Emploi et Développement social Canada

s.24(1) Labour Program
Federal Contractors Program

PF	OTECTED WHEN COMPLETED - B
C	FFICIAL USE ONLY
A	Agreement N°: 050474

Agreement to Implement Employment Equity

New Agreement	(All sections n	nust be complet	ed)	-	
Revised Agreement					
	ORGA	ANIZATION			
Legal Name of Organization			Parent company	v is located outside (
General Dynamics Ordanance Inc.	and Tactical Syste	ems Canada		✓ Yes	No
Operating Name (if different from Legal Name	of Organization)		Business Numl	ber	
				 employees in Cana l-time and/or Part-tin	
Organization's North American Industry Classi Number. To find your organization's four-digit http://www23.statcan.gc.ca/imdb/p3VD.pl?Fun 3329	NAICS code please visit:	ada 2012 Code	tunna -	Regulated ly Regulated	
	HEA	D OFFICE	***************************************		
Address (building number, street, suite, etc.)		City		Province	Postal Code
5 Montée des Arsenaux		Repentigny		QC	J5Z 2P4
		Telephone Number			
	EMPLOYMENT	EQUITY CONT	ACT		
Name (print) Lise Laberge		Title Training and	l Recruitin	a Manader	
Telephone Number	E-mail Address	111411111111111111111111111111111111111			e of Correspondence
450-582-6286	lise.laberge@can.	gd-ots.com		English	French
	CERT	IFICATION			
having a combined workforce of 100 intending to bid on, or being in receip supply arrangement, valued at \$1,000 hereby certifies its commitment to implement instrument, in keeping with the Federal Coplease contact the Labour Program at the Important note: If an audit of the Agreem the procurement instrument(s) with the Green the procurement instrument(s) with the Green the procurement instrument(s).	t of, a federal government of, 20,000 or more (including apient or maintain employme contractors Program require e email address provided at the to Implement Employr	goods or services of opplicable taxes) intequity on an on- ements. For more it the bottom of this ment Equity uncover	contract, standir going basis, be nformation on h form.	ng offer or contract yond the period of now to implement	ct issued under a f the procurement employment equity
	0101	NA TODY			
NOTE: The second of the second		NATORY	25	N/ (41 3 1	24 % 2 %
NOTE: The signatory must be the Chief contract on behalf of the organize		uthorized person in	an executive p	osition with legal i	authority to sign a
Name (print)		Title	······		
Philippe Robert		Vice-Preside	ent, Human		
Telephone Number	E-mail Address			Preferred Langua	ige of Correspondence
450-582-6317	philippe.robert@	can.gd-ots.co)m	English	r French
Signature		Date (YYYY-MM-DD	D)		
		2013-10-17			
Privacy Notice:					
The information you provide on this form is coll Contractors Program (FCP).	lected under the authority of s	ection 42 of the <i>Empl</i>	loyment Equity Ac	ct to determine your	eligibility for the Federal
Completion of this form is mandatory. Refusal to Bid List, loss of the right to bid on federal go					
The information you provide may be used and/ disclosures of your personal information will ne				s. However, these a	dditional uses and/or
	RETURN II	NSTRUCTIONS			
IMPORTANT					
The signed Agreement to Implement ee-eme@hrsdc-rhdcc.gc.ca	nt Employment Equity for	rm must be sent to	o the Labour P	rogram by e-mai	l at:



General Dynamics Ordonnance and Tactical Systems Canada Inc. (Certificate # 050474)

EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION Period covered by the 2010 12017-06-05

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	ı	Province			Census Metropolitan Area		
	Permanent full time	Permanent part- time	Temporary	Total number of employees			
Quebec812		0	0	· ·	Montreal5980	0	598
Total number of er	mployees			812	Quebec1860	0	186
in Canada				812	Trois-Rivières280	0	28
					Total number of employees as of Canada		81:



General Dynamics Ordonnance and Tactical Systems Canada Inc. (Certificate # 050474) PROGRAMMES DE CONTRATS FÉDÉRAUX: CATÉGORIES PROFESSIONNELLES

Full time / Quebec

Reporting period 2015-06-10 to 2017-06-05

Occupational Category			employees			Aboriginal			ons with disat	oilities		s of Visible M	inorities
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle management and other directors	4	7	6	1									
Upper value: \$100,000 and over	3	19	16	3	1	1		1	1				
Lower value: \$65,000 - \$69,999	2	19	12	7									
	1	10	5	5									
	Total	55	39	16	1	1		1	1				
Professionals	4	7	6	1									
Upper value: \$100,000 and over	3	23	18	5							1	1	
Lower value: \$55,000 - \$59,999	2	23	14	9									
	1	12	6	6							1	1	
	Total	65	44	21							2	2	
Semi-professional and technical staff	4	1	1										
Upper value: \$100,000 and over	3	6	6										
Lower value: \$60,000 - \$64,999	2	75	69	6				3	3		1	1	
	1	52	46	6									
	Total	134	122	12				3	3		1	1	
Foremen	4	1	1										
Upper value: \$100,000 and over	3												
Lower value: \$60,000 - \$64,999	2	14	13	1		***************************************		1	1				
	1	3	3										
	Total	18	17	1				1	1				

Page 1 of 3 Canada

General Dynamics Ordonnance and Tactical Systems Canada Inc. (Certificate # 050474) PROGRAMMES DE CONTRATS FÉDÉRAUX: CATÉGORIES PROFESSIONNELLES

Full time / Quebec

Reporting period 2015-06-10 to 2017-06-05

Occupational Category		All	employees			Aboriginal		Perso	ons with disat	oilities	Members	s of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and main office staff	4	3	1	2									
Upper value: \$80,000 - \$84,999	3	3	2	1									
Lower value: \$60,000 - \$64,999	2	7		7									
	1	13		13				1		1			
	Total	26	3	23				1		1			
Skilled workers and artisans	4	1	1										
Upper value: \$100,000 and over	3	1	1										
Lower value: \$60,000 - \$64,999	2												
	1	119	108	11				1	1		1		
	Total	121	110	11				1	1		1		
Clerical staff	4	1		1									
Upper value: \$65,000 - \$69,999	3												
Lower value: \$55,000 - \$59,999	2	7	1	6									
	1	4	4										
	Total	12	5	7									
Intermediate sales and service personnel	4	9	9										
Upper value: \$75,000 - \$79,999	3												
Lower value: \$65,000 - \$69,999	2												
	1	3	3										
	Total	12	12										

Page 2 of 3 Canada

General Dynamics Ordonnance and Tactical Systems Canada Inc. (Certificate # 050474)

PROGRAMMES DE CONTRATS FÉDÉRAUX: CATÉGORIES PROFESSIONNELLES Full time / Quebec

Reporting period 2015-06-10 to 2017-06-05

Occupational Category		All	employees		Aboriginal			Perso	ns with disat	oilities	Members of Visible Minorities		
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Manual Workers	4	107	78	29				1	1		1	1	
Upper value: \$70,000 - \$74,999	3	150	95	55				1	1		2	2	
Lower value: \$45,000 - \$49,999	2	79	67	12									
	1	33	26	7									
	Total	369	266	103				2	2		3	3	
Total number of employees		812	618	194	1	1		9	8	1	7	6	1

PROGRAMMES DE CONTRATS FÉDÉRAUX: PROFIL SALARIAL

Full time / Quebec

Reporting period 2015-06-10 to 2017-06-05

	All employees			Aboríginal			Pers	ons with disab	lities	Members of Visible Minorities		
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
45 000 \$ - 49 999 \$	4	4										
50 000 \$ - 59 999 \$	115	95	20							1	1	
60 000 \$ - 69 999 \$	251	157	94				2	1	1	2	2	
70 000 \$ - 84 999 \$	341	279	62				6	6		3	2	1
85 000 \$ - 99 999 \$	53	43	10							1	1	
100,000 and more	48	40	8	1	1		1	1				
Total number of employees	812	618	194	1	1		9	8	1	7	6	1

General Dynamics Ordonnance and Tactical Systems Canada Inc. (Certificate # 050474)

PROGRAMMES DE CONTRATS FÉDÉRAUX: RECRUTEMENTS

Full time / Quebec

Reporting period 2015-06-10 to 2017-06-05

	Al	l employees			Aboriginal		Pers	ons with disab	lities	Member	s of Visible Min	orities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	2					1	1				
Professionals	12	6	6							1	1	
Semi-professional and technical staff	12	12					1	1				
Foremen	5	5					1	1				
Administrative and main office staff	1	1										
Skilled workers and artisans	13	13										
Clerical staff	1		1									
Intermediate sales and service personnel	3	3										
Skilled Manual Workers	56	44	12				1	1				
Total number of employees hired	105	86	19				4	4		1	1	

General Dynamics Ordonnance and Tactical Systems Canada Inc. (Certificate # 050474)

PROGRAMMES DE CONTRATS FÉDÉRAUX: CESSATIONS D'EMPLOI

Full time / Quebec

Reporting period 2015-06-10 to 2017-06-05

	Al	All employees			Aboríginal			ons with disab	ílities	Members of Visible Minorities		
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle management and other directors	2	1	1									
Professionals	1	1										
Semi-professional and technical staff	4	4										
Foremen	2	2										
Skilled workers and artisans	9	9										
Clerical staff	1	1										
Intermediate sales and service personnel	2	2										
Skilled Manual Workers	36	27	9				1	1				
Total number of employees whose employment was terminated	57	47	10				1	1				

2018-04-20

Workplace Equity Information Management System - General Dynamics Ordinance and Tactical Systems Canada Inc.

Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Women

Employment Equity Occupational Group	Internal location	All employees	Repres	entation	Availab	-	Differ	Place of recruitment
	iocation	#	#	%	%	#	ence#	
02: Middle management and other directors	National	55	16	29.1 %	38.9 %	21	•	National
03: Professionals		65	21	32.3 %	26.7 %	17	4	
1112: Financial and investment analysts	National	5	5	100.0 %	50.1 %	3	2	National
1121: Human Resources Professionals	National	8	6	75.0 %	71.1%	6	0	National
1123: Advertising, marketing and public relations professionals	National	1	1	100.0 %	66.4 %	1	0	National
2112 : Chemists	National	3	1	33.3 %	40.6 %	1	0	National
2132 : Mechanical engineers	National	32	6	18.8 %	9.0 %	3	3	National
2133 : Electrical and electronic engineers	National	2	0	0.0 %	11.3 %	0	0	National
2134 : Chemical engineers	National	6	0	0.0 %	24.5 %	1	-1	National
2141: Industrial and Manufacturing Engineers	National	1	0	0.0 %	17.0 %	0	0	National
2142: Metallurgical and Materials Engineers	National	1	0	0.0 %	14.6 %	0	0	National
2171 : IT Analysts and Consultants	National	5	1	20.0 %	28.3 %	1	0	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	1	1	100.0 %	92.9 %	1	0	National
04: Semi-professional and technical staff		134	12	9.0 %	22.8 %	31	-19	
2211 : Chemical technologists and technicians	Quebec	6	2	33.3 %	54.6 %	3	-1	Quebec
2212: Geological and Mineralogical Technologists and Technicians	Quebec	3	0	0.0 %	18.1 %	1	•1	Quebec
2231: Civil Engineering Technologists and Technicians	Quebec	4	0	0.0 %	16.3 %	1	-1	Quebec
2232 : Mechanical Engineering Technologists and Technicians	Quebec	28	1	3.6 %	9.4 %	3	-2	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	15	3	20.0 %	26.7 %	4	-1	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	12	0	0.0 %	9.1 %	1	-1	Quebec
2243: Industrial Instrument Technicians and Mechanics	Quebec	22	2	9.1 %	3.4 %	1	1	Quebec
2244: Avionics and Instrument and Aircraft Electrical Mechanics, Technicians and Controllers	Quebec	12	0	0.0 %	9.9 %	1	•	Quebec
2252 : Industrial Designers	Quebec	9	0	0.0 %	34.4 %	3	3	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	curity Quebec	2	0	0.0 %	40.2 %	1	-1	Quebec

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Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Women

			,	Nomen			
Internal	All employees	Repres	sentation	ition Availability		Differ	Place of recruitment
location	#	#	%	%	#	ence#	
Quebec	6	1	16.7 %	18.5 %	1	0	Quebec
Quebec	15	3	20.0 %	75.9 %	11	-8	Quebec
	19	1	5.3 %	24.9 %	5	-4	
Quebec	19	1	5.3 %	24.9 %	5	-4	Quebec
	26	23	88.5 %	80.9 %	21	2	
Montreal	24	21	87.5 %	80.8 %	19	2	Montreal
Quebec	1	1	100.0 %	80.9 %	1	0	Quebec
Trois-Rivières	1	1	100.0 %	83.5 %	1	0	Trois-Rivières
	122	11	9.0 %	3.5 %	4	7	
Quebec	27	2	7.4 %	5.2 %	1	1	Quebec
Quebec	8	1	12.5 %	3.3 %	Ü	1	Quebec
Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
Quebec	2	0	0.0 %	2.7 %	0	0	Quebec
Quebec	6	0	0.0 %	1.3 %	0	0	Quebec
Quebec	5	0	0.0 %	1.4 %	0	0	Quebec
Quebec	35	0	0.0 %	1.7 %	1	-1	Quebec
Quebec	3	0	0.0 %	1.5 %	0	0	Quebec
Quebec	31	8	25.8 %	5.1 %	2	6	Quebec
Quebec	4	0	0.0 %	5.1 %	0	0	Quebec
	12	7	58.3 %	62.2 %	7	0	
Montreal	8	7	87.5 %	62.5 %	5	2	Montreal
Quebec	4	0	0.0 %	61.6 %	2	-2	Quebec
	12	0	0.0 %	61.8 %	7	-7	
Montreal	12	0	0.0 %	61.8%	7	.,	Montreal
	Quebec Quebec Montreal Quebec Trois-Rivières Quebec	Iocation # Quebec 6 Quebec 15 19 26 Montreal 24 Quebec 1 Trois-Rivières 1 122 2 Quebec 27 Quebec 8 Quebec 1 Quebec 2 Quebec 5 Quebec 35 Quebec 35 Quebec 31 Quebec 4 Montreal 8 Quebec 4 Lebec 4	Iocation # # Quebec 6 1 Quebec 15 3 19 1 Quebec 19 1 Quebec 1 1 Trois-Rivières 1 1 Quebec 27 2 Quebec 8 1 Quebec 1 0 Quebec 2 0 Quebec 5 0 Quebec 35 0 Quebec 31 8 Quebec 4 0 Montreal 8 7 Quebec 4 0 Montreal 8 7 Quebec 4 0 Quebec 4 0	Internal location All employees Representation Quebec 6 1 16.7 % Quebec 15 3 20.0 % 19 1 5.3 % Quebec 19 1 5.3 % Montreal 24 21 87.5 % Quebec 1 1 100.0 % Trois-Rivières 1 1 100.0 % Quebec 27 2 7.4 % Quebec 3 1 12.5 % Quebec 1 0 0.0 % Quebec 2 0 0.0 % Quebec 5 0 0.0 % Quebec 35 0 0.0 % Quebec 35 0 0.0 % Quebec 31 8 25.8 % Quebec 4 0 0.0 % Quebec 31 8 25.8 % Quebec 4 0 0.0 % Quebec 4 <td>Iocation # # % % Quebec 6 1 16.7 % 18.5 % Quebec 15 3 20.0 % 75.9 % 19 1 5.3 % 24.9 % Quebec 19 1 5.3 % 24.9 % Montreal 24 21 87.5 % 80.8 % Quebec 1 1 100.0 % 80.9 % Trois-Rivières 1 1 100.0 % 80.9 % Trois-Rivières 1 1 100.0 % 80.9 % Quebec 2 1 9.0 % 3.5 % Quebec 27 2 7.4 % 5.2 % Quebec 3 1 12.5 % 3.3 % Quebec 4 0 0.0 % 1.3 % Quebec 2 0 0.0 % 1.3 % Quebec 5 0 0.0 % 1.7 % Quebec 3 0 0.0 % 1.7 %</td> <td> Internal location</td> <td> Internal location</td>	Iocation # # % % Quebec 6 1 16.7 % 18.5 % Quebec 15 3 20.0 % 75.9 % 19 1 5.3 % 24.9 % Quebec 19 1 5.3 % 24.9 % Montreal 24 21 87.5 % 80.8 % Quebec 1 1 100.0 % 80.9 % Trois-Rivières 1 1 100.0 % 80.9 % Trois-Rivières 1 1 100.0 % 80.9 % Quebec 2 1 9.0 % 3.5 % Quebec 27 2 7.4 % 5.2 % Quebec 3 1 12.5 % 3.3 % Quebec 4 0 0.0 % 1.3 % Quebec 2 0 0.0 % 1.3 % Quebec 5 0 0.0 % 1.7 % Quebec 3 0 0.0 % 1.7 %	Internal location	Internal location

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Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Women

Employment Equity Occupational Group	Internal	All employees	Representation		Availability		Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
12: Skilled Manual Workers		376	104	27.7 %	16.8 %	63	41	
Employment Equity Occupational Group	Montreal	264	88	33.3 %	18.4 %	49	39	Montreal
Employment Equity Occupational Group	Quebec	112	16	14.3 %	13.2 %	15	1	Quebec
Total		821	195	23.8 %	21.6 %	176	19	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data



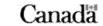
Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Aboriginal

				Abo	original				
Employment Equity Occupational Group	Location	All employees internal#	Represe #	entation %	Availab %	ility #	Differ ence _#	Place of recruitment	
02: Middle management and other directors		National55	1	1.8 %	2.2 %	1	0	National	
03: Professionals		65	0	0.0 %	1.1 %	1	-1		
1112: Financial and investment analysts		National5	0	0.0 %	0.9 %	0	0	National	
1121: Human Resources Professionals		National8	0	0.0 %	2.7 %	0	0	National	
1123: Advertising, marketing and public relations professionals		National1	0	0.0 %	2.1 %	0	0	National	
2112 : Chemists		National3	0	0.0 %	0.6 %	0	0	National	
2132 : Mechanical engineers		National32	0	0.0 %	0.7 %	0	0	National	
2133 : Electrical and electronic engineers		National2	0	0.0 %	0.7 %	0	0	National	
2134 : Chemical engineers		National6	0	0.0 %	0.6 %	0	0	National	
2141: Industrial and Manufacturing Engineers		National1	0	0.0 %	0.8 %	0	0	National	
2142: Metallurgical and Materials Engineers		National1	0	0.0 %	3.3 %	0	0	National	
2171: IT Analysts and Consultants		National5	0	0.0 %	1.1 %	0	0	National	
3012: Registered Nurses and Registered Psychiatric Nurses		National1	0	0.0 %	2.3 %	0	0	National	
04: Semi-professional and technical staff		134	0	0.0 %	0.7 %	1	-1		
2211: Chemical technologists and technicians		Quebec6	0	0.0 %	0.8 %	0	0	Quebec	
2212; Geological and Mineralogical Technologists and Technicians		Quebec3	0	0.0 %	3.8 %	0	0	Quebec	
2231: Civil Engineering Technologists and Technicians		Quebec4	0	0.0 %	1.3 %	0	0	Quebec	
2232: Mechanical Engineering Technologists and Technicians		Quebec28	0	0.0 %	0.4 %	0	0	Quebec	
2233: Industrial and Manufacturing Engineering Technologists and Technicians		Quebec15	0	0.0 %	1.4 %	0	0	Quebec	
2241: Electronic and Electrical Engineering Technologists and Technicians		Quebec12	0	0.0 %	0.8 %	0	0	Quebec	
2243 : Industrial Instrument Technicians and Mechanics		Quebec22	0	0.0 %	0.5 %	0	0	Quebec	
2244: Avionics and Instrument and Aircraft Electrical Mechanics, Technicians and Controllers		Quebec12	0	0.0 %	0.0 %	0	0	Quebec	
2252 : Industrial Designers		Quebec9	0	0.0 %	0.5 %	0	0	Quebec	
2263: Public Health, Environmental and Occupational Health and Safety Inspectors		Quebec2	0	0.0 %	1.6 %	0	0	Quebec	

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Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Represe	ntation %	Availab %	ility #	Differ ence _#	Place of recruitment
2281 : Computer Network Technicians	Quebec	6	0	0.0 %	1.1 %	0	0	Quebec
3215 : Medical Radiation Technologists	Quebec	15	0	0.0 %	0.7 %	0	0	Quebec
06 : Foremen		19	0	0.0 %	0.0 %	0	0	
9227: Supervisors in manufacturing and assembly of miscellaneous products	Quebec	19	0	0.0 %	0.0 %	0	0	Quebec
07: Administrative and Senior Clerical Staff		26	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Montreal	24	0	0.0 %	0.7 %	0	Ö	Montreal
Employment Equity Occupational Group	Quebec	1	0	0.0 %	0.7 %	0	0	Quebec
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	0.4 %	0	0	Trois-Rivières
09: Skilled workers and artisans		122	0	0.0 %	1.8 %	2		
7231 : Machinists and Machining and Tooling Inspectors	Quebec	27	0	0.0 %	1.0 %	0	0	Quebec
7232 : Tool and die makers	Quebec	8	0	0.0 %	0.9 %	0	0	Quebec
7234 : Boilermakers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
7242 : Industrial Electricians	Quebec	2	0	0.0 %	0.9 %	0	0	Quebec
7251 : Plumbers	Quebec	6	0	0.0 %	2.1 %	0	0	Quebec
7271: Carpenters	Quebec	5	0	0.0 %	3.5 %	0	0	Quebec
7311; Construction milliwrights and industrial mechanics	Quebec	35	0	0.0 %	1.4 %	0	0	Quebec
7321: Motor Vehicle, Truck and Bus Mechanics and Repairers	Quebec	3	0	0.0 %	1.8 %	0	0	Quebec
7384: Other Skilled Trades and Related Occupations, n.e.c.	Quebec	31	0	0.0 %	3.0 %	1	•1	Quebec
9241 : Power Plant Mechanics and Power System Operators	Quebec	4	0	0.0 %	1.6 %	0	0	Quebec
10 : Office staff		12	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Montreal	8	0	0.0 %	0.8 %	0	0	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	0.6 %	0	0	Quebec
11: Intermediate sales and service personnel		12	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montreal	12	0	0.0 %	0.9 %	0	0	Montreal

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Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Aboriginal

		Aboriginal						
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availab	ility Differ	Place of recruitment	
	location	#	#	%	%	# ence		
12: Skilled Manual Workers		376	0	0.0 %	0.9 %	3 .		
Employment Equity Occupational Group	Montreal	264	0	0.0 %	0.9 %	2 -2	Montreal	
Employment Equity Occupational Group	Quebec	112	0	0.0 %	0.8 %	1 -1	Quebec	
Total		821	1	0.1 %	1.1 %	8 -7		

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Members of Visible Minorities

Employment Equity Occupational Group	Internal	All employees		Members of entationAv	Place of recruitment		
	location	#	#	%	%	# ence#	
02: Middle management and other directors	National	55	0	0.0 %	15.0 %	8 -8	National
03: Professionals		65	2	3.1 %	28.0 %	18 -16	
1112: Financial and investment analysts	National	5	0	0.0 %	35.4 %	2 2	National
1121: Human Resources Professionals	National	8	0	0.0 %	14.1 %	1 -1	National
1123: Advertising, marketing and public relations professionals	National	1	0	0.0 %	16.9 %	0 0	National
2112 : Chemists	National	3	0	0.0 %	37.3 %	1 -1	National
2132 : Mechanical engineers	National	32	1	3.1 %	28.6 %	9 -8	National
2133 : Electrical and electronic engineers	National	2	0	0.0 %	34.9 %	1 -1	National
2134 : Chemical engineers	National	6	0	0.0 %	30.8 %	2 -2	National
2141: Industrial and Manufacturing Engineers	National	1	0	0.0 %	31.5 %	0 0	National
2142: Metallurgical and Materials Engineers	National	1	1	100.0 %	25.3 %	0 1	National
2171 : IT Analysts and Consultants	National	5	0	0.0 %	31.4 %	2 2	National
3012: Registered Nurses and Registered Psychiatric Nurses	National	1	0	0.0 %	18.3 %	0 0	National
04: Semi-professional and technical staff		134	1	0.7 %	9.1 %	12 -11	
2211 : Chemical technologists and technicians	Quebec	6	0	0.0 %	15.3 %	1 -1	Quebec
2212: Geological and Mineralogical Technologists and Technicians	Quebec	3	0	0.0 %	5.9 %	0 0	Quebec
2231: Civil Engineering Technologists and Technicians	Quebec	4	0	0.0 %	6.9 %	0 0	Quebec
2232: Mechanical Engineering Technologists and Technicians	Quebec	28	1	3.6 %	7.3 %	2 -1	Quebec
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	15	0	0.0 %	12.3 %	2 2	Quebec
2241: Electronic and Electrical Engineering Technologists and Technicians	Quebec	12	0	0.0 %	9.5 %	1 -1	Quebec
2243: Industrial Instrument Technicians and Mechanics	Quebec	22	0	0.0 %	3.9 %	1 -1	Quebec
2244: Avionics and Instrument and Aircraft Electrical Mechanics, Technicians and Controllers	Quebec	12	0	0.0 %	15.3 %	2 -2	Quebec
2252 : Industrial Designers	Quebec	9	0	0.0 %	10.6 %	1 -1	Quebec
2263: Public Health, Environmental and Occupational Health and Safety Inspectors	ecurity Quebec	2	0	0.0 %	4.8 %	0 0	Quebec

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Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Members of Visible Minorities

Employment Equity Occupational Group	Internal		embers of entationAv	Place of recruitment				
	location	#	#	%	%	#	ence _#	
2281 : Computer Network Technicians	Quebec	6	0	0.0 %	13.1 %	1	-1	Quebec
3215 : Medical Radiation Technologists	Quebec	15	0	0.0 %	8.3 %	1	-1	Quebec
06 : Foremen		19	0	0.0 %	14.6 %	3	3	
9227: Supervisors in manufacturing and assembly of miscellaneous products	Quebec	19	0	0.0 %	14.6 %	3	3	Quebec
07: Administrative and Senior Clerical Staff		26	0	0.0 %	11.4 %	3	-3	
Employment Equity Occupational Group	Montreal	24	0	0.0 %	12.2 %	3	-3	Montreal
Employment Equity Occupational Group	Quebec	1	0	0.0 %	1.5 %	0	0	Quebec
Employment Equity Occupational Group	Trois-Rivières	1	0	0.0 %	2.2 %	0	0	Trois-Rivières
09: Skilled workers and artisans		122	1	0.8 %	4.3 %	5	-4	
7231: Machinists and Machining and Tooling Inspectors	Quebec	27	1	3.7 %	9.0 %	2	-1	Quebec
7232 : Tool and die makers	Quebec	8	0	0.0 %	6.2 %	0	0	Quebec
7234 : Boilermakers	Quebec	1	0	0.0 %	0.0 %	0	0	Quebec
7242 : Industrial Electricians	Quebec	2	0	0.0 %	4.1 %	0	0	Quebec
7251 : Plumbers	Quebec	6	0	0.0 %	2.7 %	0	0	Quebec
7271 : Carpenters	Quebec	5	0	0.0 %	1.7 %	0	0	Quebec
7311: Construction milliwrights and industrial mechanics	Quebec	35	0	0.0 %	2.9 %	1	-1	Quebec
7321: Motor Vehicle, Truck and Bus Mechanics and Repairers	Quebec	3	0	0.0 %	6.0 %	0	0	Quebec
7384: Other Skilled Trades and Related Occupations, n.e.c.	Quebec	31	0	0.0 %	2.3 %	1	-1	Quebec
9241: Power Plant Mechanics and Power System Operators	Quebec	4	0	0.0 %	3.1 %	0	0	Quebec
10 : Office staff		12	0	0.0 %	12.3 %	1	-1	
Employment Equity Occupational Group	Montreal	8	0	0.0 %	17.4 %	1	.1	Montreal
Employment Equity Occupational Group	Quebec	4	0	0.0 %	2.0 %	0	0	Quebec
11: Intermediate sales and service personnel		12	0	0.0 %	22.2 %	3	-3	
Employment Equity Occupational Group	Montreal	12	0	0.0 %	22.2 %	3	-3	Montreal

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Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Members of Visible Minorities

		Members of Visible Minorities							
Employment Equit	y Occupational Group	Internal	All employees	Repres	entationAv	ailability		Differ	Place of recruitment
		location	#	#	%	%	#	ence#	
12: Skilled Manual	Workers		376	3	0.8 %	16.6 %	62	-59	
	Employment Equity Occupational Group	Montreal	264	3	1.1 %	22.7 %	60	-57	Montreal
	Employment Equity Occupational Group	Quebec	112	0	0.0 %	2.3 %	3	3	Quebec
Total			821	7	0.8 %	14.2 %	115	-108	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Persons with disabilities

			Persons with disabilities					
Employment Equity Occupational Group	Internal	All employees	Represe	entationAva	ilability	Dif		
	location	#	#	%	%	# end	·	
01/02 : Executives	National	55	1	1.8 %	4.3 %	2	-1 National	
03: Professionals	National	65	0	0.0 %	3.8 %	2	-2 National	
04: Semi-professional and technical staff	National	134	3	2.2 %	4.6 %	6	3 National	
06 : Foremen	National	19	1	5.3 %	7.8 %	1	0 National	
07: Administrative and Senior Clerical Staff	National	26	1	3.8 %	3.4 %	1	0 National	
09: Skilled workers and artisans	National	122	1	0.8 %	3.8 %	5	4 National	
10 : Office staff	National	12	0	0.0 %	7.0 %	1	-1 National	
11: Intermediate sales and service personnel	National	12	0	0.0 %	5.6 %	1	•1 National	
12: Skilled Manual Workers	National	376	2	0.5 %	4.8 %	18	-16 National	
Total		821	9	1.1 %	4.6 %	37	26	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data



Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA



Default Workforce Analysis System - Detailed Report

Date: 2017-04-20

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	СРЕМЕ	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Staff 09:	СРЕМЕ	National
Skilled Workers and Craftspeople	СРЕМЕ	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
	CPEME	
	СРЕМЕ	
	СРЕМЕ	



Default Workforce Analysis System - Summary Report

Date: 2017-04-20

Women

	Women						
Employment Equity Occupational Group	All employees	Repres	entation	Availa	ability	Differ	
	#	#	%	%	#	ence,	
02: Middle management and other directors	55	16	29.1 %	38.9 %	21	-5	
03: Professionals	65	21	32.3 %	26.7 %	17	4	
04: Semi-professional and technical staff	134	12	9.0 %	22.8 %	31	-19	
06 : Foremen	19	1	5.3 %	24.9 %	5	-4	
07: Administrative and Senior Clerical Staff	26	23	88.5 %	80.9 %	21	2	
09: Skilled workers and artisans	122	11	9.0 %	3.5 %	4	7	
10 : Office staff	12	7	58.3 %	62.2 %	7	0	
11: Intermediate sales and service personnel	12	0	0.0 %	61.8 %	7	-7	
12: Skilled Manual Workers	376	104	27.7 %	16.8 %	63	41	
Total	821	195	23.8 %	21.6 %	176	19	

The total does not necessarily equal the sum of the components due to rounding.



Default Workforce Analysis System - Summary Report

Date: 2017-04-20

Aboriginal

		Abonginal						
Employment Equity Occupational Group	All employees	Repres	entation	Availat	bility	Differ		
	#	#	%	%	#	ence#		
02: Middle management and other directors	55	1	1.8 %	2.2 %	1	0		
03: Professionals	65	0	0.0 %	1.1 %	1	-1		
04: Semi-professional and technical staff	134	0	0.0 %	0.7 %	1	-1		
06 : Foremen	19	0	0.0 %	0.0 %	0	0		
07: Administrative and Senior Clerical Staff	26	0	0.0 %	0.7 %	0	0		
09: Skilled workers and artisans	122	0	0.0 %	1.8 %	2	,		
10 : Office staff	12	0	0.0 %	0.7 %	0	0		
11: Intermediate sales and service personnel	12	0	0.0 %	0.9 %	0	0		
12: Skilled Manual Workers	376	0	0.0 %	0.9 %	3			
Total	821		0.1 %	1,1 %	8	-7		
1 (400)	04.1		G. 1 70	*** 79	U	•		

The total does not necessarily equal the sum of the components due to rounding.

Default Workforce Analysis System - Summary Report

Date: 2017-04-20

Members of Visible Minorities

	Members of Visible Minorities							
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability		Differ		
	#	#	%	%	#	ence#		
02: Middle management and other directors	55	0	0.0 %	15.0 %	8	-8		
03: Professionals	65	2	3.1 %	28.0 %	18	-16		
04: Semi-professional and technical staff	134	1	0.7 %	9.1 %	12	-11		
06 : Foremen	19	0	0.0 %	14.6 %	3			
07: Administrative and Senior Clerical Staff	26	0	0.0 %	11.4 %	3	-		
09: Skilled workers and artisans	122	1	0.8 %	4.3 %	5	-4		
10 : Office staff	12	0	0.0 %	12.3 %	1	-1		
11; Intermediate sales and service personnel	12	0	0.0 %	22.2 %	3			
12: Skilled Manual Workers	376	3	0.8 %	16.6 %	62	-59		
Total	821	7	0.8 %	14.2 %	115	-108		

The total does not necessarily equal the sum of the components due to rounding.



Default Workforce Analysis System - Summary Report

Date: 2017-04-20

Persons with disabilities

	Persons with disabilities						
Employment Equity Occupational Group	All employees	Represe	entationAva	ailability		Differ	
	#	#	%	%	#	ence _#	
01/02 : Executives	55	1	1.8 %	4.3 %	2	-1	
03: Professionals	65	0	0.0 %	3.8 %	2	-	
04: Semi-professional and technical staff	134	3	2.2 %	4.6 %	6		
06 : Foremen	19	1	5.3 %	7.8 %	1	0	
07: Administrative and Senior Clerical Staff	26	1	3.8 %	3.4 %	1	0	
09: Skilled workers and artisans	122	1	0.8 %	3.8 %	5	-4	
10 : Office staff	12	0	0.0 %	7.0 %	1	-1	
11: Intermediate sales and service personnel	12	0	0.0 %	5.6 %	1	-1	
12: Skilled Manual Workers	376	2	0.5 %	4.8 %	18	-16	
Total	821	9	1.1 %	4.6 %	37	-28	•••••••••••••••••••••••••••••••••••••••

The total does not necessarily equal the sum of the components due to rounding.

Default Workforce Analysis System - Summary Report

Date: 2017-04-20

Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA



Default Workforce Analysis System - Summary Report

Date: 2017-04-20

Default Data for Workforce Analysis - Persons with Disabilities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	СРЕМЕ	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Staff 09:	СРЕМЕ	National
Skilled Workers and Craftspeople	СРЕМЕ	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	СРЕМЕ	National
Skilled manual workers	СРЕМЕ	National
	СРЕМЕ	
	СРЕМЕ	
	CPEME	



Part 1: Workforce Analysis

General Dynamics Ordonnance and Tactical Systems Canada Inc.

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Previous Workforce Analysis Data

Current Workforce Analysis Data

Date of pre	vious workforce at	nalysis
JJ	MM	AAAA
10	06	2015

Date of cu	irrent workforce ai	ialysis
JJ	MM	AAAA
5	6	2017

		Ti	ible 1: Females	
		Previo	us Workforce Anal	ysis
Emple	yment Equity Occupational Groups	All	Won	nen
(EEOGs)	employee	Representation	Availability	
		<u> </u>	#	9/9
01	Senior Management	7	0	27.4
02	Middle management and other directors	76	19	38.9
03	Professionals	81	27	28.8
04	Semi-professional and technical staff	181	28	26.5
05	Supervisors	1	1	58.8
06	Foremen	30	1	24.9
07	Administrative and main office staff	35	33	81.9
08	Specialized sales and service personnel	0	0	0.0
09	Skilled workers and artisans	169	7	3.4
10	Clerical staff	19	12	63.8
11	Intermediate sales and service personnel	34	0	66.7
12	Skilled Manual Workers	663	152	17.1
13	Other sales and service personnel	0	0	0.0
14	Other manual workers	0	0	0.0
Total		1,296	280	22.6

Та	ble 5: Females	
Curr	ent Workforce Ana	llysis
All	Won	nen
employee	Representation	Availability
S		
#	#	%
0	0	0.0
53	16	38.9
66	21	26.4
136	12	23.0
0	0	0.0
17	1	24.9
26	23	80.9
0	0	0.0
122	11	3.5
12	7	62.2
12	0	0.0
369	103	16.8
0	0	0.0
0	0	0.0
813	194	21.6

* Source :

* Source : 2011 National Household Survey

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Part 1: Workforce Analysis

General Dynamics Ordonnance and Tactical Systems Canada Inc.

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Previous Workforce Analysis Data

Current Workforce Analysis Data

Date of previous workforce analysis JJ MM AAAA	10	06	2015
	Date of pro JJ	vious workforce a	nalysis AAAA

		Tab	le 2: Aboriginal	People	
		Previous Workforce Analysis			
Emplo	yment Equity Occupational Groups	All	Aborig	inal	
(EEOGs)	employee s	Representation	Availability		
		#	#	%	
01	Senior Management	7	0	2.9	
02	Middle management and other directors	76	1	2.2	
03	Professionals	81	0	1.1	
04	Semi-professional and technical staff	181	0	0.8	
05	Supervisors	1	0	2.8	
06	Foremen	30	0	0.0	
07	Administrative and main office staff	35	0	1.0	
08	Specialized sales and service personnel	0	0	0.0	
09	Skilled workers and artisans	169	1	1.7	
10	Clerical staff	19	0	1.5	
11	Intermediate sales and service personnel	34	0	2.2	
12	Skilled Manual Workers	663	1	1.5	
13	Other sales and service personnel	0	0	0.0	
14	Other manual workers	0	0	0.0	
Total		1,296	3	1.4	

Table 6: Aboriginal People				
Curr	ent Workforce Ana	lysis		
All	Aborig	inal		
employee	Representation	Availability		
S				
#	#	9/6		
0	0	0.0		
53	1	2.2		
66	0	1.1		
136	0	0.7		
0	0	0.0		
17	0	0.0		
26	0	0.7		
0	0	0.0		
122	0	1.8		
12	0	0.7		
12	0	0.9		
369	0	0.9		
0	0	0.0		
0	o	0.0		
813	1	1.1		

* So	arce :			
2011	National	Household Surv	ey	

* Source :	
0	

Part 1: Workforce Analysis

General Dynamics Ordonnance and Tactical Systems Canada Inc.

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Previous Workforce Analysis Data

Current Workforce Analysis Data

10	06	2015
JJ	ММ	AAAA
Date of pro	vious workforce a	nalysis

		Table 3: Members of Visible Minorities													
		Previous Workforce Analysis													
Emplo	yment Equity Occupational Groups	All	Members of Visible Minorities												
(EEO	Gs)	employee	Representation	Availability											
		<u> </u>													
		#	#	%											
01	Senior Management	7	0	10.1											
02	Middle management and other directors	76	1	15.0											
03	Professionals	81	2	28.3											
04	Semi-professional and technical staff	181	1	9.6											
05	Supervisors	1	0	0.7											
06	Foremen	30	0	14.6											
07	Administrative and main office staff	35	0	10.0											
08	Specialized sales and service personnel	0	0	0.0											
09	Skilled workers and artisans	169	2	4.4											
10	Clerical staff	19	0	10.5											
11	Intermediate sales and service personnel	34	0	9.7											
12	Skilled Manual Workers	663	3	11.6											
13	Other sales and service personnel	0	0	0.0											
14	Other manual workers	0	0	0.0											
Total		1,296	9	11.6											

Table 7: Members of Visible Minorities Current Workforce Analysis											
All	Members of Visi	ble Minorities									
employee s	Representation	Availability									
#	#	%									
0	0	0.0									
53	0	15.0									
66	2	28.0									
136	2	9.0									
0	0	0.0									
17	0	14.6									
26	0	11.4									
0	0	0.0									
122	1	4.3									
12	0	12.3									
12	0	22.2									
369	3	16.4									
0	0	0.0									
0	0	0.0									
813	8	14.0									

		al Household	1 C	
2011	Ivanon	at riousenore	i Survey	

***************************************	·····	***************************************	***************************************
* Source :			
0			

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Part 1: Workforce Analysis

General Dynamics Ordonnance and Tactical Systems Canada Inc.

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Previous Workforce Analysis Data

Current Workforce Analysis Data

		Table 4: I	ersons with Dis	abilities									
		Previo	us Workforce Ana	lysis									
Emplo	yment Equity Occupational Groups	All	Persons with disabilities										
(EEO	Gs)	employee s	Representation	Availability									
		#	#	%									
01/02	Executives	83	1	4.3									
03	Professionals	81	0	3.8									
04	Semi-professional and technical staff	181	1	4.6									
05	Supervisors	1	0	13.9									
06	Foremen	30	0	7.8									
07	Administrative and main office staff	35	1	3.4									
08	Specialized sales and service personnel	0	0	0.0									
09	Skilled workers and artisans	169	6	3.8									
10	Clerical staff	19	0	7.0									
11	Intermediate sales and service personnel	34	1	5.6									
12	Skilled Manual Workers	663	24	4.8									
13	Other sales and service personnel	0	0	0.0									
14	Other manual workers	0	0	0.0									
Total		1,296	34	4.6									

Table 8: F	Table 8: Persons with Disabilities													
Curr	ent Workforce Ana	lysis												
All	Persons with	i disabilities												
employee	Representation	Availability												
s #	#	9/0												
53	- 1	4.3												
66	Ö	3.8												
136	3	4.6												
0	ŏ	0.0												
17	ĭ	7.8												
26	il	3.4												
0	o	0.0												
122	2	3.8												
12	0	7.0												
12	0	5.6												
369	2	4.8												
0	0	0.0												
0	0	0.0												
813	10	4.6												

***	****	****																															
200	882	994	30	88	¢	322	88	888																									
					٠,																												

* Source :

Part 2: Mobility Data Analysis

[Legal name of the organization]

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Start dat	e for the ana	dysis of
JJ	MM	AAAA
10	06	2015

End da	te of	
JJ	MM	AAAA
05	06	2017

Data from Form 4 -Recruitment

Data from Form 5 -Advances

Data from Form 6 - Terminations

	7	Table 1: Females			
	Full tin Natio		Part-tin Natio	-	
Employment Equity Occupational Groups (EEOGs)	All recruited employee s	Recruite d women	All recruited employee s	Recruite d women	
	Ħ	#	Ħ	#	
01 Senior Management	0	0	0	0	
02 Middle management and other directors	2	0	0	0	
03 Professionals	12	6		0	
04 Semi-professional and technical staff	12	0	0	()	
05 Supervisors	0	0	0	0	
06 Foremen	5	0	0	0	
07 Administrative and main office staff	1	0	0	0	
08 Specialized sales and service personnel	o	0	0	0	
09 Skilled workers and artisans	13	0	0	0	
10 Clerical staff	1	1	0	0	
11 Intermediate sales and service personnel	o	0	0	0	
12 Skilled Manual Workers		0	0	0	
13 Other sales and service personnel	3	0	0	0	
14 Other manual workers	56	12		0	
Total	105	19	0	0	

Table 5: Females Full time / Part-time / National National			
All promote d employee	Women promote d	All promote d employee	Women promote d
#	#	#	Ħ
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
()	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(

	Table 9: F	emales	
Full time / National		Part-tin Natio	
All employee s thanked	Women thanked	All employee s thanked	Women thanked
#	#	#	#
0	0	0	0
2	1	0	0
1	0	0	0
4	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
9	0	0	0
1	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
36	9	0	0
57	10	0	0

Part 2: Mobility Data Analysis

[Legal name of the organization]

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Start d	ate for the a	nalysis of
	mobility dat	а
JJ	MM	AAAA
10	06	2015

	End date of	
	mobility dat	ı
IJ	MM	AAAA
05	06	2017

Data from Form 4 -Recruitment

Data from Form 5 -Advances

Data from Form 6 - Terminations

	T:	ible 2: Abo	original P	eople
	Full time / National		Part-time / National	
Employment Equity Occupational Groups (EEOGs)	All recruited employee s	Aboriginal people recruited	All recruited employee s	Aboriginal people recruited
	#	#	#	Ħ
01 Senior Management	0	0	0	0
02 Middle management and other directors	2	0	0	0
03 Professionals	12	0	0	0
04 Semi-professional and technical staff	12	0	0	0
05 Supervisors	0	0	0	0
06 Foremen	5	0	0	0
07 Administrative and main office staff	1	0	0	0
08 Specialized sales and service personnel	0	0	0	()
09 Skilled workers and artisans	13	0	0	0
10 Clerical staff	1	0	0	0
11 Intermediate sales and service personnel	0	0	0	0
12 Skilled Manual Workers	0	0	0	0
13 Other sales and service personnel	3	0	0	0
14 Other manual workers	56	0	0	0
Total	105	0	0	0

Full time / National		Part-time / National	
All promote d employee s	Aboriginal people promoted	All promote d employee s	Aboriginal people promoted
#	#	#	#
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	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

Ta	ble 10: Ab	original P	eople
Full time / National		Part-time / National	
All employee s thanked	Aboriginals thanked	All employee s thanked	Aboriginals thanked
#	#	#	#
0	0	0	0
2	0	0	0
1	0	0	0
4	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
9	0	0	0
1	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
36	0	0	0
57	0	0	0

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Part 2: Mobility Data Analysis

[Legal name of the organization]

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Start da	ite for the a	nalysis of
	mobility da	ta
JJ	MM	AAAA
10	06	2015

	End date o	ſ
	mobility da	ta
JJ	MM	AAAA
05	- 06	2017

Data from Form 4 -Recruitment

Data from Form 5 -Advances

Data from Form 6 - Terminations

		Table 3	: Persons v	with Disab	ilities		
		Full tin Natio		Part-time / National			
	ployment Equity Occupational pups (EEOGs)	All recruited employee	Persons with disabilities recruited	All recruited employee s	Persons with disabilities recruited		
0.1	s : M	# 0	#	# 0	# (
	Senior Management	0	0	0	0		
	Middle management and other directors	- 1 2	1	0	0		
	Professionals	12	U	0	0		
	Semi-professional and technical staff	12	1	0	0		
	Supervisors	0	0	0	0		
	Foremen	5	1	0	0		
07	Administrative and main office staff	1	0	0	0		
08	Specialized sales and service personnel	0	0	0	0		
09	Skilled workers and artisans	13	0	0	0		
10	Clerical staff	1	0	0	0		
11	Intermediate sales and service personnel	0	0	0	0		
12	Skilled Manual Workers	0	0	0	0		
13	Other sales and service personnel	3	0	0	0		
14	Other manual workers	56	1	0	0		
Tot	al	105	4	0	0		

Full tir Natio		Part-time / National					
All promote d employee	Persons with disabilities promoted	All promote d employee	Persons with disabilities promoted				
Ħ	Ħ	#	Ħ				
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0					

Table 11 Full tin Natio	ne /	with Disabilities Part-time / National				
All employee s thanked	Persons with disabilities thanked	All employee s thanked	Persons with disabilities thanked			
#	#	#	#			
0	0	0	0			
2	0	0	0			
1	0	0	()			
4	0	0	0			
0	0	0	0			
2	0	0	0			
0	0	0	0			
0	0	0	0			
9	0	0	0			
Į.	0	0	0			
2	0	0	0			
0	0	0	0			
0	0	0	0			
36	- 1	0	0			
57	1	0	0			

Part 2: Mobility Data Analysis

[Legal name of the organization]

Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Start dat	e for the ana	lysis of
JJ	MM	AAAA
10	06	2015

End da	te of	
JJ	MM	AAAA
05	06	2017

Data from Form 4 -Recruitment

Data from Form 5 -Advances

Data from Form 6 - Terminations

		Table 4	: Members	of Minori	ties		
		Full tin Natio		Part-time / National			
	ployment Equity Occupational oups (EEOGs)	All recruited employee s	Visible minorities recruited	All recruited employee s	Visible minorities recruited		
		#	#	#	#		
01	Senior Management	0	0	0	0		
02	Middle management and other directors	2	0	0	0		
03	Professionals	1.2	1	0	0		
04	Semi-professional and technical staff	12	0	0	0		
05	Supervisors	0	0	0	0		
06	Foremen	5	0	0	0		
07	Administrative and main office staff		0	0	0		
08	Specialized sales and service personnel	0	0	0	0		
09	Skilled workers and artisans	13	0	0	0		
10	Clerical staff	1	0	0	0		
11	Intermediate sales and service personnel	0	0	0	()		
12	Skilled Manual Workers	0	0	0	0		
13	Other sales and service personnel	3	0	0	0		
14	Other manual workers	56	0	0	0		
To	al	105	1	0	0		

Full tir Natio		Part-time / National				
All promote d employee s	Visible minorities promoted	All promote d employee s	Visible minorities promoted			
#	#	#	#			
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(
0	0	0	(

Table 1	2: Member	s of Minor	ities				
Full tir Natio		Part-time / National					
All employee s thanked	Members of visible minorities thanked	All employee s thanked	Members of visible minorities thanked				
#	#	#	#				
0	0	0	0				
2	0	0	0				
1	0	0	0				
4	0	0	0				
0	0	0	0				
2	0	0	0				
0	0	0	0				
0	0	0	0				
9	0	0	0				
1	0	0	0				
2	0	0	0				
0	0	0	0				
0	0	0	0				
36	1	0	0				
57	1	0	0				

Federal Contractors Program Achievement Report Part 3: Objectives General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY| [Date: DD-MM-YYYYY]

A	B	CDEF	GHIJKLM	NOPORST	ť		7			Primar	y/previou	s objectiv			T	1		7	1	
Data sources;		Workforce Analysis	From the	Data Estry		Frandua analysis and analysis of membership	Data Entry	CxHx3		Workforce Analysis	Equivalent to H		(F x Q) - R + M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K M +	K+C	(K · M + O) ÷ (C) + F)
		1	i	L i	i	1	i	i	i	i	i Table I:	i Females	i	<u>i</u>	i	i	i		<u>.</u>	1

											rame r.	i cinaics								
										Primary/	previous sh	ort term of	ijectives							
					All on	iployees				Women										
Employment Equity		Number	Growth (New positions)			Turnover (Replaced Employers)			Anticipated	Number	Labour turnover (Replaced employees)		Hiring	Objectives within 3 years Lo - Leon		Present	Presen	Expect	Present	Replication
	apational Categories OGs))	DD MM VVVV	Current	Plan	med	Current	Plac	med	having within 3 years	00 MM VVVV			required within 3 years	4444	- 4444	Availabilit	t Value	ed Varia	representat	planned within 3 years.
		10-06-2015	Yearly t	Yearly at	Within 1	Yearly t	Yearly at	Within 3		10-06-2015	Yearly at	Within 3		2015	2018			nce		
		No	96	76	No	%	%	90	No.	No	%	50.0	No	No.	***	96	No	No	94	74
01	Senior Management	7		0.0%	0	0.0%	0.0%	0	0	(0.0%	0	2	0		27.4%	-2	-2	0.0%	0.0%
02	Middle management and other admin	76	-11.3%	0.0%	0	3.1%	5.7%	13	13	19	5.7%	3	14	0		38.9%	-11	-14	25.0%	21.1%
03	Professionals	81	-6.6%	1.0%	2	1.4%	0.0%	0	2	27	0.0%	0	-3	0		28.8%	4	3	33.3%	32.5%
04	Semi-professional and technical staff	181	-9.1%	1.0%	5	2.5%	0.0%	0	5	28	0.0%	0	21	- 0		26.5%	-20	-21	15.5%	15.1%
05	Supervisors	1		0.0%	6	0.0%	0.0%	- 0	0	1	0.0%	C	o o	0		58.8%	0	0	100.0%	100.0%
06	Peremen	30	-17.2%	0.0%	0	8.5%	0.0%	- 0	6	1	0.0%	C	6	0		24.9%	-6	-6	3.3%	3.3%
07	Administrative and Clerical Personnel	35	-9,4%	0.0%	0	0.0%	0.0%	0	0	33	0.0%	€	-4	0		81.9%	4	4	94.3%	94.3%
-08	p Skilled Sales and Skilled Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	- 0	0	0		0.0%	9	0	#DIV/0!	#DIV/0!
09	and Craftspersons Chrical Personnel	169	~10.3%	0.0%	0	6.2%	0.0%	- 0	0	7	0.0%	6	-1	0		3.4%	i	1	4.1%	4.1%
10	Intermediate Salespersons and Skilled	19	-14.2%	0.0%	0	6.5%	0.0%	- 0	0	12	0.0%	- 0	0	0		63.8%	0	0	63.2%	63.2%
11	Maguai Workers Other Sales und	34	-29.3%	0.0%	0	8.7%	0.0%	0	0	0	0.0%	- 0	23	0		66,7%	-23	-23	0.0%	0.0%
12	Service Occupations Other Manual	663	-17,7%	0.2%	4	0.0%	0.0%	- 6	4	152	0.0%	- 0	-38	0		17.1%	39	38	22.9%	22.8%
13	Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	- 0	0	0		0.0%	9	0	#D(V/0!	#D(V/0!
14		0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	C	- 0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Toja	Calculated using the following	formula 1,296	cent number		es from wo	ktime Mitt	sis ÷ 20010	s number	Complexees 164	om norktör	analy 4.2%	$_{\rm c}$ $_{\rm 0.500}^{3.5}$	48	()		22.6%	-13	-48	21.6%	18.9%

Lacutated using the tottowing formula: (number of full-time employees terminated from flow data analysis + number of part-time employees terminated from flow data analysis + total number of employees from current workforce analysis + 2 x 100.

						1 able 2: Females
Employment Equ	uity		Won	en		
Employment Equity Occupational Groups (EEOGs)		Short Targets Long-term objectives				Comments
		#	96	Ħ	%	
01 Senior Manage	ensent	- (0.0		2 0.0	
02 Middle manage	general and other admin		0.0	10	0.0	
03 Professionals		1	0.0		0.0	
04 Semi-profession	mal and technical staff	1	0.0	11	9 0.0	
05 Supervisors		(0.0	(0.0	
06 Forensea		(0.0		6 0.0	
07 Administrative	and elerical staff p		0.0		0.0	
08 Specialized sale	ies and service	(0.0	(0.0	
09 Skilled workers	s and actisons	(0.0		0 0.0	
10 Clerical staff		(0.0		0.0	
1.1 Intermediate sa	ales staff and		0.0	2.	2 0.0	
12 Skilled Manual	d Workers	(0.0	(0.0	
13 Other sales and	d service personnel	(0.0	(0.0	Page 9 of 43.

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	Date: DD-MM-YYYYY Date: DD-MM-YYYYY
14 Other manual workers	0 0.0 0 0.0
Total	3 59

Federal Contractors Program Achievement Report Part 3: Objectives General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

									Primary	/previous	objectiv	es data							
AB	CDEF	HIJKLMN	OPQRST	g er en			<u></u>				<u> </u>	<u> </u>		1	(1000kiii ii		<u> </u>		
Data sources:	Workforce Analysis	From the analysis of the effectif?	Data Estry	CxEx3	Francius analysis and analysis of anomborship 12	Data Entry	CxHx3	F÷I	Workforce Analysis	Equivalent to H	K×L×3	(F x Q) - R ⊕ M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K - M * O) - ((C + F) x Q)	K + C	(K · M + O) · (C) + F)
	á.	i.	i	<u>.</u>	i.	i.	į	i	i	i.	i	<u>.</u>	ŝ.	i	i	į.	į	į.	á.
										e 3: Abor		 							
									Primary	previous sh	ort term ol	ojectives							
		,		Allen	iployees					,		,			original	,	,	,	
Employment Equity	Number	Carowth	(New position	ms)		(Replaced lovers)		Anticipated faring within 3	Number		numover employees)	Hiring	years	rewiting 3 From	Present	Presen	Expect	Present	Replication
Occupational Groups (EEOGs)	DD MM VVVV	Current	Pla	nned	Current	19;	mmed	years	00 MM]		required within 3 years	4444	- 4444	Availabilit	Value	ed Varia	representat	planned within 3 years.
	10-06-2015	Yearly r	Yearly at	Within 1	Yearly (Yearly at	Within 3		10-06-2015	Yearly at	Within 3		2015	2018	'	Value	nee	100	vears.
	No.	16	94	years No	%	96	Sears No.	No.	No	*.	years (a)	No	No.	*	94	No.	No.	94	74
01 Sensor Management	7			(0.0%		0) (0.0%	(0	()	2.9%) (0.0%	0.0%
02 Middle management and other admin	76	~11.3%		(3.1%		0	() 1	0.0%		1	()	2.2%		-1	1.3%	1.3%
03 Professionals	81	-6,6%	4	(1.4%		0		3 (0.0%	(()	1.1%	-	-1	0.0%	0.0%
04 Semi-professional and technical staff	181	-9.1%		(2.5%		0	() (0.0%	€		()	0.8%		-1	0.0%	0.0%
05 Supervisors				(0.0%		0	(9 (0.0%		0	(4	2.8%) (0.0%	0.0%
96 Foremen	30	-17.2%	1	(8.5%		0	(3 (0.0%	(0	(1	0.0%	1 '	(0.0%	0.0%
07 Administrative and Clerical Personnel	35	-9,4%	1		0.0%		0	1	1 1	0.0%		9		1	1.0%	1) (0.0%	0.0%
08 p Skilled Sales and Skilled Workers 09 and Cruftspersons Clerical Personnel	169	0.0% -10.3%	1	`	0.0%6		1 .	1 :	1	0.0%		1 1	,	1	0.0% 1.7%	1 1	1 :	#DIV/0! 0.6%	#DIV/0: 0.6%
and Craftspersons Clerical Personnel Intermediate Solespersons and Skilled	109	-14,2%	1	1 ;	6.5%		1 0	1 :	1 /	0.0%		1 1		1	1.5%	1 1	1	#DIV/0	#DIV/0!
11 Manual Workers Other Sales and	34	-29.3%		1	8.7%		1 6		1 7	0.0%		1 "	ì	1	2.2%			0.6	0.6
12 Service Occupations Other Manual	663	-17,7%			0.0%		1 .			0.0%	1	a â			1.5%			0.0%	0.0%
13 Workers	0	0.0%			0.0%					0.0%) 6)	0.0%			0.0%	0.0%
14	0	0.0%		(0.0%		1 0	(0.0%		0	(0.0%			0.2%	0.2%
											l 10							#DIV/0!	#DIV/0!
† Calculated using the following				rs from wo	kforce analy		as number	of employees t			~ ^D x 100.							#DIV/0!	#DIV/0!
Total from ourrent workforce analysis	ormuna, 1383	per -144%		es terrinina	lq tron2jilis		L mannoc	or bare-time (hployees tern	1.800 market	now nata a	12,23,21	ital sunsbe	VI	a trom Marin	AS WORKING	analy 212	otat numoer (1.24)	0.2%

						Table 4: Aboriginal People
Emp	loyment Equity		Aborig	inal		
Occe (EEC	loyment Equity pational Groups 9Gs)	Short T	argets	Long-to objectiv	erm es	Comments
		#	96	#	%	
01	Senior Management		0.0	(0.0	
02	Middle management and other admis-		0.0		0.0	
03	Professionals		0.0		0.0	
04	Semi-professional and technical staff		0.0		0.0	
05	Supervisors		0.0	(0.0	
06	Penanca		0.0	(0.0	
07	Administrative and Clerical Personnel		0.0	(0.0	
08	p Skilled Sales and Skilled Workers		0.0	(0.0	
09	and Craftspersons Clerical Personnel		0.0		0.0	
10	Intermediate Sales Personnel and		0.0	(0.0	
11	Skilled Manual Workers Other Sales		0.0	1	0.0	
12	and Service Personnel		0.0	,	0.0	
13			0.0	(0.0	

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	General Dynamics Ordonnance and Tactical Systems Canada Inc.
	Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]
[4] Other manual workers	0 0.0 0 0.0
Total	0 15

Federal Contractors Program Achievement Report Part 3: Objectives General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

									Primar	y/previou	s objectiv	es data							
AB	CDEF	ĞHIJKLM	NOPQRST	ţ	· · · · · · · · · · · · · · · · · · ·		<u> </u>			I	I		******************	<u> </u>	1		<u> </u>		
Data sources:	Workforce Analysis	From the analysis of the effectif?	Data Estry	CxEx3	Frandua analysis and analysis of anomborship 12	Data Entry	CxHx3	£÷1	Workforce Analysis	Equivalent to H	K×L×3	(F×Q) - R⊕M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K - M + O) - ((C + F) x Q)	K + C	(K, - M + O) + (C) + F)
	1.	i.	Ĺ	i.	i	1.	i	i	i	i.	ì	i	1	i	i	i	i	1	i
										: Persons									
									Primary	previous st	ort term of	ijectives							
		,		All er	nployees								,		ith disabilitie	<u> </u>	,		
Employment Equity	Number	Growt	h (New positio	ms)		r (Replaced oloyers)		Anticinated	Number		turnover (employees)	Hiring	years	rs within J From					
Occupational Groups (EEOGs)	100 MM 77777	Current	m	umed	Current	19	mmed	biring within 3 years	00 304 VVVV			required within 3 years		- 4.444	Present Availabilit	Presen U Value	Expect ed Varia	Present representat	Replication planned within 3 years
	10-06-2015	Yearly t	Venety at	Within 5	Vearly t	Yearly at	Within 3		10-06-2015	Yearly at	Within 3		2015	2018	1		nee		7.415
	No.	94,	74	No	%	9%	No	No.	No.	7/4	N-1	No	No.	*/6	44	No	No	94	*4
01/02 Executives	82	1		1	1.6%		0	1)	0.0%	(3	,)	4,3%	-	-3	1.2%	1.2%
03 Professionals	81	1		1	0 1.4%		6	(1	0,0%		3	,)	3.8%	-	-3	0.0%	0.0%
()4 Semi-professional and technical staff	181	-9.19	i	·	2.5%		0	(4	0.0%	1 6	7	1)	4.6%	-	4	0.6%	0.6%
05 Supervisors	1	1		'	0.0%		0	(4	0.0%		0	•		13.9%) (0.0%	0.0%
06 Foreign	36	-17.29		'	8.5%		0	(1	0.0%	(2)	7.8%	-	-2	0.0%	0.0%
97 Administrative and Clerical Personnel	3.5	-9.49			0.0%		6		4	1 0.0%	(0)	3.4%			2.9%	2.9%
08 p Skilled Sales and Skilled Workers	"	0.0%		1	0.0%		0	1 (1	0.0%	1 (0	(7	0.0%		(#DIV/0	
69 und Craftspersons Clerical Personnel	169	1			6.2%		1 0	1) (0.0%	(0		1	3.8%) (3.6%	3.6%
10 Intermediate Salespersons and Skillo3	15				6.5%		0	1	3	0.0%	(1		1	7.0%		-1	0,0%	0.0%
[] Manual Workers Other Sules and	34	· ·		1	8.7%		0	1 (3	0.0%	(1	'	1	5.6%	-	-1	2,9%	2.9%
12 Service Occupations Other Manual	663		4	1	0.0%		1 0	1 (2-	9 0.000	(8		1	4.8%	-1		3.6%	3.6%
13 Workers	[(0.0%	0		0.0%		0	() (0.0%	(0	(1	0.0%	1) (#DIV/0!	#DIV/0!
1.4	1 1	ഷ മമ	CI	3 4)	വ വരംഗ		ા (1	3 /	N 4	വി മഹംഗ	.1 (ar n	: (ył.	4 094	1 6	γE (↓ server con ↓	#FSFS7391

Total Calculated using the following formula 1726 real interest of the control of

12 13 14

Home bacteria, Grown Come and you	,				Table 6: Persons with Disabilities
Employment Equity		Persons with	disabilitie	s	
Employment Equity Occupational Groups (EEOGs)	Short T	argets	Long-te objectiv		Comments
	*	96	, i	%	
01/02 Executives		0.0	3	0.0	
03 Professionals		0.0	3	0.0	
()4 Semi-professional and technical staff		0.0	7	0.0	
05 Supervisors		0.0	0	0.0	
06 Forences		0.0	2	0.0	
07 Administrative and Clerical Personnel		0.0	0	0.0	
08 p Skilled Sales and Skilled Workers		0.0	0	0.0	
69 and Craftspersons Clerical Personnel		0.0	0	0.0	
(I) Intermediate Sulespersons and Skilled		0.0		0.0	
[1] Manual Workers Other Sales and		0.0		0.0	
12 Service Occupations Other Manual		1 0.0	,	0.0	
13 Workers		0.0		0.0	
14		0.0		0.0	
Total	-		24	 	
otat		I	-44	1	

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									Primar	/previou	s objectiv	es data							
[A] B	CDEF	GHIJKLM	NOPQRSI	Ų		<u> </u>	1				I	<u> </u>		T	1		1	5 *** *** **** *** *** *** *** *** ***	<u>T</u>
Data sources:	Workforce Analysis	From the analysis of the effectiff	1 '	CxEx3	From dua mulysis and mulysis of membership)\$	Data Entry	CxHx3	F+1	Workforce Analysis	Equivalens so H	K×L×3	(FxQ) - R+M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K - M * O) - ((C + E) x Q)	K ÷ C	(K - M + O) + (C) + F)
	1.	i	i	1	i.	i.	i	i	Table 7: N	i lembers o	f Vicible	Minorities	i.	i	i	i	i	<u>į.</u>	i
											ort term of								
				All cr	mployees								,	dember of	visible minorit	ties			
Employment Equity	Number	Const	th (New positi	ons)		r (Replaced plosers)		Anticipated	Number		rturnover Lemplovees)	Hiring	years	es within 3 From	Present	Presen	Expect	Present	Replication
Occupational Groups (EEOGs)	DD MM VVVVV	Current	P	anned	Current	Pf	anneti	hiring within 3 years	00 MM			required within 3 years	444	- AAAA	Availabilit	l Value	ed Varia	representat	planned within 3 years.
	10.06.7018	Yearly (Yearly m		Yearly t	Yearly at	Market 1		10.04.7015	Yearly nt	Martin 2		2018	7018			nce		

				Allen	ployees								3	tember of t	isible minoriti	ies			
Employment Equity	Number	Growth	(New position	(18)		(Replaced loyers)		Anticipated	Number		turnover employees)	Hiring	years	s within 3 From	Present	Presen	Expect	Present	Replication
Occupational Groups (EEOGs)	00-MM 23333	Current	Plac	nned	Current	Pla	med	hiring within 3 years	00 MM			required within 3 sees	4444	-AAAA	Availabilit	Value	ed Varia	representat	planned within 3
	10-06-2015	Yearly t	Vendy at	Within 1	Yearly t	Yearly at	Wathin 3		10-06-2015	Yearly of	Within 3		2015	2018			nce		
	No	94,	%	8.0	%	9%	No	No.	No	7.	3.1	No	N.	***	94	Su	N	94	24
01 Senior Management	7			0	0.0%		0	0	0	0.0%	(1	- (10.1%	~1	v \$	0.0%	0.0%
62 Middle management and other admin	76	-11.3%		0	3.1%		0	0	ı ı	0.0%	(10	(15.0%	-10	-10	1.3%	1.3%
03 Professionals	81	-6.6%		0	1.4%		0	0	2	0.0%	(21	(28.3%	-21	-21	2.5%	2.5%
04 Semi-professional and technical staff	181	-9.1%		0	2.5%		0	0	ı	0.0%		16	(9,6%	-16	-16	0.6%	0.6%
05 Supervisors	1			- 0	0.0%		0	0	0	0.0%		0	(0.7%	0	0	0.0%	0.0%
06 Foremen	30	-17.2%		0	8.5%		6	0	0	0.0%	(4	(14.6%	-4	-4	0.0%	0.0%
07 Administrative and Clerical Personnel	35	-9.4%		0	0.0%		0	o a	0	0.0%		4	(10.0%	-4	-4	0.0%	0.0%
08 p Skilled Sates and Skilled Workers	0	0.0%		0	0.0%		0	0	0	0.0%		0	(0.0%	0	0	#DIV/0!	#DIV/0!
09 and Craftspersons Chrical Personnel	169	-10.3%			6.2%		0	0	2	0.0%		5	(4.4%	.5	-5	1.2%	1.2%
10 Intermediate Salespersons and Skilled	19	-14,2%		0	6.5%		0	0	0	0.0%		2	(10.5%	-2	-2	0.0%	0.0%
L1 Manual Workers Other Sales and	34	-29,3%		0	8.7%		1 0	0	0	0.0%) 3	(9,7%	-3	-3	0.0%	0.0%
12 Service Occupations Other Manual	663	-17,7%		0	0.0%		0	0	3	0.0%		74	(11.6%	-74	-74	0.5%	0.5%
13 Workers	0	0.0%		0	0.0%		1 0	0		0.0%					0.0%	- 0	0	#DIV/0!	#DIV/0!
14	0	0.0%		0	0.0%		0	0	0	0.0%		0	(0.0%	9	0	#D(V/0!	#DIV/0!
Total Calculated using the following	formula 1,296	rent il 4 4%		re from wa	kforce MAR		ss number	ef employees P	om norkford	anal 0.0%	D _{x-100} (141	(11.6%	-141	-141	0.7%	0.7%

						Table 8: Members of Visible Minorities
Emp	loyment Equity	Men	obers of Visil	de Minori	ties	
Occu (EEC	loyment Equity spational Categories (Gs))	Short T	argets	Long-to objecti		Comments
		#	96	#	%	
01	Senior Management		0.0		0.0	
02	Middle management and other admin		0.0	- 10	0.0	
03	Professionals		0.0	20	0.0	
04	Semi-professional and technical staff		0.0	16	0.0	
05	Supervisors		0.0	(0.0	
06	Forenses		0.0		0.0	
07	Administrative and elerical staff p		0.0		0.0	
08	Specialized sales and service personnel	(0.0	(0.0	
09	Skilled workers and artisans		0.0		0.0	
10	Clerical staff		0.0		0.0	
11	Intermediate sales staff and		0.0		0.0	
12	Skilled Manual Workers		2 0.0	72	0.0	
13	Other sales and service personnel		0.0		0.0	Bana 15 of 42

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	Date: DD-MM-YYYYY Date: DD-MM-YYYYY
[4] Other manual workers	0 0.0 0 0.0
Total	3 137

Federal Contractors Program Achievement Report Part 3: Objectives General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY| [Date: DD-MM-YYYYY]

									I)ata for the	followin	g objectiv	es/curren	ts						
A	В	CDEF	GHIJKLM?	OPQRST	Ĺ			<u> </u>			1		<u> </u>		<u> </u>		<u> </u>	I		
Dats	sources:	Workforce Analysis	From the analysis of the effectif?	Data Entry	CxEx3	Francius usulysis and analysis of anomborship 13	Data Entry	CxHx3	£+1	Workforce Analysis	Equivalent to H	K×L×3	(F x Q) - R + M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K - M + O) - ((C + F) x Q)	K ∻ C	(K · M + O) ÷ (C) + F)
***************************************		1	i.	į	i	i	i.	i	i	i	i	ì	i	i	i	i	i	1	<u>į</u>	i
												Females								
					Allen	mployees				The follows	ng short-ter	om objectiv	es/currents			omen				
						· ·	(Replaced					rternover		Objects	es within J	171114	T	1	I	
Emp	oyment Equity	Number	Growth	(New positio	n»)		doyees)		Anticipated	Number		l employees)	Hiring	years	From					
	pational Groups	DDAM	Current	Pla	amed	Current	19.	med	haring within 3	00.8631			required within 3 year		- AAAA	Present Availabilit	Presen t	Expect ed	Present representat	Replication planned within 3
EEC	(is)	73333	Yearly 1	Vends at		Yearly t	Yearly at		-	11111	Yearly of				1	,	Value	Varia	ion	sears.
		5-6-2017			Within I			Within 3		5-6-2017		Within 3 years		2017	2020					
		No	94,	7/4	86	%	96	No	No.	N-1	7.	1.55	No	N.	%	96	80	No.	74	7/4
01	Senior Management	()		(0.0%		()	0 1	0 0.0%	() ()	0.0%	0	0 (#DIV/0!	#DIV/01
02	Muldle management and other salmin	52				0.0%			1	0 10	6 0.0%	4	1		38.9%	38.9%	-	5 -5	30.2%	30.2%
03	Professionals	66		1	(0 1.4%		()	0 2	3	6)	1)	26.4%	1	4	31,8%	31.8%
04	Sens-professional and technical staff	130	-9.1%	1		2.5%				1.			11		23,0%	23.0%	4 1	9 15	8.8%	8,8%
05	Supervisors	(17.2%		l '	0.0%		(0 1	0.0%				1	9.9%	9		#DIV/0!	#DIV/01 5,9%
06	Forences		*************	1		0.0%				0 2	0.0%				24.9%	24.9% 80.9%			5,9% 88,5%	88.5%
07	Administrative and elerical staif p Skilled Sales and Skilled Workers and	26	9,4%		1 '	0.0%			1	2:	3 0.0% 0 0.0%	1 :	1 :	1 '	1	0.0%	1	1 1	88.5% DIV/0!	88.5% DIV/0!
00	Craftspersons Cierical Personnel	122	1		1 :	0.0%			1	1	0.0%	1)	1 :	1)	1	3.5%			9.0%	9.0%
10		120	-14.2%			6,5%			1	1	7 0.0%	1 7	1 7		1	62.2%	1	6 6	»Di	#DIV
1 "													1						V/01	701
																			58.3%	58.3%
111	Intermediate sales staff and	12	-29.3%			8,7%				0	0.0%				0.0%	0.0%		0 (0.0%	0.0%
12	Skilled Manual Workers	369	-17.7%			0.0%		()	0 10:	3 0.0%		-4]		i	16.8%	, 4	1 41	27.9%	27.9%
l ų	Other Sales and Service Occupations	Cormulas (I.a.	0.0%		L from	0.0%		L	L market see	<u> </u>	0.0%	- D _{x 100}) (×	0.0%		0 (#DIV/0!	#DIV/0!
14	Calculated using the following other Manual Workers Calculated using the following	formula: (per	ber of the		es formies	ukforce analy d from Hos		as number	of employees of part-time	mons worksore	nated from	flave data	abreis) is d	Lat numbe		0.0% es from previo	L. workfor	Lanatsais S	*DIV/0!	ployees #DIV/0!
Total	from carrent work force analy-	1 - 2 - 86	-14.4%			5.4%				0 19-	4 0.0%	6	1))	21.6%	. 1	8 18	23.9%	23.9%

						Table 10: Females
Emp	oyment Equity		Wom	ten		
Occu (EEC	oyment Equity pational Groups (Gs)	Short Ta	gets	Long-te objectiv	rm es	Comments
			96		9%	
01	Senior Management		0.0		0.0	
02	Middle management and other admis-		38.9		38.9	
03	Professionals		0.0		0.0	
04	Semi-professional and technical staff		23.0		23.0	
05	Supervisors		0.0		0.0	
06	Ference		24.9		24.9	
07	Administrative and Cierical Personnel		0.0		0.0	
08	p Skilled Sales and Skilled Workers		0.0		0.0	
09	and Craftspersons Clerical Personnel		0.0	200	0.0	
10	Intermediate Sales Personnel and		0.0		0.0	
11	Shilled Manual Workers Other Sales		0.0		0.0	
12	and Service Personnel		0.0		0.0	
13			0.0		0.0	

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	Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]
[4] Other manual workers	730007475
Total	0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0

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š																			
								I	ata for the	following	gobjectiv	es/curren	ls						
A B	CDEF	GHIJKLM?	SOPQRST	ţ		[<u> </u>				I	<u> </u>		<u> </u>	I		<u> </u>		
Data sources:	Workforce Analysis	From the analysis of the effectif?	Data Estry	CxEx3	Francius mulysis and mulysis of membership 12	Data Entry	CxHx3	£÷1	Workforce Analysis	Equivalent to H	K×L×3	(F×Q) - R ⊕ M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K · M + O) ÷ (C) + F)
	i.	i	i	i.	i	á.	į.	i	i	i	ì	Ĺ	i.	i	į	Ĺ	1	i.	i
											riginal Pe								
r									The following	ng short-ter	m objectiv	es/currents							
	ļ			Alte	mployees							1			original T				
Employment Equity	Number	Growth	s (New positio	HIS)		r (Replaced aloyers)		Anticipated	Number		(employees)	Hiring	years	rs within 3 From	Present	Presen	Expect	Present	Replication
Occupational Groups (EEOGs)	DD MM Current Planned			Current	19.	mmed	buring within 3 years	00.3651 VVVV			required within 3 year	111	4.4.4.4	Availabilit	t Value	ed Varia	representat ion	planned within 3 years.	
	5-6-2017	Yearly t	Yearly at	Within I	Vearly (Yearly at	Wathin 3 years		5-6-2017	Yearly at	Within 3 years		2017	2020			nce		
	No.	16	%	No.	%	%	No.	No.	N11	%	***	140	No.	%	96	80	N-1	74	%
01 Senior Management				(0.0%			1		0.0%	5				0.0%	1 5	9 0	#DIV/0!	#DIV/0!
02 Middle management and other admin	53 66	4		'	0.0%				1 '	0.0%		1		4	2.2%			1.9%	1,9%
Professionals Sens professional and technical staff	136				1.4%				1 :	0.0%	1 1	1 :		0.7%	0.7%		-1	0.0%	0.0%
05 Supervisors					0.0%				1	0.0%		1		1 ""	0.0%			#DIV/0!	#DIV/0!
06 Forenen		-17.2%			0.0%		1 7		1 7	0.0%		1 1	1	(0.0%		1 6	0.0%	0.0%
07 Administrative and clerical staff p	26	.9,4%			0.0%					0.0%) (1		0.7%		0	0.0%	0.0%
08 Specialized sales and service staff p	-	0.0%			0.0%		1 6			0.0%) ()	0.0%		0	#D(V/0!	#D(V/0!
Specialized sales and service staff																			
09 Skilled weekers and actisans	122				0 6.2%		(,	0.0%		1 7		1.8%	1.8%	-	-2	0.0%	0.0%
10 Clerical staff	12	-14.2%			6.5%		('		0.0%			1	7	0.7%		0	0.0%	0.0%
[1] Intermediate sales staff and	12	-29,3%		(0 8.7%		(1	3 (0.0%	(1	1	0.9%	!	0	0.0%	0.0%
12 Skilled Manual Workers	365		1) +),0°4				1	0.0%	1	1		0.9%	0.9%	1	-3	0.0%	0.0%
13 Other sales and service personnel 14 Other manual workers		0.0%			0.0%		1 :	1	1 :	0.0%	1 :	1 '	1	"	0.0%] 0	#DIV/0! #DIV/0!	#DIV/0!
	tomana: cjęd	0,0% rear nagage		s from w	0.0% plcforce argij		ls number,	f employees	ijon workford	0.0% <u>analysis</u>	100.	1 :	1	4	0.0%	 	1 0	#DIV:01	#DIV/0! 0.1%
Total Calculated using the following	- Vornuia: (nui	her of fail	low engine,	des termina	idd from Now	1,	II – numb è		ihployees terri	Anatod Tron	ilnow data à	álatysis) – (f	bini numbe	Acrement	da trom provid	La workford	b amiyaa 🖺	total number of on	Hoyees 9.176

12 Skilled Manual Workers
13 Other sales and service personnel
14 Other manual workers
10th Carletthared using the following to
1 from current workforce analysis

	from current workforce analysi	S) = 2) X 190:				
						Table 12: Aboriginal Peoples
Emp	loyment Equity		Abori	iginal		
Occu (EEC	loyment Equity pational Groups)Gs)	Short Ta	rgets	Long-t objecti	erm ves	Comments
			0.0		%	
	Senior Management		0.0		0.0	
02	Middle management and other admis-		0.0		0.0	
03	Professionals		1.1	d .	1.1	
04	Semi-professional and technical staff		0.7	4	0.7	
05	Supervisors		0.0		0.0	
06	Penanca		0.0		0.0	
07	Administrative and Clerical Personnel		0.0		0.0	
08	p Skilled Sales and Skilled Workers		0.0		0.0	
09	and Craftspersons Clerical Personnel		1.8	4	1.8	
10	Intermediate Sales Personnel and		0.0		0.0	
11	Skilled Manual Workers Other Sales		0.0	4	0.0	
12	and Service Personnel		0.9	4	0.9	
13			0.0	1	0.0	

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	Date: DD-MM-YYYYY [Date: DD-MM-YYYYY]
[4] Other manual workers	75000000 00 00 00 00 00 00 00 00 00 00 00
Total	0.0

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A B	CDEF(3)	HIJKLMŠ	OPQRST	Ú		1			Data for the					T-00 k Hoses	1		I		
Data sources:	Workforce Analysis	From the analysis of oc effectif?	Data Entry	CxEx3	Francius andysis and analysis of anomborship 12	Data Entry	CxHx3	F+1	Workforce Analysis	Equivalent so H	K x L x 3	(F×Q) - R+M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K · M + O) ÷ (C) + F)
	1.	i.	i	i	i	i.	4	i	i	i.	ì	i.	1.	i	1.	i.	i	i.	i

									Table 13	: Persons	with Dis	abilities							
									The following	ig short-ter	m objectiv	s/currents							
				All cr	aployees									Persons w	ith disabilities				
Employment Equity	Number	Leowth	(New position	(is)		(Replaced loyers)		Ambiguated baring within 3	Number	Number Labour to (Replaced en		Hiring	years	s within 3 From	Present	Presen	Lancet	Present	Replication
Occupational Groups (EEOGs)	100 MM 777 YY	Current	Plac	nned	Current	Plan	med	years	00 MM VVVV			required within I seas	4444	- 4.4.4.4	Availabilit	t Value	ed Varia	representat ion	planned within 3
		Yearly t	Yearly at	Within I	Yearly (Yearly at	Within 3		5-6-2017	Yearly at	Wation 3 Years		2617	2020			nce	•	
	No	96	74	No	%	%	No	No.	No.	%	14.1	80	No.	1%	46	No	No	94	*4
01-02 Executives	53	-55.7%			0.0%		0	0		0.0%	(ſ	4,3%	4,3%	- 1	- 1	1,9%	1.99
03 Professionals	66	-6.6%			1.4%		0	0	0	0.0%	- (3	(3,8%	3,8%	. 3	-3	0.0%	0.08
04 Semi-professional and technical soft	136	-9.1%			2.5%		- 0	U	3	0.0%	0	3	(4.6%	4.6%	- 3	-3	2.2%	2.29
05 Supervisors	0			(0.0%		0	0	- 0	0.0%	0	0	- (0.0%	€	0	#DIV/0!	#DIV/0
06 Fonemen	17	-17.2%		(8.5%		0	0	1	0.0%	0	0			7.8%	6	0	5.9%	5.9%
07 Administrative and derical staff p	26	-9.4%		(0.0%		0	0	1	0.0%	0	0	- 0		3.4%	6	0	3.8%	3.8%
08 Specialized sales and service staff p	0	0.0%			0.0%		0	0	0	0.0%	ē.	- 6	(0.0%	6	0	#DIV/0!	#DIV/0
Specialized sales and service staff																			
09 Skilled workers and artisans	122	-10,3%			6.2%		- 0	0	2	0.0%	(3	(3,8%	3,8%	-3	-3	1,6%	1.69
10 Clerical staff	12	-14,2%			6,5%		- 0	0	- 0	0.0%	(- 1	(7.0%	7.0%	-1	- 1	0.0%	0.09
[] Intermediate Sales Personnel and	12	-29.3%			8.7%		- 0	0	- 0	0.0%		- 1	(5.6%	5.6%	-1	-1	0.0%	0.09
12 Skilled Manual Workers	369	-17,7%			0.0%		- 0	0	2	0.0%	(16	(4,8%	4.8%	-16	-14	0.5%	0.59
13 Other sales and service personnel	0	0.0%		1 (0.0%		0	0	0	0.0%	(0	(0.0%	6	0	#DIV/0!	#DIV/0
14 Other manual workers	Ü	0.0%		1 . (0.0%		. 0	0	0	0.0%	0	U	0		0.0%	6	0	#DIV/0!	#DIV/0
Folal Calculated using the following	िरमञ्जीतः सूद्य	test imbilities		क विस्ता पर्	leforce analy		a manter	of employees ()	our workford	analy Sight	A 100-	2.7	(. 4.6%	, , 27	23	1,2%	. 1.29

total Calculated using the following formula: (nash) from current workforce analysis] + 2) x 100.

	on tarten contract many a	· · · · · · · · · · · · · · · · · · ·				Table 14: Persons with Disabilities
Employ	ment Equity	P	ersons with	disabilitie	s	
Occupa (EEOG	ment Equity itional Groups 8)	Short Tar	rgets	Long-to objectiv		Comments
			94		*4	
01/02 E	xecitives		4.3		4.3	
03 P	rofessionals		3.8		3.8	
04 8	emi-professional and technical staff		4.6		4.6	
05 8	upervisors		0.0		0.0	
06 F	orane		0.0		0.0	
07 A	dministrative and Clerical Personnel		0.0		0.0	
08 p	Skilled Sales and Skilled Workers		0.0		0.0	
	nd Craftspersons Clerical Personnel		3.8		3.8	
(0 ls	stermediate Sulespersons and Skilled		7.0		7.0	
	Innual Workers Other Sales and		5.6		5.6	
	ervice Occupations Other Manual		4.8		4.8	
13 9			0.0		0.0	}
14			0.0		0.0	
Total			0,0		0.0	A Company of the Comp

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Federal Contractors Program Achievement Report Part 3: Objectives General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY| [Date: DD-MM-YYYYY]

									Data for the	fallassin	rabiaetis	or/eneron	fv.						
A B	CDEF	GHIJKLM?	SOPORSTI											7	T		7	1	
Data sources:	Workforce Analysis	From the analysis of the effectif?	Data Estry		Frankus andysis and analysis of anombership 14	Data Entry	CxHx3	F÷1	Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	JxP	Data Entry	Workforce Analysis	Workfor ce analysis	(K M +	K+C	(K - M + O) + (+ F)
	1.	i	į.	<u>i</u>		i	i	į.	Table 15: '	i dembers	of Visible	Minoriti	i. es	, i	i	i	į	į.	å
				All co	uployees				The follow	ng short-ter	m objectiv	es/currents		dembers o	l Visible Mino	rities			
					·	(Replaced			1	T 1	- formouser			ves within 3		T			

									The following	ig short-teri	m objectiv	s/currents							
				All cr	nployees								M	embers of V	isible Minori	ies			
Employment Equity	Number	tanwth	(New positio	116.)		r (Replaced aloyers)		Anticipated	Number	Labour (Replaced		Hiring	years	s within 3 From	Present	Presen	Expert	Persont	Replication
Secupational Groups EEOGs)	DD 5151	Current	Ma	nned	Current	ii Planned		hiring within 3 years	00 MM			required within 3 years	4444	-4444	Availabilit	t Value	ed Varia	representat ion	planned within 3
		Yearly t	Yearly at	Within 1	Yearly t	Yearly at	Wathin 3		5-6-2017	Yearly at	Wation 3 Years		2017	2020			nee	-	,
	No	96	%	No	%	%	No.	No.	No	%	No.	No	No.	*6	96	No	No.	%	74
01 Senior Management	0			- (0.0%		(0	(0.0%	- 0	0	()	0.0%	0	0	#DIV/0!	#DIV/
02 Middle management and other admin-	53	-11,3%			0.0%			0		0,0%		8	(15.0%	15.0%	-8	.8	0.0%	0.0
03 Professionals	66	-6.6%			1.4%		(ti		0.0%	- (16	(28.0%	28.0%	-16	-16	3,0%	3,0
04 Sem-professional and reduced staff	136	-9.1%			0 2.5%		1 (G.		0.0%	- 0	10	(9,6%	9,0%	-10	-10	1.5%	1.5
05 Supervisors	0			1	0.0%		(0	(0.0%	0	0	()	0.0%	9	0	#DIV/0!	#DIV/
Ob Formen	17	-17.2%			8,5%			0	1	0.0%	(2	(14.6%	14.6%	-2	-2	0.0%	0.0
07 Administrative and clerical staff p	26	-9.4%			0.0%			0	- 1	0.0%		3	1	11,4%	11,4%	- 3	-3	0.0%	0.0
08 Specialized sales and service pursonnel	- 8	0.0%		(0 0,0%		(0	(9.0%	€	6	()	0.0%	θ	0	#DIV/0!	#DIV/
09 Skilled workers and artisans	122	-10.3%			6.2%			- 0	- 1	0.0%	•	4	1	4.3%	4,3%	-4	-4	0.8%	0.8
10 Clinical staff	12	-14.2%			6,5%			- 0	(0.0%	•	- 1	1	12.3%	12.3%	-)	-1	0.0%	0.0
[] Intersediate Sales Personnel and	12	-29.3%			8,7%			- 0	(0.0%	(3		22.2%	22,2%	.3	-3	0.0%	0.0
12 Skilled Manual Workers	369	-17,7%			0.0%		(0		0.0%	- (58	1	16.4%	16.4%	-58	-58	0.8%	0.8
13 Other sales and service personnel	0	0.0%		(0.0%		1 (0	(0.0%	0	0	(0.0%	0	()	#DIV/0!	#DIV/(
14 Other manual workers	0	0.0%			0.0%			0	(0.0%	. 6	0	(0.0%	9	0	#D(V/0!	#DIV/€
Total Calculated using the following Calculated using the following					n ktorce ginnly		is number	of employees b	om workforg	analysisol.	~ ''x 100.c	106	()	14,0%	-106	-106	1,0%	1.0

from current workforce analysis] ÷ 2) x 100.

+ from c	current workforce analysi	$(s] + 2) \times 100.$				
						Table 16: Members of Visible Minorities
Employment	rt Equity	Mem	bers of Visil	ole Minori	ties	
Employment Occupations (EEOGs)	al Groups	Short Ta	rgets	Long-te objectiv		Comments
			96,		%	
01 Senior N	Management		0.0		0.0	
02 Middle i	management and other admin		15.0		15.0	
03 Professi	ionals		28.0		28.0	
04 Seni-pri	rofessional and technical staff		9,0		9.0	
05 Supervis	isons		0.0		0.0	
06 Forenses	98		14.6		14.6	
07 Adminis	strutive and elerical staff p		11.4		11.4	
08 Specialia	ized sales and service		0.0	4041000	0.0	
pecsent						
09 Skilled s	workers and artisans		4.3	0.000	4.3	
10 Clerical	l staff		12.3		12.3	
11 Internes	shipte sales staff and		22.2		22.2	
12 Skilled !	Manual Workers		16.4		16.4	
13 Other sa	ales and service personnel		0.0		0.0	

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	Part 3: Objectives
	General Dynamics Ordonnance and Tactical Systems Canada Inc.
	Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]
[4] Other manual workers	(7) (200 m m = 0.0 (200 m m m m m m m m m m m m m m m m m m
Total	0.0

Federal Contractors Program Achievement Report Part 4: Results - Women General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : dobility date Part 2 : Mobility dat Part 2 : Mobility Part I: Workfore Part L Workfor Part E E = H x 100 Workfor F . H KyClast E. N P v E v 100 0-8 U v E v 100 $V \circ X$ anslesi Analysis Analysis Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity All Occupational Result EMIL employ Groups (EEOGs) Difference 2015 0.0 27. 0. Senior Management 2017 0.0 0.6 0.0 0.6 0. Middle management and other directors 2015 25.0 38. 64.3 77.6 50.0 2017 30.2 38.9 0.6 0.0 2015 28.3 50.0 0.0 2017 31. 26.4 120.5 0,0 STREET 2015 18 26. 58.4 2017 136 8. 31 38.4 12 0.0 0.0 0.6 echnical 2015 100.0 58.8 170.3 05 Supervisors 2017 0.0 0.0 0.0 0.0 0.0 0.6 2015 24.5 Foremen 0.0 0.1 2017 24.9 23.6 0.6 Part 2 : Mobility E - D s E ~ G x 100 Past 3: Objectiv Part 3: E+Kx Data sources: -1 x 100 F - M x H analysis **New Entrants** Objectives Employment Mobility data Short-term objectives Long-term objectives Year Equity Comments Occupational Fourcests go of the objectiv Groups (EEOGs) ge of the objective ge of the objectiv Senior Management 2020 0.0 0.0 0.0 0.6 0. Middle management un other directors 201 0.0 -100,0 0.0 0.0 -11) 0.6 0.0 2020 0.0 38.4 38.5 0.6 2017 54. 0 (0.0 0.0 0.0 0.0 03 Professionals 2020 54.5 0.0 0.0 0.0 0.0 Semi-stall professional and 2017 0.0 0.0 0.6 0.0 0.6 0.0 2020 0.0 23.0 23.0 0.0 technical 2017 0,0 0.3 05 Supervisors 2020 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 4: Results - Women General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mobility dat Part 2 : Mobility Part I: Workfore Part L: Workfon Part E E = H x 100 Workfor F . H KyClast E. N P v E v 100 0-8 U v E v 100 $V \circ X$ anslesi Analysis Analysi Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational Result EMI employ Groups (EEOGs) Difference Administrative and main office staff 2015 94.3 81.5 2017 88. 80.9 109. 0. 0. 0.0 Specialized sales and 2015 0.0 0.0 0.4 ervice personne 0.0 2017 0.0 0,0 0.0 0.6 0.0 Skilled workers and 2015 4.1 3.4 artisans 0.4 2017 122 9,0 257.6 0.6 0.0 2015 63.2 63.8 99.6 10 Clerical staff 2017 12 58.3 62.2 93.8 100.0 0.0 0.0 Intermediate stat 2015 0.0 66. 0.0 sales and services 2017 0.0 0.0 0.0 0.6 0.0 0,4 Skilled Manual Workers 2015 663 22. 17. 134.1 12 0.0 0.0 2017 364 103 27. 16.3 62 41 166. 0.0 E = G x 100 Part 3: Goals E∘K× Part 3: Goals Part 2: Flow $E \circ D|_{S}$ Part 3: Goals Duta sesarces: -1 x 100 Part 3: Goal F - M x H Data Analysi Analysis New Entrants Objectives Employment Mobility data Short-term objectives Long-term objectives Equity Comments Occupational Groups (EFOGs) Administrative and main office staff 2017 0.0 0.0 0.5 0.0 -0 0,6 0. 2020 0.0 0.6 0.6 0.8 0 Specialized sales and service personnel 2017 0.0 1) (0.0 0.0 () 0,8 a. 2020 0.0 0.0 0.0 0.6 0 Skilled workers and 2017 0.0 0.0 0.0 0.0 0.0 Ö, 09 ß. 2020 0.0 0.0 0.0 0.8 2017 13.1 0.0 0.0 0.6 0.0 Clerical staff 2020 0.0 0.0 0.0 0,6 0 intermediate stat sales and services 2017 0.0 ().(0.0 0.0 8. 2020 0.0 0.0 0.0 0.9 0.

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Federal Contractors Program Achievement Report
Part 4: Results - Women
General Dynamics Ordonnance and Tactical Systems Canada Inc.
Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]

Federal Contractors Program Achievement Report Part 4: Results - Women General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mohility dat Part I: Workföre Analysis Part 2 : Mobility Part L Workfor Part 1: Workfort F . H KyGost E. N P v E v 100 Q - S U v E v 100 $V \circ X$ analysi Analysis Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational Result EMI Groups (EEOGs) Difference Other sales and service personnel 2015 0.0 0.0 0.4 13 2017 0.0 0.6 0.0 0.6 0. Other manual workers 2015 0.0 0.0 0.0 14 21.4 0.0 25.4 2017 0.0 0.6 0.0 2015 1,296 280 21.6 95.6 Total 105 18. 0.0 17. 2017 813 194 23 (21.0 176 110.5 E+Dx 100 E ÷ G x 100 E+K x 100 Part 3: Objectiv Part 3: Data sources F - M x B analysis **New Entrants** Objectives Employment Mobility data Short-term objectives Long-term objectives Equity Occupational Comments Groups (EEOGs) Current Objectiv Objects Objectiv . *4 ** % Ħ Other sales and service personnel 2017 0.0 0.8 0.0 0.4 13 2020 0.0 0.6 0.0 0.0 0,6 2017 15.0 0.0 Other manual 0.1 0.0 0.6 14 workers 15.0 2020 0.0 0.0 0.0 0.

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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal People General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mobility dat Part 2 : Mobility Part I: Workfore Part L: Workfon Part E E = H x 100 Workfor F . H KyGost E. N 2 x E > 100 0-8 U v E v 100 $V \circ X$ anslesi Analysis Analysi Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity All Occupational Abortona Result EMIL employ Groups (EEOGs) Difference 2015 0.0 Senior Management 2017 0.0 0.6 0.0 0.6 0. Middle management and 2015 59.3 other directors 0.0 0.0 2017 85.8 0.0 2015 0.0 0.0 0.0 2017 0.0 0.0 0.6 0.0 Semi-stati professional and 2015 18 0.0 0.8 0.0 2017 136 0.0 0.7 0.0 3.2 0.0 0.0 0.6 echnical 2015 0.0 2.8 0.0 Supervisors 0,6 2017 0.0 0.0 0.0 0.0 0.0 2015 0.0 0.6 0.0 Foremen 0.0 0.4 2017 0.0 0.0 0.0 0.6 Part 2 : Mobility Past 3: Objectiv $E \circ D|_{S}$ Part 3: E+Kx Data sources -1 x 100 F - M x H analysis New Entrants Objectives Employment Mobility data Short-term objectives Long-term objectives Year Equity Comments Occupational Groups (EEOGs) . H 2017 0.0 0.3 0.0 01 Senior Management 2020 0.6 0. 0.0 0.9 0.0 Middle management and 2017 0.0 0.0 0.0 0.6 0. 02 other directors 2020 0.0 0.0 0.0 0.6 ß. 2017 0.0 0 0. 0.0 0.6 0.0 03 Professionals 0.0 2020 0.0 1.1 0.0 2017 0.0 0.0 0.0 0.0 0.0 04 professional and technical 0.0 2020 0.0 0.0 0. 0. 2017 0.0 0.0 0.0 0.6 0. 05 Supervisors 2020 0.0 0.0 0.0 0.6 Ð,

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Federal Contractors Program Achievement Report		
Part 5: Results - Aboriginal People		
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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal People General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : dobility date Part 2 : Mobility dat Part 2 : Mobility Part I: Workfore Part L: Workfon Part E E = H x 100 Workfor F . H KyClast E. N P v E v 100 0-8 U v E v 100 $V \circ X$ anslesi Analysis Analysi Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational Abortona Result EMIL employ Groups (EEOGs) Difference Administrative and main office staff 2015 0.0 0.4 2017 0.0 0. 0.0 0.6 0. Specialized staff of the 2015 0.0 0.0 0.0 0.0 sales and service: 2017 0.0 0,0 0.0 0.6 0.0 09 Skilled workers and 2015 0.6 34.8 0.0 artisans 2017 122 0.0 0.0 0.6 0.0 2015 0.0 0.0 10 Clerical staff 2017 12 0.0 0.7 0.0 0,6 0.0 0.0 Intermediate stat 2015 0.0 2.2 0.0 sales and services 2017 0.0 0,6 0.0 0.6 0.0 0.0 12 Manual workers 2015 663 0.2 10. 0.0 0.0 specialized 2017 364 0.0 63 0.0 0.6 Part 2 : Mobility E = G x 100 Past 3: Objectiv $E \circ D|_{S}$ Part 3: E+Kx Data sources -1 x 100 F - M x H anatysis **New Entrants** Objectives Employment Mobility data Short-term objectives Long-term objectives Year Equity Comments Occupational Fourcests ge of the objects Groups (EEOGs) ge of the objective ge of the objectiv Objecti Administrative and main office staff 0. 2020 0.0 0.0 0.0 0.6 0. Specialized sales and 201 0.0 0.0 0.0 0.0 11 9.6 0.0 ervice personnel 2020 0.0 0.0 0.6 0.6 Skilled workers and 2017 0.0 0 (0,0 0.0 0.0 0,0 artisans 2020 0.0 0.0 0.0 2017 0.0 00 0.6 0.0 () 0,6 0.0 10 Clerical staff 2020 0.0 0.0 0.0 0.6 Intermediate staff sales und services 2017 0.0 0.0 0. 0.0 0,6 0.0 2020 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal People General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A D H М Q R U W Part 2 : Mohility dat Part I: Workföre Analysis Part 2 : Mobility Part L: Workfon Part 1: Workfort F . H KyGost E. N P v E v 100 Q - S U v E v 100 $V \circ X$ Analysi Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational Aborigina Result EMI Groups (EEOGs) Difference 13 Other sales and service personnel 2015 0.0 0.0 2017 0.0 0.6 0.0 0.6 0. Other workers 2015 0.0 0.0 0.0 14 manuals 0.0 0.0 0.0 0.0 2017 0,0 0.0 2015 1,296 0.2 16.5 Total 105 0.0 0.0 2017 813 0.1 11.2 0.6 E + D x 100 E+K x 100 Part 3: 8 ÷ G x 100 Data sources F + M x B analysis **New Entrants** Objectives Employment Long-term objectives Mobility data Short-term objectives Equity Occupational Comments Groups (EEOGs) ø Other sales and service personnel 2017 0.0 0.5 0.0 0.8 2020 0,0 0.0 0.6 0, 0.0 Other manual workers 2017 0 0. 0.0 0.0 0.0 0.0 14 2020 0.0 0.0 0.0 0.0 0.

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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mobility dat Part 2 : Mobility Part I: Workfore Part L: Workfon Part 1: Workfort F . H KyGost E. N P v E v 100 Q - S U v E v 100 $V \circ X$ anslesi Analysis Analysi Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational All Persons with disabi Persons with disabilitie Result EMI employ Groups (EEOGs) Difference 2015 4. 28. Executives 50.(2017 43 43.9 0. 0.0 2015 0.0 0.0 03 0.0 0.0 2017 0.0 0.0 0.0 Semi-staff professional and 2015 18 0.6 4.6 12.0 0.0 0.0 2017 136 2.5 4.6 48.0 echnical 2015 0,0 13.5 0.0 Supervisors 2017 0.0 0.6 0.0 0.0 0.0 0.0 2015 0.0 0.0 96 Foremen 2017 75. 20.6 Part 2 : Mobility data E + D x 100 Part 3: Objectiv Part 3: E ÷ G x 100 E-Ks Part 3: Objectiv Data sources F + M x H analysis **New Entrants** Objectives Employment Mobility data Short-term objectives Long-term objectives Year Equity Comments Occupational Persons with disabilit Groups (EEOGs) gr of the objective ge of the objectiv gr of the objects e of the objectiv Objectiv 0,0 Executives 2020 0.6 0.0 0.0 0.0 0.0 Professionals 2020 0.0 0.0 12. 0.6 0.6 04 professional and 2020 12.5 271.7 271. echnical 2017 0.0 0.6 0.0 0,6 0.0 05 Supervisors 2020 0.0 0.0 0,0 0.0

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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mobility dat Part I: Workfore Part L: Workfon Part E Viobilio V E = H x 100 Workfor F . H KyClast E. N 2 x E = 100 0-8 U v E v 100 $V \circ X$ anslesi Analysis Analysi Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational Persons with disabil Persons with disabilitie Result EMI employ Groups (EEOGs) Difference Administrative and main office staff 2015 2. 84.4 2017 113.1 0.6 0. Specialized sales and 2015 0.0 0.0 ervice personne 0.0 2017 0.0 0,0 0.0 0.6 0.0 Skilled workers and 2015 3.6 93.4 artisans 0.0 2017 122 43.1 0.6 0.0 2015 0.0 0.0 10 Clerical staff 2017 12 0.0 0.0 0,6 0.0 0.6 Intermediate stat 2015 2.5 52. sales and services 0.0 2017 5.6 0.0 0.6 0.0 0.0 Skilled Manual Workers 2015 663 4.8 75 12 0.0 0.0 2017 364 0.3 11.3 0.6 Part 2 : Mobility E -D s E ~ G x 100 Past 3c Part 3: E+Kx Data sources -1 x 100 F - M x H anatysis Objectives **New Entrants** Mobility data Employment Short-term objectives Long-term objectives Year Equity Comments Occupational Groups (EEOGs) Administrative and main office staff 2017 0.0 - 11 0.6 0.0 () 0.6 0 2020 0.9 0.0 0.6 0. Specialized sales and service personnel 2011 0.0 0.0 ().(0.0 1) 0.0 0. O. 2020 0.0 0.0 0.0 0.9 Skilled workers and artisans 2017 0.0 00.1 0.0 0.0 0.0 0.0 2020 0.0 3 : 0.0 0 2013 0.0 0.0 0.0 0.0 0.6 n. Clerical stuff 71 2020 0.0 0.0 0. Informediate staff sales and services 2017 0.0 0.0 0.0 0.0 0.6 2020 0.0 5.6 0.0 0. Skilled Manual Workers 2017 0.0 0.0 0.0 0.0

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Part 6: Results - Persons with Disabilities		
General Dynamics Ordonnance and Tactical Systems Canada Inc.		
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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A D H М Q R U W Part 2 : Mohility dat Part I: Workföre Analysis Part 2 : Mobility Part L: Workfon Part 1: Workfort F . H KyClast E. N 2 x E > 100 Q - S U v E v 100 $V \circ X$ Analysi Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational Persons with disabilitie Result EMI Groups (EEOGs) Difference Other sales and service personnel 2015 0.0 0.0 13 2017 0.0 0.6 0.0 0.6 0. 0.4 Other manual workers 2015 0.0 0.0 0.0 14 0.0 2017 0.0 0,0 0.0 2015 1,296 2.6 4.6 Total 105 0.0 2017 813 46 26. Part 3: Objectiv E+Dx 100 8 ÷ G x 100 E+K x F + M x B Data sources analysis **New Entrants** Objectives Employment Mobility data Short-term objectives Long-term objectives Year Equity Comments Persons with disabilitie Persons with disabilities Occupational Persons with disabiliti Groups (EEOGs) Obiecti abjectiv 2017 Other sales and 0. 0, 13 service personnel 0.0 0.0 0.0 2017 0.0 0.0 0.0 0.0 Other manual 0.0 14

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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mobility dat Part 2 : Mobility Part I: Workfore Part L: Workfon Part E E = H x 100 Workfor F . H KyClast E. N P v E v 100 0-8 U v E v 100 $V \circ X$ anslesi Analysis Analysis Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Members of Visible Mineritie All Members of Visible Minorit Occupational Members of Visible Minorit Members of Visible Mi Result EMIL employ Groups (EEOGs) Planned Difference Difference 2015 0.0 10. Senior Management 2017 0.0 0.6 0.0 0.6 0. 0.6 Middle management and other directors 2015 8.3 0,0 2017 0.0 15.0 0.0 0.6 0.0 2015 2.5 28. 8. 3.0 0.0 2017 28.0 10.8 0,0 2015 18 0,6 2017 136 9.0 -10 16.3 3.2 0.0 0.0 0.6 echnical 2015 0.0 0. 0.0 Supervisors 2017 0.0 0.0 0.0 0.0 0.0 0.6 2015 0,0 14.6 0.0 Foremen 0.0 0.1 2017 0.0 14.6 0.0 0.6 Part 2 : Mobility Past 3: Objectiv $E \circ D|_{S}$ Part 3: E+Kx E ≃ G x 100 Data sources -1 x 100 F - M x H analysis New Entrants Objectives Employment Mobility data Long-term objectives Short-term objectives Year Equity Comments Occupational Members of Visible Minorit Members of Visible Minori Groups (EEOGs) 4 2017 0.0 0.0 0.0 0.0 11 0.6 0. enior Managemen 2020 0.0 0.6 0.0 0.6 ō. Middle management and other directors 2017 0.0 0.0 0.0 () 0.6 Ø. 02 2020 0.0 15.0 0.0 15. 0. 2013 9.1 100.0 0.6 0.0 0.0 0 03 Professionals 32. 9.1 32.5 28.6 2020 28.0 Semi-staff professional and technical 2017 0.0 0.1 0.6 0.0 0.6 0.6 04 9 0 2020 0.0 0.0 9 2017 0.0 01 0.0 0.0 0.6 13. Supervisors 2020 0.0 0. 0.0 0.6 0.

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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mobility dat Part I: Workfore Part L: Workfon Part E Mobility E = H x 100 Workfor F . H KyClast E. N P v F v 100 0-8 U v E v 100 $V \circ X$ anslesi Analysis Analysis Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Members of Visible Minoritie All Members of Visible Minorit Occupational Members of Visible Minorit Members of Visible Mi Result EMIL employ Planned Difference Difference Groups (EEOGs) Administrative and main office staff 2015 0.0 10.0 0. 2017 0.0 11.4 0.0 0.6 0. 0.0 Specialized sales and 2015 0.0 0.0 0.0 ervice personne 2017 0.0 0,0 0.0 0.6 0.0 0.6 Skilled workers and 2015 4.4 26.5 artisans 2017 122 0,8 4.3 19.1 0.6 0. 0.0 2015 0.0 10.: 0.0 10 Clerical staff 2017 0.0 12.3 0.0 0,6 0.0 0.6 Informativate stat 2015 0.0 0.0 sales and services 2017 0.0 22. 0.0 0.6 0.0 0.0 Skilled Manual Workers 2015 663 0.: 12 0.0 0.0 2017 364 0.8 16.4 6 0.6 Part 2 : Mobility E ~ G x 100 Past 3c $E \circ D|_{S}$ Part 3: E+Kx Data sources -1 x 100 F - M x H anatysis **New Entrants** Objectives Employment Mobility data Short-term objectives Long-term objectives Year Equity Comments Mombers of Visible Mir Members of Visible Mi Occupational Groups (EEOGs) 4 Administrative and main office staff 2017 0.0 0.0 0.0 0.0 11 0.6 0. 2020 0.0 114 0.0 11. ō. Specialized sales and 2017 0.0 0.0 0.0 () 0.9 Ø. ervice personnel 2020 0.0 0.0 0.0 0.6 0. Skilled workers and 2013 0.0 0.0 0.0 0.6 0 09 0. 2020 0.0 4. 0.0 4. 2017 0.0 0.6 0.0 () 0.0 0.0 Clerical staff 0 2020 0.0 0.0 12 2017 0.0 0.0 0.6 0.0 n. 0.6 8 sales and services 2020 0.0 22. 0.0 22. 0.0

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	Federal Contractors Program Achievement Report	
	Part 7: Results - Members of Visible Minorities	
General Dynamics Ordonnance and Tactical Systems Canada Inc.		
Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY]		
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY] [Date: DD-MM-YYYYY] A C D H М Q R U W Part 2 : Mohility dat Part 2 : Mobility Part I: Workfore Part L: Workfon Part 1: Workfort F . H KyClast E. N P v E v 100 0-8 U v E v 100 $V \circ X$ anslysi Analysis Analysis Analysi Workforce Analysis Mobility data analysis Employment Year Staff Recruitment Advances Terminations Equity Occupational Members of Visible Minoritie All Members of Visible Minorit Members of Visible Minorit Members of Visible M Result EMI employ Groups (EEOGs) Difference Other sales and service personnel 2015 0.0 0.0 13 2017 0.0 0.6 0.0 0.6 0. 0.4 Other manual workers 2015 0.0 0.0 0.0 14 0.0 2017 0.0 0.6 0.0 0.6 2015 1,296 0.1 11.6 -14 6.0 Total 105 0.0 2017 813 14 (114 -106 E+Dx 100 Part 3: Objectiv 8 ÷ G x 100 E+K x F + M x B Data sources analysis **New Entrants** Objectives Employment Mobility data Short-term objectives Long-term objectives Year Equity Comments Members of Visible Mi Occupational Members of Visible Mir Groups (EEOGs) ge of the objective ge of the Objectiv Objectiv objectiv Other sales and (). service personnel 2020 0.0 0,0 Other manual 2017 -5.(0,6 0.0 0.0 0,0

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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts General Dynamics Ordonnance and Tactical Systems Canada Inc. Date: DD-MM-YYYYY| [Date: DD-MM-YYYYY|

Efforts

Please check the appropriate boxes beside the efforts your organization has made to implement the Federal Contractors Program.

Neces	sary measures :
	Provide new employees with the opportunity to self-identify and adjust the survey results accordingly.
	Provide a self-identification questionnaire to employees who wished to change previously submitted information and to those who requested it, and adjust the results.
	Survey results adjusted to reflect hirings, promotions, and terminations.
	Updated workforce analysis to reflect new hires, promotions and terminations; changes made by employees to their self-identification questionnaires; and any revisions to availability estimates.
	Adjustment of availability estimates to account for major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups, or changes in the composition of occupational groups).
	Updated availability estimates to incorporate new Census data as it becomes available for employmen equity purposes.
	Ensure that all newly identified deviations are addressed accordingly.
	Maintains appropriate records in all required fields.
Other	measures:
	Review employment systems, policies and practices to ensure that they do not result in barriers to the employment of designated group members, monitor their implementation and adjust them as required.
	Have an accommodation policy or procedures that have been communicated to all staff and have provided accommodation.
	Provide ongoing senior management support for employment equity and its implementation. Establish
	accountability mechanisms to ensure that short term objectives are
	Communicate the objectives to the managers concerned and monitor and record the results.
	Dedicate adequate resources (financial and human) to ensure that short-term objectives would be met.
	Consultations with employees and union representatives on the communication and implementation of employment equity.

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	Keeps all employees, including new employees and managers, informed of the employment equity objective, the steps taken to implement it and the progress made in its implementation; and	
	Implement a strategy to ensure a barrier-free workplace.	
	Undertake initiatives to increase representation where gaps have been identified in the	
	All of this could reasonably be expected to result in increased representation, taking into account resources and constraints.	
	Other (please specify):	
Oper	ational Context	
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the initial/previous and current/subsequent conformity ment.	
	☐ Impact of economic and industrial conditions on the organization.	
	Any reorganization or other structural changes in the department.	
	Acquisitions, mergers or transfers of	
	remployees.	
	Major layoffs (include number of employees affected and the occupational groups of those employees).	

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	Strikes (include dates, number of employees affected and the occupational groups of those employees).
, ,	Others
	Other.
Addit	ional details
Please	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: General Dynamics Ordonnance and Tactical Systems Canada Inc.

Primary Location: Le Gardeur, Québec

Number of Employees: 812

Montréal: 598 Ouébec: 186 Trois-Rivières: 28

Organization Overview:

NAICS 3323 Architectural and Structural Metals Manufacturing

The organization develops and manufactures military ammunition. The company also provides various services, including: demilitarization of all-calibre ammunition; all-calibre testing and proofing services; development of customized brass cartridge cases; handling and loading of insensitive munition; and pouring and casting. It provides services to armed forces, and police and law enforcement agencies.

Key Dates - First Year Assessment

Initiated: 2014-06-23 Received: 2015-06-11 Closed: 2015-11-27 Workforce Analysis: 2015-06-10

Key Dates - Subsequent Assessment

Initiated: 2017-07-08 2018-04-20 Received: Workforce Analysis: 2017-06-05

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is
consistent with that provided during the previous submission:
⊠ Yes □ No

I have verified that the data provided in the Achievement Report is consistent with that foun
in Forms 1 to 6:

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- Minor discrepancies were noted in the workforce analysis due to the selection of the wrong date by the employer. Corrections were made based on new workforce analysis generated. The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.
- It appears that for the first assessment, employees of another group were included by mistake. The group is a certified FCP employer under number 10000421 (Général Dynamics Produits de Défense et Systèmes Tactiques – Canada Valleyfield). It was decided during the certification process that both group will have their own file. In regard to this situation, it will be difficult to assess the reasonable progress given that the workforce decreased from 1296 to 812 employees.

ASSESSMENT OF REASONABLE PROGRESS

- The first assessment goals were set in numbers.
- In 2015, the organization had 28 gaps. However, short-term goals were set to address six gaps only, and this was accepted during the previous compliance assessment.

Women

1.	Senior Managers	Short term goal was set
2.	Middle & Other Managers	Goal not met (0%)
4.	Semi-Professionals & Technicians	Goal not met (0%)
6.	Supervisors: Crafts & Trades	Short term goal was set
11.	Intermediate Sales & Service Personnel	Goal not met (0%)

Assessment/Observations

- EEOG 02: There were two new entrants and none were women. This is to be expected given the market availability of 38.9%.
- EEOG 04: There were 12 new entrants and none were woman. Given the market availability of 26.5%, at least three women would have been expected.
- EEOG 11: There were no new entrants in this EEOG.

Aboriginal Peoples

2.	Middle & Other Managers	Short term goal was set
3.	Professionals	Short term goal was set
4.	Semi-Professionals & Technicians	Short term goal was set
9.	Skilled Crafts & Trades Workers	Short term goal was set
11.	Intermediate Sales & Service Personnel	Short term goal was set
12.	Semi-Skilled Manual Workers	Short term goal was set

Assessment/Observations

None

Persons with Disabilities

1./2.	Managers	Short term goal was set
3.	Professionals	Short term goal was set
4.	Semi-Professionals & Technicians	Short term goal was set
6.	Supervisors: Crafts & Trades	Short term goal was set
10.	Clerical Personnel	Short term goal was set
11.	Intermediate Sales & Service Personnel	Short term goal was set
12.	Semi-Skilled Manual Workers	Goal not met (0%)

Assessment/Observations

• EEOG 12: There were no new entrants in this EEOG.

Members of Visible Minorities

1.	Senior Managers	Short term goal was set
2.	Middle & Other Managers	Short term goal was set
3.	Professionals	Goal met at 100%
4.	Semi-Professionals & Technicians	Short term goal was set
6.	Supervisors: Crafts & Trades	Short term goal was set
7.	Administrative & Senior Clerical Personnel	Short term goal was set
9.	Skilled Crafts & Trades Workers	Short term goal was set
10.	Clerical Personnel	Short term goal was set
11.	Intermediate Sales & Service Personnel	Short term goal was set
12.	Semi-Skilled Manual Workers	Goal not met (0%)

Assessment/Observations

• EEOG 12: There were no new entrants in this EEOG.

ASSESSMENT OF REASONABLE EFFORTS

- П An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - The organization met only one of the six goals that were set during the first assessment. However, in four instances, EEOGs in question did not see sufficient new entrants to expect reasonable progress to occur. In one instance, there were sufficient hires to expect progress.
 - Only two years have passed between compliance assessments. Should a full three year period been covered, it is possible that additional progress could have been made by the organization.

An assessment of reasonable progress and a traditional assessment of reasonable effort are to be considered reservedly based on the previous two points. It is therefore recommended that focus be kept on the current workforce analysis to ensure appropriate goals are set for the next three years.

ASSESSMENT OF GOALS

Short-term goals

• All short term goals were set as a percentage at least equal to the availability.

Long-term goals

• A long-term goal has been set as a percentage at least equal to the availability for every gap uncovered by the most recent workforce analysis.

Women

Workforce Analysis Results			Go	als			
			Short- term	Long- term	Representation	1 1 1 1 1	
Emp	Employment Equity Occupational Group (EEOG)			(3		LMA	
			(1 to 3	years			
			years)	or			
				more)			
#	Description	#	%	%	%	%	
02	Middle & Other Managers	-5	38.9	38.9	29.1	38.9	
04	Semi-Professionals & Technicians	-19	23.0	23.0	9.0	22.8	
06	Supervisors: Crafts & Trades	-3	24.9	24.9	5.6	24.9	
11	Intermediate Sales & Service Personnel	-7	50.0	50.0	0.0	61.8	

Observations:

Aboriginal Peoples

	Workforce Analysis Results		Go	als		
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3 years)	Long- term (3 years or more)	Representation	LMA
#	Description	#	%	%	%	%

(03	Professionals	-1	1.1	1.1	0.0	1.1
(04	Semi-Professionals & Technicians	-1	0.7	0.7	0.0	0.7
(09	Skilled Crafts & Trades Workers	-2	1.8	1.8	0.0	1.8
	12	Semi-Skilled Manual Workers	-3	0.9	0.9	0.0	0.9

Observations:

Person with Disabilities

	Workforce Analysis Results			als		
			Short- term	Long- term	Poprocontation	LMA
Emp	oloyment Equity Occupational Group	Present		(3	Representation	LIVIA
	(EEOG)		(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
01/ 02	Managers	-1	4.3	4.3	1.8	4.3
03	Professionals	-2	3.8	3.8	0.0	3.8
04	Semi-Professionals & Technicians	-3	4.6	4.6	2.2	4.6
09	Skilled Crafts & Trades Workers	-4	3.8	3.8	0.8	3.8
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	0.0	5.6
12	Semi-Skilled Manual Workers	-16	4.8	4.8	0.5	4.8

Observations:

Members of Visible Minorities

	Workforce Analysis Results			als		
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group (EEOG)			(3		LIVIA
			(1 to 3	years		
			years)	or		
				more)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-8	15.0	15.0	0.0	15.0
03	Professionals	-16	28.0	28.0	3.1	28.0

04	Semi-Professionals & Technicians	-11	9.1	9.1	0.7	9.1
06	Supervisors: Crafts & Trades	-3	14.6	14.6	0.0	14.6
07	Administrative & Senior Clerical Personnel	-3	11.4	11.4	0.0	11.4
09	Skilled Crafts & Trades Workers	-4	4.3	4.3	0.8	4.3
10	Clerical Personnel	-1	12.3	12.3	0.0	12.3
11	Intermediate Sales & Service Personnel	-3	22.2	22.2	0.0	22.2
12	Semi-Skilled Manual Workers	-58	16.5	16.5	0.8	16.5

Observations:

RECOMMENDATION

i recommend that	the employer be found:	
oxtimes in compliance	□in non-compliance	

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

- Given that General Dynamics Ordonnance and Tactical Systems Canada Inc. has a number of gaps for persons with disabilities and visible minorities overall, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these two designated groups. Guidance on how to conduct an employment systems review is available on the Labour Program website (Step 2-2 of the training modules under the WEIMS help page).
- If not done already, it may be beneficial for General Dynamics Ordonnance and Tactical Systems Canada Inc. 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: Maurice Yakibonge	
Date: 2018-07-05	

Subject: Government of Canada Agreement Number: AIEE – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Mr. Robert:

I am writing to inform you that the subsequent compliance assessment initiated on July 8, 2017, has been completed. As a result of the assessment, General Dynamics Ordnance and Tactical Systems Canada Inc. 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 Ordnance and Tactical Systems Canada Inc.'s employment equity program.

- Given that General Dynamics Ordnance and Tactical Systems Canada Inc. has a number of gaps
 for persons with disabilities and visible minorities overall, the organization may want to consider
 conducting an employment systems review to identify any potential barriers to the recruitment
 and retention of employees from these groups. Guidance on how to conduct an employment
 systems review is available the Workplace Equity Information Management System help page
 (Step 2-2 of the training modules).
- If not done already, it may be beneficial for General Dynamics Ordonnance and Tactical Systems
 Canada Inc. 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 July 8, 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 Ordnance and Tactical Systems Canada Inc. 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 Ordnance and Tactical Systems Canada Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



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