



Agreement to Implement Employment Equity

BEST AVAILABLE COPY

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization GlaxoSmithKline Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 325410	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 1135 To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-sclan/2002/naics-sclan02l-eng.htm

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 7333 Mississauga Road	City Mississauga	Province Ontario	Postal Code L5N 6L4
	Telephone Number (905) 819-3000		Fax Number (905) 819-3099

EMPLOYMENT EQUITY CONTACT	
Name (print) Mary Murray	Title Data, Reporting and Analytics Manager
Telephone Number 905-819-3309	E-mail Address mary.d.murray@gsk.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Tracy Lapointe	Title Vice President Human Resources
Telephone 905-819-3309	E-mail Address tracy.l.lapointe@gsk.com
Signature [REDACTED]	Date Apr. 3, 2014

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



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **GlaxoSmithKline Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **061312**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) February 12, 2018 for the following reason(s):

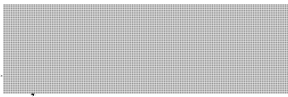
(Please describe) **We are requesting a one week extension in order to allow us to complete our internal assessment. One of our human resource colleagues who played a crucial role with our implementation of Employment Equity passed away in January 2018.**
4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Josée Gravelle** Position Title: **General Counsel**

Email address: **josee.s.gravelle@gsk.com**

Telephone number: **905 819 3081**

Business address: **7333 Mississauga Road, Mississauga, Ontario, L5N 6L4, Canada**

Signature: _____ 

Date: _____ **February, 7, 2018**

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca> **On Behalf Of** EE-EME
Sent: February 5, 2018 7:29 PM
To: 'josee.s.gravelle@gsk.com' <josee.s.gravelle@gsk.com>
Cc: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>; Normandin, Ward W [NC] <ward.normandin@labour-travail.gc.ca>; 'Emmanuelle Gariépy' <emmanuelle.x.gariépy@gsk.com>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

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

As requested, we hereby grant you an extension until **February 12, 2018**.

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

Maurice Yakibonge

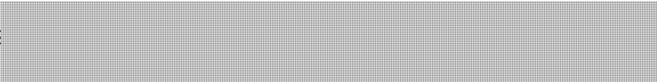
Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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!

From: Emmanuelle Gariépy [<mailto:emmanuelle.x.gariépy@gsk.com>]
Sent: February-02-18 10:50 AM
To: Normandin, Ward W [NC]
Cc: EE-EME
Subject: RE: GSK

Hi Ward,

Thank you for your kind words 

You will find attached our signed Request for Extension form.

Best regards,
Emmanuelle

Emmanuelle Gariépy
HR Manager, Pension, Benefits & Governance
Chef RH, Régime de retraite, Avantages sociaux et Gouvernance
GSK | 245 boul. Armand-Frappier, Laval QC H7V 4A7
Email emmanuelle.x.gariépy@gsk.com
Tel +450-680-4861
gsk.com | [Twitter](#) | [YouTube](#) | [Facebook](#) | [Flickr](#)



De : ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca]

Envoyé : 2 février 2018 08:52

À : Emmanuelle Gariepy <emmanuelle.x.gariepy@gsk.com>

Cc : ee-eme@hrsdcc.gc.ca

Objet : RE: GSK

EXTERNAL

Good morning Emmanuelle,

Thank you for your e-mail and for your call this morning. I apologize for not responding yesterday – [REDACTED]

Please find attached the Request for Extension form. Please complete and return the form to both myself and our general delivery e-mail box – which I have cc'd in this message [REDACTED]

Best regards,
Ward

Ward Normandin

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

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



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!

From: Emmanuelle Gariepy [mailto:emmanuelle.x.gariepy@gsk.com]

Sent: 2018-02-01 3:57 PM

To: Normandin, Ward W [NC]

Subject: GSK

Hi Ward,

Would you be available for a quick discussion regarding the submission deadline?
If so, you can call me today Thursday at 450-224-0021 or tomorrow Friday at 450-543-4122.

Thank you,

Emmanuelle Gariépy
HR Manager, Pension, Benefits & Governance
Chef RH, Régime de retraite, Avantages sociaux et Gouvernance
GSK | 245 boul. Armand-Frappier, Laval QC H7V 4A7
Email emmanuelle.x.gariepy@gsk.com
Tel +450-680-4861
gsk.com | [Twitter](#) | [YouTube](#) | [Facebook](#) | [Flickr](#)



GSK monitors email communications sent to and from GSK in order to protect GSK, our employees, customers, suppliers and business partners, from cyber threats and loss of GSK Information. GSK monitoring is conducted with appropriate confidentiality controls and in accordance with local laws and after appropriate consultation.

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FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2015-03-09 to 2018-01-30

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	857	6	0	863	Calgary	16	0	0	16
Québec	109	1	0	110	Edmonton	7	0	0	7
Nova Scotia	15	0	0	15	Halifax	3	0	0	3
New Brunswick	6	0	0	6	Montréal	67	1	0	68
Manitoba	8	0	0	8	Regina	2	0	0	2
British Columbia	40	0	0	40	Toronto	737	5	0	742
					Vancouver	25	0	0	25
Saskatchewan	5	0	0	5	Winnipeg	8	0	0	8
Alberta	28	0	0	28	St. John's	7	0	0	7
Newfoundland and Labrador	7	0	0	7	Moncton	2	0	0	2
Total Employees in Canada				1083	Saint John	3	0	0	3
					Québec	18	0	0	18
					Sherbrooke	3	0	0	3
					Trois-Rivières	3	0	0	3
					Kingston	2	0	0	2
					Ottawa - Gatineau	12	0	0	12
					Oshawa	2	0	0	2



GlaxoSmithKline Inc. (certificate # 061312)

Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA

Reporting Period 2015-03-09 to 2018-01-30

	Census Metropolitan Areas			
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Peterborough	4	0	0	4
Hamilton	10	0	0	10
St. Catharines - Niagara	1	0	0	1
Kitchener - Cambridge - Waterloo	6	0	0	6
London	5	0	0	5
Windsor	3	0	0	3
Greater Sudbury	5	0	0	5
Thunder Bay	3	0	0	3
Brantford	1	0	0	1
Guelph	3	0	0	3
Saskatoon	3	0	0	3
Barrie	1	0	0	1
Abbotsford - Mission	1	0	0	1
Kelowna	4	0	0	4
Victoria	7	0	0	7
Alta. less CMAs	5	0	0	5

GlaxoSmithKline Inc. (certificate # 061312)

Form 1

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA
 Reporting Period 2015-03-09 to 2018-01-30

	Census Metropolitan Areas			Total Number of Employees
	Permanent Full-time	Permanent Part-time	Temporary	
B.C. less CMAs	3	0	0	3
N.B. less CMA	1	0	0	1
N.S. less CMA	12	0	0	12
Ont. less CMAs	64	1	0	65
Que. less CMAs	16	0	0	16
Total Employees in Canada				1083

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National
Reporting Period 2015-03-09 to 2018-01-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3												
	2	2		2									
	1	4	1	3							1		1
	Total	7	2	5							1		1
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999	4	1	1										
	3	19	6	13							2		2
	2	126	53	73				2	2		27	16	11
	1	147	59	88				8	1	7	51	19	32
	Total	293	119	174				10	3	7	80	35	45
Professionals Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	4	3	1							2	1	1
	3	32	15	17				1		1	4	2	2
	2	158	54	104				5	2	3	37	12	25
	1	108	39	69	3	1	2	2		2	33	13	20
	Total	302	111	191	3	1	2	8	2	6	76	28	48
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	3	2	1							3	2	1
	3	6	3	3							1		1
	2	19	13	6							5	2	3
	1	7	2	5							6	1	5
	Total	35	20	15							15	5	10

GlaxoSmithKline Inc. (certificate # 061312)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2015-03-09 to 2018-01-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities						
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
Supervisors Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 75,000 - \$79,999	4	2	2														
	3	2	1	1													
	2	1	1														
	1	2		2										1			1
	Total	7	4	3										1			1
Administrative and Senior Clerical Personnel Top Range: \$100,000 and over Bottom Range: \$ 45,000 - \$49,999	4	2	1	1									1			1	
	3	4		4									1			1	
	2	12	2	10									1		1	3	3
	1	12		12												3	
	Total	30	3	27										1		8	3
Skilled Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	29	14	15									3	3		2	
	3	133	42	91									7	3		6	2
	2	82	35	47									1		1	7	5
	1	2		2												1	
	Total	246	91	155										11	6	5	16
Skilled Crafts and Trades Workers Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 45,000 - \$49,999	4	3	3													1	1
	3	3	3														
	2																
	1	1	1														
	Total	7	7													1	1

GlaxoSmithKline Inc. (certificate # 061312)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2015-03-09 to 2018-01-30

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13				
Clerical Personnel Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 45,000 - \$49,999	4	2		2													
	3	6	5	1								2	1				1
	2	7	6	1				2	2			2	2				
	1	9	6	3								2	1				1
	Total	24	17	7			2	2			6	4				2	
Intermediate Sales and Service Personnel Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999	4	2	1	1													
	3																
	2	1		1													
	1	1		1													
	Total	4	1	3													
Other Manual Workers Top Range: \$100,000 and over Bottom Range: \$ 30,000 - \$34,999	4	2	1	1								1					1
	3	12	6	6								3	2				1
	2	87	57	30								35	21				14
	1	20	5	15	1							6	1				5
	Total	121	69	52	1			32	13		45	24				21	
	Total Number of Employees	1076	444	632	4	1	3	32	13	19	249	104				145	



GlaxoSmithKline Inc. (certificate # 061312)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / National
 Reporting Period 2015-03-09 to 2018-01-30

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 70,000 - \$74,999	4	2		2										
	3	1	1											
	2	1		1										
	1	1		1										
	Total	5	1	4										
Professionals Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4													
	3													
	2													
	1	1		1										
	Total	1	1	1										
Administrative and Senior Clerical Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 65,000 - \$69,999	4													
	3													
	2													
	1	1		1										
	Total	1	1	1										
Total Number of Employees		7	1	6										



FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2015-03-09 to 2018-01-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 30,000 - \$34,999	2		2									
\$ 35,000 - \$37,499	1		1									
\$ 40,000 - \$44,999	1		1							1		1
\$ 45,000 - \$49,999	20	5	15	1		1				5	1	4
\$ 50,000 - \$59,999	120	69	51				2	2		47	24	23
\$ 60,000 - \$69,999	139	55	84	2		2	2		2	39	18	21
\$ 70,000 - \$84,999	191	80	111	1	1		6	1	5	43	14	29
\$ 85,000 - \$99,999	244	82	162				10	3	7	34	10	24
\$100,000 and over	358	153	205				12	7	5	80	37	43
Total Number of Employees	1076	444	632	4	1	3	32	13	19	249	104	145



GlaxoSmithKline Inc. (certificate # 061312)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / National
 Reporting Period 2015-03-09 to 2018-01-30

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 35,000 - \$39,999	1		1									
\$ 50,000 and over	6	1	5									
Total Number of Employees	7	1	6									

GlaxoSmithKline Inc. (certificate # 061312)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2015-03-09 to 2018-01-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	46	23	23				1	1		11	8	3
Professionals	84	34	50	1		1	1	1		14	6	8
Semi-Professionals and Technicians	6	5	1									
Administrative and Senior Clerical Personnel	7	2	5							3		3
Skilled Sales and Service Personnel	96	48	48				1	1		7	4	3
Clerical Personnel	6	4	2							1		1
Other Manual Workers	24	16	8	1		1				6	6	
Total Number of Employees Hired	275	137	138	2		2	3	3		43	25	18

GlaxoSmithKline Inc. (certificate # 061312)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / National
Reporting Period 2015-03-09 to 2018-01-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12



GlaxoSmithKline Inc. (certificate # 061312)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-03-09 to 2018-01-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	82	35	47				2	1	1	19	9	10
Professionals	56	28	28							11	4	7
Semi-Professionals and Technicians	15	14	1							1	1	
Administrative and Senior Clerical Personnel	3		3							1		1
Skilled Sales and Service Personnel	29	8	21				1	1		2		2
Skilled Crafts and Trades Workers	6	6								1	1	
Total Number of Employees Promoted	196	91	105				3	2	1	38	15	23
Total Number of Promotions	213	99	114				3	2	1	38	15	23

GlaxoSmithKline Inc. (certificate # 061312)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2015-03-09 to 2018-01-30

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12

GlaxoSmithKline Inc. (certificate # 061312)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2015-03-09 to 2018-01-30

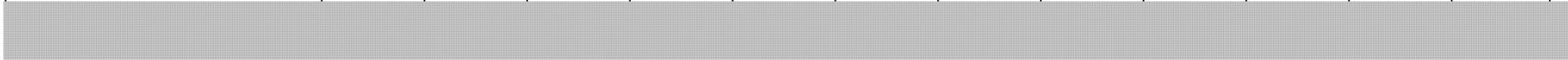
Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	1	3							1	1	
Middle and Other Managers	71	34	37				2	1	1	11	6	5
Professionals	101	36	65				1		1	21	10	11
Semi-Professionals and Technicians	8	6	2							1	1	
Administrative and Senior Clerical Personnel	15	3	12							4	1	3
Skilled Sales and Service Personnel	75	34	41	1		1	1	1		11	4	7
Clerical Personnel	4	1	3									
Other Manual Workers	14	11	3							4	4	
Total Number of Employees Terminated	295	129	166	1		1	4	2	2	54	28	26

GlaxoSmithKline Inc. (certificate # 061312)

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National**

Reporting Period 2015-03-09 to 2018-01-30

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12





Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	5	71.4 %	27.4 %	2	3	National
02 : Middle and Other Managers	National	298	178	59.7 %	38.9 %	116	62	National
03 : Professionals		303	192	63.4 %	48.8 %	148	44	
1112 : Financial and investment analysts	National	13	8	61.5 %	50.1 %	7	1	National
1121 : Human resources professionals	National	10	9	90.0 %	71.1 %	7	2	National
1122 : Professional occupations in business management consulting	National	17	11	64.7 %	42.0 %	7	4	National
1123 : Professional occupations in advertising, marketing and public relations	National	43	25	58.1 %	66.4 %	29	-4	National
2112 : Chemists	National	10	4	40.0 %	40.6 %	4	0	National
2121 : Biologists and related scientists	National	123	88	71.5 %	50.9 %	63	25	National
2133 : Electrical and electronics engineers	National	14	3	21.4 %	11.3 %	2	1	National
2141 : Industrial and manufacturing engineers	National	11	3	27.3 %	17.0 %	2	1	National
2161 : Mathematicians, statisticians and actuaries	National	9	7	77.8 %	46.7 %	4	3	National
2171 : Information systems analysts and consultants	National	18	10	55.6 %	28.3 %	5	5	National
3131 : Pharmacists	National	19	17	89.5 %	61.3 %	12	5	National
4163 : Business development officers and marketing researchers and consultants	National	6	2	33.3 %	50.7 %	3	-1	National
5125 : Translators, terminologists and interpreters	National	2	2	100.0 %	69.9 %	1	1	National
04 : Semi-Professionals and Technicians		35	15	42.9 %	29.1 %	10	5	
2211 : Chemical technologists and technicians	Ontario	17	13	76.5 %	46.4 %	8	5	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	15	0	0.0 %	12.1 %	2	-2	Ontario



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors								
Employment Equity Occupational Group	Toronto	7	3	42.9 %	53.0 %	4	-1	Toronto
07 : Administrative and Senior Clerical Personnel								
Employment Equity Occupational Group	Montréal	31	28	90.3 %	80.4 %	25	3	Montréal
08 : Skilled Sales and Service Personnel								
Employment Equity Occupational Group	Toronto	27	24	88.9 %	80.1 %	22	2	Toronto
6221 : Technical sales specialists - wholesale trade	Alberta	23	15	65.2 %	20.5 %	5	10	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	29	17	58.6 %	26.3 %	8	9	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	6	3	50.0 %	27.8 %	2	1	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	6	0	0.0 %	26.1 %	2	-2	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	4	2	50.0 %	30.7 %	1	1	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	9	4	44.4 %	24.9 %	2	2	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	114	74	64.9 %	28.7 %	33	41	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	50	38	76.0 %	29.1 %	15	23	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	1	25.0 %	28.0 %	1	0	Saskatchewan
09 : Skilled Crafts and Trades Workers								
7242 : Industrial electricians	Ontario	7	0	0.0 %	1.0 %	0	0	Ontario
10 : Clerical Personnel								
Employment Equity Occupational Group	Montréal	24	7	29.2 %	64.7 %	16	-9	Montréal
Employment Equity Occupational Group	Toronto	5	4	80.0 %	62.5 %	3	1	Montréal
Employment Equity Occupational Group	Toronto	19	3	15.8 %	65.2 %	12	-9	Toronto
11 : Intermediate Sales and Service Personnel								
6221 : Technical sales specialists - wholesale trade	Ontario	4	3	75.0 %	65.5 %	3	0	Ontario



Workplace Equity Information Management System - GlaxoSmithKline Inc.

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
14 : Other Manual Workers		121	52	43.0 %	32.5 %	39	13	
Employment Equity Occupational Group	Toronto	120	52	43.3 %	32.6 %	39	13	Toronto
Total		1083	638	58.9 %	39.7 %	430	208	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area	
			Representation #	%	Availability %	Gap #		
01 : Senior Managers	National	7	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	298	0	0.0 %	2.2 %	7	-7	National
03 : Professionals		303	3	1.0 %	1.5 %	5	-2	
1112 : Financial and investment analysts	National	13	0	0.0 %	0.9 %	0	0	National
1121 : Human resources professionals	National	10	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	17	1	5.9 %	1.6 %	0	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	43	0	0.0 %	2.1 %	1	-1	National
2112 : Chemists	National	10	1	10.0 %	0.6 %	0	1	National
2121 : Biologists and related scientists	National	123	1	0.8 %	1.7 %	2	-1	National
2133 : Electrical and electronics engineers	National	14	0	0.0 %	0.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	11	0	0.0 %	0.8 %	0	0	National
2161 : Mathematicians, statisticians and actuaries	National	9	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	18	0	0.0 %	1.1 %	0	0	National
3131 : Pharmacists	National	19	0	0.0 %	1.1 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	6	0	0.0 %	2.0 %	0	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	2.9 %	0	0	National
04 : Semi-Professionals and Technicians		35	0	0.0 %	1.8 %	1	-1	
2211 : Chemical technologists and technicians	Ontario	17	0	0.0 %	1.9 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	15	0	0.0 %	1.8 %	0	0	Ontario



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors								
Employment Equity Occupational Group	Toronto	7	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel								
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.7 %	0	0	Montréal
08 : Skilled Sales and Service Personnel								
Employment Equity Occupational Group	Toronto	27	0	0.0 %	0.8 %	0	0	Toronto
6221 : Technical sales specialists - wholesale trade	Alberta	23	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	29	0	0.0 %	2.5 %	1	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	6	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	6	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	4	0	0.0 %	14.9 %	1	-1	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	9	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	114	0	0.0 %	1.0 %	1	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	50	0	0.0 %	1.0 %	1	-1	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	8.2 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers								
7242 : Industrial electricians	Ontario	7	0	0.0 %	2.2 %	0	0	Ontario
10 : Clerical Personnel								
Employment Equity Occupational Group	Montréal	5	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	19	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel								
		4	0	0.0 %	1.3 %	0	0	



Workplace Equity Information Management System - GlaxoSmithKline Inc.

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
14 : Other Manual Workers		121	1	0.8 %	0.8 %	1	0	
Employment Equity Occupational Group	Toronto	120	1	0.8 %	0.8 %	1	0	Toronto
Total		1083	4	0.4 %	1.6 %	18	-14	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	7	1	14.3 %	10.1 %	1	0	National
02 : Middle and Other Managers	National	298	80	26.8 %	15.0 %	45	35	National
03 : Professionals		303	76	25.1 %	22.5 %	68	8	
1112 : Financial and investment analysts	National	13	3	23.1 %	35.4 %	5	-2	National
1121 : Human resources professionals	National	10	1	10.0 %	14.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	17	7	41.2 %	21.6 %	4	3	National
1123 : Professional occupations in advertising, marketing and public relations	National	43	1	2.3 %	16.9 %	7	-6	National
2112 : Chemists	National	10	4	40.0 %	37.3 %	4	0	National
2121 : Biologists and related scientists	National	123	32	26.0 %	17.2 %	21	11	National
2133 : Electrical and electronics engineers	National	14	6	42.9 %	34.9 %	5	1	National
2141 : Industrial and manufacturing engineers	National	11	1	9.1 %	31.5 %	3	-2	National
2161 : Mathematicians, statisticians and actuaries	National	9	4	44.4 %	27.7 %	2	2	National
2171 : Information systems analysts and consultants	National	18	7	38.9 %	31.4 %	6	1	National
3131 : Pharmacists	National	19	7	36.8 %	32.2 %	6	1	National
4163 : Business development officers and marketing researchers and consultants	National	6	1	16.7 %	21.9 %	1	0	National
5125 : Translators, terminologists and interpreters	National	2	0	0.0 %	22.2 %	0	0	National
04 : Semi-Professionals and Technicians		35	15	42.9 %	30.5 %	11	4	
2211 : Chemical technologists and technicians	Ontario	17	11	64.7 %	30.7 %	5	6	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	15	3	20.0 %	31.4 %	5	-2	Ontario



Workplace Equity Information Management System - GlaxoSmithKline Inc.

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
05 : Supervisors								
Employment Equity Occupational Group	Toronto	7	1	14.3 %	45.8 %	3	-2	Toronto
07 : Administrative and Senior Clerical Personnel								
Employment Equity Occupational Group	Montréal	31	8	25.8 %	33.7 %	10	-2	Montréal
08 : Skilled Sales and Service Personnel								
Employment Equity Occupational Group	Toronto	27	8	29.6 %	37.3 %	10	-2	Toronto
6221 : Technical sales specialists - wholesale trade	Alberta	246	16	6.5 %	15.6 %	38	-22	Alberta
6221 : Technical sales specialists - wholesale trade	British Columbia	23	2	8.7 %	11.3 %	3	-1	British Columbia
6221 : Technical sales specialists - wholesale trade	British Columbia	29	3	10.3 %	24.7 %	7	-4	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	6	0	0.0 %	7.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	New Brunswick	6	0	0.0 %	0.0 %	0	0	New Brunswick
6221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	4	0	0.0 %	0.0 %	0	0	Newfoundland and Labrador
6221 : Technical sales specialists - wholesale trade	Nova Scotia	9	1	11.1 %	2.7 %	0	1	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	114	10	8.8 %	20.8 %	24	-14	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	50	0	0.0 %	8.5 %	4	-4	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	2.7 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers								
7242 : Industrial electricians	Ontario	7	1	14.3 %	13.4 %	1	0	Ontario
10 : Clerical Personnel								
Employment Equity Occupational Group	Montréal	24	6	25.0 %	41.7 %	10	-4	Montréal
Employment Equity Occupational Group	Toronto	5	1	20.0 %	17.4 %	1	0	Toronto
Employment Equity Occupational Group	Toronto	19	5	26.3 %	48.1 %	9	-4	Toronto
11 : Intermediate Sales and Service Personnel								
Employment Equity Occupational Group		4	0	0.0 %	36.9 %	1	-1	



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
14 : Other Manual Workers		121	45	37.2 %	51.4 %	62	-17	
Employment Equity Occupational Group	Toronto	120	45	37.5 %	51.8 %	62	-17	Toronto
Total		1083	249	23.0 %	23.2 %	250	-1	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	305	10	3.3 %	4.3 %	13	-3	National
03 : Professionals	National	303	8	2.6 %	3.8 %	12	-4	National
04 : Semi-Professionals and Technicians	National	35	0	0.0 %	4.6 %	2	-2	National
05 : Supervisors	National	7	0	0.0 %	13.9 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	31	1	3.2 %	3.4 %	1	0	National
08 : Skilled Sales and Service Personnel	National	246	11	4.5 %	3.5 %	9	2	National
09 : Skilled Crafts and Trades Workers	National	7	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	24	2	8.3 %	7.0 %	2	0	National
11 : Intermediate Sales and Service Personnel	National	4	0	0.0 %	5.6 %	0	0	National
14 : Other Manual Workers	National	121	0	0.0 %	5.3 %	6	-6	National
Total		1083	32	3.0 %	4.2 %	46	-14	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-01-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-01-30

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Summary Report

Date: 2018-01-30

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	7	5	71.4 %	27.4 %	2	3
02 : Middle and Other Managers	298	178	59.7 %	38.9 %	116	62
03 : Professionals	303	192	63.4 %	48.8 %	148	44
04 : Semi-Professionals and Technicians	35	15	42.9 %	29.1 %	10	5
05 : Supervisors	7	3	42.9 %	53.0 %	4	-1
07 : Administrative and Senior Clerical Personnel	31	28	90.3 %	80.4 %	25	3
08 : Skilled Sales and Service Personnel	246	155	63.0 %	27.4 %	67	88
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	1.0 %	0	0
10 : Clerical Personnel	24	7	29.2 %	64.7 %	16	-9
11 : Intermediate Sales and Service Personnel	4	3	75.0 %	65.5 %	3	0
14 : Other Manual Workers	121	52	43.0 %	32.5 %	39	13
Total	1083	638	58.9 %	39.7 %	430	208

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-30

Employment Equity Occupational Group	Aboriginal Peoples		Aboriginal Peoples		Availability #	Gap #
	All Employees #	Representation %	Availability %	Availability #		
01 : Senior Managers	7	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	298	0.0 %	2.2 %	7	-7	
03 : Professionals	303	3.0 %	1.5 %	5	-2	
04 : Semi-Professionals and Technicians	35	0.0 %	1.8 %	1	-1	
05 : Supervisors	7	0.0 %	1.0 %	0	0	
07 : Administrative and Senior Clerical Personnel	31	0.0 %	0.9 %	0	0	
08 : Skilled Sales and Service Personnel	246	0.0 %	1.7 %	4	-4	
09 : Skilled Crafts and Trades Workers	7	0.0 %	2.2 %	0	0	
10 : Clerical Personnel	24	0.0 %	0.7 %	0	0	
11 : Intermediate Sales and Service Personnel	4	0.0 %	1.3 %	0	0	
14 : Other Manual Workers	121	0.8 %	0.8 %	1	0	
Total	1083	4.0 %	1.6 %	18	-14	

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-30

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	Representation #	%	Availability #	%	
01 : Senior Managers	7	14.3 %	1	10.1 %	1	0	0
02 : Middle and Other Managers	298	26.8 %	80	15.0 %	45	35	35
03 : Professionals	303	25.1 %	76	22.5 %	68	8	8
04 : Semi-Professionals and Technicians	35	42.9 %	15	30.5 %	11	4	4
05 : Supervisors	7	14.3 %	1	45.8 %	3	-2	-2
07 : Administrative and Senior Clerical Personnel	31	25.8 %	8	33.7 %	10	-2	-2
08 : Skilled Sales and Service Personnel	246	6.5 %	16	15.6 %	38	-22	-22
09 : Skilled Crafts and Trades Workers	7	14.3 %	1	13.4 %	1	0	0
10 : Clerical Personnel	24	25.0 %	6	41.7 %	10	-4	-4
11 : Intermediate Sales and Service Personnel	4	0.0 %	0	36.9 %	1	-1	-1
14 : Other Manual Workers	121	37.2 %	45	51.4 %	62	-17	-17
Total	1083	23.0 %	249	23.2 %	250	-1	-1

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-30

Employment Equity Occupational Group	All Employees		Persons with Disabilities		Persons with Disabilities		Gap #
	#	%	#	%	Availability #	Gap #	
01/02 : Managers	305	3.3 %	10	4.3 %	13	-3	
03 : Professionals	303	2.6 %	8	3.8 %	12	-4	
04 : Semi-Professionals and Technicians	35	0.0 %	0	4.6 %	2	-2	
05 : Supervisors	7	0.0 %	0	13.9 %	1	-1	
07 : Administrative and Senior Clerical Personnel	31	3.2 %	1	3.4 %	1	0	
08 : Skilled Sales and Service Personnel	246	4.5 %	11	3.5 %	9	2	
09 : Skilled Crafts and Trades Workers	7	0.0 %	0	3.8 %	0	0	
10 : Clerical Personnel	24	8.3 %	2	7.0 %	2	0	
11 : Intermediate Sales and Service Personnel	4	0.0 %	0	5.6 %	0	0	
14 : Other Manual Workers	121	0.0 %	0	5.3 %	6	-6	
Total	1083	3.0 %	32	4.2 %	46	-14	

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-01-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-01-30

WFA Defaults - Persons with Disabilities

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

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
GlaxoSmithKline Inc
2018-01-30

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	09

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	15

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
01	Senior Managers	9	6	27.40
02	Middle & Other Managers	290	169	38.90
03	Professionals	302	208	48.50
04	Semi-Professionals & Technicians	48	16	26.80
05	Supervisors	1	1	62.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	57	53	86.90
08	Skilled Sales & Service Personnel	216	141	27.40
09	Skilled Crafts & Trades Workers	8	0	1.00
10	Clerical Personnel	15	8	72.40
11	Intermediate Sales & Service Personnel	5	5	70.20
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	94	30	19.70
Total		1,045	637	39.9

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
		#	Representation #	Availability* %
		7	5	27.40
		298	178	38.90
		303	192	48.80
		35	15	29.10
		7	3	53.00
		0	0	0.00
		31	28	80.40
		246	155	27.40
		7	0	1.00
		24	7	64.70
		4	3	65.50
		0	0	0.00
		0	0	0.00
		121	52	32.50
Total		1,083	638	39.7

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

GlaxoSmithKline Inc

2018-01-30

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	09

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	15

Employment Equity Occupational Group (EEOG)

	Table 2: Aboriginal Peoples			
	First/Previous Workforce Analysis		Aboriginal Peoples	
	All Employees	Representation	Availability*	%
	#	#		%
01 Senior Managers	9	0		2.90
02 Middle & Other Managers	290	1		2.20
03 Professionals	302	2		1.50
04 Semi-Professionals & Technicians	48	0		1.80
05 Supervisors	1	0		4.90
06 Supervisors: Crafts & Trades	0	0		0.00
07 Administrative & Senior Clerical Personnel	57	0		3.90
08 Skilled Sales & Service Personnel	216	0		1.90
09 Skilled Crafts & Trades Workers	8	0		2.20
10 Clerical Personnel	15	0		4.70
11 Intermediate Sales & Service Personnel	5	0		3.10
12 Semi-Skilled Manual Workers	0	0		0.00
13 Other Sales & Service Personnel	0	0		0.00
14 Other Manual Workers	94	0		6.80
Total	1,045	3		2.0

Table 2: Aboriginal Peoples

Subsequent/Current Workforce Analysis

	Table 6: Aboriginal Peoples			
	Subsequent/Current Workforce Analysis		Aboriginal Peoples	
	All Employees	Representation	Availability*	%
	#	#		%
01 Senior Managers	7	0		2.90
02 Middle & Other Managers	298	0		2.20
03 Professionals	303	3		1.50
04 Semi-Professionals & Technicians	35	0		1.80
05 Supervisors	7	0		1.00
06 Supervisors: Crafts & Trades	0	0		0.00
07 Administrative & Senior Clerical Personnel	31	0		0.90
08 Skilled Sales & Service Personnel	246	0		1.70
09 Skilled Crafts & Trades Workers	7	0		2.20
10 Clerical Personnel	24	0		0.70
11 Intermediate Sales & Service Personnel	4	0		1.30
12 Semi-Skilled Manual Workers	0	0		0.00
13 Other Sales & Service Personnel	0	0		0.00
14 Other Manual Workers	121	1		0.80
Total	1,083	4		1.6

Table 6: Aboriginal Peoples

Subsequent/Current Workforce Analysis

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

GlaxoSmithKline Inc

2018-01-30

Data from First/Previous Workforce Analysis

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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	09

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	15

Employment Equity Occupational Group (EEOG)

Table 3: Members of Visible Minorities

	First/Previous Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
#	#	%	
01 Senior Managers	9	2	10.10
02 Middle & Other Managers	290	65	15.00
03 Professionals	302	84	23.10
04 Semi-Professionals & Technicians	48	15	28.60
05 Supervisors	1	0	1.90
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	57	18	2.40
08 Skilled Sales & Service Personnel	216	17	14.70
09 Skilled Crafts & Trades Workers	8	2	13.40
10 Clerical Personnel	15	3	1.70
11 Intermediate Sales & Service Personnel	5	0	0.90
12 Semi-Skilled Manual Workers	0	0	0.00
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	94	41	2.10
Total	1,045	247	16.0

Table 7: Members of Visible Minorities

	Subsequent/Current Workforce Analysis		
	All Employees	Members of Visible Minorities	
		Representation	Availability*
#	#	%	
	7	1	10.10
	298	80	15.00
	303	76	22.50
	35	15	30.50
	7	1	45.80
	0	0	0.00
	31	8	33.70
	246	16	15.60
	7	1	13.40
	24	6	41.70
	4	0	36.90
	0	0	0.00
	0	0	0.00
	121	45	51.40
Total	1,083	249	23.2

*** Source:**

2011 National Household Survey

*** Source:**

2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
GlaxoSmithKline Inc
2018-01-30

Data from First/Previous Workforce Analysis
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Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	03	09

Data from Subsequent/Current Workforce Analysis
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↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	15

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		First/Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
01/02	Managers	299	6	4.30
03	Professionals	302	7	3.80
04	Semi-Professionals & Technicians	48	0	4.60
05	Supervisors	1	0	13.90
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	57	0	3.40
08	Skilled Sales & Service Personnel	216	6	3.50
09	Skilled Crafts & Trades Workers	8	0	3.80
10	Clerical Personnel	15	2	7.00
11	Intermediate Sales & Service Personnel	5	0	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	94	1	5.30
Total		1,045	22	4.0

* Source: 2012 Canadian Survey on Disability
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		Table 8: Persons with Disabilities		
		Subsequent/Current Workforce Analysis		
		All Employees	Persons with Disabilities	
			Representation	Availability*
#	#	%		
	305	10	4.3	
	303	8	3.8	
	35	0	4.6	
	7	0	13.9	
	0	0	0.0	
	31	1	3.4	
	246	11	3.5	
	7	0	3.8	
	24	2	7.0	
	4	0	5.6	
	0	0	0.0	
	0	0	0.0	
	121	0	5.3	
	1,083	32	4.2	

* Source: 2012 Canadian Survey on Disability
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Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GlaxoSmithKline Inc

2018-01-30

Start Date of Flow Data		
YYYY	MM	DD
2015	03	09

End Date of Flow Data		
YYYY	MM	DD
2017	12	15

Data from Form 4 - Employees Hired



Data from Form 5 - Employees Promoted



Data from Form 6 - Employees Terminated



Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	46	23	1	1
03 Professionals	84	50	0	0
04 Semi-Professionals & Technicians	6	1	0	0
05 Supervisors	3	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	5	0	0
08 Skilled Sales & Service Personnel	96	48	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	6	2	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	24	8	0	0
Total	275	138	1	1

	Table 5: Women			
	Full-time / National		Part-time / National	
	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
	#	#	#	#
	3	3	0	0
	82	47	1	0
	56	28	0	0
	15	1	0	0
	1	1	0	0
	0	0	0	0
	3	3	0	0
	29	21	0	0
	6	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	1	1	0	0
Total	196	105	1	0

	Table 9: Women			
	Full-time / National		Part-time / National	
	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#
	4	3	0	0
	71	37	1	1
	101	65	0	0
	8	2	0	0
	0	0	0	0
	0	0	0	0
	15	12	0	0
	75	41	0	0
	3	0	0	0
	4	3	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0
	14	3	0	0
Total	295	166	1	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GlaxoSmithKline Inc

2018-01-30

004716

Start Date of Flow Data			
YYYY	MM	DD	
2015	03	09	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	15	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Aboriginal Peoples Hired #	All Employees Hired #	Aboriginal Peoples Hired #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	46	0	1	0
03 Professionals	84	1	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	96	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	6	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	24	1	0	0
Total	275	2	1	0

Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Aboriginal Peoples Promoted #	All Employees Promoted #	Aboriginal Peoples Promoted #
01 Senior Managers	3	0	0	0
02 Middle & Other Managers	82	0	1	0
03 Professionals	56	0	0	0
04 Semi-Professionals & Technicians	15	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	29	0	0	0
09 Skilled Crafts & Trades Workers	6	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	1	0	0	0
Total	196	0	1	0

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Aboriginal Peoples Terminated #	All Employees Terminated #	Aboriginal Peoples Terminated #
01 Senior Managers	4	0	0	0
02 Middle & Other Managers	71	0	1	1
03 Professionals	101	0	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	15	0	0	0
08 Skilled Sales & Service Personnel	75	1	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	14	0	0	0
Total	295	1	1	1

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GlaxoSmithKline Inc

2018-01-30

Start Date of Flow Data		
YYYY	MM	DD
2015	03	09

End Date of Flow Data		
YYYY	MM	DD
2017	12	15

Data from Form 4 - Employees Hired

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Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	46	1	1	0
03 Professionals	84	1	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	0	0	0
08 Skilled Sales & Service Personnel	96	1	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	6	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	24	0	0	0
Total	275	3	1	0

Data from Form 5 - Employees Promoted

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Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

01 Senior Managers	3	0	0	0
02 Middle & Other Managers	82	2	1	0
03 Professionals	56	0	0	0
04 Semi-Professionals & Technicians	15	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	29	1	0	0
09 Skilled Crafts & Trades Workers	6	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	1	0	0	0
Total	196	3	1	0

Data from Form 6 - Employees Terminated

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Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	4	0	0	0
02 Middle & Other Managers	71	2	1	0
03 Professionals	101	1	0	0
04 Semi-Professionals & Technicians	8	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	15	0	0	0
08 Skilled Sales & Service Personnel	75	1	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	14	0	0	0
Total	295	4	1	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

GlaxoSmithKline Inc

2018-01-30

Start Date of Flow Data		
YYYY	MM	DD
2015	03	09

End Date of Flow Data		
YYYY	MM	DD
2017	12	15

Data from Form 4 - Employees Hired

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Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	46	11	1	0
03 Professionals	84	14	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	3	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	7	3	0	0
08 Skilled Sales & Service Personnel	96	7	0	0
09 Skilled Crafts & Trades Workers	3	1	0	0
10 Clerical Personnel	6	1	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	24	6	0	0
Total	275	43	1	0

Data from Form 5 - Employees Promoted

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Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	3	1	0	0
02 Middle & Other Managers	82	19	1	0
03 Professionals	56	11	0	0
04 Semi-Professionals & Technicians	15	1	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	1	0	0
08 Skilled Sales & Service Personnel	29	2	0	0
09 Skilled Crafts & Trades Workers	6	1	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	1	1	0	0
Total	196	38	1	0

Data from Form 6 - Employees Terminated

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Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	4	1	0	0
02 Middle & Other Managers	71	11	1	0
03 Professionals	101	21	0	0
04 Semi-Professionals & Technicians	8	1	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	15	4	0	0
08 Skilled Sales & Service Personnel	75	11	0	0
09 Skilled Crafts & Trades Workers	3	1	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	14	4	0	0
Total	295	54	1	0

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Women										
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals From - To YYYY - YYYY		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				2015-03-09	Annually		Over 3 Years	2015					
		#	%	%	#	%	%	#	#	%	%	%	#	%	%	%	#	#	%	%
01	Senior Managers	9	-8.0%		0	50.0%		0	0	6	0.0%	0	-4	0	27.4%	4	4	66.7%	66.7%	
02	Middle & Other Managers	290	0.9%		0	24.5%		0	169	0.0%	0	-56	0	38.9%	56	56	58.3%	58.3%		
03	Professionals	302	0.1%		0	33.4%		0	208	0.0%	0	-62	0	48.5%	62	62	68.9%	68.9%		
04	Semi-Professionals & Tech	48	-10.0%		0	19.3%		0	16	0.0%	0	-3	0	26.8%	3	3	33.3%	33.3%		
05	Supervisors																			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	57	-18.4%		0	34.1%		0	53	0.0%	0	-3	0	86.9%	3	3	93.0%	93.0%		
08	Skilled Sales & Service	216	4.4%		0	32.5%		0	141	0.0%	0	-82	0	27.4%	82	82	65.3%	65.3%		
09	Skilled Crafts & Trades	8	-4.4%		0	40.0%		0	0	0.0%	0	0	0	1.0%	0	0	0.0%	0.0%		
10	Clerical Personnel	15	17.0%		0	20.5%		0	8	0.0%	0	3	0	72.4%	-3	-3	53.3%	53.3%		
11	Intermediate Sales & Service	5	-7.2%		0	0.0%		0	5	0.0%	0	-1	0	70.2%	1	1	100.0%	100.0%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	94	8.8%		0	13.0%		0	30	0.0%	0	-11	0	19.7%	11	11	31.9%	31.9%		
Total		1,045	1.2%		0	27.8%		0	637	0.0%	0	-220	0	39.9%	220	220	61.0%	61.0%		

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

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

Table 2: Women

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

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

14	Other Manual Workers	0	0.0	0	0.0
Total		0		0	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EEOG)		All Employees							Aboriginal Peoples													
		Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years	Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	2015-03-09	Actual	Projected		Actual	Projected		YYYY-MM-DD	2015-03-09	Annually	Over 3 Years		From - To	YYYY - YYYY						2015
		#	%	%	%	#	%	%	#	#	%	%	%	#	#	%	%	%	#	#	%	%
		01	Senior Managers	9	-8.0%			0	50.0%			0	0	0	0	0	0	2.9%	0	0	0.0%	0.0%
02	Middle & Other Managers	290	0.9%			0	24.5%			0	0	0	1	0.0%	0	2.2%	-5	-5	0.3%	0.3%		
03	Professionals	302	0.1%			0	33.4%			0	0	0	2	0.0%	0	1.5%	-3	-3	0.7%	0.7%		
04	Semi-Professionals & Tech	48	-10.0%			0	19.3%			0	0	0	0	0.0%	0	1.8%	-1	-1	0.0%	0.0%		
06	Supervisors: Crafts & Trades	0	0.0%			0	0.0%			0	0	0	0	0.0%	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	57	-18.4%			0	34.1%			0	0	0	0	0.0%	0	3.9%	-2	-2	0.0%	0.0%		
08	Skilled Sales & Service	216	4.4%			0	32.5%			0	0	0	0	0.0%	0	1.9%	-4	-4	0.0%	0.0%		
09	Skilled Crafts & Trades	8	-4.4%			0	40.0%			0	0	0	0	0.0%	0	2.2%	0	0	0.0%	0.0%		
10	Clerical Personnel	15	17.0%			0	20.5%			0	0	0	0	0.0%	0	4.7%	-1	-1	0.0%	0.0%		
11	Intermediate Sales & Service	5	-7.2%			0	0.0%			0	0	0	0	0.0%	0	3.1%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%			0	0.0%			0	0	0	0	0.0%	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%			0	0.0%			0	0	0	0	0.0%	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	94	8.8%			0	13.0%			0	0	0	6	0.0%	0	6.8%	-6	-6	0.0%	0.0%		
Total		1,045	1.2%			0	27.8%			0	0	0	3	0.0%	0	2.0%	-18	-18	0.3%	0.3%		

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)		Aboriginal Peoples				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	2	0.0	0	2.2	
03	Professionals	1	0.0	0	1.5	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	1	0.0	0	3.9	
08	Skilled Sales & Service	1	0.0	0	1.9	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	1	0.0	0	4.7	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

14	Other Manual Workers	2	0.0	0	6.8
Total		8		0	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected			Over 3 Years	From - To		From - To							
	2015-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-03-09	Annually	Over 3 Years	2015	2018								
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01/02 Managers	299	-3.6%		0	37.2%		0	0	6	0.0%	0	7	0	4.3%	-7	-7	2.0%	2.0%		
03 Professionals	302	0.1%		0	33.4%		0	0	7	0.0%	0	4	0	3.8%	-4	-4	2.3%	2.3%		
04 Semi-Professionals & Tech	48	-10.0%		0	19.3%		0	0	0	0.0%	0	2	0	4.6%	-2	-2	0.0%	0.0%		
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	57	-18.4%		0	34.1%		0	0	0	0.0%	0	2	0	3.4%	-2	-2	0.0%	0.0%		
08 Skilled Sales & Service	216	4.4%		0	32.5%		0	0	6	0.0%	0	2	0	3.5%	-2	-2	2.8%	2.8%		
09 Skilled Crafts & Trades	8	-4.4%		0	40.0%		0	0	0	0.0%	0	0	0	3.8%	0	0	0.0%	0.0%		
10 Clerical Personnel	15	17.0%		0	20.5%		0	0	2	0.0%	0	-1	0	7.0%	1	1	13.3%	13.3%		
11 Intermediate Sales & Service	5	-7.2%		0	0.0%		0	0	0	0.0%	0	0	0	5.6%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	94	8.8%		0	13.0%		0	0	1	0.0%	0	4	0	5.3%	-4	-4	1.1%	1.1%		
Total	1,045	-1.1%		0	27.8%		0	0	22	0.0%	0	20	0	4.0%	-20	-20	2.1%	2.1%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01/02 Managers	3	0.0	0	4.3	
03 Professionals	2	0.0	0	3.8	
04 Semi-Professionals & Tech	1	0.0	0	4.6	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	1	0.0	0	3.4	
08 Skilled Sales & Service	2	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	5.3	
Total	9		0		

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		First/Previous Short-term Goals																		
		All Employees								Members of Visible Minorities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		From - To						
		2015-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-03-09	Annually	Over 3 Years	2015	2018	%	%	%	%	%	%	
#	%	%	#	%	%	%	#	#	%	#	%	%	%	%	%	%	%	%		
01	Senior Managers	9	-8.0%		0	50.0%		0	0	0	0	-1	0	10.1%	1	1	22.2%	22.2%		
02	Middle & Other Managers	290	0.9%		0	24.5%		0	65	0.0%	0	-22	0	15.0%	22	22	22.4%	22.4%		
03	Professionals	302	0.1%		0	33.4%		0	84	0.0%	0	-14	0	23.1%	14	14	27.8%	27.8%		
04	Semi-Professionals & Tech	48	-10.0%		0	19.3%		0	15	0.0%	0	-1	0	28.6%	1	1	31.3%	31.3%		
05	Supervisors																			
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	57	-18.4%		0	34.1%		0	18	0.0%	0	-17	0	2.4%	17	17	31.6%	31.6%		
08	Skilled Sales & Service	216	4.4%		0	32.5%		0	17	0.0%	0	15	0	14.7%	-15	-15	7.9%	7.9%		
09	Skilled Crafts & Trades	8	-4.4%		0	40.0%		0	2	0.0%	0	-1	0	13.4%	1	1	25.0%	25.0%		
10	Clerical Personnel	15	17.0%		0	20.5%		0	3	0.0%	0	-3	0	1.7%	3	3	20.0%	20.0%		
11	Intermediate Sales & Service	5	-7.2%		0	0.0%		0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	94	8.8%		0	13.0%		0	41	0.0%	0	-39	0	2.1%	39	39	43.6%	43.6%		
Total		1,045	1.2%		0	27.8%		0	247	0.0%	0	-80	0	16.0%	80	80	23.6%	23.6%		

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	0	0.0	
04	Semi-Professionals & Tech	0	0.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	7	0.0	0	14.7	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	0	0.0	
13	Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

14	Other Manual Workers	0	0.0	0	0.0
Total		7		0	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for Subsequent/Current Goals

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

Table 9: Women

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals																		
		All Employees								Women										
		Number YYYY-MM-DD	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number YYYY-MM-DD	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				Annually	Over 3 Years		2017	2020					
		2017-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2017-12-15	Annually	Over 3 Years	#	#	%	%	#	#	%	%
#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	#	#	%	%		
01	Senior Managers	7	-8.0%		0	50.0%		0	0	5	0.0%	0	-3	0	27.4%	3	3	71.4%	71.4%	
02	Middle & Other Managers	298	0.9%		0	24.5%		0	0	178	0.0%	0	-62	0	38.9%	62	62	59.7%	59.7%	
03	Professionals	303	0.1%		0	33.4%		0	0	192	0.0%	0	-44	0	48.8%	44	44	63.4%	63.4%	
04	Semi-Professionals & Tech	35	-10.0%		0	19.3%		0	0	15	0.0%	0	-5	0	29.1%	5	5	42.9%	42.9%	
05	Supervisors	7	91.3%	0.0%	0	0.0%	3.0%	1	1	3	3.0%	0	1	1	53.0%	53.0%	-1	0	42.9%	57.1%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
07	Administrative & Sr Clerical	31	-18.4%		0	34.1%		0	0	28	0.0%	0	-3	0	80.4%	3	3	90.3%	90.3%	
08	Skilled Sales & Service	246	4.4%		0	32.5%		0	0	155	0.0%	0	-88	0	27.4%	88	88	63.0%	63.0%	
09	Skilled Crafts & Trades	7	-4.4%		0	40.0%		0	0	0	0.0%	0	0	0	1.0%	0	0	0.0%	0.0%	
10	Clerical Personnel	24	17.0%	-3.0%	-2	20.5%	5.0%	4	2	7	5.0%	1	8	1	64.7%	64.7%	-9	-7	29.2%	31.8%
11	Intermediate Sales & Service	4	-7.2%		0	0.0%		0	0	3	0.0%	0	0	0	65.5%	0	0	75.0%	75.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
14	Other Manual Workers	121	8.8%		0	13.0%		0	0	52	0.0%	0	-13	0	32.5%	13	13	43.0%	43.0%	
Total		1,083	1.2%		0	27.8%		0	0	638	0.0%	0	-208	0	39.7%	208	208	58.9%	58.9%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)		Women		Comments
		Short-term Goals	Long-term Goals	
		%	%	
01	Senior Managers	0.0%	0.0%	
02	Middle & Other Managers	0.0%	0.0%	
03	Professionals	0.0%	0.0%	
04	Semi-Professionals & Tech	0.0%	0.0%	
05	Supervisors	53.0%	53.0%	
06	Supervisors: Crafts & Trades	0.0%	0.0%	
07	Administrative & Sr Clerical	0.0%	0.0%	
08	Skilled Sales & Service	0.0%	0.0%	
09	Skilled Crafts & Trades	0.0%	0.0%	
10	Clerical Personnel	64.7%	64.7%	
11	Intermediate Sales & Service	0.0%	0.0%	
12	Semi-Skilled Manual	0.0%	0.0%	
13	Other Sales & Service	0.0%	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

14	Other Manual Workers		0.0%		0.0%
Total			0.0		0.0

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						YYYY - YYYY
	2017-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	Annually	Over 3 Years	#	2017	2020	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	#	#	%	%		
01 Senior Managers	7	-8.0%		0	50.0%		0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%		
02 Middle & Other Managers	298	0.9%	-1.0%	-9	24.5%	5.0%	45	36	5.0%	0	6	1	2.2%	2.2%	-7	-5	0.0%	0.3%		
03 Professionals	303	0.1%	-1.0%	-9	33.4%	5.0%	45	36	5.0%	0	3	1	1.5%	1.5%	-2	0	1.0%	1.4%		
04 Semi-Professionals & Tech	35	-10.0%	0.0%	0	19.3%	3.0%	3	3	3.0%	0	1	0	1.8%	1.8%	-1	-1	0.0%	0.0%		
05 Supervisors	7	91.3%		0	0.0%		0	0	0.0%	0	0	0		1.0%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
07 Administrative & Sr Clerical	31	-18.4%		0	34.1%		0	0	0.0%	0	0	0		0.9%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	246	4.4%	0.0%	0	32.5%	6.0%	44	44	6.0%	0	4	1	1.7%	1.7%	-4	-3	0.0%	0.4%		
09 Skilled Crafts & Trades	7	-4.4%		0	40.0%		0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%		
10 Clerical Personnel	24	17.0%		0	20.5%		0	0	0.0%	0	0	0		0.7%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	4	-7.2%		0	0.0%		0	0	0.0%	0	0	0		1.3%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
14 Other Manual Workers	121	8.8%		0	13.0%		0	0	0.0%	0	1	0		0.8%	0	0	0.8%	0.8%		
Total	1,083	1.2%		0	27.8%		0	0	0.0%	0	4	0		1.6%	-13	-13	0.4%	0.4%		

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%	0.0%	
02 Middle & Other Managers	2.2%	2.2%	
03 Professionals	1.5%	1.5%	
04 Semi-Professionals & Tech	1.8%	1.8%	
05 Supervisors	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0.0%	0.0%	
07 Administrative & Sr Clerical	0.0%	0.0%	
08 Skilled Sales & Service	1.7%	1.7%	
09 Skilled Crafts & Trades	0.0%	0.0%	
10 Clerical Personnel	0.0%	0.0%	
11 Intermediate Sales & Service	0.0%	0.0%	
12 Semi-Skilled Manual	0.0%	0.0%	
13 Other Sales & Service	0.0%	0.0%	
14 Other Manual Workers	0.0%	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Total		0.0		
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Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Persons with Disabilities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	YYYY - YYYY								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-15	Annually	Over 3 Years	2017	2020	%	%	#	#	%	%	
		#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%	
01/02	Managers	305	-3.6%	-1.0%	-9	37.2%	5.0%	46	37	10	5.0%	2	5	2	4.3%	4.3%	-3	-3	3.3%	3.4%
03	Professionals	303	0.1%	-1.0%	-9	33.4%	5.0%	45	36	8	5.0%	1	4	1	3.8%	3.8%	-4	-3	2.6%	2.7%
04	Semi-Professionals & Tech	35	-10.0%	0.0%	0	19.3%	3.0%	3	3	0	3.0%	0	2	0	4.6%	4.6%	-2	-2	0.0%	0.0%
05	Supervisors	7	91.3%	0.0%	0	0.0%	3.0%	1	1	0	3.0%	0	1	0	13.9%	13.9%	-1	-1	0.0%	0.0%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	31	-18.4%		0	34.1%		0	0	1	0.0%	0	0	0	3.4%	0.0%	0	0	3.2%	3.2%
08	Skilled Sales & Service	246	4.4%		0	32.5%		0	0	11	0.0%	0	-2	0	3.5%	0.0%	2	2	4.5%	4.5%
09	Skilled Crafts & Trades	7	-4.4%		0	40.0%		0	0	0	0.0%	0	0	0	3.8%	0.0%	0	0	0.0%	0.0%
10	Clerical Personnel	24	17.0%		0	20.5%		0	0	2	0.0%	0	0	0	7.0%	0.0%	0	0	8.3%	8.3%
11	Intermediate Sales & Service	4	-7.2%		0	0.0%		0	0	0	0.0%	0	0	0	5.6%	0.0%	0	0	0.0%	0.0%
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
14	Other Manual Workers	121	8.8%	0.0%	0	13.0%	3.0%	11	11	0	3.0%	0	6	1	5.3%	5.3%	-6	-5	0.0%	0.8%
Total		1,083	1.2%		0	27.8%	3.0%	0	0	32	0.0%	0	13	0	4.2%	4.2%	-13	-13	3.0%	3.0%

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities			Comments
	Short-term Goals	Long-term Goals		
	%	%	%	
01/02	Managers	4.3%	4.3%	
03	Professionals	3.8%	3.8%	
04	Semi-Professionals & Tech	4.6%	4.6%	
05	Supervisors	13.9%	13.9%	
06	Supervisors: Crafts & Trades	0.0%	0.0%	
07	Administrative & Sr Clerical	0.0%	0.0%	
08	Skilled Sales & Service	0.0%	0.0%	
09	Skilled Crafts & Trades	0.0%	0.0%	
10	Clerical Personnel	0.0%	0.0%	
11	Intermediate Sales & Service	0.0%	0.0%	
12	Semi-Skilled Manual	0.0%	0.0%	
13	Other Sales & Service	0.0%	0.0%	
14	Other Manual Workers	5.3%	5.3%	
Total		0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities																		
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			Actual	Projected		Actual	Projected				From - To	From - To								
		YYYY-MM-DD	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2017-12-15	Annually	Over 3 Years	2017	2020							
		#	%	%	#	%	%	#	#	%	#	%	%	#	%	%	#	%	%	
01	Senior Managers	7	-8.0%		0	50.0%		0	0	0	0	0	0	0	10.1%	0	0	14.3%	14.3%	
02	Middle & Other Managers	298	0.9%		0	24.5%		0	80	0.0%	0	-35	0	15.0%	35	35	26.8%	26.8%		
03	Professionals	303	0.1%		0	33.4%		0	76	0.0%	0	-8	0	22.5%	8	8	25.1%	25.1%		
04	Semi-Professionals & Tech	35	-10.0%		0	19.3%		0	15	0.0%	0	-4	0	30.5%	4	4	42.9%	42.9%		
05	Supervisors	7	91.3%	0.0%	0	0.0%	3.0%	1	1	3.0%	0	2	0	45.8%	45.8%	-2	-2	14.3%	14.3%	
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
07	Administrative & Sr Clerical	31	-18.4%	-3.0%	-3	34.1%	5.0%	5	2	5.0%	1	2	1	33.7%	33.7%	-2	-1	25.8%	28.6%	
08	Skilled Sales & Service	246	4.4%	0.0%	0	32.5%	6.0%	44	16	6.0%	3	25	7	15.6%	15.6%	-22	-18	6.5%	8.1%	
09	Skilled Crafts & Trades	7	-4.4%		0	40.0%		0	1	0.0%	0	0	0	13.4%	0	0	14.3%	14.3%		
10	Clerical Personnel	24	17.0%	-3.0%	-2	20.5%	5.0%	4	6	5.0%	1	4	1	41.7%	41.7%	-4	-3	25.0%	27.3%	
11	Intermediate Sales & Service	4	-7.2%	0.0%	0	0.0%	6.0%	1	0	6.0%	0	1	0	36.9%	36.9%	-1	-1	0.0%	0.0%	
12	Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
13	Other Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!		
14	Other Manual Workers	121	8.8%	0.0%	0	13.0%	3.0%	11	45	3.0%	4	21	6	51.4%	51.4%	-17	-15	37.2%	38.8%	
Total		1,083	1.2%		0	27.8%		0	249	0.0%	0	2	0	23.2%	23.2%	-2	-2	23.0%	23.0%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%	0.0%	
02 Middle & Other Managers	0.0%	0.0%	
03 Professionals	0.0%	0.0%	
04 Semi-Professionals & Tech	0.0%	0.0%	
05 Supervisors	45.8%	45.8%	
06 Supervisors: Crafts & Trades	0.0%	0.0%	
07 Administrative & Sr Clerical	33.7%	33.7%	
08 Skilled Sales & Service	15.6%	15.6%	
09 Skilled Crafts & Trades	0.0%	0.0%	
10 Clerical Personnel	41.7%	41.7%	
11 Intermediate Sales & Service	36.9%	36.9%	
12 Semi-Skilled Manual	0.0%	0.0%	
13 Other Sales & Service	0.0%	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

GlaxoSmithKline Inc

2018-01-30

14	Other Manual Workers		51.4%		51.4%
Total			0.0%		0.0%

Federal Contractors Program Achievement Report

Part 4: Results - Women

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	%	#	%	#	#	#		
01 Senior Managers	2015	9	6	66.7	27.4	2	4	243.3																
	2017	7	5	71.4	27.4	2	3	260.7	0	0	0.0	0	0	3	3	100.0	2	1	4	3	75.0	3	0	
02 Middle & Other Managers	2015	290	169	58.3	38.9	113	56	149.8																
	2017	298	178	59.7	38.9	116	62	153.6	47	24	51.1	18	6	83	47	56.6	48	-1	72	38	52.8	42	-4	
03 Professionals	2015	302	208	68.9	48.5	146	62	142.0																
	2017	303	192	63.4	48.8	148	44	129.8	84	50	59.5	41	9	56	28	50.0	39	-11	101	65	64.4	70	-5	
04 Semi-Professionals & Technicians	2015	48	16	33.3	26.8	13	3	124.4																
	2017	35	15	42.9	29.1	10	5	147.3	6	1	16.7	2	-1	15	1	6.7	5	-4	8	2	25.0	3	-1	
05 Supervisors	2015	1	1	100.0	62.9	1	0	159.0																
	2017	7	3	42.9	53.0	4	-1	80.9	3	1	33.3	2	-1	1	1	100.0	1	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	58	33	56.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	58	33	56.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2017	39	13	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	39	13	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2017	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2017	4	2	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	2	50.0	530.0	9.4	0.5	9434.0						
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	%				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference					
#	#	#	%	%	#	#	#	%	#	#	#	#	%	#	#	#	#	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	57	53	93.0	86.9	50	3	107.0																
	2017	31	28	90.3	80.4	25	3	112.3	7	5	71.4	6	-1	3	3	100.0	3	0	15	12	80.0	14	-2	
08 Skilled Sales & Service Personnel	2015	216	141	65.3	27.4	59	82	238.2																
	2017	246	155	63.0	27.4	67	88	230.0	96	48	50.0	26	22	29	21	72.4	19	2	75	41	54.7	49	-8	
09 Skilled Crafts & Trades Workers	2015	8	0	0.0	1.0	0	0	0.0																
	2017	7	0	0.0	1.0	0	0	0.0	3	0	0.0	0	0	6	0	0.0	0	0	3	0	0.0	0	0	
10 Clerical Personnel	2015	15	8	53.3	72.4	11	-3	73.7																
	2017	24	7	29.2	64.7	16	-9	45.1	6	2	33.3	4	-2	0	0	0.0	0	0	4	3	75.0	2	1	
11 Intermediate Sales & Service Personnel	2015	5	5	100.0	70.2	4	1	142.5																
	2017	4	3	75.0	65.5	3	0	114.5	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2017	-5	-4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-5	-4	80.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2017	50	28	56.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	50	28	56.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10 Clerical Personnel	2017	2	-1	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	-1	-50.0	0.6	-7728.0	0.6	-7728.0	0.6	-7728.0	0.6	-7728.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap			Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	94	30	31.9	19.7	19	11	162.0																
	2017	121	52	43.0	32.5	39	13	132.2	24	8	33.3	8	0	1	1	100.0	0	1	14	3	21.4	4	-1	
Total	2015	1,045	637	61.0	39.9	417	220	152.8																
	2017	1,083	638	58.9	39.7	430	208	148.4	276	139	50.4	110	29	197	105	53.3	120	-15	296	167	56.4	180	-13	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Goal	Women			Goal	Women			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2017	11	6	54.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	11	6	54.5			0.0	0.0			0.0	0.0	0.0	
Total	2017	177	77	43.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	
	2020	177	77	43.5			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 Senior Managers	2015	9	0	0.0	2.9	0	0	0.0																
	2017	7	0	0.0	2.9	0	0	0.0	0	0	0.0	0	0	0	3	0	0.0	0	0	0	4	0	0.0	0
02 Middle & Other Managers	2015	290	1	0.3	2.2	6	-5	15.7																
	2017	298	0	0.0	2.2	7	-7	0.0	47	0	0.0	1	-1	83	0	0.0	0	0	0	72	1	1.4	0	1
03 Professionals	2015	302	2	0.7	1.5	5	-3	44.2																
	2017	303	3	1.0	1.5	5	-2	66.0	84	1	1.2	1	0	56	0	0.0	0	0	0	101	0	0.0	1	-1
04 Semi-Professionals & Technicians	2015	48	0	0.0	1.8	1	-1	0.0																
	2017	35	0	0.0	1.8	1	-1	0.0	6	0	0.0	0	0	15	0	0.0	0	0	0	8	0	0.0	0	0
05 Supervisors	2015	1	0	0.0	4.9	0	0	0.0																
	2017	7	0	0.0	1.0	0	0	0.0	3	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0										
02 Middle & Other Managers	2017	58	-1	-1.7	2	-50.0	0.0	0.0	0	0.0	2.2	-78.4		
	2020	58	-1	-1.7			0.0	-7837.0			0.0	-7837.0		
03 Professionals	2017	39	1	2.6	1	100.0	0.0	0.0	0	0.0	1.5	170.9		
	2020	39	1	2.6			0.0	17094.0			0.0	17094.0		
04 Semi-Professionals & Technicians	2017	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	13	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	57	0	0.0	3.9	2	-2	0.0																
	2017	31	0	0.0	0.9	0	0	0.0	7	0	0.0	0	0	3	0	0.0	0	0	15	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	216	0	0.0	1.9	4	-4	0.0																
	2017	246	0	0.0	1.7	4	-4	0.0	96	0	0.0	2	-2	29	0	0.0	0	0	75	1	1.3	0	1	0
09 Skilled Crafts & Trades Workers	2015	8	0	0.0	2.2	0	0	0.0																
	2017	7	0	0.0	2.2	0	0	0.0	3	0	0.0	0	0	6	0	0.0	0	0	3	0	0.0	0	0	0
10 Clerical Personnel	2015	15	0	0.0	4.7	1	-1	0.0																
	2017	24	0	0.0	0.7	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2015	5	0	0.0	3.1	0	0	0.0																
	2017	4	0	0.0	1.3	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2017	-5	0	0.0	1	0.0	0.0	0.0	0	0.0	3.9	0.0		
	2020	-5	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2017	50	-1	-2.0	1	-100.0	0.0	0.0	0	0.0	1.9	-105.3		
	2020	50	-1	-2.0			0.0	-11764.7			0.0	-11764.7		
09 Skilled Crafts & Trades Workers	2017	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	2	0	0.0	1	0.0	0.0	0.0	0	0.0	4.7	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

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Part 5: Results - Aboriginal Peoples

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees		Aboriginal Peoples						All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples					
		#	#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference			
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	94	0	0.0	6.8	6	-6	0.0																	
	2017	121	1	0.8	0.8	1	0	103.3	24	1	4.2	0	1	1	0	0.0	0	0	14	0	0.0	0	0	0	
Total	2015	1,045	3	0.3	2.0	21	-18	14.4																	
	2017	1,083	4	0.4	1.6	17	-13	23.1	276	2	0.7	4	-2	197	0	0.0	1	-1	296	2	0.7	1	1	1	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2017	11	1	9.1	2	50.0	0.0	0.0	0	0.0	6.8	133.7		
	2020	11	1	9.1			0.0	0.0			0.0	0.0		
Total	2017	177	0	0.0	8	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	177	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
01 & 02 Managers	2015	299	6	2.0	4.3	13	-7	46.7																
	2017	305	10	3.3	4.3	13	-3	76.2	47	1	2.1	2	-1	86	2	2.3	2	0	76	2	2.6	2	0	
03 Professionals	2015	302	7	2.3	3.8	11	-4	61.0																
	2017	303	8	2.6	3.8	12	-4	69.5	84	1	1.2	3	-2	56	0	0.0	1	-1	101	1	1.0	2	-1	
04 Semi-Professionals & Technicians	2015	48	0	0.0	4.6	2	-2	0.0																
	2017	35	0	0.0	4.6	2	-2	0.0	6	0	0.0	0	0	15	0	0.0	0	0	8	0	0.0	0	0	
05 Supervisors	2015	1	0	0.0	13.9	0	0	0.0																
	2017	7	0	0.0	13.9	1	-1	0.0	3	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
01 & 02 Managers	2017	57	1	1.8	3	33.3	0.0	0.0	0	0.0	4.3	40.8		
	2020	57	1	1.8			0.0	4080.0			0.0	4080.0		
03 Professionals	2017	39	0	0.0	2	0.0	0.0	0.0	0	0.0	3.8	0.0		
	2020	39	0	0.0			0.0	0.0			0.0	0.0		
04 Semi-Professionals & Technicians	2017	13	0	0.0	1	0.0	0.0	0.0	0	0.0	4.6	0.0		
	2020	13	0	0.0			0.0	0.0			0.0	0.0		
05 Supervisors	2017	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	0	0.0			0.1	0.0			0.1	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2015	57	0	0.0	3.4	2	-2	0.0																
	2017	31	1	3.2	3.4	1	0	94.9	7	0	0.0	0	0	0	3	0	0.0	0	0	15	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	216	6	2.8	3.5	8	-2	79.4																
	2017	246	11	4.5	3.5	9	2	127.8	96	1	1.0	3	-2	29	1	3.4	1	0	75	1	1.3	2	-1	
09 Skilled Crafts & Trades Workers	2015	8	0	0.0	3.8	0	0	0.0																
	2017	7	0	0.0	3.8	0	0	0.0	3	0	0.0	0	0	6	0	0.0	0	0	3	0	0.0	0	0	
10 Clerical Personnel	2015	15	2	13.3	7.0	1	1	190.5																
	2017	24	2	8.3	7.0	2	0	119.0	6	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	1	-1	
11 Intermediate Sales & Service Personnel	2015	5	0	0.0	5.6	0	0	0.0																
	2017	4	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2017	-5	0	0.0	1	0.0	0.0	0.0	0	0.0	3.4	0.0		
	2020	-5	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2017	50	1	2.0	2	50.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	50	1	2.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2017	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0		0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	94	1	1.1	5.3	5	-4	20.1																
	2017	121	0	0.0	5.3	6	-6	0.0	24	0	0.0	1	-1	1	0	0.0	0	0	0	14	0	0.0	0	0
Total	2015	1,045	22	2.1	4.0	42	-20	52.6																
	2017	1,083	32	3.0	4.2	45	-13	70.4	276	3	1.1	12	-9	197	3	1.5	4	-1	296	4	1.4	6	-2	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2017	11	0	0.0	0	0.0	0.0	0.0	0	0.0	5.3	0.0		
	2020	11	0	0.0			0.1	0.0			0.1	0.0		
Total	2017	177	2	1.1	9	22.2	0.0	0.0	0	0.0	0.0	0.0		
	2020	177	2	1.1			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X		
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#		
01 Senior Managers	2015	9	2	22.2	10.1	1	1	220.0																
	2017	7	1	14.3	10.1	1	0	141.4	0	0	0.0	0	0	3	1	33.3	1	0	4	1	25.0	1	0	
02 Middle & Other Managers	2015	290	65	22.4	15.0	44	22	149.4																
	2017	298	80	26.8	15.0	45	35	179.0	47	11	23.4	7	4	83	19	22.9	19	0	72	11	15.3	16	-5	
03 Professionals	2015	302	84	27.8	23.1	70	14	120.4																
	2017	303	76	25.1	22.5	68	8	111.5	84	14	16.7	19	-5	56	11	19.6	16	-5	101	21	20.8	28	-7	
04 Semi-Professionals & Technicians	2015	48	15	31.3	28.6	14	1	109.3																
	2017	35	15	42.9	30.5	11	4	140.5	6	0	0.0	2	-2	15	1	6.7	5	-4	8	1	12.5	3	-2	
05 Supervisors	2015	1	0	0.0	1.9	0	0	0.0																
	2017	7	1	14.3	45.8	3	-2	31.2	3	0	0.0	1	-1	1	1	100.0	0	1	0	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
01 Senior Managers	2017	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	58	19	32.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	58	19	32.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2017	39	4	10.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	39	4	10.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2017	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	13	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
05 Supervisors	2017	4	1	25.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	4	1	25.0	0.5	5458.5	0.5	5458.5	0.5	5458.5	0.5	5458.5		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	#	%	#	#	%	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	57	18	31.6	2.4	1	17	1,315.8																
	2017	31	8	25.8	33.7	10	-2	76.6	7	3	42.9	2	1	3	1	33.3	1	0	15	4	26.7	5	-1	
08 Skilled Sales & Service Personnel	2015	216	17	7.9	14.7	32	-15	53.5																
	2017	246	16	6.5	15.6	38	-22	41.7	96	7	7.3	15	-8	29	2	6.9	2	0	75	11	14.7	6	5	
09 Skilled Crafts & Trades Workers	2015	8	2	25.0	13.4	1	1	186.6																
	2017	7	1	14.3	13.4	1	0	106.6	3	1	33.3	0	1	6	1	16.7	2	-1	3	1	33.3	1	0	
10 Clerical Personnel	2015	15	3	20.0	1.7	0	3	1,176.5																
	2017	24	6	25.0	41.7	10	-4	60.0	6	1	16.7	3	-2	0	0	0.0	0	0	4	0	0.0	1	-1	
11 Intermediate Sales & Service Personnel	2015	5	0	0.0	0.9	0	0	0.0																
	2017	4	0	0.0	36.9	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	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	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2017	-5	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	-5	0	0.0		0.3	0.0			0.3	0.0			
08 Skilled Sales & Service Personnel	2017	50	-2	-4.0	7	-28.6	0.0	0.0	0	0.0	14.7	-27.2		
	2020	50	-2	-4.0		0.2	-2564.1			0.2	-2564.1			
09 Skilled Crafts & Trades Workers	2017	6	1	16.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	6	1	16.7		0.0	0.0			0.0	0.0			
10 Clerical Personnel	2017	2	1	50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	2	1	50.0		0.4	11990.4			0.4	11990.4			
11 Intermediate Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0		0.4	0.0			0.4	0.0			
12 Semi-Skilled Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0		0.0	0.0			0.0	0.0			

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

GlaxoSmithKline Inc

2018-01-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	
		↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	94	41	43.6	2.1	2	39	2,077.0																
	2017	121	45	37.2	51.4	62	-17	72.4	24	6	25.0	12	-6	1	1	100.0	0	1	14	4	28.6	6	-2	
Total	2015	1,045	247	23.6	16.0	167	80	147.7																
	2017	1,083	249	23.0	23.2	251	-2	99.1	276	43	15.6	64	-21	197	38	19.3	47	-9	296	54	18.2	70	-16	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0			0.0	0.0			0.0	0.0	0.0	
14 Other Manual Workers	2017	11	3	27.3	0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	11	3	27.3			0.5	5306.0			0.5	5306.0		
Total	2017	177	27	15.3	7	385.7	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	177	27	15.3			0.0	0.0			0.0	0.0	0.0	

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
GlaxoSmithKline Inc
2018-01-30

Efforts

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

Required measures:

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

Other measures:

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

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

Please refer to the 'GSK Employment Equity Submission Letter', to Mr. Ward Normandin, dated 12, 2018 for other measures and efforts.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Since our 2015 Initial Assessment, the economic and industrial conditions in the Pharmaceutical industry have experienced challenges and changes, which has required GSK to focus on fiscal responsibility and the implementation of new hire limitations.

- Any reorganization or other corporate structural changes.

The Pharma division of GSK Canada had a few reorganizations since our 2015 Initial Assessment. The Manufacturing division of GSK Canada had an increase in manual workers due to a new product manufactured at the Mississauga site.

- Acquisitions, mergers or transfers of employees.

After our 2015 Initial Submission, GSK Canada acquired the Novartis Vaccines portfolio and transferred the GSK Oncology portfolio to Novartis therefore employees were transferred to and from Novartis.

- Significant layoffs (include the number of employees affected and the occupational groups of employees).

[Redacted]

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

[Redacted]

- Other.

[Redacted]

Additional Details

Please provide any additional information (optional):

[Redacted]

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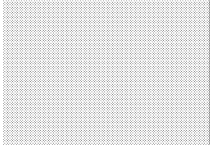
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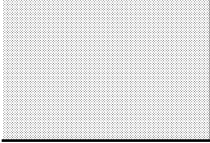
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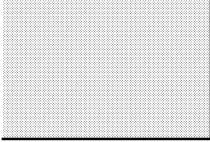


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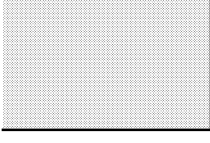
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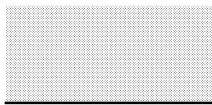


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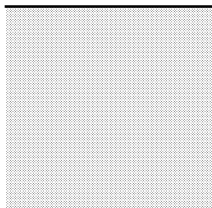
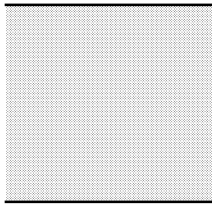
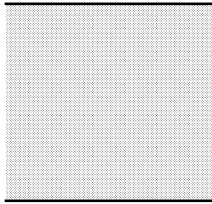


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ose employees).



Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: GlaxoSmithKline Inc.

Primary Location: Toronto, Ontario

Number of Employees: 1083

- Ontario: 863
- Québec: 110
- Nova Scotia: 15
- New Brunswick: 6
- Manitoba: 8
- British Columbia: 40
- Prince Edward Island: 1
- Saskatchewan: 5
- Alberta: 28
- Newfoundland and Labrador: 7

Organization Overview:

3254: Pharmaceutical and Medicine Manufacturing

GlaxoSmithCline researches, develops and manufactures medicine, vaccines and other consumer health products.

Key Dates – First Year Assessment

Initiated:	2015-02-09
Received:	2015-03-16
Closed:	2015-11-16
Workforce Analysis:	2015-03-09

Key Dates – Subsequent Assessment

Initiated:	2018-02-05
Received:	2018-02-13
Workforce Analysis:	2018-01-30

DATA VERIFICATION

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

Yes No

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

Yes No

ASSESSMENT OF REASONABLE PROGRESS

Women

EEOG	Title	Percentage of goal met	Assessment Comments
10	Clerical Personnel	N/A	Gap -3 but no goal set

Aboriginal Peoples

EEOG	Title	Percentage of goal met	Assessment Comments
02	Middle & Other Managers	0.0	Goal of 2 set but none hired (gap was -5)
03	Professionals	100.0	Goal of 1 set and 1 hired (gap was -3)
04	Semi-Professionals & Technicians	N/A	Gap -1 but no goal set (gap was -1)
07	Supervisors: Crafts & Trades	0.0	Goal of 1 set but none hired (gap was -2)
08	Skilled Sales & Service Personnel	0.0	Goal of 1 set but none hired (gap was -4)
10	Clerical Personnel	0.0	Goal of 1 set but none hired (gap was -1)
14	Other Manual Workers	50.0	Goal of 2 set but 1 hired (gap was -6)

Person with Disabilities

EEOG	Title	Percentage of goal met	Assessment Comments
01/02	Senior Managers/ Middle & Other Managers	100.0	Goal of 3 set and 3 hired (gap was -7)
03	Professionals	50.0	Goal of 2 set and 1 hired (gap was -4)
04	Semi-Professionals & Technicians	0.0	Goal of 1 set and 0 hired (gap was -2)
07	Supervisors: Crafts & Trades	0.0	Goal of 1 but none hired (gap was -2)
08	Skilled Sales & Service Personnel	100.0	Goal of 2 set and 2 hired (gap was -2)
14	Other Manual Workers	N/A	Gap -4 but no goal set

Members of Visible Minorities

EEOG	Title	Percentage of goal met	Assessment Comments
08	Skilled Sales & Service Personnel	128.6	Goal of 7 and 9 hired (gap was -15)

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- The assessment of this submission has demonstrated that only 4 out of the 12 goals set were met at 80% or more.
 - Data provided in the workforce analysis as well as the “Efforts” tab in the Achievement Report has shown that there was very limited hiring in this organization in the past 3 years. In addition, some EEOG’s also noticed a reduction in staff.
 - The gaps / goals where no progress was made since the previous assessment were minor, being between -1 and -4.

ASSESSMENT OF GOALS**Women**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
05	Supervisors	-1	53.0	53.0	42.9	53.0
10	Clerical Personnel	-9	64.7	64.7	29.2	64.7

- Goals for women do not need to exceed 50%.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	0	2.2	2.2	0.0	2.2
02	Middle & Other Managers	-7	1.5	1.5	0.0	1.5
03	Professionals	-2	1.8	1.8	1.0	1.8
07	Administrative & Senior Clerical Personnel	0	1.7	1.7	0.0	1.7
13	Other Sales & Service Personnel	0	2.2	2.2	0.0	2.2
14	Other Manual Workers	0	1.5	1.5	0.8	1.5

- All goals have been set at LMA.

Persons with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01/02	Managers	-3	4.3	4.3	3.3	4.3
03	Professionals	-4	3.8	3.8	2.6	3.8
04	Semi-Professionals & Technicians	-2	4.6	4.6	0.0	4.6
05	Supervisors	-1	13.9	13.9	0.0	13.9
14	Other Manual Workers	-6	5.3	5.3	0.0	5.3

- All goals have been set at LMA.

Members of Visible Minorities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
05	Supervisors	-2	45.8	45.8	14.3	45.8
07	Administrative & Senior Clerical Personnel	-2	33.7	33.7	25.8	33.7
08	Skilled Sales & Service Personnel	-22	15.6	15.6	6.5	15.6
10	Clerical Personnel	-4	41.7	41.7	25.0	41.7
11	Intermediate Sales & Service Personnel	-1	36.9	36.9	0.0	36.9
14	Other Manual Workers	-17	51.4	51.4	37.2	51.4

- All goals have been set at LMA.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- GlaxoSmithKline has demonstrated through their second compliance assessment submission that they were unable to meet many of the goals set during their first compliance assessment. As some gaps are still present, and a number of new gaps have emerged in various EEOG's across all four designated groups, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>. Completing an ESR should assist GlaxoSmithKline in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

Name of Analyst: Alicia Dobney

Date: August 16, 2018

Subject: Government of Canada Agreement Number: 061312 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Emmanuelle Gariepy:

I am writing to inform you that the subsequent compliance assessment initiated on 05/02/2018 has been completed. As a result of the assessment, GlaxoSmithKline Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- GlaxoSmithKline has demonstrated through their second compliance assessment submission that they were unable to meet many of the goals set during their first compliance assessment. As some gaps are still present, and a number of new gaps have emerged in various EEOG's across all four designated groups, we encourage this organization to conduct an Employment Systems Review (ESR) of their recruitment and hiring policies and practices. A guide for completing an ESR can be found at the following link: <https://equity.esdc.gc.ca/docs/Step2-2EN.pdf>. Completing an ESR should assist GlaxoSmithKline in achieving their new goals by identifying and eliminating barriers that may be present which are preventing them from achieving employment equity in the workplace.

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 05/02/2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, GlaxoSmithKline 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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



GlaxoSmithKline Inc
7333 Mississauga Road
Mississauga, Ontario
Canada L5N 6L4
T 905 819 3000
F 905 819 3099
www.gsk.ca

February 12, 2018

Mr. Ward Normandin
Program Officer, Labour Program
Employment and Social Development Canada / Government of Canada

Dear Mr. Normandin

You will find below and attached GlaxoSmithKline Inc.'s (GSK Canada) response to the Notice of Subsequent Compliance Assessment under the Federal Contractors Program received on December 4th, 2017.

GSK Canada's Commitment to Employment Equity

GSK Canada prides itself on our commitment to inclusion and diversity and all aspects of employment equity. Our commitment is demonstrated through both our diverse and talented workforce and the initiatives that we have taken to create a culture that prioritizes inclusion and diversity.

We have and will continue to make efforts to support inclusion and diversity throughout our organization and to ensure that we make clear to both current and potential employees that GSK Canada supports equity and fairness in the workplace. Employment equity is extremely important to us, as demonstrated by our many initiatives to promote employment equity and to assess whether our practices are equitable and fair. Below we discuss some of the initiatives that we have taken since our Initial Assessment under the Federal Contractors Program in March 2015 ("2015 Initial Assessment").

We are very proud of our diverse workforce, and that GSK Canada's workforce contains 59% women, and that our two leadership teams contain 55% women, collectively. These numbers far exceed the availability level of 40%. We are also encouraged that since the 2015 Initial Assessment, GSK Canada has maintained its percentage of workers that are visible minorities and increased the number and proportion of workers that have a disability and of aboriginal people.

GSK's Global Commitment to Employment Equity

GSK Canada is part of a global organization. Our global CEO is Emma Walmsley, who is the first woman to lead a large pharmaceutical company. At a recent investor conference, she was asked about female leadership in the industry. Her response was that there needs to be a push for more diversity in pharma overall, whether that be through gender, the LGBT community, racial diversity, and personality.¹

¹ <http://www.businessinsider.com/gsk-ceo-emma-walmsley-on-diversity-in-pharma-2018-1>

Ms. Walmsley's response demonstrates GSK's global commitment to inclusion and diversity. We have a global GSK Inclusion and Diversity strategy and policy, whose mission is to "seek, value and draw on the differing knowledge, perspectives, experiences and styles resident in the global community." Through our global GSK Inclusion and Diversity strategy, we aim to create a working environment where all employees feel included, respected and valued for the unique qualities they bring, and are empowered to contribute to their full potential.

There are several global resources for inclusion and diversity that are available to our Canadian employees. Canadian employees can register to any of the 13 Employee Resource Groups available. The groups are employee led communities that collaborate with the business in achieving their strategic priorities aligned with the global inclusion and diversity strategy. There are also 11 on-line training sessions available to Canadian employees to learn new skill sets to embrace and leverage the power of differences and similarities – to build a culture that engages and values all people.

GSK Canada aligned to the global GSK Inclusion and Diversity's strategy and policy through a local Canadian strategy.

GSK Canada's Promotion of Inclusion and Diversity

In addition to our global efforts to promote inclusion and diversity, we have created Canadian specific initiatives to promote employment equity and foster a fair and inclusive workplace.

After the 2015 Initial Assessment, GSK Canada implemented a top-down approach to engage senior leaders in our employment equity campaign, and to ensure that we have an environment of trust and transparency, where people feel comfortable identifying. As part of this initiative, in 2015, our Pharma leadership team were required to complete a training module titled Unconscious Bias for Pharma GM/Leadership team.

We have also required all Canadian employees to complete mandatory learning modules that discuss our values and commitment to employment equity, including Canada Respect in the Workplace (October 2015), Living our Values (part 1) (May 2017) and Living our Values (part 2) (October 2017).

We promote our commitment to employment equity during our annual off-site employee development meeting, which we call Investing in You. Inclusion and diversity is a focus of our Investing in You meetings, as each year we have set up a booth to engage with our employees on the importance of fostering an inclusive workplace environment and our commitment to ensuring our employee population represents the communities in which we serve.

In July 2017, GSK Canada communicated its commitment to Inclusion and Diversity by hosting a week of various activities for our employees. For example, our employees participated in global webcasts about LGTB advocacy, women's leadership, and diversity in clinical trials. We also celebrated the diversity of our Canadian workforce by bringing local multicultural performers on-site to perform, and having an international food/dessert spread for our employees to enjoy.

Furthermore, we have a global Women in Leadership initiative that is supported locally with 68 Canadian members. The mission of the Women in Leadership initiative is to accelerate the personal development and professional advancement of women and men through transformational learning and leadership opportunities and experiences. For example, members can attend speaker programs, development events, participate in a Book Club and leverage opportunities for coaching and mentoring programs.

GSK's Self-Evaluation of our Inclusion and Diversity Commitment in Canada

GSK Canada regularly assesses our inclusion and diversity. For example, GSK Canada conducts “diversity reviews” related to annual employee performance ratings to ensure there are no systemic biases in the assessment process. GSK materials available to managers in advance of the performance review process include a reminder of the importance to acknowledge any biases that could impact their ability to fairly assess overall performance.

We have also surveyed our employees to ensure we are meeting employee expectations on inclusion and diversity. In a 2017 survey conducted at our Mississauga office we learned that our employees feel that inclusion is part of our company culture. We had 158 employees respond with extremely positive scores ranging from 87% – 90% indicating that they agreed or strongly agreed with the statements. (1) *At GSK, employees respect and appreciate each other's differences* (2) *GSK provides an environment which allows for the free and open expression of ideas, opinions and beliefs.* (3) *The leader in my business unit supports inclusion and diversity through their actions and words.* (4) *I feel included at GSK.*

In 2017, a Global GSK Employee Engagement survey was conducted. For Canada, 83% of the employees answered neutral or positively to the question: *There is an equal opportunity for people to have a successful career at GSK, regardless of their differences or background.* This is above the external norm.

GSK Canada also considers and assesses employment equity in our employment retention and termination practices. Whenever we experience significant re-structural changes or downsizing projects, a diversity analysis is performed to ensure we are equitable and that there is no bias. In addition, upon voluntary terminations, we conduct exit surveys and/or interviews to assess potential organizational biases and other potential employees issues.

Commitment to Accommodating Employees with Disabilities

GSK Canada is committed to accommodating employees with disabilities. In 2016, we evaluated our Mississauga and Laval sites to make sure that they provide adequate physical accommodation to employees. Based on that evaluation, we decided to invest resources in the infrastructure at our Mississauga site.

GSK Canada requires employees, across all provinces, to complete the Accessibility for Ontarians with Disabilities Act training program and managers to complete the Integrated Accessibility Standards Regulation training program to highlight that GSK Canada is committed to ensuring all employees are treated with respect and dignity, and are provided the same tools and opportunities in the same place as other employees.

We also post our multi-year accessibility plan which outlines our strategy to prevent and remove barriers on our website gsk.com which is available both internally and externally.

Recruitment Strategy to Encourage Diverse Applicants

GSK Canada has taken a number of steps to encourage diverse applicants for GSK positions, including women, visible minorities, individuals with disabilities and aboriginal people. We changed our recruitment strategy to include new posting sites to connect with diverse communities directly: Equitek, Canada's largest diversity employment aggregator, Workink, an employment site for Canadians with disabilities, the Canadian chapter of the National Black MBA Association and Aboriginal Careers.

In addition, in all our job postings, we indicate that GSK is an equal opportunity employer and welcome applications from all qualified individuals to demonstrate our commitment to diversity and inclusion.

GSK Canada's Efforts to Encourage Self-Identification

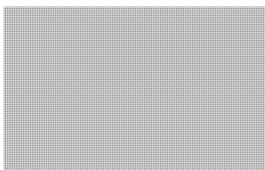
As part of our commitment to access, inclusion and diversity, we have increased our efforts to both promote and encourage self-identification. For example, each new employee receives materials that describe the steps to follow in order to self-identify. We also encourage our current employees to self-identify on a semi-annual basis when we request that employees update their personal information, which includes self-identification. GSK Canada is committed to ensuring that there is no stigma attached to self-reporting, and that our employees are comfortable and encouraged to do so.

You will find attached the following documents:

- The Summary Report and Detailed Report
- Forms 1 to 6 covering our workforce data
- A completed Achievement table

We remain committed to making every reasonable effort to close identified gaps as outlined in our goals and we look forward to the opportunity to work with you to address our gaps.

We trust you will find all documents as requested, however please do not hesitate to reach out to us for any clarity or additional information that you might require.



HR Country Head, GSK Canada