Ottawa - Gatineau
2141 : Industrial and manufacturing engineers	Calgary	ω	2	66.7 %	20.7 %	_	_	Calgary
2141 : Industrial and manufacturing engineers	Ottawa - Gatineau	21	4	19.0 %	11.7 %	2	2	Ottawa - Gatineau
2148 : Other professional engineers, n.e.c.	Ottawa - Gatineau	6	0	0.0 %	24.0 %	_	<u>.</u>	Ottawa - Gatineau
2171 : Information systems analysts and consultants	Calgary	ω	0	0.0 %	27.9 %	_	_	Calgary
2171 : Information systems analysts and consultants	Ottawa - Gatineau	25	2	8.0 %	29.5 %	7	ъ́ъ	Ottawa - Gatineau
2172 : Database analysts and data administrators	Ottawa - Gatineau	ω	ω	100.0 %	35.9 %	_	2	Ottawa - Gatineau
2174 : Computer programmers and interactive media developers	Ottawa - Gatineau	ω	_	33.3 %	22.6 %	_	0	Ottawa - Gatineau
5121 : Authors and writers	Calgary	_	0	0.0 %	66.1 %	1	۵	Calgary
5121 : Authors and writers	Ottawa - Gatineau	4	ω	75.0 %	50.0 %	2	<u> </u>	Ottawa - Gatineau
5122 : Editors	Calgary	_	<u> </u>	100.0 %	64.0 %	_	0	Calgary
5122 : Editors	Ottawa - Gatineau	_	_	100.0 %	70.6 %	_	0	Ottawa - Gatineau
04 : Semi-Professionals and Technicians		129	15	11.6 %	14.7 %	19	4	
2241 : Electrical and electronics engineering technologists and technicians	Calgary	35	2	5.7 %	10.3 %	4	'n	Calgary
2241 : Electrical and electronics engineering technologists and technicians	Halifax	12	_	8.3 %	4.2 %	_	0	Halifax
2241 : Electrical and electronics engineering technologists and technicians	Ottawa - Gatineau	53	7	13.2 %	13.1 %	7	0	Ottawa - Gatineau
2251 : Architectural technologists and technicians	Ottawa - Gatineau	_	_	100.0 %	31.1 %	0	_	Ottawa - Gatineau
2253 : Drafting technologists and technicians	Ottawa - Gatineau	12	0	0.0 %	25.9 %	ы	ώ	Ottawa - Gatineau



Workforce Analysis - Detailed Report

Date: 2018-01-10

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		lability	Gap	Recruitment Area
		#	#	%	%	#	#	
2282 : User support technicians	Calgary	2	0	0.0 %	26.1 %	1	-1	Calgary
2282 : User support technicians	Halifax	1	0	0.0 %	22.9 %	0	0	Halifax
2282 : User support technicians	Ottawa - Gatineau	10	2	20.0 %	21.4 %	2	0	Ottawa - Gatineau
4211 : Paralegal and related occupations	Ottawa - Gatineau	1	1	100.0 %	80.6 %	1	0	Ottawa - Gatineau
5223 : Graphic arts technicians	Ottawa - Gatineau	1	1	100.0 %	27.6 %	0	1	Ottawa - Gatineau
5241 : Graphic designers and illustrators	Calgary	1	0	0.0 %	48.0 %	0	0	Calgary
07 : Administrative and Senior Clerical Personnel		31	22	71.0 %	76.2 %	24	-2	
1221 : Administrative officers	Calgary	5	4	80.0 %	84.3 %	4	0	Calgary
1221 : Administrative officers	Halifax	2	2	100.0 %	82.2 %	2	0	Halifax
1221 : Administrative officers	Ottawa - Gatineau	17	12	70.6 %	76.8 %	13	-1	Ottawa - Gatineau
1225 : Purchasing agents and officers	Ottawa - Gatineau	2	1	50.0 %	46.4 %	1	0	Ottawa - Gatineau
1241 : Administrative assistants	Calgary	1	1	100.0 %	95.9 %	1	0	Calgary
1241 : Administrative assistants	Ottawa - Gatineau	2	2	100.0 %	91.0 %	2	0	Ottawa - Gatineau
1315 : Customs, ship and other brokers	Ottawa - Gatineau	2	0	0.0 %	50.0 %	1	-1	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		3	0	0.0 %	0.7 %	0	0	
7271 : Carpenters	Ottawa - Gatineau	1	0	0.0 %	2.0 %	0	0	Ottawa - Gatineau
7313 : Refrigeration and air conditioning mechanics	Ottawa - Gatineau	2	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
10 : Clerical Personnel		21	11	52.4 %	49.3 %	10	1	
1432 : Payroll clerks	Ottawa - Gatineau	1	1	100.0 %	81.6 %	1	0	Ottawa - Gatineau
1511 : Mail, postal and related workers	Calgary	1	1	100.0 %	53.6 %	1	0	Calgary
1521 : Shippers and receivers	Ottawa - Gatineau	2	0	0.0 %	16.3 %	0	0	Ottawa - Gatineau
1523 : Production logistics co-ordinators	Calgary	1	0	0.0 %	50.0 %	1	-1	Calgary
1523 : Production logistics co-ordinators	Halifax	1	1	100.0 %	64.1 %	1	0	Halifax
1523 : Production logistics co-ordinators	Ottawa - Gatineau	13	7	53.8 %	50.0 %	7	0	Ottawa - Gatineau



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Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

004511

Workforce Analysis - Detailed Report

Date: 2018-01-10

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Avail	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
1524 : Purchasing and inventory control workers	Calgary	1	0	0.0 %	50.8 %	1	-1	Calgary
1524 : Purchasing and inventory control workers	Ottawa - Gatineau	_	_	100.0 %	52.6 %	<u> </u>	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		71	40	56.3 %	38.4 %	27	13	
7445 : Other repairers and servicers	Calgary	_	0	0.0 %	7.0 %	0	0	Calgary
7445 : Other repairers and servicers	Ottawa - Gatineau	5	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
7452 : Material handlers	Calgary	_	0	0.0 %	15.5 %	0	0	Calgary
7452 : Material handlers	Ottawa - Gatineau	7	4	57.1 %	9.8 %	_	ω	Ottawa - Gatineau
9523 : Electronics assemblers, fabricators, inspectors and testers	Ottawa - Gatineau	57	36	63.2 %	46.2 %	26	10	Ottawa - Gatineau
Total		1100	277	25.2 %	22.2 %	243	34	

Total may not equal sum of components due to rounding.

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



Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

004512

Workforce Analysis - Detailed Report

Date: 2018-01-10

Aboriginal Peoples

		•						
Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation # %	Aborigi entation %	Aboriginal Peoples ion Availability % % #		Gap #	Recruitment Area
01 : Senior Managers	National	11	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers		201	<u> </u>	0.5 %	1.1 %	2	<u>.</u>	
0111 : Financial managers	Ottawa - Gatineau	ω	0	0.0 %	2.9 %	0	0	Ottawa - Gatineau
0112 : Human resources managers	Ottawa - Gatineau	4	0	0.0 %	3.4 %	0	0	Ottawa - Gatineau
0113 : Purchasing managers	Calgary	1	0	0.0 %	2.5 %	0	0	Calgary
0114 : Other administrative services managers	Calgary	5	0	0.0 %	3.4 %	0	0	Calgary
0114 : Other administrative services managers	Ottawa - Gatineau	14	0	0.0 %	5.0 %	_	_	Ottawa - Gatineau
0124 : Advertising, marketing and public relations managers	Ottawa - Gatineau	2	0	0.0 %	1.3 %	0	0	Ottawa - Gatineau
0125 : Other business services managers	Calgary	1	0	0.0 %	0.0 %	0	0	Calgary
0125 : Other business services managers	Ottawa - Gatineau	2	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
0211 : Engineering managers	Calgary	46	0	0.0 %	1.2 %	1	_	Calgary
0211 : Engineering managers	Halifax	7	0	0.0 %	0.0 %	0	0	Halifax
0211 : Engineering managers	Ottawa - Gatineau	90	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
0213 : Computer and information systems managers	Ottawa - Gatineau	O ₁	0	0.0 %	1.3 %	0	0	Ottawa - Gatineau
0311 : Managers in health care	Ottawa - Gatineau	1	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
0601 : Corporate sales managers	Halifax	<u> </u>	0	0.0 %	1.3 %	0	0	Halifax
0601 : Corporate sales managers	Ottawa - Gatineau	12	<u> </u>	8.3 %	3.0 %	0	<u> </u>	Ottawa - Gatineau
0911 : Manufacturing managers	Ottawa - Gatineau	7	0	0.0 %	2.3 %	0	0	Ottawa - Gatineau
03 : Professionals		633	J.	0.8 %	0.8 %	IJ	0	
1112 : Financial and investment analysts	Calgary	2	0	0.0 %	0.0 %	0	0	Calgary
1112 : Financial and investment analysts	Ottawa - Gatineau	4	0	0.0 %	2.6 %	0	0	Ottawa - Gatineau
1121 : Human resources professionals	Calgary	<u> </u>	0	0.0 %	2.7 %	0	0	Calgary
1121 : Human resources professionals	Ottawa - Gatineau	œ	0	0.0 %	3.5 %	0	0	Ottawa - Gatineau
1122 : Professional occupations in business management consulting	Calgary	11	_	9.1 %	2.3 %	0	<u> </u>	Calgary



Workforce Analysis - Detailed Report

Date: 2018-01-10

Aboriginal Peoples

				Aborig	inal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation	Availa	•	Gap "	Recruitment Area
		#	#	%	%	#	#	
1122 : Professional occupations in business management consulting	Halifax	4	0	0.0 %	0.0 %	0	0	Halifax
1122 : Professional occupations in business management consulting	Ottawa - Gatineau	61	0	0.0 %	1.3 %	1	-1	Ottawa - Gatineau
2132 : Mechanical engineers	Calgary	3	0	0.0 %	0.5 %	0	0	Calgary
2132 : Mechanical engineers	Ottawa - Gatineau	6	0	0.0 %	0.8 %	0	0	Ottawa - Gatineau
2133 : Electrical and electronics engineers	Calgary	143	1	0.7 %	0.0 %	0	1	Calgary
2133 : Electrical and electronics engineers	Halifax	23	0	0.0 %	0.0 %	0	0	Halifax
2133 : Electrical and electronics engineers	Ottawa - Gatineau	296	1	0.3 %	0.9 %	3	-2	Ottawa - Gatineau
2141 : Industrial and manufacturing engineers	Calgary	3	0	0.0 %	0.0 %	0	0	Calgary
2141 : Industrial and manufacturing engineers	Ottawa - Gatineau	21	1	4.8 %	0.0 %	0	1	Ottawa - Gatineau
2148 : Other professional engineers, n.e.c.	Ottawa - Gatineau	6	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
2171 : Information systems analysts and consultants	Calgary	3	0	0.0 %	1.1 %	0	0	Calgary
2171 : Information systems analysts and consultants	Ottawa - Gatineau	25	0	0.0 %	1.9 %	0	0	Ottawa - Gatineau
2172 : Database analysts and data administrators	Ottawa - Gatineau	3	0	0.0 %	2.0 %	0	0	Ottawa - Gatineau
2174 : Computer programmers and interactive media developers	Ottawa - Gatineau	3	0	0.0 %	1.5 %	0	0	Ottawa - Gatineau
5121 : Authors and writers	Calgary	1	1	100.0 %	1.8 %	0	1	Calgary
5121 : Authors and writers	Ottawa - Gatineau	4	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
5122 : Editors	Calgary	1	0	0.0 %	3.7 %	0	0	Calgary
5122 : Editors	Ottawa - Gatineau	1	0	0.0 %	1.7 %	0	0	Ottawa - Gatineau
04 : Semi-Professionals and Technicians		129	2	1.6 %	2.2 %	3	-1	
2241 : Electrical and electronics engineering technologists and technicians	Calgary	35	0	0.0 %	1.3 %	0	0	Calgary
2241 : Electrical and electronics engineering technologists and technicians	Halifax	12	0	0.0 %	1.4 %	0	0	Halifax
2241 : Electrical and electronics engineering technologists and technicians	Ottawa - Gatineau	53	1	1.9 %	2.6 %	1	0	Ottawa - Gatineau
2251 : Architectural technologists and technicians	Ottawa - Gatineau	1	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
2253 : Drafting technologists and technicians	Ottawa - Gatineau	12	0	0.0 %	2.2 %	0	0	Ottawa - Gatineau



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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Abo Representation	Aborigi entation	Aboriginal Peoples ion Availability	bility	Gap	Recruitment Area
		#	# 7	%	%	#	# 7	
2282 : User support technicians	Calgary	2	0	0.0 %	3.4 %	0	0	Calgary
2282 : User support technicians	Halifax	<u> </u>	0	0.0 %	2.4 %	0	0	Halifax
2282 : User support technicians	Ottawa - Gatineau	10	_	10.0 %	4.2 %	0	_	Ottawa - Gatineau
4211 : Paralegal and related occupations	Ottawa - Gatineau	_	0	0.0 %	4.1 %	0	0	Ottawa - Gatineau
5223 : Graphic arts technicians	Ottawa - Gatineau	<u> </u>	0	0.0 %	6.9 %	0	0	Ottawa - Gatineau
5241 : Graphic designers and illustrators	Calgary	<u> </u>	0	0.0 %	2.1 %	0	0	Calgary
07 : Administrative and Senior Clerical Personnel		31	_	3.2 %	2.5 %	_	0	
1221 : Administrative officers	Calgary	5	0	0.0 %	2.3 %	0	0	Calgary
1221 : Administrative officers	Halifax	2	0	0.0 %	1.7 %	0	0	Halifax
1221 : Administrative officers	Ottawa - Gatineau	17	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
1225 : Purchasing agents and officers	Ottawa - Gatineau	2	0	0.0 %	1.9 %	0	0	Ottawa - Gatineau
1241 : Administrative assistants	Calgary	_	0	0.0 %	3.2 %	0	0	Calgary
1241 : Administrative assistants	Ottawa - Gatineau	2	_	50.0 %	4.0 %	0	_	Ottawa - Gatineau
1315 : Customs, ship and other brokers	Ottawa - Gatineau	N	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
09 : Skilled Crafts and Trades Workers		ω	0	0.0 %	0.9 %	0	0	
7271 : Carpenters	Ottawa - Gatineau	_	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
7313 : Refrigeration and air conditioning mechanics	Ottawa - Gatineau	2	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
10 : Clerical Personnel		21	_	4.8 %	1.1 %	0	_	
1432 : Payroll clerks	Ottawa - Gatineau	_	0	0.0 %	5.6 %	0	0	Ottawa - Gatineau
1511 : Mail, postal and related workers	Calgary	_	0	0.0 %	4.3 %	0	0	Calgary
1521 : Shippers and receivers	Ottawa - Gatineau	2	0	0.0 %	1.2 %	0	0	Ottawa - Gatineau
1523 : Production logistics co-ordinators	Calgary	_	0	0.0 %	3.4 %	0	0	Calgary
1523 : Production logistics co-ordinators	Halifax	_	0	0.0 %	0.0 %	0	0	Halifax
1523 : Production logistics co-ordinators	Ottawa - Gatineau	13	_	7.7 %	0.0 %	0	_	Ottawa - Gatineau

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Aboriginal Peoples

				Aboriç	ginal Peoples	S		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
1524 : Purchasing and inventory control workers	Calgary	1	0	0.0 %	5.6 %	0	0	Calgary
1524 : Purchasing and inventory control workers	Ottawa - Gatineau	1	0	0.0 %	1.5 %	0	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		71	2	2.8 %	1.4 %	1	1	
7445 : Other repairers and servicers	Calgary	1	0	0.0 %	2.6 %	0	0	Calgary
7445 : Other repairers and servicers	Ottawa - Gatineau	5	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau
7452 : Material handlers	Calgary	1	0	0.0 %	4.5 %	0	0	Calgary
7452 : Material handlers	Ottawa - Gatineau	7	1	14.3 %	3.5 %	0	1	Ottawa - Gatineau
9523 : Electronics assemblers, fabricators, inspectors and testers	Ottawa - Gatineau	57	1	1.8 %	1.1 %	1	0	Ottawa - Gatineau
Total		1100	12	1.1 %	1.1 %	12	0	

Total may not equal sum of components due to rounding.

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



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Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

004516

Workforce Analysis - Detailed Report

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Members of Visible Minorities

			_	Members of	Members of Visible Minorities		
Employment Equity Occupational Group	Internal Location	All Employees #	Kepreso #	# %	Availability %#	# ##	Recruitment Area
01 : Senior Managers	National	11	0	0.0 %	10.1 %	1 -1	National
02 : Middle and Other Managers		201	18	9.0 %	14.2 %	29 -11	
0111 : Financial managers	Ottawa - Gatineau	ω	0	0.0 %	14.5 %	0 0	Ottawa - Gatineau
0112 : Human resources managers	Ottawa - Gatineau	4	0	0.0 %	9.3 %	0 0	Ottawa - Gatineau
0113 : Purchasing managers	Calgary	_	0	0.0 %	16.2 %	0 0	Calgary
0114 : Other administrative services managers	Calgary	O	0	0.0 %	18.2 %	<u>-</u>	Calgary
0114 : Other administrative services managers	Ottawa - Gatineau	14	_	7.1 %	7.5 %	1 0	Ottawa - Gatineau
0124 : Advertising, marketing and public relations managers	Ottawa - Gatineau	2	0	0.0 %	9.9 %	0 0	Ottawa - Gatineau
0125 : Other business services managers	Calgary	_	0	0.0 %	13.8 %	0 0	Calgary
0125 : Other business services managers	Ottawa - Gatineau	2	0	0.0 %	11.4 %	0 0	Ottawa - Gatineau
0211 : Engineering managers	Calgary	46	∞	17.4 %	19.8 %	9 -1	Calgary
0211 : Engineering managers	Halifax	7	0	0.0 %	6.8 %	0 0	Halifax
0211 : Engineering managers	Ottawa - Gatineau	90	7	7.8 %	14.2 %	13 -6	Ottawa - Gatineau
0213 : Computer and information systems managers	Ottawa - Gatineau	Сī	0	0.0 %	14.2 %	-1	Ottawa - Gatineau
0311 : Managers in health care	Ottawa - Gatineau	_	0	0.0 %	8.9 %	0 0	Ottawa - Gatineau
0601 : Corporate sales managers	Halifax	_	0	0.0 %	1.7 %	0 0	Halifax
0601 : Corporate sales managers	Ottawa - Gatineau	12	<u> </u>	8.3 %	10.5 %	1 0	Ottawa - Gatineau
0911 : Manufacturing managers	Ottawa - Gatineau	7	<u> </u>	14.3 %	9.8 %	1 0	Ottawa - Gatineau
03 : Professionals		633	121	19.1 %	29.0 %	184 -63	
1112 : Financial and investment analysts	Calgary	N	2	100.0 %	27.4 %	<u></u>	Calgary
1112 : Financial and investment analysts	Ottawa - Gatineau	4	ω	75.0 %	24.2 %	1 2	Ottawa - Gatineau
1121 : Human resources professionals	Calgary	_	_	100.0 %	16.2 %	0 1	Calgary
1121 : Human resources professionals	Ottawa - Gatineau	œ	0	0.0 %	10.9 %	-1	Ottawa - Gatineau
1122 : Professional occupations in business management consulting	Calgary	11	ω	27.3 %	20.1 %	2 1	Calgary

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Workforce Analysis - Detailed Report

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Members of Visible Minorities

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Halifax A	Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability G	ap Recruitment Area
1122 Professional occupations in business management consulting Calgary 3			#	#	%	%	#	#
Calgary Calg	1122 : Professional occupations in business management consulting	Halifax	4	0	0.0 %	5.5 %	0	0 Halifax
2132 Mechanical engineers Catagany 143 40 28.0 % 45.8 % 65 25 Catagany 2133 Electrical and electronics engineers Halifax 23 14.3 % 11.4 % 33 24 Halifax 233 Electrical and electronics engineers Halifax 238 25 Catagany 2133 Electrical and electronics engineers Catagany 238 258 27.6 % 22 258 Catagany 2141 Electrical and electronics engineers Catagany 238 258 258 258 Catagany 238 258 2	1122 : Professional occupations in business management consulting	Ottawa - Gatineau	61	7	11.5 %	14.0 %	9	-2 Ottawa - Gatineau
2133 : Electrical and electronics engineers Calgary 143 40 28.0% 45.8% 65 25 Calgary 2133 : Electrical and electronics engineers Halifax 23 1 4.3% 11.4% 3 2 Halifax 2133 : Electrical and electronics engineers Ottawa - Gatineau 296 57 19.3% 27.6% 82 25 Ottawa - Catineau 2141 : Industrial and manufacturing engineers Ottawa - Gatineau 21 3 14.3% 30.0% 6 20 Ottawa - Gatineau 2148 : Other professional engineers, n.e.c. Ottawa - Gatineau 6 0 0.0% 32.0% 2 Ottawa - Gatineau 2171 : Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0% 20.9% 5 3 Ottawa - Gatineau 2171 : Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0% 20.9% 5 3 Ottawa - Gatineau 2171 : Information systems analysts and consultants Ottawa - Gatineau 3 0 0.0% <td>2132 : Mechanical engineers</td> <td>Calgary</td> <td>3</td> <td>2</td> <td>66.7 %</td> <td>41.4 %</td> <td>1</td> <td>1 Calgary</td>	2132 : Mechanical engineers	Calgary	3	2	66.7 %	41.4 %	1	1 Calgary
2133 : Electrical and electronics engineers Halifax 23 1 4.3 % 11.4 % 3 2 Halifax 2133 : Electrical and electronics engineers Ottawa - Gatineau 296 57 19.3 % 27.6 % 82 25 Ottawa - Catineau 2141 : Industrial and manufacturing engineers Calgary 3 0 0.0 % 45.2 % 1 3 Ottawa - Catineau 2148 : Other professional engineers, n.e.c. Ottawa - Gatineau 6 0 0.0 % 32.0 % 2 2 Ottawa - Catineau 2171 : Information systems analysts and consultants Calgary 3 0 0.0 % 31.3 % 1 0 Ottawa - Catineau 2172 : Database analysts and data administrators Ottawa - Gatineau 25 2 8.0 % 20.9 % 5 3 Ottawa - Catineau 2172 : Database analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 Ottawa - Catineau 2172 : Authors and writers Calgary 1 0 0.0 % 8.9 %	2132 : Mechanical engineers	Ottawa - Gatineau	6	0	0.0 %	18.7 %	1	-1 Ottawa - Gatineau
2133 : Electrical and electronics engineers Ottawa - Gatineau 296 57 19.3 % 27.6 % 82 25 Ottawa - Gatineau 2141 : Industrial and manufacturing engineers Calgary 3 0 0.0 % 45.2 % 1 -1 Calgary 2141 : Industrial and manufacturing engineers Ottawa - Gatineau 21 3 14.3 % 30.0 % 6 -3 Ottawa - Gatineau 2148 : Other professional engineers, n.e.c. Ottawa - Gatineau 6 0 0.0 % 32.0 % 2 -2 Ottawa - Gatineau 2171 : Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0 % 20.9 % 5 3 Ottawa - Gatineau 2172 : Database analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 Ottawa - Gatineau 2172 : Catabase analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 Ottawa - Gatineau 2172 : Catabase analysts and developers Ottawa - Gatineau 4 0 0.0 %<	2133 : Electrical and electronics engineers	Calgary	143	40	28.0 %	45.8 %	65	25 Calgary
2141: Industrial and manufacturing engineers Calgary 3 0 0.0 % 45.2 % 1 Calgary 2141: Industrial and manufacturing engineers Ottawa - Gatineau 21 3 14.3 % 30.0 % 6 3 Ottawa - Gatineau 2148: Other professional engineers, n.e.c. Ottawa - Gatineau 6 0 0.0 % 32.0 % 2 2 Ottawa - Gatineau 2171: Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0 % 20.9 % 5 3 Ottawa - Gatineau 2172: Database analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 0 Ottawa - Gatineau 2172: Computer programmers and interactive media developers Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 0 Ottawa - Gatineau 2172: Authors and writers Calgary 1 0 0.0 % 8.9 % 0 0 Ottawa - Gatineau 5122: Editors Calgary 1 0 0.0 % 12.0 % 0 Ottawa - Gatineau 41: Electrical and electronics engineering technologists and techni	2133 : Electrical and electronics engineers	Halifax	23	1	4.3 %	11.4 %	3	-2 Halifax
2141 : Industrial and manufacturing engineers Ottawa - Gatineau 21 3 14.3 % 30.0 % 6 3 Ottawa - Gatineau 2148 : Other professional engineers, n.e.c. Ottawa - Gatineau 6 0 0.0 % 32.0 % 2 2 Ottawa - Gatineau 2171 : Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0 % 20.9 % 5 3 Ottawa - Gatineau 2172 : Database analysts and consultants Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 0 Ottawa - Gatineau 2172 : Database analysts and donsultants Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 0 Ottawa - Gatineau 2172 : Database analysts and deta administrators Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 0 Ottawa - Gatineau 2172 : Computer programmers and interactive media developers Ottawa - Gatineau 3 0 0.0 % 8.9 % 0 0 Calgary 5121 : Authors and writers Calgary 1 0	2133 : Electrical and electronics engineers	Ottawa - Gatineau	296	57	19.3 %	27.6 %	82	25 Ottawa - Gatineau
2148: Other professional engineers, n.e.c. Ottawa - Gatineau 6 0 0.0 % 32.0 % 2 -2 Ottawa - Gatineau 2171: Information systems analysts and consultants Calgary 3 0 0.0 % 31.3 % 1 -1 Calgary 2171: Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0 % 20.9 % 5 -3 Ottawa - Gatineau 2172: Database analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 -1 Ottawa - Gatineau 2174: Computer programmers and interactive media developers Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 -1 Ottawa - Gatineau 5121: Authors and writers Calgary 1 0 0.0 % 8.9 % 0 0 Calgary 5122: Editors Calgary 1 0 0.0 % 6.7 % 0 0 Ottawa - Gatineau 5122: Editors Calgary 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 04: Semi-Professionals and Technicians Calgary <td< td=""><td>2141 : Industrial and manufacturing engineers</td><td>Calgary</td><td>3</td><td>0</td><td>0.0 %</td><td>45.2 %</td><td>1</td><td>-1 Calgary</td></td<>	2141 : Industrial and manufacturing engineers	Calgary	3	0	0.0 %	45.2 %	1	-1 Calgary
21711: Information systems analysts and consultants Calgary 3 0 0.0 % 31.3 % 1 Calgary 2171: Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0 % 20.9 % 5 3 Ottawa - Gatineau 2172: Database analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 -1 Ottawa - Gatineau 2174: Computer programmers and interactive media developers Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 -1 Ottawa - Gatineau 5121: Authors and writers Calgary 1 0 0.0 % 8.9 % 0 0 Calgary 5122: Editors Calgary 1 0 0.0 % 6.7 % 0 0 Ottawa - Gatineau 5122: Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 61: Semi-Professionals and Technicians Calgary 1 16.3 % 22.5 % 29 -8 2241: Electrical and electronics engineering technologists and technicians Calgary 1 11.4 %	2141 : Industrial and manufacturing engineers	Ottawa - Gatineau	21	3	14.3 %	30.0 %	6	-3 Ottawa - Gatineau
2171 : Information systems analysts and consultants Ottawa - Gatineau 25 2 8.0 % 20.9 % 5 -3 Ottawa - Gatineau 2172 : Database analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 -1 Ottawa - Gatineau 2174 : Computer programmers and interactive media developers Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 -1 Ottawa - Gatineau 5121 : Authors and writers Calgary 1 0 0.0 % 8.9 % 0 0 Calgary 5122 : Editors Ottawa - Gatineau 4 0 0.0 % 6.7 % 0 0 Ottawa - Gatineau 5122 : Editors Ottawa - Gatineau 1 0 0.0 % 19.1 % 0 0 Ottawa - Gatineau 5122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 61 : Semi-Professionals and Technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians	2148 : Other professional engineers, n.e.c.	Ottawa - Gatineau	6	0	0.0 %	32.0 %	2	-2 Ottawa - Gatineau
2172 : Database analysts and data administrators Ottawa - Gatineau 3 0 0.0 % 23.4 % 1 -1 Ottawa - Gatineau 2174 : Computer programmers and interactive media developers Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 -1 Ottawa - Gatineau 5121 : Authors and writers Calgary 1 0 0.0 % 8.9 % 0 0 Ottawa - Gatineau 5122 : Editors Ottawa - Gatineau 4 0 0.0 % 19.1 % 0 0 Ottawa - Gatineau 5122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 5122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 6122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 6122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 6123 : Electrical and electronics engineering technologists and technicians Halifax 12	2171 : Information systems analysts and consultants	Calgary	3	0	0.0 %	31.3 %	1	-1 Calgary
2174 : Computer programmers and interactive media developers Ottawa - Gatineau 3 0 0.0 % 27.6 % 1 -1 Ottawa - Gatineau 5121 : Authors and writers Calgary 1 0 0.0 % 8.9 % 0 0 Calgary 5121 : Authors and writers Ottawa - Gatineau 4 0 0.0 % 6.7 % 0 0 Ottawa - Gatineau 5122 : Editors Calgary 1 0 0.0 % 19.1 % 0 0 Calgary 5122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 6122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 6122 : Editors Calgary 21 16.3 % 22.5 % 29 -8 2241 : Electrical and electronics engineering technologists and technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau 53 14 26.4 % 23.5 %<	2171 : Information systems analysts and consultants	Ottawa - Gatineau	25	2	8.0 %	20.9 %	5	-3 Ottawa - Gatineau
5121 : Authors and writers Calgary 1 0 0.0 % 8.9 % 0 0 Calgary 5121 : Authors and writers Ottawa - Gatineau 4 0 0.0 % 6.7 % 0 0 Ottawa - Gatineau 5122 : Editors Calgary 1 0 0.0 % 19.1 % 0 0 Ottawa - Gatineau 04 : Semi-Professionals and Technicians 129 21 16.3 % 22.5 % 29 -8 2241 : Electrical and electronics engineering technologists and technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians Halifax 12 0 0.0 % 2.3 % 0 0 Halifax 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau 53 14 26.4 % 23.5 % 12 2 Ottawa - Gatineau 2251 : Architectural technologists and technicians Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 <td>2172 : Database analysts and data administrators</td> <td>Ottawa - Gatineau</td> <td>3</td> <td>0</td> <td>0.0 %</td> <td>23.4 %</td> <td>1</td> <td>-1 Ottawa - Gatineau</td>	2172 : Database analysts and data administrators	Ottawa - Gatineau	3	0	0.0 %	23.4 %	1	-1 Ottawa - Gatineau
5121 : Authors and writers Ottawa - Gatineau 4 0 0.0 % 6.7 % 0 0 Ottawa - Gatineau 5122 : Editors Calgary 1 0 0.0 % 19.1 % 0 0 Calgary 5122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 04 : Semi-Professionals and Technicians 129 21 16.3 % 22.5 % 29 -8 2241 : Electrical and electronics engineering technologists and technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians Halifax 12 0 0.0 % 2.3 % 0 0 Halifax 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau 53 14 26.4 % 23.5 % 12 2 Ottawa - Gatineau 2251 : Architectural technologists and technicians Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 Ottawa - Gatineau	2174 : Computer programmers and interactive media developers	Ottawa - Gatineau	3	0	0.0 %	27.6 %	1	-1 Ottawa - Gatineau
5122 : Editors Calgary 1 0 0.0 % 19.1 % 0 0 Calgary 5122 : Editors Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 04 : Semi-Professionals and Technicians 129 21 16.3 % 22.5 % 29 -8 2241 : Electrical and electronics engineering technologists and technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians Halifax 12 0 0.0 % 2.3 % 0 0 Halifax 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau 53 14 26.4 % 23.5 % 12 2 Ottawa - Gatineau 2251 : Architectural technologists and technicians Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 Ottawa - Gatineau	5121 : Authors and writers	Calgary	1	0	0.0 %	8.9 %	0	0 Calgary
Ottawa - Gatineau 1 0 0.0 % 11.2 % 0 0 Ottawa - Gatineau 04 : Semi-Professionals and Technicians 129 21 16.3 % 22.5 % 29 -8 2241 : Electrical and electronics engineering technologists and technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians Halifax 12 0 0.0 % 2.3 % 0 0 Halifax 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 Ottawa - Gatineau Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 Ottawa - Gatineau	5121 : Authors and writers	Ottawa - Gatineau	4	0	0.0 %	6.7 %	0	0 Ottawa - Gatineau
04 : Semi-Professionals and Technicians 129 21 16.3 % 22.5 % 29 -8 2241 : Electrical and electronics engineering technologists and technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians Halifax 12 0 0.0 % 2.3 % 0 Halifax 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau Ottawa - Gatineau Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 Ottawa - Gatineau	5122 : Editors	Calgary	1	0	0.0 %	19.1 %	0	0 Calgary
2241 : Electrical and electronics engineering technologists and technicians Calgary 35 4 11.4 % 32.9 % 12 -8 Calgary 2241 : Electrical and electronics engineering technologists and technicians Halifax 12 0 0.0 % 2.3 % 0 Halifax 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 Ottawa - Gatineau	5122 : Editors	Ottawa - Gatineau	1	0	0.0 %	11.2 %	0	0 Ottawa - Gatineau
2241 : Electrical and electronics engineering technologists and technicians Halifax 12 0 0.0 % 2.3 % 0 Halifax 2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 Ottawa - Gatineau Ottawa - Gatineau	04 : Semi-Professionals and Technicians		129	21	16.3 %	22.5 %	29	-8
2241 : Electrical and electronics engineering technologists and technicians Ottawa - Gatineau 53 14 26.4 % 23.5 % 12 2 Ottawa - Gatineau 2251 : Architectural technologists and technicians Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 Ottawa - Gatineau	2241 : Electrical and electronics engineering technologists and technicians	Calgary	35	4	11.4 %	32.9 %	12	-8 Calgary
2251 : Architectural technologists and technicians Ottawa - Gatineau 1 0 0.0 % 10.7 % 0 0 Ottawa - Gatineau	2241 : Electrical and electronics engineering technologists and technicians	Halifax	12	0	0.0 %	2.3 %	0	0 Halifax
	2241 : Electrical and electronics engineering technologists and technicians	Ottawa - Gatineau	53	14	26.4 %	23.5 %	12	2 Ottawa - Gatineau
2253 : Drafting technologists and technicians Ottawa - Gatineau 12 0 0.0 % 11.5 % 1 Ottawa - Gatineau	2251 : Architectural technologists and technicians	Ottawa - Gatineau	1	0	0.0 %	10.7 %	0	0 Ottawa - Gatineau
	2253 : Drafting technologists and technicians	Ottawa - Gatineau	12	0	0.0 %	11.5 %	1	-1 Ottawa - Gatineau



Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

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Members of Visible Minorities

			_	Members of	Members of Visible Minorities				
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	Representation # %	Availability %#		Gap #	Recruitment Area	
2282 : User support technicians	Calgary	2	<u> </u>	50.0 %	31.8 %	<u> </u>	0	Calgary	'
2282 : User support technicians	Halifax	_	0	0.0 %	16.1 %	0	0	Halifax	
2282 : User support technicians	Ottawa - Gatineau	10	2	20.0 %	19.8 %	N	0	Ottawa - Gatineau	
4211 : Paralegal and related occupations	Ottawa - Gatineau	_	0	0.0 %	13.3 %	0	0	Ottawa - Gatineau	
5223 : Graphic arts technicians	Ottawa - Gatineau	_	0	0.0 %	13.8 %	0	0	Ottawa - Gatineau	
5241 : Graphic designers and illustrators	Calgary	<u> </u>	0	0.0 %	20.3 %	0	0	Calgary	
07 : Administrative and Senior Clerical Personnel		31	0	0.0 %	11.0 %	ω	ယ်		
1221 : Administrative officers	Calgary	5	0	0.0 %	15.1 %	1	7	Calgary	
1221 : Administrative officers	Halifax	N	0	0.0 %	6.2 %	0	0	Halifax	
1221 : Administrative officers	Ottawa - Gatineau	17	0	0.0 %	11.3 %	2	'n	Ottawa - Gatineau	
1225 : Purchasing agents and officers	Ottawa - Gatineau	N	0	0.0 %	9.7 %	0	0	Ottawa - Gatineau	
1241 : Administrative assistants	Calgary	_	0	0.0 %	16.2 %	0	0	Calgary	
1241 : Administrative assistants	Ottawa - Gatineau	2	0	0.0 %	12.6 %	0	0	Ottawa - Gatineau	
1315 : Customs, ship and other brokers	Ottawa - Gatineau	2	0	0.0 %	0.0 %	0	0	Ottawa - Gatineau	
09 : Skilled Crafts and Trades Workers		ω	0	0.0 %	9.2 %	0	0		
7271 : Carpenters	Ottawa - Gatineau	_	0	0.0 %	5.3 %	0	0	Ottawa - Gatineau	
7313 : Refrigeration and air conditioning mechanics	Ottawa - Gatineau	2	0	0.0 %	11.2 %	0	0	Ottawa - Gatineau	
10 : Clerical Personnel		21	2	9.5 %	14.2 %	3	<u>.</u>		
1432 : Payroll clerks	Ottawa - Gatineau	_	0	0.0 %	13.4 %	0	0	Ottawa - Gatineau	
1511 : Mail, postal and related workers	Calgary	_	0	0.0 %	38.2 %	0	0	Calgary	
1521 : Shippers and receivers	Ottawa - Gatineau	N	_	50.0 %	10.4 %	0		Ottawa - Gatineau	
1523 : Production logistics co-ordinators	Calgary	_	0	0.0 %	23.5 %	0	0	Calgary	
1523 : Production logistics co-ordinators	Halifax	1	0	0.0 %	0.0 %	0	0	Halifax	
1523 : Production logistics co-ordinators	Ottawa - Gatineau	13	<u> </u>	7.7 %	12.5 %	2	<u>.</u>	Ottawa - Gatineau	



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Members of Visible Minorities

				Members o	of Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Ava	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
1524 : Purchasing and inventory control workers	Calgary	1	0	0.0 %	29.0 %	0	0	Calgary
1524 : Purchasing and inventory control workers	Ottawa - Gatineau	1	0	0.0 %	11.8 %	0	0	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers		71	18	25.4 %	55.7 %	40	-22	
7445 : Other repairers and servicers	Calgary	1	0	0.0 %	19.3 %	0	0	Calgary
7445 : Other repairers and servicers	Ottawa - Gatineau	5	1	20.0 %	9.2 %	0	1	Ottawa - Gatineau
7452 : Material handlers	Calgary	1	0	0.0 %	33.4 %	0	0	Calgary
7452 : Material handlers	Ottawa - Gatineau	7	3	42.9 %	19.9 %	1	2	Ottawa - Gatineau
9523 : Electronics assemblers, fabricators, inspectors and testers	Ottawa - Gatineau	57	14	24.6 %	65.3 %	37	-23	Ottawa - Gatineau
Total		1100	180	16.4 %	26.2 %	289	-109	

Total may not equal sum of components due to rounding.

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



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Persons with Disabilities

				Persons v	Persons with Disabilities	es		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	entation %	Availability %#		Gap #	Recruitment Area
01/02 : Managers	National	212	10	4.7 %	4.3 %	9	<u> </u>	National
03 : Professionals	National	633	16	2.5 %	3.8 %	24	÷	National
04 : Semi-Professionals and Technicians	National	129	6	4.7 %	4.6 %	6	0	National
07 : Administrative and Senior Clerical Personnel	National	31	<u> </u>	3.2 %	3.4 %	<u> </u>	0	National
09 : Skilled Crafts and Trades Workers	National	ယ	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	21	0	0.0 %	7.0 %	_	<u>.</u>	National
12 : Semi-Skilled Manual Workers	National	71	_	1.4 %	4.8 %	ω	۵	National
Total		1100	34	3.1 %	4.1 %	44	-10	
Total many pot parried arms of pomponents due to remedie								

Total may not equal sum of components due to rounding.

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



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

We are focused on recruiting in our local markets and not at the national level as the workforce supply is available and does not cost us to relocate individuals. Only at the management level would we consider recruiting from across the country.

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	NOC (default EEOG)	CMA (default National)
03 : Professionals	NOC	CMA (default National)
04 : Semi-Professionals and Technicians	NOC	CMA (default Provincial)
06 : Supervisors: Crafts and Trades	NOC	CMA (default Provincial)
07 : Administrative and Senior Clerical Personnel	NOC (default EEOG)	CMA
09 : Skilled Crafts and Trades Workers	NOC	CMA (default Provincial)
10 : Clerical Personnel	NOC (default EEOG)	CMA
12 : Semi-Skilled Manual Workers	NOC (default EEOG)	CMA



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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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



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Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap
	#	#	%	%	#	#
01 : Senior Managers	11	2	18.2 %	27.4 %	3	-1
02 : Middle and Other Managers	201	39	19.4 %	21.9 %	44	-5
03 : Professionals	633	148	23.4 %	18.4 %	116	32
04 : Semi-Professionals and Technicians	129	15	11.6 %	14.7 %	19	-4
07 : Administrative and Senior Clerical Personnel	31	22	71.0 %	76.2 %	24	-2
09 : Skilled Crafts and Trades Workers	3	0	0.0 %	0.7 %	0	0
10 : Clerical Personnel	21	11	52.4 %	49.3 %	10	1
12 : Semi-Skilled Manual Workers	71	40	56.3 %	38.4 %	27	13
Total	1100	277	25.2 %	22.2 %	243	34

Total may not equal sum of components due to rounding.



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Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	bility	Gap
	#	#	%	%	#	#
01 : Senior Managers	11	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	201	_	0.5 %	1.1 %	2	-
03 : Professionals	633	ъ	0.8 %	0.8 %	ъ	0
04 : Semi-Professionals and Technicians	129	N	1.6 %	2.2 %	ω	-
07 : Administrative and Senior Clerical Personnel	31	_	3.2 %	2.5 %	_	0
09 : Skilled Crafts and Trades Workers	ω	0	0.0 %	0.9 %	0	0
10 : Clerical Personnel	21	_	4.8 %	1.1 %	0	<u> </u>
12 : Semi-Skilled Manual Workers	71	2	2.8 %	1.4 %	_	_
Total	1100	12	1.1 %	1.1 %	12	0

Total may not equal sum of components due to rounding.



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Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

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Members of Visible Minorities

			Members o	of Visible Min	norities		
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	11	0	0.0 %	10.1 %	1	-1	
02 : Middle and Other Managers	201	18	9.0 %	14.2 %	29	-11	
03 : Professionals	633	121	19.1 %	29.0 %	184	-63	
04 : Semi-Professionals and Technicians	129	21	16.3 %	22.5 %	29	-8	
07 : Administrative and Senior Clerical Personnel	31	0	0.0 %	11.0 %	3	-3	
09 : Skilled Crafts and Trades Workers	3	0	0.0 %	9.2 %	0	0	
10 : Clerical Personnel	21	2	9.5 %	14.2 %	3	-1	
12 : Semi-Skilled Manual Workers	71	18	25.4 %	55.7 %	40	-22	
Total	1100	180	16.4 %	26.2 %	289	-109	
. 5 6.	1100	100		/0	_50		

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

Workforce Analysis - Summary Report

Date: 2018-01-10

Persons with Disabilities

			Persons v	Persons with Disabilities	S	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	212	10	4.7 %	4.3 %	9	1
03 : Professionals	633	16	2.5 %	3.8 %	24	÷.
04 : Semi-Professionals and Technicians	129	6	4.7 %	4.6 %	6	0
07 : Administrative and Senior Clerical Personnel	31	<u> </u>	3.2 %	3.4 %	_	0
09 : Skilled Crafts and Trades Workers	ω	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	21	0	0.0 %	7.0 %	_	<u>.</u>
12 : Semi-Skilled Manual Workers	71	<u> </u>	1.4 %	4.8 %	ω	-23
Total	1100	34	3.1 %	4.1 %	44	-10

Total may not equal sum of components due to rounding.



2018-01-10

Workforce Analysis - Summary Report

Date: 2018-01-10

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

We are focused on recruiting in our local markets and not at the national level as the workforce supply is available and does not cost us to relocate individuals. Only at the management level would we consider recruiting from across the country.

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	NOC (default EEOG)	CMA (default National)
03 : Professionals	NOC	CMA (default National)
04 : Semi-Professionals and Technicians	NOC	CMA (default Provincial)
06 : Supervisors: Crafts and Trades	NOC	CMA (default Provincial)
07 : Administrative and Senior Clerical Personnel	NOC (default EEOG)	CMA
09 : Skilled Crafts and Trades Workers	NOC	CMA (default Provincial)
10 : Clerical Personnel	NOC (default EEOG)	CMA
12 : Semi-Skilled Manual Workers	NOC (default EEOG)	CMA



Workplace Equity Information Management System - General Dynamics Mission Systems-Canada (GDMS-C)

Workforce Analysis - Summary Report

Date: 2018-01-10

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Part 1: Workforce Analysis

General Dynamics Mission Systems-Canada

[Date: 2018-01-09]

Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	06	17

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	01	01

]	Гable 1: Women	
		First/Pro	evious Workforce A	Analysis
Emple	arment Fauita Occupational Crown (FFOC)	All Employees	Wor	nen
Empic	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	13	1	27.40
02	Middle & Other Managers	177	31	20.70
03	Professionals	526	121	18.50
04	Semi-Professionals & Technicians	108	16	14.20
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	1	0	0.00
07	Administrative & Senior Clerical Personnel	28	24	78.60
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	2	0	1.00
10	Clerical Personnel	25	13	53.50
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	56	35	38.20
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	1	0	0.00
Total		937	241	22.4

]	Table 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
11	2	27.40
201	39	21.90
633	148	18.40
129	15	14.70
0	0	0.00
0	0	0.00
31	22	76.20
0	0	0.00
3	0	0.70
21	11	49.30
0	ol	0.00
71	40	38.40
0	0	0.00
0	0	0.00
1,100	277	22.2

* Source:			
2011 Nation	al Household Su	rvey	

* Source:
2011 National Household Survey

Part 1: Workforce Analysis

General Dynamics Mission Systems-Canada

Date: 2018-01-09

Data from First/Previous Workforce Analysis

Data from Subsequent/Current Workforce

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2018	YYYY	Data from Subse
01	MM	Data from Subsequent/Current Workforce Analysis
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0.00	0	1	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
1.40	0	56	Semi-Skilled Manual Workers
0.00	0	0	Intermediate Sales & Service Personnel
1.90	0	25	Clerical Personnel
1.40	0	2	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
2.50	1	28	Administrative & Senior Clerical Personnel
0.00	0	<u> </u>	Supervisors: Crafts & Trades
0.00	0	0	Supervisors
1.90	1	108	Semi-Professionals & Technicians
0.80	2	526	Professionals
1.00	1	177	Middle & Other Managers
2,90	0	13	Senior Managers
%	#	#	
Availability*	Representation		ymene Edmiy Occupational Group (EEGG)
d Peoples	Aboriginal Peoples	All Employees	wment Fauity Occupational Crown (FFOC)
Analysis	First/Previous Workforce Analysis	First/Pr	
eoples	Table 2: Aboriginal Peoples	Table	

11 201 633 129 0 0 31 0 31 0 71

01 02 03 03 04 05 06 06 07 07 07

#		All Employees	Subsequent/Current Workforce Analysis	Tah	
		5 2	ent/Cu	le 6: /	
#	Representation	Al	rrent V	Table 6: Aboriginal Peoples	
	tation	Aboriginal Peoples	/orkfoi	inal P	
	Ava	al Peor	ce Ana	'eople	
%	Availability*	iles	ilysis	S	
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Source:	

2011 National Household Survey

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Part 1: Workforce Analysis

General Dynamics Mission Systems-Canada

[Date: 2018-01-09]

Data from First/Previous Workforce Analysis

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2015	06	17
YYYY	MM	DD
Data from Fi	rst/Previous Workf	orce Analysis

Data from Su	bsequent/Curro Analysis	ent Workforce
J.	Amarysis J.	J.

2018	01	01
YYYY	MM	DD
Data from Subse	quent/Current Wo	rkforce Analysis

		Table 3: Me	mbers of Visible	e Minorities
		First/Pr	evious Workforce A	Analysis
Employment Equity Occupational Group (EEOG)		All Employees	Members of Vis	sible Minorities
Embio	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	13	1	10.10
02	Middle & Other Managers	177	4	14.50
03	Professionals	526	76	29.60
04	Semi-Professionals & Technicians	108	3	24.40
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	1	0	17.60
07	Administrative & Senior Clerical Personnel	28	0	11.50
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	2	0	8.30
10	Clerical Personnel	25	0	15.70
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	56	8	55.20
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	1	1	19.40
Total		937	93	26.4

Table 7: Members of Visible Minorities				
Subsequent/Current Workforce Analysis				
All Employees	Members of Visi	ibers of Visible Minorities		
	Representation	Availability*		
#	#	%		
11	0	10.1		
201	18	14.2		
633	121	29.0		
129	21	22.5		
0	0	0.0		
0	0	0.0		
31	ol	11.0		
0	ol	0.0		
3	ol	9.2		
21	2	14.2		
0	0	0.0		
71	18	55.7		
0	ol	0.0		
0	0	0.0		
1,100	180	26.2		

* Source:	
2011 National Household Survey	

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

General Dynamics Mission Systems-Canada

[Date: 2018-01-09]

Data from First/Previous Workforce Analysis

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		First/Previous Workforce Analysis

Table 4:	1000
Persons with Di	
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First/Previous Workforce Analysis

Employment Equity Occupation:

Data from Subsequent/Current Workforce Analysis

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DD

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Data from Subsequent/Current Workforce

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Semi-Professionals & Technicians	108		4.60
Supervisors	0	0	0.00
Supervisors: Crafts & Trades		0	7.80
			5
Administrative & Semon Clerical Personner	20	0	3.40
Skilled Sales & Service Personnel	0	0	0.00
Skilled Crafts & Trades Workers	2	0	3.80
Clerical Personnel	25	_	7.00
Intermediate Sales & Service Personnel	0	0	0.00
Semi-Skilled Manual Workers	56	_	4.80
Other Sales & Service Personnel	0	0	0.00
Other Manual Workers	1	0	5.30
	937	6	<u>4</u>

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4.1	34	1.100
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4.6	6	129
3.8	16	633
4.3	10	212
%	#	#
Availability*	Representation	
Disabilities	Persons with Disabilities	All Employees
e Analysis	Subsequent/Current Workforce Analysis	Subsequent
abilities	Table 8: Persons with Disabilities	Table 8: 1

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Part 2: Flow Data Analysis

General Dynamics Mission Systems-Canada

[Date: 2018-01-09]

Start	Date of	Flow	Data
YYYY	MN	ı	DD
2015	06		17

End I	Date of Flow	Data
YYYY	MM	DD
2018	01	01

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

	Table 1: Women								
	Full-time /	/ National	Part-time / National						
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired					
	#	#	#	#					
01 Senior Managers	1	1	0	0					
02 Middle & Other Managers	18	7	0	0					
03 Professionals	224	56	1	1					
04 Semi-Professionals & Technicians	34	6	0	0					
05 Supervisors	0	0	0	0					
06 Supervisors: Crafts & Trades	0	0	0	0					
07 Administrative & Senior Clerical Personnel	7	3	1	1					
08 Skilled Sales & Service Personnel	0	0	0	0					
09 Skilled Crafts & Trades Workers	0	0	0	0					
10 Clerical Personnel	7	3	0	0					
11 Intermediate Sales & Service Personnel	0	0	0	0					
12 Semi-Skilled Manual Workers	18	10	0	0					
13 Other Sales & Service Personnel	0	0	0	0					
14 Other Manual Workers	0	0	0	0					

Total

	Table 5:	Women					
Full-time /	National	Part-time / National					
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted				
#	#	#	#				
0	0	0	0				
49	10	0	0				
141	34	0	0				
15	3	0	0				
0	0	0	0				
0	0	0	0				
5	4	0	0				
0	0	0	0				
0	0	0	0				
8	4	0	0				
0	0	0	0				
17	8	0	0				
0	0	0	0				
0	0	0	0				
235	63	0	0				

	Table 9:	Women					
Full-time	/ National	Part-time / National					
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated				
#	#	#	#				
0	0	0	0				
27	5	0	0				
103	27	0	0				
16	3	0	0				
0	0	0	0				
1	0	0	0				
1	1	0	0				
0	0	0	0				
0	0	0	0				
4	2	0	0				
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2	2	0	0				
0	0	0	0				
0	0	0	0				
154	40	0	0				

Part 2: Flow Data Analysis

General Dynamics Mission Systems-Canada

[Date: 2018-01-09]

Start	Date of Flow	Data
YYYY	MM	DD
2015	06	17

End I	Date of Flow	Data
YYYY	MM	DD
2018	01	01

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees
Terminated

	Table	3: Persons	with Disa	bilities		
	Full-time	/ National	Part-time / National			
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired		
	#	#	#	#		
01 Senior Managers	1	0	0	0		
02 Middle & Other Managers	18	1	0	0		
03 Professionals	224	4	0	0		
04 Semi-Professionals & Technicians	34	2	0	0		
05 Supervisors	0	0	0	0		
06 Supervisors: Crafts & Trades	0	0	0	0		
07 Administrative & Senior Clerical Personnel	7	1	0	0		
08 Skilled Sales & Service Personnel	0	0	0	0		
09 Skilled Crafts & Trades Workers	0	0	0	0		
10 Clerical Personnel	7	0	0	0		
11 Intermediate Sales & Service Personnel	0	0	0	0		
12 Semi-Skilled Manual Workers	18	0	0	0		
13 Other Sales & Service Personnel	0	0	0	0		
14 Other Manual Workers	0	0	0	0		
Total	309	8	0	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				
49	2	0	0				
141	2	0	0				
15	0	0	0				
0	0	0	0				
0	0	0	0				
5	0	0	0				
0	0	0	0				
0	0	0	0				
8	0	0	0				
0	0	0	0				
17	0	0	0				
0	0	0	0				
0	0	0	0				
235	4	0	0				

Tabla 1	1: Persons	with Dies	hilities
	/ National		/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
27	0	0	0
103	1	0	0
16	1	0	0
0	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
4	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
154	2	0	0

Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative & Senior Clerical Personnel	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers		Employment Equity Occupational Group (EEOG)									
309	0	0	18	0	7	0	0	7	0	0	34	224	18	1	#	All V Employees Mi Hired I	Full-time / National	Table 4: Mer	_	Data from					
68	0	0	ω	0	0	0	0	0	0	0	6	57	2	0	# #	Members of Visible Employees Minorities Hired		mbers of Visil	_	Data from Form 4 - Employees Hired	Start Date of Flow Data YYYY MM D 2015 06 1		Gener		Federal C
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	#	Visible vees Minorities d	Part-time / National	Table 4: Members of Visible Minorities	_	mployees	Flow Data DD 17	[Date:	General Dynamics Mission Systems-Canada	Part 2: Flo	Federal Contractors Program Achievement Ro
235	0	0	17	0	8	0	0	5	0	0	15	141	49	0	#	All Employees Promoted	Full-time / National	Table 8: Members	_	Data f	YYYY 2018	Date: 2018-01-09]	Mission Syste	Part 2: Flow Data Analysis	ogram Achie
42	0	0	S	0	_	0	0	0	0	0	(J.)	27	6	0	#	Members of Visible Minorities Promoted Promoted		읔		Data from Form 5 -	End Date of Flow Data YY MM D 18 01 0		ms-Canada	sis	vement Rep
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	# #	All Visible Employees Minorities Promoted Promoted	Part-time / National	Visible Minorities	_	5 - Employees	DD 01				eport
154	0	0	2	0	4	0	0	1	1	0	16	103	27	0	# ;	All Vis	Full-time / National	Table 12: Mem		Data from					
11 0	<u>o</u> (0	1 (<u>0</u>	0	0	<u> </u>	<u> </u>		0 (0	10		0 (# #	Members of Visible Employees Minorities Terminated	-	ers		Data from Form 6 - Employees Terminated					
0	0 0	0	0	0 0	0	0	0	0	0	0 0	0	0	0 0	0	#	Members of Visible Minorities Terminated	Part-time / National	of Visible Minorities		oloyees					

Federal Contractors Program Achievement Report Part 3: Goals General Dynamics Mission Systems-Canada [Date: 2018-01-09]

									Data I	or First/F	Previous (Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		1	1	1	↓	1	1	J	1	1	\	↓	1	J.	↓	1	1	↓ ·	1
		Table 1: Women																	
		First/Previous Short-term Goals																	
				All En	nployees										omen				
	Number	Grov	oth (New Posi	tions)	Turnover (Re	eplacement of Employees)	Terminated 1		Number Turnovar (Penlacement of					3 Year Goals From - To					
Employment Equity Occupational	NAVA MALOD	YYYY-MM-DD Actual Projected Actual Projected		ostad.	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		1- 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3			
Group (EEOG)	1111-3111-00	Actual	110	,	Actual	110,	Over 3	Years	1111-800-00		Over 3	Over 3 Years			Availability	r r cacan Gap	Gap	Representation	Years
	2015-06-17	Annually	Annually	Over 3 Years	Annually	Annually	Years		2015-06-17	Annually	Years	rears	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	13	-5.4%	0.0%	C		8.0%	3	3	1	8.0%	0	3	1	27.4%	27.4%	-3	-2	7.7%	15.4%
02 Middle & Other Managers	177	4.3%	2.7%	14	14.3%	11.3%	60	74	31	11.3%	11	20	15	20,7%	20.7%	-6	-5	17.5%	18.3%
03 Professionals	526	6.4%		C	17.8%		0	0	121	0.0%	0	-24	0		18.5%	24	24	23.0%	23.0%
04 Semi-Professionals & Tech	108	6.1%		C	13.5%		0	0	16	0.0%	0	-1	0		14.2%	1	1	14.8%	14.8%
05 Supervisors	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	1	-100.0%		C	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	28	1		C	3.4%		0	0	24		0	-2	0		78.6%	2	2	85.7%	85.7%
08 Skilled Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	14.5%		C	0.0%		0	0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%
10 Clerical Personnel	25	-5.6%	0.0000000000000000000000000000000000000	C	17.4%		0	0	13	0.0%	0	0	0		53.5%	0	0	52.0%	52.0%
11 Intermediate Sales & Service	0	0.0%		C	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	56	8.2%		0	3.1%		0	0	35		0	-14	0		38.2%	14	14	62.5%	62.5%
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	1	-100.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	0.0%	0.0%
Total	937	5.5%		1 0	15.1%		0	0	241	0.0%	0	-31	0		22.4%	31	31	25.7%	25.7%

† 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

	workforce Analysis) ÷ 2) x 10	v.											
						Table 2: Women							
Emml	oyment Equity Occupational		Wom	en									
	p (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments							
		#	%	#	%								
01	Senior Managers	1	0.0	1	0.0								
02	Middle & Other Managers	15	0.0	5	0,0								
	Professionals	0	0,0	0	0,0								
04	Semi-Professionals & Tech	0	0.0	0	0,0								
	Supervisors	0	0.0	0	0.0								
	Supervisors: Crafts & Trades	0	0.0	0	0.0								
07	Administrative & Sr Clerical	0	0.0	0	0.0								
	Skilled Sales & Service	0	0,0	0	0.0								
	Skilled Crafts & Trades	0	0.0	0	0.0								
	Clerical Personnel	0	0.0	0	0.0								
11	Intermediate Sales & Service	0	0.0	0	0.0								
	Semi-Skilled Manual	0	0.0		0.0								
	Other Sales & Service	0	0.0	0	0.0								
14	Other Manual Workers	0	0.0	0	0.0								
Total	·	16		6									

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Data for First/Previous Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Group (EEOG)	Employment Faulty Occupations						Data sources:	A B
9				ervice		s	-		Trades			5			#	2015-06-17	DG-IMW-AAAA	tions!	Number				←	From Workforce Analysis	С
937 5.5%	1 -100.0%	0.0%	56 8.2%	0.0%	25 -5.6%	2 14.5%	0.0%	28 3.5%	1 -100.0%	0 0.0%	108 6.1%	526 6.4%	177 4.3%	13 -5.4%	%	7 Annually	OD Actual	Si di					←		D
0	6.	0	1.5%	5	0.	0.	0.	5.	0.	0	11.4%		2.7%	0.	%	Annually	Projected	Crosm (rest rosmons)	uth (Non-Position				←	Data Entry	E
0	0	0	ω	0	0	0	0	0	0	0	37	155	14	0	#	Over 3 Years A				All Employees			←	C x E x 3 Ana Wc	Ŧ
15.1%	0.0%	0.0%	3.1%	0.0%	17.4%	0.0%	0.0%	3.4%	200.0%	0.0%	13.5%	17.8%	14.3%	0.0%	% %	Annually Annually	Actual	Employees)	nover (Replacem	ees			↓	From Flow Data Analysis & Data F Workforce Analysis*	С Н
			5.0%								5.0% 1	9.9% 156	11.3% 60		#	ally Over 3 Years	Projected	œs)	Turnover (Replacement of Terminated				←	From Flow Data Workforce Data Entry CxEx3 Analysis* Analysis* CxHx3 Analysis*	I
0	0	<u> </u>	8	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	0	16 53	6 311	0 74	0	#	rears	Hires Over 3	Anticipated					←	F; + 1	J
0 5	0	0	0	0	0	0	0		0	0	-	2	1	0	#	2015-06-17	YYYY-MM-DD	PAGILIDAL	Number		First/l	Table	←	From Workforce Analysis	×
0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	9.9%	11.3%	0.0%	%	Annually		Terminated Employees)			First/Previous Short-term Goals	Table 3: Aborigina	←	Equivalent K x	L
0	0	0	0	0	0	0	0	0	0	0	0	_	0	0	#	Over 3 Yo Years	1		1		term Goals	nal Peoples	←	Lx3	M
5	0	0	_	0	0	0	0	0	0	0	2	4	_	0	# #	Years 2015	Over 3		3				←	(F x Q) - J x P	0 N
0	0	0	0 1.4%	0	0	0	0	0	0	0	1.9%	3 1.0%	1.0%	0	%	2018	AAAA - AAAA	From - To	3 Year Goals	Aborig			+	Data Entry	P
1.1%	0.0%	0.0%	1.4%	0.0%	1.9%	1.4%	0.0%	2.5%	0.0%	0.0%		0.8%		2.9%	%		Availability	D		Aboriginal Peoples			←	From Workforce Analysis	Q
-5	0	0	<u>-1</u>	0	0	0	0	0	0	0	<u>-</u>	-2	-1	0	#		Present Gap						←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-5	0	0	<u>-</u>	0	0	0	0	0	0	0	<u>-</u>	<u>.</u>	0	0	#		Gap	D					+	(K - M + O) - ((C + F) x Q)	S
0.5%	0.0%	#DIV/0!	0.0%	#DIV/0!	0.0%	0.0%	#DIV/0!	3.6%	0.0%	#DIV/0!	0.9%	0.4%	0.6%	0.0%	%		Representation	D					←	K + C	T
0.5%	0.0%	#DIV/0!	0.0%				#DIV/0!			#DIV/0!		0.6%		0.0%	9/6	Tears	Representation in 3	Projected					←	(K - M + O) ÷ (C + F)	U

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

† Calculated by using the following formula: ((Current number of 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.

	Aborigi	Aboriginal Peoples		Lauk A. Abungma	Panen r cobico			
Employment Equity Occupational	Short-term Goals	Long-term Goals			Comments	ients		
group (EEGG)	# %	# %						
01 Senior Managers	0 0	0.0	0.0					
02 Middle & Other Managers	<u>-</u>	0.0	0.0					
03 Professionals	<u>3</u> 0	0.0	0.0					
04 Semi-Professionals & Tech	1 0		0.0					
05 Supervisors	0 0	0	0.0					
06 Supervisors: Crafts & Trades	0 0	0	0.0					
07 Administrative & Sr Clerical	0 0	0.0	0.0					
08 Skilled Sales & Service	0 0	0	0.0					
09 Skilled Crafts & Trades	0 0	0.0	0.0					
10 Clerical Personnel	0 0	0	0.0					
11 Intermediate Sales & Service	0 0	0	0.0					
12 Semi-Skilled Manual	0 0	0.0	0.0					
13 Other Sales & Service	0 0	0	0.0					
14 Other Manual Workers	0 0	0.0	0.0					
Total	<u>Us</u>	ယ						

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									Data	for First/F	Previous (Goals							
AB	C	D	E	F	G	Н	I	J	K	L	M	N	0	Р	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	C x H x 3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
E	↓	↓	↓	↓	↓				<u> </u>			<u> </u>	↓		↓		↓	1	1
										: Persons Previous St									
				All Em	plovees				FIFSU	Previous St	iort-term G	oais		Persons wi	th Disabilities	2			
					Turnover (Re	nlacement of	Terminated						3 Yea	r Goals	in Disabilitie.	Ì			
	Number	Grow	vth (New Posit	ions)		Employees)		Anticipated	Number	Turnover (Re	eplacement of l'Employees)	Hires	Fron	n - To					Projected
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	- reminated	(Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
3.04 _p (2.2.0 <i>y</i>)	2015-06-17	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-06-17	Annually	Over 3 Years	Years	2015	2018					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	190	-0.5%	2.7%	15	7.1%	11.3%	64	79	0	11.3%	0	9	3	4.3%	3.8%	1	-5	0.0%	1.5%
03 Professionals	526	6.4%	9.8%	155		9.9%	156	311	3	9.9%	1	25	12	3,8%	4.6%	-17	-17	0.6%	2.1%
04 Semi-Professionals & Tech	108	6.1%	11.4%	37	13.5%	5.0%	16	53	1	5.0%	0	4	2	4.6%	0.0%	-4	3	0.9%	2.1%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		7.8%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	1	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		3.4%		0	0.0%	0.0%
07 Administrative & Sr Clerical	28	3.5%	3.0%	3	3.4%	5.0%	4	7	0	5.0%	0	1	0	3.4%	0.0%	-1	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%		0	0.0% 0.0%		0	0	0	0.0%	1 0	0	0		3.8% 7.0%		0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades 10 Clerical Personnel	25	14.5% -5.6%	5.0%	0	17.4%	4.0%	0	"	1	0.0% 4.0%	1 0	"	0	4.0%	0.0%	1 '	"	0.0% 4.0%	0.0% 3.4%
11 Intermediate Sales & Service	23	-3.6% 0.0%	5.0%	4	0.0%	4.0%	3	_ ′	1	0.0%	1 0	1	0	4.0%	4.8%	-1	1	#DIV/0!	#DIV/0!
12 Semi-Skilled Manual	56	8.2%	1.5%	2	3.1%	5.0%	0	'	1	5.0%	1 %	0	1	4.8%	4.8% 0.0%	1 3		#DIV/0!	#DIV/0! 3.4%
13 Other Sales & Service	20	0.0%	1.3%	3	0.0%	3.076	0	11	1	0.0%	"		1	4.870	5.3%	-2		#DIV/0!	#DIV/0!
14 Other Manual Workers	1	-100.0%		٨	0.0%		0	"	0	0.0%	"		0		3.5% 4.1%] ,		#DI V/0!	#DIV/0!
Total	937	5.5%		0	15.1%		0	0	6	0.0%	0	#REF!	0	1	#REF!	-32	#REF!	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) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

	WORKIOICC Allalysis) · 2) x 10					
						Table 6: Persons with Disabilities
E1	oyment Equity Occupational	P	ersons with	Disabilities		
		Short-ter	m Goals	Long-ter	m Goals	Comments
Grou	p (EEOG)	#	%	#	%	
01/02	Managers	3	0.0	6	0.0	
03	Professionals	12	0.0	12	0.0	
04	Semi-Professionals & Tech	2	0.0	4	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	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	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	1	0.0	1	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		18		24		

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Data for First/Previous Goals В C D E G Н K M N 0 Q From Flow From From Data From From From (K - M +Equivalent (F x Q) $(K - M + O) \div (C$ Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 $\mathbf{K} \div \mathbf{C}$ Data sources: Workforce F + IWorkforce KxLx3 J x P Data Entry Workforce Workforce O) - ((C + to H R + M+ F) Workforce Analysis Analysis¹ Analysis Analysis Analysis F) x Q) Analysis‡ Ţ **Table 7: Members of Visible Minorities** First/Previous Short-term Goals All Employees Members of Visible Minorities Turnover (Replacement of Terminated 3 Year Goals Growth (New Positions) Turnover (Replacement of Hires Employees) From - To Anticipated Projected **Employment Equity Occupational** Terminated Employees) Required Present Projected Present YYYY-MM-DE YYYY - YYYY Actual Projected Actual Projected Hires Over 3 YYYY-MM-DD Present Gar Representation in 3 Group (EEOG) Availability Over 3 Representation Years Years Over 3 Over 3 Over 3 Vears 2015-06-17 2015-06-17 2015 2018 Annually Annually Annualiy Annually Annually % % % % % % % % % Senior Managers 13 -5.4% 0.0% 0.09 10.19 7.7% 02 Middle & Other Managers 177 11 4.3% 2.79 14.3% 11.3% 60 11.39 14.5% 14.5% -22 -14 2.3% 7.3% 155 156 149 92 -80 03 Professionals 526 6.4% 9.8% 17.8% 9.9% 311 9.9% 23 29.6% 29.6% -57 14.4% 21.3% 04 Semi-Professionals & Tech 108 6.1% 11.4% 37 13.5% 5.0% 16 5.0% 32 13 24.4% 24.4% -23 2.8% 11.0% 0.0% 0.0% #DIV/0! #DIV/0! 05 Supervisors 0.0% 0.0% 06 Supervisors: Crafts & Trades -100.0% 200.0% 0.0% 17.6% 0.0% 0.0% 07 Administrative & Sr Clerical 3.5% 3.0% 5.0% 5.0% 11.5% 11.5% 0.0% 3.2% 3.4% 08 Skilled Sales & Service 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 09 Skilled Crafts & Trades 14.5% 0.0% 0.0% 8.3% 0.0% 0.0% 10 Clerical Personnel -5.6% 5.0% 17.4% 4.0% 4.0% 15.7% 15.7% 0.0% 3.4% 11 Intermediate Sales & Service 0.0% 0.0% 0.0% 0.0% #DIV/0! #DIV/0! 12 Semi-Skilled Manual 8.2% 1.59 3.1% 5.0% 5.0% 26 55.2% 55.2% -23 -20 14.3% 22.0% 13 Other Sales & Service 0.0% 0.0% 0.09 0.0% #DIV/0! #DIV/0! 14 Other Manual Workers -100.0% 0.0% 0.0% 19.4% 100.0% 100.0% 5.5% 15.1% 0.0% 26.4% -154 9.9% 9.9% Total

† 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) ÷ (1) x 100

	workforce Analysis) ÷ 2) x 10	υ.				
						Table 8: Members of Visible Minorities
F		Meml	ers of Visi	ible Minorit	ties	
	loyment Equity Occupational p (EEOG)	Short-term	n Goals	Long-ter	m Goals	Comments
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	11	0.0	14	0.0	
03	Professionals	92	0.0		0,0	
04	Semi-Professionals & Tech	13	0.0	19	0.0	
	Supervisors	0	0.0	0	0.0	
	Supervisors: Crafts & Trades	0	0,0	0	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	4	0.0	
1	Intermediate Sales & Service	0	0.0		0.0	
12	Semi-Skilled Manual	6	0.0	20	0.0	
	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		124		117		

			Part 3: Goals Dynamics Mission Sys [Date: 2018-01-09	Federal Con General				[Date: 2018-01-09]	General Dynamics Mission Systems-Canada	1
004541			. ~	Part 3: Goals Dynamics Mission Sy [Date: 2018-01-05	receral Contractors Program Ac Part 3: Goals General Dynamics Mission Sy [Date: 2018-01-05	rederal Contractors Program Ac Part 3: Goals General Dynamics Mission Sy [Date: 2018-01-05	Federal Contractors Program Ac Part 3: Goals General Dynamics Mission Sy [Date: 2018-01-05)]	stems-Canada	hievement Report
port		Federal Contractors Program Achievement Report Part 3: Goals General Dynamics Mission Systems-Canada [Date: 2018-01-09]	General General							

Data for Subsequent/Current Goals

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01									Data	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrati	Supervisors:	Supervisors	Semi-Profes	Professionals	Middle & O	Senior Managers		th (many d)	Graim (FFOG)	loumant Fami					Data sources:	
	al Workers	& Service	1 Manual	Intermediate Sales & Service	sonnel	ts & Trades	s & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades		Semi-Professionals & Tech	s	Middle & Other Managers	agers			of Constitution							В
				ice				cal	des		<u> </u>		· ·		#	2018-01-01	YYYY-MM-DD	Number				 ←	From Workforce Analysis	C
,100	0 -	0	71	0	21	ယ	0	31	0	0	129	633	201	=				q						
5.5%	100.0%	0.0%	8.2%	0.0%	-5.6%	14.5%	0.0%	3.5%	-100.0%	0.0%	6.1%	6.4%	4.3%	-5.4%	%	Annually	Actual	Growth				←	From Workforce [I Analysis [†]	D
								3.5%			6.1%		4.3%	0.0%	%	Annually	Pro	Growth (New Positions)				←	Oata Entry	E
															#	Over 3 Years	Projected	tions)	AII			←	СхЕх	Ŧ
0 1:	0	0	0	0	0 1	0	0	<u></u>	0 20	0	24 1:	0 1	26 1.	0	%	Annually	Actual	Turno	All Employees			←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis * Analysis * Analysis *	G
15.1%	0.0%	0.0%	3.1%	0.0%	17.4%	0.0%	0.0%	3.4%	200.0%	0.0%	13.5%	17.8%	14.3%	0.0%			ual	ver (Replaci Emp	<i>S</i>				Flow ta sis & Datiorce sis*	
								3.4%			13.5%		14.3%	0.0%	%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	a Entry C	Н
0	0	0	0	0	0	0	0	ယ	0	0	52	0	86	0	#	Over 3 Years	ed	rminated				←	`x H x 3	-
															#	Years	Hires Over 3	Anticipated				←	F + I	J
0	0	0	0	0	0	0	0	6	0	0	76	0	112	0									W _C	5
277	0	0	40	0	11	0	0	22	0	0	15	148	39	2	#	2018-01-01	YYYY-MM-DD	Number		Subseque		←	From Workforce Analysis	7
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%	0.0%	0.0%	13.5%	0.0%	14.3%	0.0%	%	Annually		Turnover (Replacement of		Subsequent/Current Short-term Goals	l'able 9: Won	-	Equivalent to H	Т
o`	6	<u> </u>	0`	0	<u> </u>	0`	•	<u> </u>	•	<u> </u>	<u>•`</u>	•	<u> </u>	•	#	Over 3 Years	•	urnover (Replacement o		t Short-t	Women	←	t KxLx3	Z
0	0	0	0	0	0	0	0	2	0	0	6	0	17	0	#:		Over 3			erm Goal		_	(3 (F x Q) - R + M	z
-33	0	0	-13	0	<u>-</u>	0	0	6	0	0	13	-32	28	_			3r 3	ġ		S				
0	0	0	0	0	0	0	0	5	0	0	=	0	25	0	#:	2018	YYYY-YYYY	3 Year Goals From - To				←	J x P	0
								76.2%			14.7%		21.9%	27.4%	%	2021	AYY	ioals To	=			←	Data Entry	P
22.2%	0.0%	0.0%	38.4%	0.0%	49.3%	0.7%	0.0%	76.2%	0.0%	0.0%	14.7%	18.4%	21.9%	27.4%	%		Availability	,	Women			←	From Workforce Analysis	Q
6 33	6 0	0	<u>6</u> 13	<u>•</u>	<u>`</u>	0	0	6 -2	0	<u> </u>	<u>6</u>	6 32	-5	<u>6</u> -1	#		Present Gap					<u>_</u>	From Workforce Analysis	R
33	0	0	13	0	_	0	0	<u>-1</u>	0	0	-2	32	<u>ა</u>	<u>-</u>	#		Gap					-	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
		#Di	<u>.</u>	#D:	5.	_	#Di	7			1			_	%	•	Representation					←	K ÷ C	T
25.2%	#DIV/0!	#DIV/0!	56.3%	#DIV/0!	52.4%	0.0%	#DIV/0!	71.0%	#DIV/0!	#DIV/0!	11.6%	23.4%	19.4%	18.2%									(K	
25.2%	#DIV/0!	#DIV/0!	56.3%	#DIV/0!	52.4%	0.0%	#DIV/0!	73.5%	#DIV/0!	#DIV/0!	13.1%	23.4%	20.7%	18.2%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	T U

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

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

A C COMMAND OF STREET	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Group (EEOG)	Employment Equity Occupationa		
				ce				al 76.2%	les		1 14.7%		21.9%	27.4%	9,6	Short-term Goa		
								<u>^</u>			6		<u>~</u>	6		Long-te	Women	
			38.4%		49.3%	0.7%		76.2%			14.7%	18,4%	21.9%	27.4%	%	Long-term Goals		
																		Table
																		Table 10: Women
																0		en
																Comments		
																9		

Federal Contractors Program Achievement Report Part 3: Goals General Dynamics Mission Systems-Canada [Date: 2018-01-09]
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Data for Subsequent/Current Goals

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01			Great						Data	A
	Other M	Other Sa	Semi-Sk	Intermed	Clerical	Skilled (Skilled S	Adminis	Supervis	Supervisors	Semi-Pro	Professionals	Middle è	Senior Managers			Group (EEOG)	avmont I					Data sources:	
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	fiate Sale	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	strative &	sors: Craf	sors	ofessiona	onals	Middle & Other Managers	/Janagers			3) 3)							В
	orkers	rvice	nual	Intermediate Sales & Service	_	Γrades	ervice	Administrative & Sr Clerical	Supervisors: Crafts & Trades		Semi-Professionals & Tech		Managers				e e e e e e e e e e e e e e e e e e e	Compation						
				e				11	es							2018							Wor An	ļļ
1,100	0	0	71	0	21	သ	0	31	0	0	129	633	201	1	#	2018-01-01	AAAAWW-DD	Number				┝	From Workforce Analysis	С
5.5%	-100.0%	0.0%	8.2%	0.0%	-5.6%	14.5%	0.0%	3.5%	-100.0%	0.0%	6.1%	6.4%	4.3%	-5.4%	%	Annually	Actual	Gre				←	From Workforce Analysis [†]	D
ò	6	<u>o`</u>	<u>o`</u>	<u>6</u>	0	6	6	<u>^`</u>	6	0		6		6	%	Annually		Growth (New Positions)				←	From Workforce Data Entry Analysis [†]	E
											6.1%		4.3%		#		Projected	ositions)	A				ttry CxEx3	
0	0	0	0	0	0	0	0	0	0	0	24	0	26	0	#			Tı	All Employees			-		Ŧ
15.1%	0.0%	0.0%	3.1%	0.0%	17.4%	0.0%	0.0%	3.4%	200.0%	0.0%	13.5%	17.8%	14.3%	0.0%	%	Voorally	Actual	irnover (Re	yees			<u></u>	From Flow Data Analysis & Workforce Analysis [‡]	G
											13.5%		14.3%		%	Annually	Pr	Turnover (Replacement of Terminated Employees)				←	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	Н
											ŏ		<u> </u>		#	Over 3 Years	Projected	of Termina				←	уСхН	I
0	0	0	0	0	0	0	0	0	0	0	52	0	86	0			Hire							
0	0	0	0	0	0	0	0	0	0	0	76	0	112	0	#	Todas	Hires Over 3	Anticipated				←	F + 1	J
															#	2018-01-01	AAA-WW-DD	Number		Subsec	Tab	←	From Workforce Analysis	K
12 (0	0	2	0		0	0		0	0	2 13	5	1 1,	0	%	Annually		Turnov		Subsequent/Current Short-term Goals	Fable 11: Aborigina	Ļ	Equivalent to H	L
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	13.5%	0.0%	14.3%	0.0%			ļ.	Turnover (Replacement of Terminated Employees)		rrent Sho	borigir		alent K x	
0	0	0	0	0	0	0	0	0	0	0	_	0	0	0	#	Over 3 Years	1			ort-term	ial Peoples	←	L x 3	Z
0		0	_	0	_	0	0	0	0	0	N	_		0	#	Years	Over 3	Hires		Goals	les	←	(F x Q) - R + M	z
															#	2018	3	31 F				←	JхР	0
0	0	0	0	0	0	0	0	0	0	0	2	0	_	0	%	2021	AAAA - AAAA	3 Year Goals From - To	Ab			<u>_</u>	Data Entry	P
											2.2%		1.1%						Aboriginal Peoples					
1.1%	0.0%	0.0%	1.4%	0.0%	1.1%	0.9%	0.0%	2.5%	0.0%	0.0%	2.2%	0.8%	1.1%	2.9%	%		Availability		Peoples			←	From Workforce Analysis	Q
		<u> </u>	<u> </u>												#		Present Gap					←	From Workforce Analysis	R
0	0	0	_	0	_	0	0	0	0	0	<u></u>	0		0	#		Sap Gap					Ļ	From (K - M + Workforce O) - ((C + Analysis F) x Q)	
0	0	0	_	0	_	0	0	0	0	0	0	0	0	0	**			-					Ø (C + M + M + M + M + M + M + M + M + M +	S
	#D	#D		#D			#D		#D	#D					%		Representation					<u>_</u>	K ÷ C	T
1.1%	#DIV/0!	#DIV/0!	2.8%	#DIV/0!	4.8%	0.0%	#DIV/0!	3.2%	#DIV/0!	#DIV/0!	1.6%	0.8%	0.5%	0.0%										
	#D	#D		#D.			#D		#D	#D					%	rears	Representation in 3	Projected				<u>_</u>	(K - M + O) ÷ (C + F)	U
1.1%	#DIV/0!	#DIV/0!	2.8%	#DIV/0!	4.8%	0.0%	#DIV/0!	3.2%	#DIV/0!	#DIV/0!	2.0%	0.8%	0.9%	0.0%			m in 3	-) ÷ (C	<u></u>

[†] 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: ((Current number of employees from Workforce Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

								Tabi	le 12: 🏄	borigi	Table 12: Aboriginal Peoples	ples							
Frank Committee	Abo	Aboriginal Peoples	coples																
mity Occupational	Short-term Goals		Long-term Goals	m Goals								Co	Comments	•					
Group (EEOG)		%		%															
01 Senior Managers				2.9%															
02 Middle & Other Managers		1.1%		1.1%															
03 Professionals				0.8%															
04 Semi-Professionals & Tech		2.2%		2.2%															
05 Supervisors																			
06 Supervisors: Crafts & Trades																			
07 Administrative & Sr Clerical				2.5%															
08 Skilled Sales & Service																			
09 Skilled Crafts & Trades				0.9%															
10 Clerical Personnel				1.1%															
11 Intermediate Sales & Service																			
12 Semi-Skilled Manual				1.4%															
13 Other Sales & Service																			
14 Other Manual Workers																			
Total																			

Federal Contractors Program Achievement Report Part 3: Goals General Dynamics Mission Systems-Canada [Date: 2018-01-09]

									Data for	Subseque	nt/Currei	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
_	Ţ	Ţ	Ţ	\	↓	↓	Ţ	↓	Ţ	↓	\	Ţ	↓	Ţ	↓	\	Ţ	J	Ţ
										: Persons									
									Subsequ	ent/Current	Short-tern	1 Goals							
_				All Em	ployees					,		,			th Disabilitie	S			,
	Number	Grov	oth (New Posit	ions)	Turnover (R	eplacement of	Terminated		Number	Turnover (Re	entecoment of		3 Yea						
Employment Equity Occupational						Employees)		Anticipated			Employees)	Hires Required		a - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected	Actual	Proje	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-01-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2018-01-01	Annually	Over 3 Years	Years	2018	2021					Tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	212	-0.5%		0	7.1%		0	0	10	0.0%	0	-1	0		4.3%	1	1	4.7%	4.7%
03 Professionals	633	6.4%	6.4%	122	17.8%	17.8%	338	460	16	17.8%	9	22	17	3.8%	3.8%	-8	-5	2.5%	3.2%
04 Semi-Professionals & Tech	129	6.1%		0	13.5%		0	0	6	0.0%	0	0	0		4.6%	0	0	4.7%	4.7%
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	31	3.5%		0	3.4%		0	0	1	0.0%	0	0	0		3.4%	0	0	3.2%	3.2%
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	3	14.5%		0	0.0%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%
10 Clerical Personnel	21	-5.6%	0.0%	0	17.4%	17.4%	11	11	0	17.4%	0	1	1	7.0%	7.0%	-1	0	0.0%	4.8%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	71	0.0% 8.2%	8.2%	17	0.0% 3.1%	3.1%	0] 34	0	0.0% 3.1%	0	0	0	4.8%	0.0% 4.8%		0	#DIV/0! 1.4%	#DIV/0! 2.3%
12 Semi-Skilled Manual 13 Other Sales & Service	/1	0.0%		17	0.0%	3.176	,	24	1	0.0%	١	3	1	4.070	0.0%	-2	-2	#DIV/0!	#DIV/0!
14 Other Manual Workers	0	-100.0%		۱ °	0.0%		0	١	"	0.0%	١	ا ا	"		0.0%		۱ ،	#DIV/0!	#DIV/0! #DIV/0!
Total	V	-100.070	Terror Control Control		1 0.070														

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

Workforce Analysis) ÷ 2) x 10	0.		
			Table 14: Persons with Disabilities
Employment Equity Occupational	Persons with	n Disabilities	
Group (EEOG)	Short-term Goals	Long-term Goals	Comments
	%	%	
01/02 Managers		4.3%	
03 Professionals	3.8%	6 3.8%	
04 Semi-Professionals & Tech		4.6%	
05 Supervisors			
06 Supervisors: Crafts & Trades			
07 Administrative & Sr Clerical		3.4%	
08 Skilled Sales & Service			
09 Skilled Crafts & Trades		3.8%	
10 Clerical Personnel	7.0%	6 7.0%	
11 Intermediate Sales & Service			
12 Semi-Skilled Manual	4.8%	4.8%	
13 Other Sales & Service			
14 Other Manual Workers			
Total			

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Data for Subsequent/Current Goals

Total	14 Other	13 Other	12 Semi-	11 Intern	10 Cleric	09 Skille	08 Skille	07 Admir	06 Super	05 Supervisors	04 Semi-	03 Profes	02 Middl	01 Senior		•	Group (EFOG)	Employmen						Data sources:	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	visors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			36)	Employment Faulty Occupations						·	В
1,100	0	0	71	0	21	3	0	31	0	0	129	633	201	- 11	#	2018-01-01	DO-WW-AAAA	Number	Number				-	From Workforce Analysis	С
5.5%	-100.0%	0.0%	8.2%	0.0%	-5.6%	14.5%	0.0%	3.5%	-100.0%	0.0%	6.1%	6.4%	4.3%	-5.4%	%	Annually	Actual	GIO					-	From Workforce Analysis [†]	D
			8.2%		0.0%			3.5%			6.1%	6.4%	4.3%	0.0%	%	Annually	Projected	CHONGI (NEW FOSITIONS)	A (None Books)				<u>_</u>	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis †	E
0	0	0	17	0	0	0	0	3	0	0	24	122	26	0	#	Over 3 Years	cted	ousy		All Employees			←	CxEx3	Ħ
15.1%	0.0%	0.0%	3.1%	0.0%	17.4%	0.0%	0.0%	3.4%	200.0%	0.0%	13.5%	17.8%	14.3%	0.0%	%	Annually	Actual	_	Turnover (Rep	doyees			←	From Flow Data Analysis & I Workforce Analysis [‡]	G
			3.1%		17.4%			3,4%			13.5%	17.8%	14.3%	0.0%	%	Annually	Projected	Employees)	Turnover (Replacement of Terminated				←	Data Entry (Н
0	0	0	7	0	=	0	0	သ	0	0	52	338	86	0	#	Over 3 Years		1	erminated				<u>_</u>	CxHx3	1
0	0	0	24	0	=	0	0	6	0	0	76	460	112	0	#	igns	Hires Over 3	Anticipated					←	F + I	J
180			18								2	121	18		#	2018-01-01	AAAAWW-DD	Mulliper	V		Subsequ	able 15: Members of Visible Minorities	←	From Workforce Analysis	7
0.0%	0.0%	0.0%	8 3.1%	0.0%	2 17.4%	0.0%	0.0%	3.4%	0.0%	0.0%	1 13.5%	1 17.8%	8 14.3%	0.0%	%	Annually		Terminate	1		Subsequent/Current Short-term Goals	dembers	←	Equivalent to H	L
0	0	0	2	0		0	0	0	0	0	9	65	8	0	#	Over 3 Years		Terminated Employees)			t Short-tern	of Visible	←	KxLx3	Z
108	0	0	33	0	2	0	0	4	0	0	22	163	22		#	Years	Over 3	Hires			n Goals	Minoritie	Ļ	(F x Q) - R + M	z
0	0	0	13	0	2	0	0	_	0	0	17	133	16	0	#	2018	*****	From - To	3 Year Goals	Mi		S	←	JхР	0
			55.7%		14.2%			11.0%			22.5%	29.0%	14.2%	10.1%	%	2021	. 1777	ı-To	Goals	embers of V			_	Data Entry	P
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-108	0	0	-20	0	0	0	0	ს.	0	0	-5	-30	-6	-1	#		Gap	Projected					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	S
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[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

Total	14 Oı	13 0	12 Se	11 In	10 CI	09 Sk	08 Sk	07 Ac	06 St	05 Su	04 Se	03 Pr	02 M	01 Se	Group (ELEGG)			
	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	bbod)	Cram (FFOC)	mad Emilio Os	
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-	Managers	2018 2015	201 526	39 121	19.4 23.0	21.9 18.5	44 97	-5 24		18	/	38.9	4	3	49	10	20.4	9	I	27	5	18.5	3	0
03	Professionals	2018	633	148	23.4	18.4	116	32	127.1	225	57	25.3	41	16	141	34	24.1	32	2	2 103	27	26.2	24	3
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05	Supervisors	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	C	0	0	0.0	0	C	0	0	0.0	0	0
06	Supervisors: Crafts & Trades	2015 2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0 0	C	0 0	0	0.0	0	C) 1	0	0.0	0	0
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02	Managers	2021	40		30.0	1.0	80.0	0.0			240.0	0.0		-										
03	Professionals	2018 2021	263	64		0	0.0	0.0	0.0	0	0.0	0.0												
-	Semi-Professionals &	2021	263 33			0	0.0	0.0		0	0.0	0.2												
04	Technicians	2021	33	6	18.2			0.1	12368.6			0.1	12368.6											
05	Supervisors	2018 2021	0	0		0	0.0	0.0		0	0.0	0.0												
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General Dynamics Mission Systems-Canada [Date: 2018-01-09] B C D E F G H I J K L M N O P Q R S T U V W X		V ÷ U x	Part 2: Flow Data Analysis Ana		P x F + 100	Q + P x 100 I	Part 2: Flow Data Analysis		L-N	K x G ÷ 100	L+K x100		Part 2: Flow Data Analysis	E÷H x 100	Е-Н		Part 1: Workforc Analysis			Part 1 Workfor Analys		Data sources:
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	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service Personnel	2015 2018	0	0	0.0	0.0	0	0	0.0			0.0	0		0	0	0.0	0				0.0	0	
	2018	1	0	0.0	0.0	0	0	0.0	C	0	0.0	0	'	0	0	0.0	0	0	0	0	0.0	U	
14 Other Manual Workers	2018	0	0	0.0	0.0	0	0	0.0	C	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
Total	2015 2018	937 1,100	241 277	25.7 25.2	22.4 22.2	210 244	31	114.8 113.4	311	88	28.3	69	19	9 235	63	26.8	60	2	154	40	26.0	40	
	2018	1,100	2//	23.2	22.2	244	33	113.4	311	. 00	28.3	09	1:	9 233	03	20.8	60	3	134	40	20.0	40	<u> </u>
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Occupational Group (EEOG)		All Employees	Wom		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					(Commen	ts				
	#	¥	и	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Personnel	2021	0	0	0.0		_	0.0	0.0		_	0.0	0.0											
14 Other Manual Workers	2018 2021	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Total	2018	392	111	28.3	16	693.8	0.0	0.0	6	1850.0	0.0	0.0											
Total	2021	392	111	28.3			0.0	0.0			0.0	0.0											

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										0.0	0.0	0.0							-	φ -	+	Supervisors: Crofts &
										0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0 0	- ∞	2018	05 Supervisors
										13774.1	0.0			1377					33		2021	Technicians
										0.0	0.0	100.0	1			100.0	1		33	8		% Semi-Professionals
										0.0	0.0								263		2021	03 Professionals
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										0.0	0.0	0.0	0			0.001			40 0		2021	02 Middle & Other
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0 1	0	1 1.0	103	-1	1	0.0	0	141	-1	2	0.4		225						633		2018	03 Professionals
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0	0	0.0	27	0	0	0 0	0	49		0	56	_	18	56.5 45.2	<u> </u>	2	1.0	1 0.6	177		2015	02 Middle & Other Managers
0 0	0	0 0.0	0	0	0	0.0	0	0	0	0	0.0	0		0.0	0	0	2.9	0 0.0	13	8	2015	01 Senior Managers
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Difference	Expected	Actual	All Employees	Difference			Actual	All Employees	Difference		E.	Actual	All Employees	EE Result	Gap	Availability	Avai	Representation		All Employees		(EEOG)
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Α	В	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y
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07	Administrative & Senior Clerical	2015	28		3.6	2.5	1	0	142.9			0.0			0 5		0.0					- 0.0		
	Skilled Sales &	2018 2015	31	0		2.5 0.0	0	0	129.0	8	0	0.0			0 5	0	0.0	0	- 0	1	0	0.0	0	
08	Service Personnel	2018	0	0	•	0.0	0	0	0.0	C	0	0.0	0		0 0	0	0.0	0	0	C	0	0.0	0	0
09	Skilled Crafts &	2015	2	0	0.0	1.4	0	0	0.0															
	Trades Workers	2018	3	0		0.9	0	0	0.0	C	0	0.0	0		0 0	0	0.0	0	0	C	0	0.0	0	0
10	Clerical Personnel	2015 2018	25 21		l	1.9 1.1	0	1	0.0 432.9	7	, 1	14.3	1 0		1 8	0	0.0	0	0) 4	0	0.0	0	0
	Intermediate Sales &	2015	0		-	0.0	0	0	0.0	<u> </u>	 	11.5			1 0		0.0					0.0		
11	Service Personnel	2018	0	0		0.0	0	0	0.0	C	0	0.0	0		0 0	0	0.0	0	0	C	0	0.0	0	0
12	Semi-Skilled Manual Workers	2015 2018	56 71		1	1.4 1.4	1	-1	201.2	18	3 0	0.0			0 17	0	0.0	0			0	0.0	0	
	WOIKEIS	2018	/1		2.0	1.4	1	1	201.2	10	<u> </u>	0.0	1 0		0 17	1 0	0.0	U	0	'1 4	1 0	0.0	U	<u> </u>
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÷Ix 100	Part 3: Goals	E÷K x 100	Part 3: Goals	F÷M x 100											
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	Administrative &	# 2018	# 12	# 0	0.0	# 0	%	%	0.0	#	0.0	0.0	0.0											
07	Senior Clerical	2018	12				0.0	0.0	0.0		0.0	0.0	I											
08	Skilled Sales &	2018	0	0		0	0.0	0.0		C	0.0	0.0	0.0											
	Service Personnel	2021	0	·			0.0	0.0				0.0												
09	Skilled Crafts & Trades Workers	2018 2021	0	0	<u> </u>	0	0.0	0.0		(0.0	0.0												
	Clerical Personnel	2018	11	1	-	0	0.0	0.0	0.0	(0.0	8	0.0											
1.1	Intermediate Sales &	2018	0		-	0	0.0	0.0		C	0.0	4												
11	Service Personnel	2021	0	0	:			0.0	0.0			0.0	0.0											
12	Semi-Skilled Manual	2018	33			0	0.0	0.0		1	0.0	,		-										
	Workers	2021	33	0	0.0			0.0	0.0			0.0	0.0											

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(EEOG)		All Employees	Represen	itation	Aborigin: Avail:	al Peoples ability	Gap	EE Result	All Employee:	s Act		Expected	Difference	All Employees	Acti		nal Peoples Expected	Difference	All Employees	Actu		nal Peoples Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
Other Sales & Service	2015	0	0	0.0	0.0		0	0.0															
Personnel	2018 2015	0	0	0.0	0.0		0	0.0	C	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2018	0	0	0.0	0.0	i	0	0.0	C	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	0
Total	2015	937	5	0.5	1.1	-	-5	48.5															
	2018	1,100	12	1.1	1.1	12	0	99.2	311	. 4	1.3	3		1 235	0	0.0	1	-1	154	1	0.6	1	0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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Occupational Group (EEOG)		All Employees	Aboriginal Actu		Goal	Aborigin: Percent of Goal Met	Goal	Percent of Goal Met	Goal	Aboriginal Percent of Goal Met	Goal	Percent of Goal Met					(Commen	ts				
	#	#	#	%	#	Goal viet	%	Goal Met	#	%	%	%											
Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0	C	0.0	0.0												
Personnel	2021	0	0	0.0		0.0	0.0	0.0	_		0.0												
14 Other Manual Workers	2018 2021	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Total	2018	392	3	0.8	5	60.0	0.0	0.0	3	100.0	0.0												
1 Otal	2021	392	3	0.8			0.0	0.0			0.0	0.0											

											0.0	0.0	9.0		0.0	0.0			0.0			2021	Trades
											0.0	0.0	0.0	0	0.0	0.0	0.0	0 0		_	~ -	2018	Supervisors: Crafts &
											0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0 0		2018	Supervisors
											6587.6	0.0			0.0	0.0				33		2021	Technicians
											0.0	0.0	25.0	4	0.0	0.0	2 50.0	0 2		33		2018	Semi-Professionals &
											5003.0	0.0			5003.0	0.0		9	5 1.9	263		2021	FIOLESSIONAIS
											0.0	0.0	41.7	12	0.0	0.0	2 41.7	9 12	5 1.9	263		2018	Drofessionals
											17016.4	0.0			0.0	0.0		J.	3 7.3	41		2021	Geografia
											0.0	0.0	50.0	6	0.0	0.0	3 100.0	3	3 7.3	41		2018	Managers
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											Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual				(EEOG)
					Comments	Con						4	Persons with Disabilities	P		Disabilities	Persons with Disabilities		Persons with Disabilities	Ī	All Employees	Year	Occupational Group
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0	C	0.0	0	o	O	С	0.0	0	c	0	С	0.0	0	0	0.0	0 0				. c		2015	
			>	>				<u> </u>							0.0	0			0.0	0	, 31	2015	Supervisors
1	0	6.3	1	16	0	0	0.0	0	15	0	2	5.9	2	34	101.1	0				129		2018	Technicians
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0	0	0.0	0	27	2	0	4.1	2	49	0		5.3		19	109.7	1	3 9	7 4.3	10 4.7	212		2018	тушпавото
															0.0	-&	8	0 4.3	0.0	190		2015	Managers
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Difference	rersons with Disabilities	Persons wa	Actual	All Employees -	Difference	Expected Di	rsons wit	Actual	All Employees	Difference	Persons with Disabilities	Persons wit	Actual	All Employees	EE Result	GIII	Availability	Persons w.	Representation	Ť	All Employees		(EEOG)
	ins .	Terminations	Ter				Promotions	Pro				Hires					e	Workforce			Ì	Year	Employment Equity Occupational Crown
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07	Administrative & Senior Clerical	2015 2018	28	0	0.0 3.2	3.4	1	-1	0.0 94.9	8	1	12.5	0		1 5	5 0	0.0	0	0	1	0	0.0	0	0
08	Skilled Sales &	2015	0	0		0.0	0	0	0.0								.,,							
00	Service Personnel	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0		0 (0	0.0	0	0	0	0	0.0	0	0
09	Skilled Crafts & Trades Workers	2015 2018	3	0		3.8		0	0.0	0	0	0.0	0		0 () 0	0.0	0	0		0	0.0	0	0
10	Clerical Personnel	2015	25	1	4.0	7.0		-1			Ť	1 0.0	Ť			, v	0.0			Ť		0.0		
10		2018	21	0	0.0	7.0	1	-1	0.0	7	0	0.0	0		0 8	3 0	0.0	0	0	4	0	0.0	0	0
11	Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0		0 0) 0	0.0	0	0	0	0	0.0	0	0
12	Semi-Skilled Manual	2015	56	1	1.8	4.8	3	-2				0.0	Ů				0.0					0.0		
12	Workers	2018	71	1	1.4	4.8	3	-2	29.3	18	0	0.0	1		-1 17	7 0	0.0	0	0	2	0	0.0	0	0
Data	sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		#	#	#	%	#	%	%	%	#	%	%	%											
07	Administrative & Senior Clerical	2018 2021	12	1	8.3	0	0.0	0.0	0.0	1	100.0	0.0	0.0											
	Skilled Sales &	2021	12	0	8.3 0.0	0	0.0	0.0	0.0	0	0.0	0.0	24509.8 0.0											
08	Service Personnel	2021	0	0				0.0				0.0												
09	Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0			0	0.0	0.0	0.0											
10	Clerical Personnel	2021 2018 2021	0 11 11	0 0 0	0.0	0	0.0	0.0 0.0 0.1	0.0	0	0.0	0.0 0.0 0.1	0.0 0.0 0.0											
11	Intermediate Sales & Service Personnel	2021 2018 2021	0	0		0	0.0			0	0.0	0.0												
12	Semi-Skilled Manual Workers	2018 2021	33	0	0.0	1	0.0	-	0.0	1	0.0	0.0	0.0											

										0.0	0.0	41.7	24	0.0	0.0	55.6	18) 2.6) 2.6	2 10 2 10	392 392	2018 2021		Total
										0.0	0.0			0.0	0.0						_		
										0.0	0.0	0.0	0	0.0	0.0	0.0	0					Other Manual Workers	14 Oth
										0.0	0.0			0.0	0.0			0.0	0		2021	Personnel	_
										0.0	0.0	0.0	0	0.0	0.0	0.0	0				_	Other Sales & Service	13 Oth
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										F + M x 100	Part 3: F	E + K x 100	Part 3: Goals	F + I x 100 Part 3: Goals	Part 3: Goals	E+Gx 100	Part 3: Goals	E + D x 100	Part 2: Flow Data S Analysis	Part 2: Flow Data Analysis		35.	Data sources:
	1.3	2	154	2	2	1.7	4	235	-5	13	2.6	8	311	75.4	-11	45	4.1	3.1	0 34	1,100	2018		
														15.6	-32	38	4.1	6 0.6		937	2015		Total
0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0			0 (14 Onlei Mainai workers	14
														0.0	0	0	5.3	0.0	1 (2015	ar Manual Warka	14 04
0 0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	0	0			0 (2018	Personnel	Pers
														0.0	0	0	0.0	0.0	0		2015	Other Sales & Service	
#	#	%	# #	#	#	%	#	¥	#	#	%	#	#	%	Ħ	#	%	%	#	÷	#		
cted Difference	Expected	Actual	. wa sambadyees	Difference	Expected Diffe		Actual	i in comprojeco	Difference	Expected I		Actual	- an empropes	EE Result	Gap	Availability	Avail	Representation		- An employees)	(EEOG)
bilities	Persons with Disabilities	Person	Tan louses	4	sabilities	Persons with Disabilities	Per	in department	=	Disabilities	Persons with Disabilities		II Familianous			Disabilities	Persons with Disabilities			All Finaloga		Occupational Group	Occupa
	ations	Terminations				Promotions	Pron				Hires						Workforce	И			Year	Employment Equity	Employ
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04	Technicians	2018	129	21	16.3	22.5	29	-8	72.4	34	6	17.6	8	-	2 15	3	20.0	0	3	16	0	0.0	0	0
05	Supervisors	2015 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
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13 Othe	er Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
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14 Othe	er Manual Workers	2018 2021	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0												
Total		2018	392	99	25.3	124	79.8	0.0	0.0	117	84.6	0.0												
Total		2021	392	99	25.3			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report Part 8: Reasonable Efforts **General Dynamics Mission Systems-Canada**

[Date: 2018-01-09]

Efforts

 \checkmark

equity.

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

Rea	mire	d m	eas	ures:
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Requi	red measures:
✓	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
V	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.
\checkmark	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).
V	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
V	Ensured that any new gaps identified are addressed accordingly.
4	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.
\checkmark	Ensured ongoing senior-level support for employment equity and its implementation.
✓	Established accountability mechanisms to ensure that the short-term goals would be met.
\checkmark	Communicated the goals to relevant managers as well as monitored and recorded the results.
✓	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
V	Consulted employee/union representatives on communication and implementation of employment

Kept all staff, including new employees and managers, informed of the purpose of employment

equity, the steps taken to implement it and the progress made in its implementation.

✓	Put in place a strategy to ensure a barrier-free workplace.
V	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Ope	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment. Impact of economic and industrial conditions on the organization.
× 1	International Traffic in Arms (ITAR)
	These are a set of regulations administered by the Department of State through the Directorate of Defense Trade Controls (DDTC) to control the export and temporary import of defense articles and defense services covered by the United States Munitions List (USML). GD Canada is contractually obligated to this regulation through Canada's own export regulations as well as through the contracts we received from our US Customers.
	Any reorganization or other corporate structural changes.
	Acquisitions, mergers or transfers of employees.
	requisitions, mergers of transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).

	employees).
	Other.
Addit	tional Details
Please p	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: General Dynamics Canada Ltd.

Primary Location: Ottawa and Calgary

Number of Employees: 1100

Organization Overview:

General Dynamics Canada Ltd. provides technology-based electronic systems, systems integration, and in-service support to defence organizations and public security markets in Canada and abroad. They have been in business for more than 60 years.

Key Dates - First Year Assessment

Initiated: 2014-08-23 Received: 2015-06-23 Closed: 2015-11-24 WFA: 2015-06-17

Key Dates – Subsequent Assessment

2017-08-23 Initiated: Received: 2018-01-12 WFA: 2018-01-01

DATA VERIFICATION

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

Comments:

Prepopulated Achievement Report was provided to the employer and was used to complete their submission. The data matches what we have on file.

ASSESSMENT OF REASONABLE PROGRESS

Women

1.	Senior Managers	Goal met at 100%	Goal was 1
2.	Middle & Other Managers	Goal met at (80%)	Goal was 15

Assessment/Observations

Goals were met at 80% or more for Women.



Aboriginal Peoples

2.	Middle & Other Managers	Goal met at 100%	Goal was 1
З.	Professionals	Goal not met at 0%	Goal was 3
4.	Semi-Professionals & Technicians	Goal met at 100%	Goal was 1

Assessment/Observations

- EEOG 3 employer provided no comments on not achieving the goal but completed the Efforts tab in the Achievement Report. EEOG 3, Professionals, increased overall by 107 employees and representation went from 0.4 to 0.8 which also matches the Availability of 0.8%. Therefore, during a resurvey, 3 employees must have changed their survey response. So according to new movement in, the goal was not met, however, according to the gap closing, the goal was met.
- EEOGs 2 and 4 had their goals met at 100%.

Person with Disabilities

1./2.	Managers	Goal met at 100%	Goal was 3
3.	Professionals	Goal not met at 41.67%	Goal was 12
4.	Semi-Professionals & Technicians	Goal not met at 50%	Goal was 2
12.	Semi-Skilled Manual Workers	Goal not met at 0%	Goal was 1

Assessment/Observations

- EEOG 3 employer provided no comments on not achieving the goal but completed the Efforts tab in the Achievement Report. EEOG 3, Professionals, increased overall by 107 employees and representation went from 0.6 to 2.5 which equates to an increase of 13 Persons with Disabilities in the category. Therefore, during a resurvey, 8 employees must have changed their survey response. So according to new movement in, the goal was not met, however, according to the change in employee total in the EEOG, the goal was exceeded by 1. The gap went from -17 to -8.
- EEOG 4 employer provided no comments on not achieving the goal but completed the Efforts tab in the Achievement Report. EEOG 4, Semi-Professionals & Technicians, increased overall by 21 employees and representation went from 0.9 to 4.7 which equates to an increase of 5 Persons with Disabilities in the category. Therefore, during a resurvey, 4 employees must have changed their survey response. So according to new movement in, the goal was not met, however, according to the change in employee total in the EEOG, the goal was exceeded by 2 – the gap went from -4 to 0.
- EEOG 12 employer provided no comments on not achieving the goal but completed the Efforts tab in the Achievement Report. EEOG 12, Semi-Skilled Manual Workers, increased overall by 15 employees but there was no change to the number of Persons with Disabilities. Due to the overall increase in numbers, representation went down for Persons with Disabilities from 1.8 to 1.4 percent. The gap did not change and remained at -2.
- EEOG ½ Managers, Middle and other Managers Goal met at 100%

Members of Visible Minorities

2.	Middle & Other Managers	Goal not met at 72.27%	Goal was 11
3.	Professionals	Goal met at 80.43%	Goal was 92
4.	Semi-Professionals & Technicians	Goal not met at 69.23%	Goal was 13
7.	Administrative & Senior Clerical	Goal not met at 0%	Goal was 1
	Personnel		
10.	Clerical Personnel	Goal met at 100%	Goal was 1
12.	Semi-Skilled Manual Workers	Goal met at 116.67%	Goal was 6

Assessment/Observations

- Although EEOG's 2 and 5 missed the goals, they reached approximately 70% of the goals.
- EEOG 2 employer provided no comments on not achieving the goal but completed the Efforts tab in the Achievement Report. EEOG 2, Middle & Other Managers, increased overall by 24 employees and representation went from 2.3 to 9.0 which equates to an increase of 14 Visible Minorities in the category. Therefore, during a resurvey, 6 employees must have changed their survey response. So according to new movement in, the goal was not met, however, according to the change in employee total in the EEOG, the goal was exceeded by 3. The gap changed from -22 to -11.
- EEOG 4 employer provided no comments on not achieving the goal but completed the Efforts tab in the Achievement Report. EEOG 4, Semi-Professionals & Technicians, increased overall by 21 employees and representation went from 2.8 to 16.6 which equates to an increase of 18 Visible Minorities in the category. Therefore, during a resurvey, 9 employees must have changed their survey response. So according to new movement in, the goal was not met, however, according to the change in employee total in the EEOG, the goal was exceeded by 5 – the gap went from -23 to -8.
- EEOG 7 employer provided no comments on not achieving the goal but completed the Efforts tab in the Achievement Report. EEOG 7, Administrative & Senior Clerical Personnel, increased overall by 3 employees. Based on Availability (11%) and the low turnover in the category, it is reasonable that the goal was not achieved.
- EEOGs 3, 10 and 12 **Goals met or exceeded 80 to 116**%.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The employer completed the Efforts tab in the Achievement Report. They selected all checkboxes and provided the following information: International Traffic in Arms (ITAR) - These are a set of regulations administered by the Department of State through the Directorate of Defense Trade Controls (DDTC) to control the export and temporary import of defense articles and defense services covered by the United States Munitions List (USML).

- o GD Canada is contractually obligated to this regulation through Canada's own export regulations as well as through the contracts we received from our US Customers.
- Security clearance requirements
- Majority of roles require Secret level clearance

ASSESSIN	JENT	OF SHO	RT-TERM	GOALS

- \boxtimes For all new and outstanding gaps, a short-term goal was set and is at least equal to availability. For out of outstanding gaps, a short-term goal was not set and/or goals were not set at availability.
 - The employer set short term goals equal to availability in all EEOGs where gaps exist.
 - The employer set long-term goals equal to availability in all populated EEOGs

RECOMMENDATION

I recommend that	the employer be found:
⊠in compliance	□in non-compliance

Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances. I recommend that the closing letter include the following:

- Please note that a goal for women in occupational group 07 Administrative & Senior Clerical is not required given that current representation levels exceed the 50% benchmark. In these cases, a goal is not required, regardless of availability levels to avoid occupational segregation and to ensure that occupations in this group are welcoming of all genders.
- If not done already, it may be beneficial for General Dynamics Canada Ltd. to develop relationships with colleges and universities to identify qualified students that are part of a designated group as potential employees through the use of internships or permanent employment where vacancies arise.

Name of Analyst: Ward Normandin

Date: 2018-01-08

From: Normandin, Ward W [NC] **Sent:** February 9, 2018 11:26 AM

To: 'ian.brennan@gdcanada.com' <ian.brennan@gdcanada.com>

Cc: 'jane.mcveigh@gdcanada.com' <jane.mcveigh@gdcanada.com>; 'Morris, Kristen'

<Kristen.Morris@gd-ms.ca>

Subject: Government of Canada Agreement Number: 060111 - Notification of Compliance with the

Federal Contractors Program

Dear Ian Brennan:

I am writing to inform you that the subsequent compliance assessment initiated on August 23, 2017 has been completed. As a result of the assessment, General Dynamics Canada Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

- Please note that a goal for women in occupational group 07 Administrative & Senior Clerical is
 not required given that current representation level exceed the 50% benchmark. In this case, a
 goal is not required, regardless of availability level to avoid occupational segregation and to
 ensure that occupations in this group are welcoming of all genders.
- If not done already, it may be beneficial for General Dynamics Canada Ltd. to develop relationships with colleges and universities to identify qualified students that are part of a designated group as potential employees through the use of internships or permanent employment where vacancies arise.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on August 23, 2020. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, General Dynamics Canada Ltd. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish General Dynamics Canada Ltd. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Équipe de l'équité en emploi / Workplace Equity Team

Direction de l'équité en milieu de travail, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ee-eme@hrsdc-rhdcc.gc.ca

Workplace Equity Division, Labour Program
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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!