Employment and

Emploi et Social Development Canada Développement social Canada

OFFICIAL USE ONLY	
Agreement N°:	
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Labour Program Federal Contractors Program

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general and the second	BEST AVAILABLE	COPY		
New Agreement				
[2] Revised Agreament				
z		***************************************		
The set of the second s	ORGANIZATION			
Legal Name of Organization GlaxoSmithKline Tho.		Parent company is	located outside	Canada
(4,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5,5		Œ]Yes	No
Operating Name (if different from Legal Name of Organiza	(fon)	Procurement Bus	iness Number	
** ***********************************				
		Total monocor or co		
Organization's North American Industry Classification Sys.	tern (NAICS) Core AB	(Full-Time/Part-Tim		Code Number please
325410	and the first section of the property and in		atcan go ca/sub	ects-sujets/standard-
	······			
Official use only (if information above is incorrect)				
Procurement Business Number	Total number of employees in Canad	la	Organization's	NAICS Code No
	HEAD OFFICE	***************************************		
Address (building number, street, suite, etc.)	City		Province	Postal Code
7333 Mississangs Road	Miasissauga		Ontario	145N 614
	Telephone Number		Fax Number	
	13051819-30	90 ₁	(905) +82	93599
	MPLOYMENT EQUITY CONT	ACT	***************************************	
Name (print)	Title	***************************************	***************************************	
Mary Marray		ing and Anal	ytics Man	ager
Telephone Number 905-419-3304	E-mail Address			
	Mary.d.mirrs	1 Y C 3 C S . C C III	***************************************	***************************************
	CERTIFICATION	***************************************		
The above-named organization:				***************************************
 having a combined workforce of 100 or more pe 12 weeks or more in Canada, AND 	manent full-time, permanent part-	time and temporar	y employees f	aving worked
 intending to bid on, or being in receipt of, a feder Supply Arrangement, valued at \$1,000,000 or m 	ral government goods or services : ore (including applicable taxes)	contract, standing	offer or contra	ct issued under a
Hereby certifies its commitment to implement or mainstrument, in keeping with the Federal Contractors	ntain employment equity on an on Program requirements. For more i	going basis, beyo	nd the period o	of the procurement
please refer to: http://www.esdc.gc.ca/eng/labour/eg	uality/top/index.shtml			
important note: If an audit of the Agreement to Implifine procurement instrument(s) with the Government	lement Employment Equity uncover of Canada may be terminated.	ers misrepresentat	on on the part	of the organization,
		***************************************		***************************************
NOTE: The signature must be the Chief Committee	SIGNATORY			
NOTE: The signatory must be the Chief Executive (contract on behalf of the organization.	JBCer UN an authorized person in	i an executive posi	tion with legal	authority to sign a
Name (print)	Title		***************************************	
Tracy Lapointe	·····	nt Husan Res	OQYCES	
903-61	E-mail Address	inte#gsk.com		
Signature	Date:			
and the second second	Apr. 3	>,2014		
	<u>-</u>			

IMPORTANT

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

RETURN INSTRUCTIONS





Emploi et Développement social Canada

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) <u>GlaxoSmithKline Inc.</u> (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) <u>061312</u>, 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 colleauges 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: <u>Josée Gravelle</u>	Position Title: General Counsel
Email address: josee.s.gravelle	@gsk.com
Telephone number: 905 819 30	<u>81</u>
Business address: 7333 Mississ	sauga Road, Mississauga, Ontario, L5N 6L4, Canada
Signature:	
Date: Febru	105, 7, pur

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 Gariepy' <emmanuelle.x.gariepy@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.vakibonge@labour-travail.gc.ca / Tel: 819-654-6099



Joignez-yous 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: 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.gariepv@gsk.com

+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@hrsdc-rhdcc.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 –

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

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 emanuelle.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.

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.

Form 1

GlaxoSmithKline Inc. (certificate # 061312)

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		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	857	6	0	863
Québec	109	1	0	110
Nova Scotia	15	0	0	15
New Brunswick	6	0	0	6
Manitoba	8	0	0	8
British Columbia	40	0	0	40
Saskatchewan	5	0	0	5
Alberta	28	0	0	28
Newfoundland and Labrador	7	0	0	7
Total Employees in Can	ada			1083

	Cen	sus Metropolita	n Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Calgary	16	0	0	16
Edmonton	7	0	0	7
Halifax	3	0	0	3
Montréal	67	1	0	68
Regina	2	0	0	2
Toronto	737	5	0	742
Vancouver	25	0	0	25
Winnipeg	8	0	0	8
St. John's	7	0	0	7
Moncton	2	0	0	2
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

Canada

GlaxoSmithKline Inc. (certificate # 061312)

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 Sudbu	ry 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 CMA	s 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

ı	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
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	s 16	0	0	16
Total Employee	es in Canada	→		1083

Employment and Social Emploi et Développement Development Canada social Canada

GlaxoSmithKline Inc. (certificate # 061312)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		,	All Employee:			original Peor	oles		ns with Disal	bilities		s of Visible M	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: \$100,000 and over	2	2		2									
	1	4	1	3							1		1
	Total	7	2	5							1		1
Middle and Other Managers	4	1	1										
Top Range: \$100,000 and over	3	19	6	13							2		2
Bottom Range: \$ 60,000 - \$64,999	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	4	4	3	1							2	1	1
Top Range: \$100,000 and over	3	32	15	17				1		1	4	2	2
Bottom Range: \$ 45,000 - \$49,999	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	4	3	2	1							3	2	1
Top Range: \$100,000 and over	3	6	3	3							1		1
Bottom Range: \$ 50,000 - \$54,999	2	19	13	6							5	2	3
	1	7	2	5							6	1	5
	Total	35	20	15							15	5	10

Page 1 of 4 Canada

004682

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

Occupational Group			All Employees			Aboriginal Peoples	es	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4	2	2										
Top Range: \$ 85,000 - \$89,999	ၗ	2	_	1									
Bottom Range: \$ 75,000 - \$79,999	2	1	1										
	_	2		2							_		1
	Total	7	4	3							1		1
Administrative and Senior Clerical Personnel	4	2	1	1							1		1
Top Range: \$100,000 and over	3	4		4							1		1
Bottom Range: \$ 45,000 - \$49,999	2	12	2	10				1		1	3		3
	1	12		12							3		3
	Total	30	3	27				1		1	8		8
Skilled Sales and Service Personnel	4	29	14	15				3	3		2		2
Top Range: \$100,000 and over	ω	133	42	91				7	3	4	6	2	4
Bottom Range: \$ 30,000 - \$34,999	2	82	35	47				_		_	7	51	2
	1	2		2							1		1
	Total	246	91	155				11	6	5	16	7	9
Skilled Crafts and Trades Workers	4	3	3								_1	_	
Top Range: \$ 80,000 - \$84,999	အ	3	3										
Bottom Range: \$ 45,000 - \$49,999	2												
	1	1	_										
	Total	7	7								_	-	

Occupational Group Salary Range Col. 1	QTR	Total Col. 2	All Employees Men Col. 3	Women Col. 4	Ab Total Col. 5	Aboriginal Peoples Men V Col. 6	Women	Person Person Potal Col. 8	Persons with Disabilities tal Men Wo	oilities Women Col. 10	Member Total Col. 11	Members of Visible Minorities Total Men Wome ol. 11 Col. 12 Col. 1	Ainorities Women Col. 13
Clerical Personnel	4	2		2									T
Top Range: \$ 85,000 - \$89,999	3	6	5	_							2	1	
Bottom Range: \$ 45,000 - \$49,999	2	7	6	1				2	2		2	2	
	1	9	6	3							2	1	
	Total	24	17	7				2	2		6	4	
Intermediate Sales and Service Personnel	4	2	1	1									
Top Range: \$100,000 and over	ယ												
Bottom Range: \$ 50,000 - \$54,999	2	_1		_1									
	1	1		1									
	Total	4	1	3									
Other Manual Workers	4	2	_	_							1		
Top Range: \$100,000 and over	ω	12	6	6							3	2	
Bottom Range: \$ 30,000 - \$34,999	2	87	57	30							35	21	
	1	20	5	15	1		1				6	1	
	Total	121	69	52	1		ļ				45	24	
Total Number of Employees		1076	444	632	4	1	3	32	13	19	249	104	

Form 2 B

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

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

GlaxoSmithKline Inc. (certificate # 061312)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 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

Canada

Form 3 B

GlaxoSmithKline Inc. (certificate # 061312)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

Reportin	
g Period 2015-03-09 to 2018-01-30	

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

Form 4 A

GlaxoSmithKline Inc. (certificate # 061312)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

		All Employees		Al	ooriginal Peopl	es	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	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

Employment and Social Emploi et Développement Development Canada social Canada

GlaxoSmithKline Inc. (certificate # 061312)

Form 4 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12

Form 5 A

GlaxoSmithKline Inc. (certificate # 061312)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

	Employ	ees promoted (Employees pro	moted during	the year are to	be reported on	ly in the occupa	ational groups	in which or to v	vhich they hav	e been last pro	moted.)
Occupational Crown		All Employees		Al	boriginal Peopl	es	Perso	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	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	
												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

Employment and Social Emploi et Développement Development Canada social Canada

Form 5 B

GlaxoSmithKline Inc. (certificate # 061312)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / National

	Employ	ees promoted (Employees pro	moted during	the year are to	be reported or	ly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Group		All Employees	Aboriginal Peoples			Pers	ons with Disab	oilities	Members of Visible Minorities			
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12

Employment and Social Emploi et Développement Development Canada social Canada

Form 6 A

GlaxoSmithKline Inc. (certificate # 061312)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mir	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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
•											Į.	
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)

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

		All Employees	i	А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12

Workforce Analysis - Detailed Report

Date: 2018-01-30

Women

			Women							
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		lability "	Gap "	Recruitment Are		
		#	#	%	<u></u> %	#	#			
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		



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	-	entation		ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
05 : Supervisors		7	3	42.9 %	53.0 %	4	-1	
Employment Equity Occupational Group	Toronto	7	3	42.9 %	53.0 %	4	-1	Toronto
07 : Administrative and Senior Clerical Personnel		31	28	90.3 %	80.4 %	25	3	
Employment Equity Occupational Group	Montréal	3	3	100.0 %	80.8 %	2	1	Montréal
Employment Equity Occupational Group	Toronto	27	24	88.9 %	80.1 %	22	2	Toronto
08 : Skilled Sales and Service Personnel		246	155	63.0 %	27.4 %	67	88	
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
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		7	0	0.0 %	1.0 %	0	0	
7242 : Industrial electricians	Ontario	7	0	0.0 %	1.0 %	0	0	Ontario
10 : Clerical Personnel		24	7	29.2 %	64.7 %	16	-9	
Employment Equity Occupational Group	Montréal	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		4	3	75.0 %	65.5 %	3	0	



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		Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
4 : 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

Aboriginal Peoples

Familia was at Familia Oceanostica el Casara	Aboriginal Peoples Internal Location All Employees Representation Availability Gap						Ca	De amitment Avec
Employment Equity Occupational Group	internal Location	#	#	entation %	%	# #	Gap #	Recruitment Area
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

Date: 2018-01-30

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Represe		ginal Peoples	ability	Gap	Recruitment Area
Employment Equity Occupational Group	internal Location	#	#	% %	%	#	дар #	Necrullinent Alea
05 : Supervisors		7	0	0.0 %	1.0 %	0	0	
Employment Equity Occupational Group	Toronto	7	0	0.0 %	1.0 %	0	0	Toronto
07 : Administrative and Senior Clerical Personnel		31	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	27	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		246	0	0.0 %	1.7 %	4	-4	
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
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		7	0	0.0 %	2.2 %	0	0	
7242 : Industrial electricians	Ontario	7	0	0.0 %	2.2 %	0	0	Ontario
10 : Clerical Personnel		24	0	0.0 %	0.7 %	0	0	
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	



Workforce Analysis - Detailed Report

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Date: 2018-01-30

Aboriginal Peoples

				Aborig	inal Peoples	3		
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
14 : Other Manual Workers		121	1	0.8 %	0.8 %	1	0	1
Franksyment Faulty Occupational Crayer	Toronto	120	1	0.8 %	0.8 %	1	0	Toronto
Employment Equity Occupational Group	TOTOTILO	120	ı	0.6 %	0.6 %	ı	U	TOTOTILO
				2.4.0/	4.00/	40		
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



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 o	f Visible Min	orities lability	Gap	Recruitment Are
Employment Equity Occupational Group	internal Location	#	#	%	%	#	Ч	Recruitment Are
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
		15		20.0 %			-2	



Workforce Analysis - Detailed Report

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Date: 2018-01-30

Members of Visible Minorities

				Members o	f Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	•	entation		lability "	Gap "	Recruitment Area
		#	#	%	%	#	#	
05 : Supervisors		7	1	14.3 %	45.8 %	3	-2	
Employment Equity Occupational Group	Toronto	7	1	14.3 %	45.8 %	3	-2	Toronto
07 : Administrative and Senior Clerical Personnel		31	8	25.8 %	33.7 %	10	-2	
Employment Equity Occupational Group	Montréal	3	0	0.0 %	12.2 %	0	0	Montréal
Employment Equity Occupational Group	Toronto	27	8	29.6 %	37.3 %	10	-2	Toronto
08 : Skilled Sales and Service Personnel		246	16	6.5 %	15.6 %	38	-22	
3221 : Technical sales specialists - wholesale trade	Alberta	23	2	8.7 %	11.3 %	3	-1	Alberta
3221 : Technical sales specialists - wholesale trade	British Columbia	29	3	10.3 %	24.7 %	7	-4	British Columbia
3221 : Technical sales specialists - wholesale trade	Manitoba	6	0	0.0 %	7.8 %	0	0	Manitoba
3221 : Technical sales specialists - wholesale trade	New Brunswick	6	0	0.0 %	0.0 %	0	0	New Brunswick
3221 : Technical sales specialists - wholesale trade	Newfoundland and Labrador	4	0	0.0 %	0.0 %	0	0	Newfoundland and
S221 : 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
3221 : Technical sales specialists - wholesale trade	Saskatchewan	4	0	0.0 %	2.7 %	0	0	Saskatchewan
09 : Skilled Crafts and Trades Workers		7	1	14.3 %	13.4 %	1	0	
7242 : Industrial electricians	Ontario	7	1	14.3 %	13.4 %	1	0	Ontario
10 : Clerical Personnel		24	6	25.0 %	41.7 %	10	-4	
Employment Equity Occupational Group	Montréal	5	1	20.0 %	17.4 %	1	0	Montréal
Employment Equity Occupational Group	Toronto	19	5	26.3 %	48.1 %	9	-4	Toronto
11 : Intermediate Sales and Service Personnel		4	0	0.0 %	36.9 %	1	-1	

Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Detailed Report

Date: 2018-01-30

Members of Visible Minorities

				Members o	f Visible Min	orities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability	Gap	Recruitment Area
		#	#	%	%	#	#	
14 : Other Manual Workers		121	45	37.2 %	51.4 %	62	-17	
End with a County of County	Torreto	100	45	27.5.0/	E4 0 0/	00	47	Towns
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



Workforce Analysis - Detailed Report

Date: 2018-01-30

Persons with Disabilities

				Persons	with Disabili	ties		
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	lability	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



Workforce Analysis - Summary Report

Date: 2018-01-30

Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	ilability	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.



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Summary Report

004706

Date: 2018-01-30

Aboriginal Peoples

			Aborigii	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	7	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	298	0	0.0 %	2.2 %	7	.
03: Professionals	303	ω	1.0 %	1.5 %	5	'n
04 : Semi-Professionals and Technicians	35	0	0.0 %	1.8 %	1	<u>,</u>
05 : Supervisors	7	0	0.0 %	1.0 %	0	0
07 : Administrative and Senior Clerical Personnel	31	0	0.0 %	0.9 %	0	0
08 : Skilled Sales and Service Personnel	246	0	0.0 %	1.7 %	4	-4
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	2.2 %	0	0
10 : Clerical Personnel	24	0	0.0 %	0.7 %	0	0
11 : Intermediate Sales and Service Personnel	4	0	0.0 %	1.3 %	0	0
14 : Other Manual Workers	121	_	0.8 %	0.8 %	_	0
Total	1083	4	0.4 %	1.6 %	18	-14

Total may not equal sum of components due to rounding.



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Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Summary Report

004707

Date: 2018-01-30

Members of Visible Minorities

		_	/lembers of	Members of Visible Minorities	ities	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	bility	Gap
	#	#	%	%	#	#
01 : Senior Managers	7	1	14.3 %	10.1 %	1	0
02 : Middle and Other Managers	298	80	26.8 %	15.0 %	45	35
03: Professionals	303	76	25.1 %	22.5 %	68	∞
04 : Semi-Professionals and Technicians	35	15	42.9 %	30.5 %	1	4
05 : Supervisors	7	_	14.3 %	45.8 %	ω	ĸ
07 : Administrative and Senior Clerical Personnel	31	∞	25.8 %	33.7 %	10	۵
08 : Skilled Sales and Service Personnel	246	16	6.5 %	15.6 %	38	-22
09 : Skilled Crafts and Trades Workers	7	_	14.3 %	13.4 %	_	0
10 : Clerical Personnel	24	6	25.0 %	41.7 %	10	4
11 : Intermediate Sales and Service Personnel	4	0	0.0 %	36.9 %	_	<u>.</u>
14 : Other Manual Workers	121	45	37.2 %	51.4 %	62	
Total	1083	249	23.0 %	23.2 %	250	_1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - GlaxoSmithKline Inc.

Workforce Analysis - Summary Report

Date: 2018-01-30

Persons with Disabilities

			Persons w	Persons with Disabilities	•	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availabi	ility Gap	
	#	#	%	%	#	
01/02 : Managers	305	10	3.3 %	4.3 %	-3	
03 : Professionals	303	∞	2.6 %	3.8 %	12	
04 : Semi-Professionals and Technicians	35	0	0.0 %	4.6 %	2	
05 : Supervisors	7	0	0.0 %	13.9 %	<u> </u>	
07 : Administrative and Senior Clerical Personnel	31	<u> </u>	3.2 %	3.4 %	1)
08 : Skilled Sales and Service Personnel	246	11	4.5 %	3.5 %	9 2	19
09 : Skilled Crafts and Trades Workers	7	0	0.0 %	3.8 %	0 ()
10 : Clerical Personnel	24	2	8.3 %	7.0 %	2 ()
11 : Intermediate Sales and Service Personnel	4	0	0.0 %	5.6 %	0 ()
14 : Other Manual Workers	121	0	0.0 %	5.3 %	-6	
Total	1083	32	3.0 %	4.2 %	-14	***************************************

Total may not equal sum of components due to rounding.



2018-01-30

Workplace Equity Information Management System - GlaxoSmithKline Inc.

004709

Workforce Analysis - Summary Report

Date: 2018-01-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workplace Equity Information Management System - GlaxoSmithKline Inc.

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



Part 1: Workforce Analysis

GlaxoSmithKline Inc

2018-01-30

Data from First/Previous Workforce Analysis

Data from Sul	osequent/Curr Analysis	ent Workforce
\	\	\

Data from Fin	st/Previous Workf	orce Analysis
YYYY	MM	DD
2015	03	09

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	12	15

		-	Гable 1: Women	
		First/Pr	evious Workforce A	Analysis
Emal	our ant Fauity Occupational Crown (FFOC)	All Employees	Won	nen
շարտ	oyment Equity Occupational Group (EEOG)		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

]	Table 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	0/0
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
o	0	0.00
121	52	32.50
1,083	638	39.7

* Source:				
2011 Natio	onal Housel	nold Surve	У	

* Source:				
2011 Natio	onal Househ	old Surve	У	

Federal Contractors Program Achievement Report Part 1: Workforce Analysis GlaxoSmithKline Inc 2018-01-30 A no lucie

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2017	YYYY	Data from Subse	←		Data from Su
12	MM	Data from Subsequent/Current Workforce Analysis	←	Analysis	Data from Subsequent/Current Workforce
15	DD	rkforce Analysis	←		nt Workforce

2.0	3	1,045	
6.80	0	94	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
0.00	0	0	Semi-Skilled Manual Workers
3.10	0	5	Intermediate Sales & Service Personnel
4.70	0	15	Clerical Personnel
2.20	0	8	Skilled Crafts & Trades Workers
1.90	0	216	Skilled Sales & Service Personnel
3.90	0	57	Administrative & Senior Clerical Personnel
0.00	0	0	Supervisors: Crafts & Trades
4.90	0		Supervisors
1.80	0	48	Semi-Professionals & Technicians
1.50	2	302	Professionals
2.20	1	290	Middle & Other Managers
2.90	0	9	Senior Managers
9%	#	#	
Availability*	Representation		ymene zdanej oceupanoma oroup (zzoo)
al Peoples	Aboriginal Peoples	All Employees	vment Family Occumational Crown (FFOC)
Analysis	First/Previous Workforce Analysis	First/Pr	
eoples	Table 2: Aboriginal Peoples	Table	

01 02 03 04 04 05 06 06 07 07 09

11 12 13

Subsequent/Current Workforce Anal	Subsequent/Current Workforce Analysis	e Analysis
All Employees	Aboriginal Peoples	l Peoples
	Representation	Availability*
#	#	0/0
7	0	2.90
298	0	2.20
303	3	1.50
35	0	1.80
7	0	1.00
0	0	0.00
31	0	0.90
246	0	1.70
7	0	2.20
24	0	0.70
4	0	1.30
0	0	0.00
,		

Employment Equity

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	ı
Source:	

1,083

121

0.80 0.00 1.30 0.00

* Source: 2011 National Household Survey

2011 National Household Survey

* Source:

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15	DD	t Workforce Analysis	←	3

Data from Subsequent/Current Workforce

16.0	247	1,045	
2.10	41	94	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
0.00	0	0	Semi-Skilled Manual Workers
0.90	0	5	Intermediate Sales & Service Personnel
1.70	رى ن	15	Clerical Personnel
13.40	2	8	Skilled Crafts & Trades Workers
14.70	17	216	Skilled Sales & Service Personnel
2.40	18	57	Administrative & Senior Clerical Personnel
0.00	0	0	Supervisors: Crafts & Trades
1.90	0	1	Supervisors
28.60	15	48	Semi-Professionals & Technicians
23.10	84	302	Professionals
15.00	65	290	Middle & Other Managers
10.10	2	6	Senior Managers
%	#	#	
Availability*	Representation		y ment Educty Occupational Oroup (EEOO)
ble Minorities	Members of Visible Minorities	All Employees	vment Family Occupational Crown (FFOC)
nalysis	First/Previous Workforce Analysis	First/Pre	
Minorities	Fable 3: Members of Visible Minorities	Table 3: Me	

01 02 03 04 04 05 06 06 07 07 09

11 12 13

Employment Equity

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

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2011 National Household Survey	
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2011 National Household Survey

2011 National Household Survey

* Source:

Part 1: Workforce Analysis

GlaxoSmithKline Inc

2018-01-30

Data from Firs	t/Previous Wor	kforce Analysis
		—

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	03	09

	1	Anaiysis	ı
D	ata from	Subsequent/Curr Analysis	ent Workforce

2017	12	15
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table 4:	Persons with Di	sabilities	
		First/Previous Workforce Analysis			
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Persons with	Disabilities	
Embio	yment Equity Occupational Group (EEOG)		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	

Table 8: Persons with Disabilities		
Subsequent	/Current Workfore	e 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 Su	rvey on Disability	

* Source:				
2012 Canad	dian Survey o	n Disabilit	У	

Part 2: Flow Data Analysis

GlaxoSmithKline Inc

2018-01-30

Start	Date of Flov	v Data
YYYY	MM	DD
2015	03	09

End I	Date of	Flow	Data	
YYYY	MN	4	D	D
2017	12		1:	5

Data from Form 4 - Employees Hired

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Data from Form 5 - Employees Promoted

Terminated

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

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
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	
295	166	1	1	

Data from Form 6 - Employees

)5 1 1 1	295	1 0	0	196		1 0	2		275	Total
14 0 0 0	1.	0 0	0	1		0 0	_	4	24	14 Other Manual Workers
0 0 0		0 0		0		0	0	0		13 Other Sales & Service Personnel
0 0 0		0	<u> </u>	0		0 0	0	0		12 Semi-Skilled Manual Workers
0 0 0		0 0		0		0	0	0		11 Intermediate Sales & Service Personnel
4 0 0 0		0	<u> </u>	0		0 0	0	6		10 Clerical Personnel
3 0 0 0		0 0	<u> </u>	6		0	0	3		09 Skilled Crafts & Trades Workers
75 1 0 0	7.	0		29		0	0	5	96	08 Skilled Sales & Service Personnel
15 0 0 0		0 0	<u> </u>	3		0 0	0	7		07 Administrative & Senior Clerical Personnel
0 0 0		0 0		0		0	0	0		06 Supervisors: Crafts & Trades
0 0 0		0 0		1		0 0	0	<u>3</u>		05 Supervisors
8 0 0 0		0 0		15		0 0	0	6		04 Semi-Professionals & Technicians
0 0 0	101	0 0		56		0		4	84	03 Professionals
71 0 1 1	7	1 0	<u> </u>	82		1 0	0	5	46	02 Middle & Other Managers
4 0 0 0		0 0	<u> </u>	3		0	0	0		01 Senior Managers
# # #	#	#	#	#	#	#	#	#	#	
d Terminated Terminated Terminated	Terminated	Promoted	Promoted	ed Promoted				a copies and	Hired	,
s Peoples Employees Peoples	Employees	Peoples	Employees	ees Peoples	Employees	-	Employees	Peoples Hired	Employees	(EEOG)
Aboriginal All Aboriginal	À	Aboriginal	AII	Aboriginal	2	Abariains		Aborining	¥	Employment Equity Occupational Group
Full-time / National Part-time / National	Full-tim	Part-time / National	Part-tim	Full-time / National	Full-ti	Part-time / National		Full-time / National	Full-tim	
Fable 10: Aboriginal Peoples	Tal	oples	Aboriginal Peoples	Fable 6: Abo		oples	Fable 2: Aboriginal Peoples	ble 2: Abo	Ta	
↓ ↓ ↓	 ←	←	←	←	 ←	←	-	←	-	
Terminated			Promoted	Pro			Hired	H		
Data from Form 6 - Employees	Data	ployees	Form 5 - Employees	Data from For	Da	ployees	Data from Form 4 - Employees	from Fo	Date	
			15	12	2017	09	03	2015		
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			Flow Data	End Date of Flor	E	w Data	Start Date of Flow Data	Star		

Part 2: Flow Data Analysis

GlaxoSmithKline Inc

2018-01-30

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Start	Date of Flow	Data
YYYY	MM	DD
2015	03	09

End I	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

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	Table .	3: Persons	with Disa	bilities			
	Full-time	/ National	Part-time / National				
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired			
	#	#	#	#			
01 Senior Managers	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			

24

275

14 Other Manual Workers

Total

Full-time	/ National	Part-time / National			
All Employees Promoted	mployees Disabilities		Persons with Disabilities Promoted		
#	#	#	#		
3	0	0	0		
82	2	1	0		
56	0	0	0		
15	0	0	0		
1	0	0	0		
0	0	0	0		
3	0	0	0		
29	1	0	0		
6	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
0	0	0	0		
1	0	0	0		
196	3	1	0		

	1: Persons / National	Part-time / National			
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated		
#	#	#	#		
4	0	0	C		
71	2	1	0		
101	1	0	0		
8	0	0	C		
0	0	0	0		
0	0	0	C		
15	0	0	C		
75	1	0	0		
3	0	0	C		
4	0	0	0		
0	0	0	C		
0	0	0	0		
0	0	0	C		
14	0	0	0		
295	4	1	0		

Part 2: Flow Data Analysis

GlaxoSmithKline Inc

2018-01-30

Start	Date of Flov	v Data
YYYY	MM	DD
2015	03	09

End I	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 $\overline{\downarrow}$

	Table 4:	Members o	f Visible N	Ainorities		
	Full-time	Part-time	t-time / National			
Employment Equity Occupational Group (EEOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired		
	#	#	#	#		
01 Senior Managers	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		

Full-time	/ National	Part-time / National				
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted			
#	#	#	#			
3	1	0	0			
82	19	1	0			
56	11	0	0			
15	1	0	0			
1	1	0	0			
0	0	0	0			
3	1	0	0			
29	2	0	C			
6	1	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
0	0	0	0			
1	1	0	0			
196	38	1	0			

Table 12: Members of Visible Minorities									
Full-time	/ National	Part-time / National							
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated						
#	#	#	#						
4	1	0	0						
71	11	1	0						
101	21	0	0						
8	1	0	0						
0	0	0	0						
0	0	0	0						
15	4	0	0						
75	11	0	0						
3	1	0	0						
4	0	0	0						
0	0	0	0						
0	0	0	0						
0	0	0	0						
14	4	0	0						
295	54	1	0						

Federal Contractors Program Achievement Report
Part 3: Goals
GlaxoSmithKline Inc
2018-01-30

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		2018-01-30																	
		Data for First/Previous Goals																	
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A B	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	From Workforc e Analysis	:	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
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											: Women								
	<u> </u>								First	/Previous S	Short-term	Goals							
		1		AH E	mployees			1							omen			ı	
	Number	Grov	vth (New Posi	itions)	Turnover (R	eplacement o Employees)	f Terminated		Number Turnover (Replacement of Hires From - To										
Employment Equity	YYYY-MM-	Actual	D _{en}	jected	Actual	,	jected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	DD	Actual	F10	Over 3	Actuai	Fio	Over 3	Years	YYYY-MM-DD		Over 3	Over 3 Years		- 1111	Availability	resent crap	Gap	Representation	Years
	2015-03-09	Annually	Annually	Years	Annually	Annually	Years		2015-03-09	Annually	Years	1 Cars	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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	0	169		0	-56	0)	38.9%	56	56	58.3%	
03 Professionals	302	I		0	33.4%		0	0	208			-62	0)	48.5%	62	62		
04 Semi-Professionals & Tech	48	-10.0%		0	19.3%		0	0	16	0.0%	0	-3	0)	26.8%	3	3	33.3%	33.3%
05																			
06 Supervisors: Crafts & Trades					0.0%		0	0		0.0%	0	0	0)	0.0%	1 0	0		
07 Administrative & Sr Clerical	57	1			34.1%		1 0	0	53	0.0%		-3	0	()	86.9%	3	3 82	93.0%	1
08 Skilled Sales & Service 09 Skilled Crafts & Trades	216	4.4% -4.4%			32.5% 40.0%		0	"	141	0.0%	1 0	-82	0	()	27.4% 1.0%	82	82	65.3% 0.0%	65.3%
10 Clerical Personnel	15	17.0%		1 0	20.5%		1 0	١	il š	0.0%] "	3	0	()	72.4%	-3	_3	53.3%	1
11 Intermediate Sales & Service	1	-7.2%		1 0	0.0%] ő	ا ٥	5	0.0%] ,	-1	0	5	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	#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	30	0.0%	0	-11	0)	19.7%	11	11	31.9%	31.9%
Total	1,045	1.2%		0	27.8%		0	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.

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

	Workforce Analysis) ÷ 2) x 10	υ.				
						Table 2: Women
F	dovement Faults		Woi			
Employment Equity Occupational Group (EEOG)		Short-te	rm Goals	s Long-term Goals		Comments
		#	%	#	%	
01	Senior Managers	0	0.0		0.0	
02	Middle & Other Managers	0	0.0		0.0	
03	Professionals	0	0.0		0.0	
04	Semi-Professionals & Tech	0	0.0		0.0	
05	Supervisors	0	0.0		0.0	
06	Supervisors: Crafts & Trades	0	0.0		0.0	
07	Administrative & Sr Clerical	0	0.0		0.0	
08	Skilled Sales & Service	0	0.0		0.0	
09	Skilled Crafts & Trades	0	0.0		0.0	
10	Clerical Personnel	0	0.0		0.0	
-11	Intermediate Sales & Service	0	0.0		0.0	
12	Semi-Skilled Manual	0	0.0		0.0	
13	Other Sales & Service	0	0.0		0.0	004719

				Federal Contr	ractors Program Achiev	ement Report					
					Part 3: Goals						
	GlaxoSmithKline Inc										
	2018-01-30										
14 Other I	Manual Workers	0 0.0	0.0								
Total		0	0								

Total

1,045

1.2%

Federal Contractors Program Achievement Report
Part 3: Goals
GlaxoSmithKline Inc
2018-01-30

2018-01-30																			
									Data	for First/	Previous	Goals							
A B	C	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforc e Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
3	↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓ ↓															<u> </u>			
	Table 3: Aboriginal Peoples First/Previous Short-term Goals																		
	First/Previous Short-term Goals All Employees																		
		ı		All E				ı	Aboriginal Peoples 3 Year Goals										
	Number	Grow	vth (New Posi	tions)	Turnover (Re	eplacement o Employees)	f Terminated		Number	Turnover (R	eplacement of	Hires			_				
Employment Equity	YYYY-MM-			jected			ected	Anticipated Hires Over 3	YYYY-MM-DD		Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	n	Actual	rre.		Actual	PF0]		Years	YYYY-MM-DD	-	Ι	Over 3 Years	1111	- 1 1 1 1	Availability	r resent Gap	Gap	Representation	Years
	2015-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-03-09	Annually	Over 3 Years	1 cars	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	9	-8.0%		0	50.0%		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	() 1	0.0%	0	5	0		2.2%	-5	-5	0.3%	0.3%
03 Professionals	302	0.1%		0	33.4%		0	() 2	0.0%	0	3	0		1.5%	-3	-3	0.7%	0.7%
04 Semi-Professionals & Tech	48	-10.0%		0	19.3%		0	(0	0.0%	0	1	0		1.8%	-1	-1	0.0%	0.0%
00 Supervisors: Crafts & Trades	1 1	U.U%		I '	U.U%		l v	l	7	V.U%	l v	U	ľ		U.U%	l v	v	#D17/0	#DIV/U!
07 Administrative & Sr Clerical	57	-18.4%		0	34.1%		0	(0	0.0%	0	2	0		3.9%	-2	-2		0.0%
08 Skilled Sales & Service	216	4.4%		0	32.5%		0	(0	0.0%	0	4	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		2.2%	1 0	0	0.0%	0.0%
10 Clerical Personnel	15	17.0%			20.5%		0	(0.0%	0				4.7%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	5	-7.2%		1 0	0.0%		0			0.0%	0				3.1%	1 0		0.0%	0.0%
12 Semi-Skilled Manual		0.0%			0.0%] 0	'		0.0%					0.0%	1 0		#DIV/0	#DIV/0!
13 Other Sales & Service		0.0%			0.0%		1 0	(0.0%	1 0				0.0%			#DIV/0	#DIV/0!
14 Other Manual Workers	94	8.8%		1 0	13.0%		1 0	() 0	0.0%	0	6	1 0		6.8%	ıj -6	-6	0.0%	0.0%

^{27.8%} † 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.

0.0%

+	Workforce Analysis) ÷ 2) x 10	00.												
			Table 4: Aboriginal Peoples											
F2	-1		Aborigin:	al Peoples										
	oloyment Equity upational Group (EEOG)	Short-te	rm Goals	Long-ter	m Goals	Comments								
	apational Group (EEOG)	#	%	#	%									
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	004721								

0.3%

0.3%

2.0%

-18

-18

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

	Federal Contractors Program Achievement Report										
	Part 3: Goals										
	GlaxoSmithKline Inc										
	2018-01-30										
14 Other Manual	Vorkers 2 0.0 0 6.8										
Total											

Federal Contractors Program Achievement Report											
Part 3: Goals											
GlaxoSmithKline Inc											
2018-01-30											

									2010 01 3	•									
									Data	for First/	Previous	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforc e Analysis	From Workforce Analysis [†]	Data Entry	у СхЕх3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
		<u> </u>	<u> </u>	\		↓	<u> </u>	<u> </u>	<u> </u>	\	<u> </u>		<u> </u>	<u> </u>	<u> </u>	<u> </u>	\	<u> </u>	<u> </u>
											s with Dis								
									First	t/Previous S	Short-term (Goals							
				All E	mployees										ith Disabilitie	S	,		
	Number	Grev	wth (New Pos	itions)	Turnover (R		f Terminated		Number	Number Turnover (Replacement of				r Goals	_				
Employment Equity			,			Employees)		Anticipated			Employees)	Hires Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM- DD	Actual	Pro	jected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2015-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-03-09	Annually	Over 3 Years	Years	2015	2018					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01/02 Managers	299	-3.6%		(37.2%		0	() 6	0.0%	0	7	()	4.3%	-7	-7	2.0%	2.0%
03 Professionals	302	0.1%		(33.4%		0	() 7	0.0%	0	4	(3.8%	-4	-4	2.3%	2.3%
04 Semi-Professionals & Tech	48	-10.0%		(19.3%		0	(0	0.0%	0	2	()	4.6%	-2	-2	0.0%	0.0%
05			,				,	,	•			,			4	,			,
06 Supervisors: Crafts & Trades		0.070			0.0%		0		0	0.0%	0	0	()	0.0%	0	0	#D1 1/0.	#DIV/0!
07 Administrative & Sr Clerical	57	1		(34.1%		0		0	0.0%	0	2	(3.4%	-2	-2	1	0.0%
08 Skilled Sales & Service	216	4.4%		(32.5%		0) 6	0.0%	0	2	(3.5%	-2	-2	2.8%	2.8%
09 Skilled Crafts & Trades	8	-4.4%		(40.0%		0		0	0.0%	0	0	(3.8%	0	0	0.0%	0.0%
10 Clerical Personnel	15	17.0%		(20.5%		0) 2	0.0%	0	-1	()	7.0%	1	1	13.3%	13.3%
11 Intermediate Sales & Service	5	-7.2%		(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	#DIV/0!	#DIV/0!
13 Other Sales & Service	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%		(13.0%		0	() 1	0.0%	0	4	()	5.3%		-4	1.1%	1.1%
Total	1,045	-1.1%			27.8%		0	() 22	0.0%	0	20	(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) + Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workforce Analysis) ÷ 2) x 10	υ.				
					Table 6: Persons with Disabilities
Employment Equity	P	ersons with	Disabiliti	es	
Occupational Group (EEOG)	Short-te	rm Goals	Long-te	rm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
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		004723

Federal Contractors Program Achievement Report
Part 3: Goals
GlaxoSmithKline Inc
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2018-01-30

									2018-01-30	U								
									Data	for First/	Previous	Goals						
A B	С	D	E	F	G	Н	I	J	K	L	M	N	O P	Q	R	S	Т	U
Data sources:	From Workforc e Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P Data Eı	From try Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
<u> </u>	.i	i↓	i↓	i↓	i↓	J	i↓		i↓	J	i↓	i	J J		↓	.i↓	<u>.</u>	ii
									Table 7: N	1embers o	of Visible	Minoritie	S					
	First/Previous Short-term Goals Mambaux of Visible Missoidia																	
	All Employees Members of Visible Minorities Number Growth (New Position) Turnover (Replacement of Terminated Number 3 Year Goals																	
	Number	Grow	vth (New Posit			eplacement of Employees)	Terminated	Anticipated	Number	Turnover (Replacement of Terminated Employees)	Hires From - To					Projected		
Employment Equity Occupational Group (EEOG)	YYYY-MM-	Actual	Proj	ected	Actual	Actual Projected Hires			YYYY-MM-DD	1 rerininateo	Employees)	Required Over 3	YYYY - YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Company of the Company	2015-03-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-03-09	Annually	Over 3 Years	Years	2015 2018	,		·		Years
	#	%	%	#	%	%	#	#	#	%	#	#	# %	%	#	#	%	%
01 Senior Managers	9	-8.0%		0	50.0%		0	0	2	0.0%	0	-1	0	10.1%	j 1	1	22.2%	22.2%
02 Middle & Other Managers	290	0.9%		0	24.5%		0	0	65	0.0%	0	-22	0	15.0%	1	22	22.4%	22.4%
03 Professionals	302	0.1%		0	33.4%		0	0	84	0.0%	0	-14	0	23.1%		14	27.8%	27.8%
04 Semi-Professionals & Tech	48	-10.0%		0	19.3%		0	0	15	0.0%	0	-1	0	28.6%	6 1	1	31.3%	31.3%
05 (
06 Supervisors: Crafts & Trades	57	0.070		0	0.0%		0	0	0	0.0%	0	0	0	0.0% 2.4%		0	#DIV/0!	1
07 Administrative & Sr Clerical 08 Skilled Sales & Service	216	-18.4% 4.4%		0	34.1% 32.5%		0	0	18	0.0%	0	-17 15	۷	14.7%	1		31.6% 7.9%	31.6% 7.9%
09 Skilled Crafts & Trades	8			0	40.0%		0	0	1/2	0.0%	١	-1	٥	13.4%	II .	1 -13	25.0%	25.0%
10 Clerical Personnel	15			0	20.5%		0	0	3	0.0%	٥	-3	ől	1.7%	-	3	20.0%	20.0%
11 Intermediate Sales & Service					0.0%		0	0		0.0%	0		ő	0.9%		0	0.0%	0.0%
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	ď	o	0.0%	0	0	o	0.0%	0	ő	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0	0.0%		0	C	0	0.0%	0	0	0	0.0%	6 0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers	94	8.8%		0	13.0%		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	0	247	0.0%	0	-80	0	16.0%	6 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) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

•	Workforce Analysis) ÷ 2) x 10	0.				
						Table 8: Members of Visible Minorities
E	Insurant Familia	Men	nbers of Vi	sible Min	orities	
	Employment Equity Occupational Group (EEOG)		rm Goals	Long-t	erm Goals	Comments
Occ			# %		%	
01	Senior Managers	0	0.0		0.0	
02	Middle & Other Managers	0	0.0		0.0	
03	Professionals	0	0.0		0.0	
04	Semi-Professionals & Tech	0	0.0		0.0	
05	Supervisors	0	0.0		0.0	
06	Supervisors: Crafts & Trades	0	0.0		0.0	
07	Administrative & Sr Clerical	0	0.0		0.0	
08	Skilled Sales & Service	7	0.0		0 14.7	
09	Skilled Crafts & Trades	0	0.0		0.0	
10	Clerical Personnel	0	0.0		0.0	
-11	Intermediate Sales & Service	0	0.0		0.0	
12	Semi-Skilled Manual	0	0.0		0.0	
13	Other Sales & Service	0	0.0		0.0	004725

					Federal Contrac	ctors Program Achie	vement Report					
						Part 3: Goals						
	GlaxoSmithKline Inc											
	2018-01-30											
14 Other M	Ianual Workers	0 0.0	0 0.0									
Total		7	0									

										Data for	Subseque	ent/Curr	ent Goals							
Α	В	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data s	sources:	From Workforc e Analysis		Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
3			1	↓	\	1	1	1	↓	↓	1	\	↓	\	↓	↓	↓	\	1	<u> </u>
										_		Women								
										Subsequ	ent/Currer	it Short-tei	m Goals							
					All E	nployees					1					omen	1	1		
		Number	Grev	vth (New Posi	tions)	Turnover (Re	olacement of Employees)	f Terminated		Number	Turnover (Re	eplacement of	Hires		r Goals n - To					
100000000000000000000000000000000000000	oyment Equity	YYYY-MM-		T n:	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occu	Occupational Group (EEOG)		Actual	rroj		Actual	Proj		Years	YYYY-MM-DD			Over 3 Years	1111	-1111	Availability	r resent Gap	Gap	Representation	Years
		2017-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-12-15	Annually	Over 3 Years	rears	2017	2020					
		#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01	Senior Managers	7	-8.0%		0	50.0%		0	0	5	0.0%	0	-3	(1	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	(38.9%	62	62	59.7%	59.7%
03	Professionals	303	0.1%		0	33.4%		0	0	192	0.0%	0	-44	()	48.8%	44	44	63.4%	63.4%
04	Semi-Professionals & Tech	35	1		0	19.3%		0	0	15		0	-5	(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		53.0%	53.0%	-1	0	42.9%	57.1%
06	Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	C	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	(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		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	(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	#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!
-	Other Manual Workers	121	8.8%		0	13.0%		0	0	52	0.0%	0	-13	(0	32.5%	13	13		43.0%
Total		1,083	1.2%		0	27.8%		0	0	638	0.0%	0	-208	(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		Wor	men	
Occupational Group (EEOG)	Short-te	rm Goals	Long-term Goals	Comments
		%	%	
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%	004727
13 Other Sales & Service		0.0%	0.0%	304/2/

				Federal Co	Contractors Program Achiev	ement Report								
					Part 3: Goals									
					GlaxoSmithKline Inc									
	2018-01-30													
14	Other Manual Workers		0.0%											
Total			0.0											

									2010 01 3										
									Data for	· Subsequ	ent/Curro	ent Goals							
A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforc e Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		\	.		·	↓	·	V	↓	·	V	.	↓	<u> </u>	·	,	<u> </u>		·
											original Po								
									Subseq	uent/Currei	nt Short-ter	m Goals							
				All E	mployees										nal Peoples				
Occupational Group (EEOG)	Number	Grow	th (New Posit	tions)	Turnover (Re		f Terminated		Number	T(D	Leplacement of		3 Yea	ır Goals					
		0.011	un (i ve m i usie			Employees)		Anticipated	- Minioci		tepiacement of d Employees)	Hires Required		m - To	Present		Projected	Present	Projected
	YYYY-MM- DD	Actual	Proj	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2017-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Vears	2017-12-15	Annually	Over 3 Years	Years	2017	2020					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-8.0%		0	50.0%		0	0	C	0.0%	0	0	C)	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	298	0.9%	-1.0%	-9	24.5%	5.0%	45	36	0	5.0%	0	6	1	2.2%	2.2%	-7	-5	0.0%	
03 Professionals	303	0.1%	-1.0%	-9	33.4%	5.0%	45	36	3	5.0%	0	1	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	C	3.0%	0	1	0	1.8%	1.8%	-1	-1	0.0%	
05 Supervisors	7	91.3%		0	0.0%		0	0	(0.0%	0	0	C)	1.0%	0	0	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%		0	0.0%		0	0	(0.0%	0	0	()	0.0%	0	0	#DIV/0!	I I
07 Administrative & Sr Clerical	31	-18.4%		0	34.1%		0	0	C	0.0%	0	0	0)	0.9%	0	0	0.0%	I I
08 Skilled Sales & Service	246	4.4%	0.0%	0	32.5%	6.0%	44	44	0	6.0%	0	4]	1.7%	1.7%	-4	-3	0.0%	
09 Skilled Crafts & Trades	7	-4.4%		0	40.0%		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)	0.7%	0	0	0.0%	1
11 Intermediate Sales & Service	4	-7.2%		0	0.0%		0	0	C	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	#DIV/0!	#DIV/0!
13 Other Sales & Service	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	1	0.0%	0	0	0)	0.8%	0	0	0.8%	0.8%

^{27.8%} † 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.

Total

1,083

1.2%

0.0%

., o					Table 12: Aboriginal Peoples
Employment Equity		Aborigina	al Peoples		
Occupational Group (EEOG)	Short-ter	m Goals	Long-term G	oals	Comments
-		%		%	
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%	004729
14 Other Manual Workers		0.0%	SKSKSKSKS	0.0%	P. 40.044

0.4%

0.4%

1.6%

-13

-13

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.

		Federal Contractors Program	Achievement Benort		
		Part 3: Go			
		GlaxoSmithKli			
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									2010 01 5										
									Data for	Subsequ	ent/Curr	ent Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforc e Analysis	:	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	<u>\</u>	<u> </u>	·	\	<u> </u>	1	<u> </u>	<u> </u>	↓ ↓	<u> </u>	<u> </u>	<u> </u>	\	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	↓
										3: Person									
									Subsequ	uent/Curre	nt Short-tei	rm Goals							
				All E	mployees										th Disabilitie	S			
	Number	Grov	vth (New Positi	ions)	Turnover (Re		Terminated		Number	T	Leplacement of		3 Yea	·Goals					
Employment Fauity				,		Employees)		Anticipated			d Employees)	Hires Required	Fron	1 - To	Present		Projected	Present	Projected
	YYYY-MM- DD	Actual	Proje	ected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD			Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
Occupational Group (EEOG)	2017-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2017-12-15	Annually	Over 3 Years	Years	2017	2020	•		•	•	Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
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	0	3.0%	6 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%	6 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	3.2%	3.2%
08 Skilled Sales & Service	246	4.4%		0	32.5%		0	0	11	0.0%	0	-2	0		3.5%	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%
10 Clerical Personnel	24	17.0%		0	20.5%		0	0	2	0.0%	0	0	0		7.0%	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%	1	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%	0.0%	0	13.0%	3.0%	11	11	0	3.0%	0	6	1	5.3%	5.3%		-5	0.0%	0.8%
Total	1,083	1.2%		0	27.8%		0	0	32	0.0%	0	13	0		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.

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

Workforce Analysis) ÷ 2) x 10	U			
				Table 14: Persons with Disabilities
Employment Equity	Persons with	n Disabilities		
Occupational Group (EEOG)	Short-term Goals	Long-term (Goals	Comments
Octupational Group (EEOG)	%		%	
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	004731

									Data for	Subsequ	ent/Curro	ent Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	T	U
Data sources:	From Workforc e Analysis	From Workforce Analysis [†]	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНхЗ	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		↓	↓	↓	↓	↓	↓	↓	↓	1	↓	↓	↓	↓	↓	↓	↓	↓	↓
									Table 15:				es						
									Subsequ	uent/Currer	at Short-ter	m Goals							
				All E	mployees										isible Minori	ities			
	Number	Grow	th (New Positi	ons)	Turnover (Re	olacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Year						
Employment Equity	YYYY-MM-				ļ			Anticipated			Employees)	Required		ı - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	DD	Actual	Proje		Actual	Proj		Hires Over 3 Years	YYYY-MM-DD			Over 3	7777	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2017-12-15	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-12-15	Annually	Over 3 Years	Years	2017	2020					
	#	%	%	1 ears	9/6	%	tears	H	#	%	n ears	ш	и	%	%	и	и	%	%
01 Senior Managers	7	-8.0%	/0	77 ()	50.0%	70	0	Ħ	0 7	0.0%	7 0	7 0	"	70	10.1%	. #	" 0	14.3%	14.3%
02 Middle & Other Managers	298	1		0	24.5%		0		80	1	J 0	-35	0		15.0%	35	35	26.8%	26.8%
03 Professionals	303			0	33.4%		0		76	1	0	-8	0		22.5%	8	8	25.1%	25.1%
04 Semi-Professionals & Tech	35			0	19.3%		0		0 15	1	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 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	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	31	-18.4%	-3.0%	-3	34.1%	5.0%	5		2 8	5.0%	1	2	1	33.7%	33.7%	-2	-1	25.8%	28.6%
08 Skilled Sales & Service	246		0.0%	0	32.5%	6.0%	44	4	4 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		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		2 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		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	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%	0.0%	0	13.0%	3.0%	11	1	1 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		0 249	0.0%	0	2	0		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	Mer	nbers of Vi	sible Minorities	
Occupational Group (EEOG)	Short-te	rm Goals	Long-term Goals	Comments
		%	%	
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%	004732
13 Other Sales & Service		0.0%	0.0%	001/02

	Federal Contractors Program Achievement Report
	Part 3: Goals
	GlaxoSmithKline Inc
	2018-01-30
	Other Manual Workers 51.4% 51.4%
Total	0.0% $0.0%$

								Feder	al Contr	actors l	Prograi	m Achie	vement	Report									
									I	art 4: I	Results	- Wome	n										
										Glaxos	SmithK	line Inc											
										2	018-01	-30											
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U	V	W	X	Y
		Part 1:	Part 1:	E ÷ D	Part 1:	DxG		E÷H	Part 2: Flow	Part 2:	L÷K			Part 2: Flow	Part 2:	Q÷Px			Part 2: Flow	Part 2:	V÷Ux		
Data sources:		Workforce Analysis	Workforce Analysis	x 100	Workforce Analysis	÷ 100	E - H		Data Analysis	Flow Data Analysis	x 100	K x G ÷ 100	L - N	Data Analysis	Flow Data Analysis	100	P x F ÷ 100	Q - S	Data Analysis	Flow Data Analysis	100	U x F ÷ 100	V - X
		,	<u> </u>	\	\		1	1	\	` ↓	1	↓	\	,	<u> </u>		1	\	<u> </u>	\	Ψ.	\	<u> </u>
Employment Equity					orce An	•					TI:			Т	Flow I		•		T	Т			
Occupational Group	Year	All		·	orkforce/ Wo				All		Hires W	omen		All	Pi	romotioi W	18 omen		All	1 eri	ninatio We	men	
(EEOG)		Employees	Represer		Avails		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Acti		Expected	Difference	Employees	Actua		Expected	Difference
T	# 2015	# 9	# 6	% 66.7	% 27.4	# 2	# 	243.3	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Senior Managers	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	
02 Middle & Other	2015	290	169	58.3	38.9		56	149.8		24	51.1	10				***				20	52.0		
Managers	2017 2015	298 302	178 208	59.7 68.9	38.9 48.5	116 146	62 62	153.6 142.0	47	24	51.1	18	6	83	47	56.6	48	-1	72	38	52.8	42	-4
03 Professionals	onals 2017 303 ofessionals & 2015 48				48.8	148	44		84	50	59.5	41	9	56	28	50.0	39	-11	101	65	64.4	70	-5
04 Semi-Professionals & Technicians	2015 2017	48 35	16 15	33.3 42.9	26.8 29.1	13 10	3	124.4 147.3	6	1	16.7	2	-1	15	1	6.7		4	0	2	25.0	2	-1
	2017	1	13	100.0	62.9		0	159.0	0	1	10.7		-1	13	1	0.7	,	-4	0	2	23.0	3	-1
05 Supervisors	2017	7	3	42.9	53.0		-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 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	,
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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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		New	Entran	its				G	oals														
Employment Equity	Year	F	ow Data Won			Short-ter Wor				Long-ter Won							-						
Occupational Group (EEOG)		All Employees	Actu		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					Ĺ	Commen	ES				
	#	#	#	%	goal #	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
01 Senior Managers	2017	-1	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											
02 Middle & Other Managers	2017 2020	58 58		56.9 56.9		0.0	0.0	0.0	0	0.0	0.0												
03 Professionals	2017	39	13	33.3	0.300000.30000.30000.3000	0.0	0.0	0.0	0	0.0	0.0	0.0											
Comi Duofossionala &	2020 2017	39 13	13	33.3	0	0.0	0.0	0.0	0	0.0	0.0												
04 Technicians	2017	13	0	0.0	U	0.0	0.0	0.0	U	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											
Supervisors: Crafts &	2020 2017	4 0	0	50.0	0	0.0	530.0	9.4	0	0.0	0.5												
Trades	2020	0	0	0.0		0.0	0.0	0.0		"	0.0												

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	4	Part 1:	Part 1:		Part 1:					Part 2:					Part 2:					Part 2:			<u></u>
Data sources:		Workforce Analysis	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Flow Data	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Flow Date	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Employment Equity Occupational Group	Year			V	orkforce					ı	Hires	omen			Pr	omotio	1S omen			Teri	ninatio		
(EEOG)		All Employees	Represei	ntation	Wo Avail		Gap	EE Result	All Employees	Aci	tual	Expected	Difference	All Employees	Actu		Expected	Difference	All Employees	Actua	·····	men Expected	Difference
1	#	Ħ	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	0/0	#	#
07 Administrative & Senior Clerical	2015 2017	57 31	53 28	93.0 90.3	86.9 80.4	50 25	3	107.0 112.3	7	5	71.4	6	-1	3	3	100.0	3	0	15	12	80.0	14	2
08 Skilled Sales &	2017	216	141	65.3	27.4		82	238.2	,		/1.4	0	-1			100.0		•	13	12	80.0	17	-2
Service Personnel	2017	246	155	63.0	27.4		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 1.0		0	0.0	3	0	0.0	0	0) 6	0	0.0	0	0	3	0	0.0	0	
10 Clerical Personnel	2015	15	8	53.3	72.4	11	-3	73.7															
Intermediate Sales &	2017	24	7 5	29.2 100.0	64.7 70.2	16 4	-9 1	45.1 142.5	6	2	33.3	4	-2	: 0	0	0.0	0	0	4	3	75.0	2	! 1
Service Personnel	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	2015	0		0.0	0.0	0	0	0.0								0.0							
Workers	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	<u>'I</u> 0	0	0.0	0	0	0	0	0.0	0	1 (
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	Entran	ıts				G	oals														
Employment Equity	Year	F	ow Data			Short-ter				Long-ter													
Occupational Group (EEOG)		All Employees	Won			Wor Percent of		Percent of		Won Percent of		Percent of					(Commen	ts				
(2200)	<u>.</u>		Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Administrative &	2017	# -5	-4	% 80.0	# 0	0.0	0.0	0.0	# 0	0.0	% 0.0	%											
Senior Clerical	2020	-5	-4	80.0			0.0	0.0			0.0	0.0											
08 Skilled Sales & Service Personnel	2017	50 50	28 28	56.0 56.0	0	0.0	0.0	0.0	0	0.0	0.0												
oo Skilled Crafts &	2017	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Trades Workers	2020	6	0	0.0		0.0	0.0	0.0	^	0.0	0.0												
10 Clerical Personnel	2017	2 2	-1 -1	-50.0 -50.0	0	0.0	0.0	-7728.0	0	0.0	0.0												
11 Intermediate Sales &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Service Personnel Semi-Skilled Manual	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
12 Workers	2017	0	0	0.0		0.0	0.0	0.0		0.0	0.0												

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Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	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÷Px 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X
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Occupational Group (EEOG)		All Employees	Represe	atation	Wo Avail	······	Gap	EE Result	All Employees	Ac	tual	omen Expected	Difference	All Employees	Act		omen Expected	Difference	All Employees	Actu	·····,	men Expected	Difference
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	##	#	#	#	%	Expected #	#
Other Sales & Service	2015	0	0	0.0	0.0		0	0.0															
Personnel Other Manual	2017 2015	94	30	31.9	0.0		11	0.0 162.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	
Workers	2017	121	52	43.0	32.5		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											
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Employment Equity	Year	F	ow Data Won			Short-ter Wor				Long-ter Won													
Occupational Group (EEOG)		All Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met					('ommen	ts				
	#	Ħ	#	%	#	9/6	%	%	#	%	%	0/0											
Other Sales & Service Personnel	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2017	11	6	54.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Workers Workers	2020	11	6	54.5			0.0	0.0			0.0	0.0											
Total	2017 2020	177 177	77 77	43.5	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
	2020	177	//	45.5			0.0	0.0			0.0	0.0											

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Data sources:		Part 1: Workforce	Part 1: Workforce	E÷ D	Part 1: Workforce	DxG	E - H	E ÷ H	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100	L - N	Part 2: Flow	Part 2: Flow Data	Q÷Px	P x F ÷ 100	Q - S	Part 2: Flow	Part 2: Flow Data	V ÷ U x	U x F ÷ 100	V - X
		Analysis	Analysis	x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100			Data Analysis	Analysis	100			Data Analysis	Analysis	100		
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Employment Equity					orce An orkforce	-					Hires			1	Flow I	Pata A	•		I	Tor	minatio	ne	
Occupational Group	Year	All		**	Aborigina				All			nal Peoples		All	- 1		nal Peoples		All	161		al Peoples	
(EEOG)		Employees	Represe		Avail		Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference	Employees	Actu		Expected	Difference
	2015	# 9	# 0	0.0	2.9	#	# 0	0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
01 Senior Managers	2017	7	0	0.0	2.9	: 1	0	0.0	0	0	0.0	0	0	3	0	0.0	0	0	4	0	0.0	0	<u>. </u>
02 Middle & Other	2015	290	1	0.3	2.2		-5		4.77		0.0	1		1 02		0.0			72	-1	1.4		
Managers	2017	298 302	0 2	0.0	2.2 1.5		-7 -3		47	0	0.0	1	-1	83	0	0.0	0	0	72	1	1.4	0	
03 Professionals	2017	303	3	1.0	1.5	5	-2		84	1	1.2	1	0) 56	0	0.0	0	0	101	0	0.0	1	-
04 Semi-Professionals & Technicians	2015	48 35	0	0.0	1.8 1.8		-1 -1	0.0		0	0.0	0) 15	0	0.0	0	0		0	0.0	0	
	2017	1	0	0.0	4.9		0	0.0		0	0.0	0	0	13	0	0.0	0	0		0	0.0	- 0	
05 Supervisors	2017	7	0	0.0	1.0		0	0.0	3	0	0.0	0	0) 1	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		0	0.0	0	0		0	0.0	0	0	0	0	0.0	0	,
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	Entrar	ıts				G	oals														
Employment Equity	Year	F	ow Data			Short-ter		S		Long-ter													
Occupational Group (EEOG)		All Employees	Aborigina Acti		6.1	Apprigination Percent of		Percent of	Goal	Aborigina Percent of	Goal	Percent of					C	ommen	ts				
		#	Acu	·//	Goal #	Goal Met	Goal %	Goal Met	Goal #	Goal Met	Goal %	Goal Met											
O1 Carrian N5	2017	# -1	7 0	0.0	0	0.0	0.0	0.0			0.0	0.0											
01 Senior Managers	2020	-1	0	0.0			0.0	0.0	11000011000011000011000011000		0.0	0.0											
02 Middle & Other Managers	2017	58 58		-1.7 -1.7	OXTOROXTOROXTOROXTOR	-50.0	0.0			0.0	2.2 0.0	-78.4 -7837.0											
03 Professionals	2017	39		2.6	C10040001004000100400010040	100.0	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											
05 Supervisors	2017	4	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
Supervisors: Crafts &	2020	4	0	0.0		0.0	0.0	0.0	201011200011200011200011200011		0.0	0.0											
06 Supervisors: Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

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									Part 5	: Result	s - Abo	riginal	Peoples										
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Data sources:		Part 1: Workforce	Part 1: Workforce	E÷ D	Part 1: Workforce	DxG	E - H	E÷H	Part 2: Flow	Part 2: Flow Data	L÷K	K x G ÷ 100	L - N	Part 2: Flow	Part 2: Flow Data	Q ÷ P x	P x F ÷ 100	Q - S	Part 2: Flow	Part 2: Flow Data	V ÷ U x	U x F ÷ 100	V - X
		Analysis	Analysis	x 100	Analysis	÷ 100		x 100	Data Analysis	Analysis	x 100			Data Analysis	Analysis	100			Data Analysis	Analysis	100		
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Occupational Group	Year	All		*	Aborigin				All			nal Peoples		All			nal Peoples		All	101		al Peoples	
(EEOG)		Employees	Represei		Avail		Gap	EE Result	Employees	Ac	tual :	Expected	Difference	Employees	Act		Expected	Difference	Employees	Actu		Expected	Difference
Administrative &	2015	# 57	# 0	0.0	3.9	# 2	-2	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
07 Senior Clerical	2017	31	0	0.0	0.9		0	0.0	7	0	0.0	0	C) 3	0	0.0	0	0	15	0	0.0	0	. <u> </u>
08 Skilled Sales & Service Personnel	2015	216 246	0	0.0	1.9 1.7		-4 -4	0.0	96	0	0.0	2	-7	2 29	0	0.0	0		7.5		1.3	0	
Skilled Crafts &	2017	8	0	0.0	2.2		-4	0.0	96		0.0	2	-2	2 29	0	0.0	0	0	75	1	1.3	0	1
09 Trades Workers	2017	7	0	0.0	2.2	0	0	0.0	3	0	0.0	0	() 6	0	0.0	0	0	3	0	0.0	0	(
10 Clerical Personnel	2015	15 24	0	0.0	4.7 0.7	1	-1	0.0	6	0	0.0	0	0) 0	0	0.0	0	0	4	0	0.0	0	ļ ,
11 Intermediate Sales &	2017	5	0	0.0	3.1	0	0	0.0			0.0	0		1		0.0	-			- U	0.0		
Service Personnel	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	C
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	(0 0	0	0.0	0	0	0	0	0.0	0	,
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
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		New	Entran	ıts				G	oals														
Employment Equity	Year		ow Data Aborigina	I Danielas		Short-ter Aborigina		S		Long-ter Aborigina							,						
Occupational Group (EEOG)		All Employees	Aburigita		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					(ommen	ts				
	#	#	# 1	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07 Administrative &	2017	-5	0	0.0	1	0.0	0.0	0.0	0		3.9	0.0											
Semor Clerical	2020	-5	+	0.0	-	100 -	0.0	0.0	-		0.0	0.0											
08 Skilled Sales & Service Personnel	2017	50	-1 -1	-2.0 -2.0		-100.0	0.0	0.0 -11764.7	0	0.0	1.9 0.0												
09 Skilled Crafts &	2017	6	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades Workers	2020	6	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0 4.7												
10 Clerical Personnel	2017	2 2	0	0.0	1	0.0	0.0	0.0		0.0	0.0	0.0											
11 Intermediate Sales &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Service Personnel Semi-Skilled Manual	2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Workers	2020		0	0.0		0.0	0.0			1 0.0	0.0												

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Other Sales & Service	2015	0	0	0.0	0.0		0	0.0																
Personnel	2017 2015	94	0	0.0	0.0 6.8		-6	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
14 Other Manual Workers	2013	121	1	0.8			0	103.3	24	1	4.2	0	1	1	0	0.0	0	0	14	0	0.0	0	0	
Total	2015	1,045	3	0.3			-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	
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Other Sales & Service Personnel	2017 2020	0	0	0.0		0.0	0.0	0.0	0	0.0	0.0													
Other Manual	2020	11	1	9.1	DIRECTION CHARGESTAN	50.0	0.0	0.0	0	0.0	6.8													
Workers Workers	2020	11	1	9.1			0.0	0.0			0.0	0.0												
Total	2017 2020	177 177	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												

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01	2015	# 200	# 6	% 2.0	% 4.2	# 12	+ -7	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
& Managers	2015	299 305	10	2.0	4.3				47	1	2.1	2	-1	. 86	2	2.2	,		76	,	2.6	1	
02	2017	303	7	3.3 2.3		<u>: </u>			47	1	2.1	2	-1	. 80	2	2.3	2	0	76	2	2.6		1 0
03 Professionals	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 2017	48 35	0	0.0	4.6		-2	-	6	0	0.0	0	0	15	0	0.0	0	0	8	0	0.0		
05 Supervisors	2015	1	0	0.0	13.9	0	0	0.0	Ĭ			V		13			Ť	V				Ĭ	
Supervisors: Crafts &	2017 2015	7	0	0.0	13.9	•	-1	0.0	3	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	C	0
06 Trades	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	C	0
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01 & Managers	2017	57	1	1.8	3	33.3	0.0		0	0.0	4.3	40.8											
02	2020	57		1.8		^^	0.0				0.0												
03 Professionals	2017 2020	39 39	0		2	0.0	0.0		0	0.0	3.8 0.0	0.0											
04 Semi-Professionals & Technicians	2017 2020	13 13	0	0.0	1	0.0	0.0		0	0.0	4.6 0.0	0.0											
05 Supervisors	2017	4	0		0	0.0	-		0	0.0	0.0												
Supervisors: Crofts &	2020 2017	4	0	0.0	0	0.0	0.1	 	0	0.0	0.1	0.0											
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Trades Workers 2017 7 0 0 0 3.8 0 0 0 0 0 0 0 0 0	oo Skilled Crafts &	_						0		90	1	1.0	3	-2	29	1	3.4	1	0	73	1	1.3		-1
10 Cercia Personnel 2017 24 2 8.3 7.0 2 0 119 0 6 0 0.0 0 0 0 0 0 0 0	Trades Workers				.			0		3	0	0.0	0	0	6	0	0.0	0	0	3	0	0.0	0	0
11 Intermediate Sales & 2015 5 0 0.0 5.6 0 0 0.0 0 0 0 0 0 0	10 Clerical Personnel							0		6	0	0.0	0	0	0	0	0.0	0	0	4	0	0.0	1	-1
2 Semi-Skilled Manual 2015 0 0 0 0 0 0 0 0 0	1 1 1 1	2015		0	0.0	5.6	0	0	0.0															
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08 Skilled Sales & Service Personnel 2017 50 1 2.0 2 50.0 0.						1	0.0			U	0.0													
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	ther Sales & Service	# 2015	#	# 0		%	#	#	%	#	#	%	#	#	#	#	%	#	Ħ	#	#	%	#	#
	ersonnel	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
1 14 1	ther Manual Vorkers	2015 2017	94 121	1 0	1.1 0.0	5.3 5.3		-4 -6	20.1	24	0	0.0	1	-1	1	0	0.0		0	14	0	0.0		
Total	OIRCIS	2017	1,045	22	2.1	4.0				24		0.0	1	-1	1	0	0.0	0	0	14		0.0		
Total		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
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1 131	other Sales & Service ersonnel	2017 2020	0	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
14 0	ther Manual	2020	11	0		0	0.0	0.0		0	0.0	5.3												
I W	Vorkers	2020 2017	11 177	0 2	0.0 1.1	0	22.2	0.1	0.0	0	0.0	0.1												
Total		2017	177	2		9	22.2	0.0		U	0.0	0.0												

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01 Senior Managers	2015 2017	9 7	2 1	22.2 14.3	10.1 10.1	1 1	1 0	220.0 141.4	0	0	0.0	0	0) 3	1	33.3	1	0	4	1	25.0	1	0
02 Middle & Other Managers	2015	290 298	65 80	22.4 26.8		<u>. </u>			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				,											
04 Semi-Professionals &	2017	303 48	76 15	25.1 31.3	22.5 28.6			111.5 109.3	84	14	16.7	19	-5	56	11	19.6	16	-5	101	21	20.8	28	-7
Technicians Technicians	2017	35	15	42.9	30.5	•		140.5	6	0	0.0	2	-2	2 15	1	6.7	5	-4	. 8	1	12.5	3	-2
05 Supervisors	2015	7	0	0.0		<u> </u>	-2	0.0 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 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
	2017	ı v	ı	0.0	0.0	<u> </u>		0.0			0.0	Ü		<u>'l </u>	·			ı	· ·	· · · · · · · · · · · · · · · · · · ·	0.0		
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Ol Carian Manager	2017	-1	0	0.0		0.0		0.0	0		0.0	0.0											
01 Senior Managers	2020	-1	0	0.0			0.0	0.0			0.0	0.0											
02 Middle & Other Managers	2017	58 58		32.8 32.8		0.0	0.0	0.0	0	0.0	0.0												
	2020	39			0.00000.00000.00000.000	0.0		0.0	0	0.0	0.0												
03 Professionals	2020	39	4	10.3	000000000000000000000000000000000000000		0.0	0.0			0.0												
04 Semi-Professionals & Technicians	2017	13 13	0	0.0		0.0	0.0	0.0	0	0.0	0.0												
05 Supervisors	2020	4	1	25.0 25.0	0	0.0	0.0	0.0 0.0 5458.5	0	0.0	0.0	0.0											
06 Supervisors: Crafts &	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Trades	2020	0	0	0.0			0.0	0.0			0.0	0.0											

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07 Administrative & Senior Clerical	2015 2017	57 31	18 8	31.6	2.4 33.7		17 -2	1,315.8 76.6	7	3		2]	3	1	33.3	1	0	15	4	26.7	5	-1
08 Skilled Sales & Service Personnel	2015 2017	216 246	17 16		14.7 15.6	32 38			96	7	7.3	15	-8	3 29	2	6.9	2	0	75	11	14.7	6	5
09 Skilled Crafts & Trades Workers	2015	8	2	25.0	13.4 13.4	1	1	186.6 106.6	3								2	1	2	1		1	
10 Clerical Personnel	2015	15	3	20.0	1.7		3	1,176.5			33.3	0		0	1	16.7	2	-1	3	1	33.3	1	0
11 Intermediate Sales &	2017	5	6 0		41.7 0.9		-4 0	60.0 0.0	6	1	16.7	3	-2	2 0	0	0.0	0	0	4	0	0.0	1	-1
Service Personnel Semi-Skilled Manual	2017	0	0		36.9	1 0	-1 0	0.0	0	0	0.0	0	(0	0	0.0	0	0	0	0	0.0	0	0
Workers	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
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(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
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07 Administrative & Senior Clerical	2017	-5 -5	0		0	0.0	0.0	0.0	0	0.0	0.0	0.0											
08 Skilled Sales & Service Personnel	2017 2020	50 50	-2 -2		7	-28.6	0.0	0.0 -2564.1	0	0.0	14.7 0.2												
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Service Personnel Semi-Skilled Manual	2020 2017	0	0		0	0.0	0.4	0.0	0	0.0	0.4												
Workers	2020	0	0	0.0			0.0	0.0			0.0	0.0											

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	Part 7: Results - Members of Visible Minorities																							
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(EEC	,G)	#	Employees #	Represe	ntation %	Avail:	rbility #	Gap #	EE Result	Employees #	# Ac	tual %	Expected #	Difference #	Employees #	Acti	ial %	Expected #	Difference #	Employees #	Actua #	%	Expected #	Difference #
	Other Sales & Service	2015	# 0	0	0.0	0.0	# 0	#	0.0	#	#	70	Ħ	Ħ	#	#	76	#	Ħ	Ħ	#	70	Ħ	#
1 131	ersonnel	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
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Total		2017	1,043	247	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
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Data soı	urces:		Part 2: Flow Data Analysis	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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0	Other Sales & Service	2017	# 0	# 0		# 0	0.0	0.0	0.0		0.0	0.0												
	ersonnel	2020	0	0	0.0			0.0	0.0			0.0	0.0											
1 14 1	Other Manual	2017	11	3		0	0.0	0.0	0.0	0	0.0	0.0												
\vdash	Vorkers	2020 2017	11 177	3 27	27.3 15.3	7	385.7	0.5	5306.0	0	0.0	0.5												
Total		2017	177	27	15.3	/	303.7	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.

Ren	mired	measures:
Neu	uneu	measures.

Requi	red 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 charmade 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).
V	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.
V	Maintained appropriate records in all required areas.
Other	measures:
✓	Reviewed employment systems, policies and practices to ensure that they do not result in be 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.
V	Ensured ongoing senior-level support for employment equity and its implementation.
√	Established accountability mechanisms to ensure that the short-term goals would be met.
	Communicated the goals to relevant managers as well as monitored and recorded the results
✓	Devoted adequate resources (financial and human) to ensure that the short-term goals woul

Consulted employee/union representatives on communication and implementation of emplo

	Kept all staff, including new employees and managers, informed of the purpose of employr 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 reconstraints.						
\checkmark	Other (please describe):						
	Please refer to the 'GSK Employment Equity Submission Letter', to Mr. Ward Normandin, 12, 2018 for other measures and efforts.						
Oper	ational Context						
	check the appropriate boxes and provide a brief overview of the events that have influenced attion's activities during the period between the first/previous and subsequent/current compliance.						
✓	Impact of economic and industrial conditions on the organization.						
	Since our 2015 Initial Assessment, the economic and industrial conditions in the Pharmacel experienced challenges and changes, which has required GSK to focus on fiscal responsibil 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 Asse Manufacturing division of GSK Canada had an increase in manual workers due to a new pr manufactured at the Mississauga site.						
V	Acquisitions, mergers or transfers of employees.						
	After our 2015 Initial Submission, GSK Canada acquired the Novartis Vaccines portfolio a GSK Oncology portfolio to Novartis therefore employees were transferred to and from Novartis therefore employees were transferred to an experiment to the following the transferred to the following transferred to the f						
	Significant layoffs (include the number of employees affected and the occupational groups employees).						

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

Federal
ults accordingly. n previously
nges employees estimates. in geographic cupational
or employment
arriers to appropriate. 1 ensured
s. d be met.
syment equity.

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sources and
dated February
your ance assessment.
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of those

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

GlaxsoSmithCline 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:

 \boxtimes Yes \square No

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

 \boxtimes Yes \square No

ASSESSMENT OF REASONABLE PROGRESS

Women

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

Aboriginal Peoples

EEOG	Title	Percentage	Assessment Comments
		of goal met	
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	Assessment Comments
		of goal met	
01/02	Senior Managers/ Middle & Other	100.0	Goal of 3 set and 3 hired (gap was -7)
	Managers		
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	Assessment Comments
		of goal met	
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			LMA
Emp	Employment Equity Occupational Group (EEOG)		Short- Long- term term Representation	Representation		
			(1 to 3	(3+		
			years)	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			Go	als		
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	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	0	1.7	1.7	0.0	1.7
	Personnel					
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			Go	als		
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
	(EEOG)		(1 to 3	(3+		
			years)	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 &	-2	4.6	4.6	0.0	4.6
04	Technicians					
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			Go	als		
Employment Equity Occupational Group (EEOG)		Present	Short- Long- term term Represent	Representation	LMA	
		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	%	%	%	%
05	Supervisors	-2	45.8	45.8	14.3	45.8
07	Administrative & Senior Clerical	-2	33.7	33.7	25.8	33.7
	Personnel					
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	-1	36.9	36.9	0.0	36.9
	Personnel					
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	\square 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.

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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at 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!



February 12, 2018

Mr. Ward Normandin Program Officer, Labour Program Employment and Social Development Canada / Government of Canada GlaxoSmithKline Inc 7333 Mississauga Road Mississauga, Ontario Canada L5N 6L4 T 905 819 3000 F 905 819 3099

www.gsk.ca

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 online 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 onsite 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