Employment and Social Development Canada Emploi et Développement social Canada

Labour Program Federal Contractors Program

OFFICIAL USE ONLY	
Agreement N°:	***************************************
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Agreement to Implement Employment Equity

New Agreement				
Common Co				
Revised Agreement				
ORG	ANIZATION			
Legal Name of Organization		Parent company is	located outside	Canada
Harris Canada Systems, Inc. (HCSI)			r	
			Yes [No
Operating Name (if different from Legal Name of Organization)		Procurement Busi		
			3I -	
		Total number of em (Full-Time/Part-Tim		ada 235
Organization's North American Industry Classification System (NAICS) Co	rle Nº			Code Number please
1)5415 (largest) 2) 5172 (second largest)	do 14	visit: http://www.sta	atcan.gc.ca/sub	ects-sujets/standard-
1,0110 (1019000) 1) Olive (0000110 1019000)		norme/naics-scian/:	2002/naics-scia	n02l-eng.htm
Official use only (if information above is incorrect)				
Procurement Business Number Total number	of employees in Canad	a	Organization's	NAICS Code No
LIE LIE	AD OFFICE			
Address (building number, street, suite, etc.)	City		Province	Postal Code
5-2895 Argentia Road	Mississauga		ON	L5N8G6
	Telephone Number	······································	Fax Number	120000
	1-800-387-39		905-817-	FUE
	1-000-307-3	500	300-011	0.701
EMPLOYMEN	IT EQUITY CONT.	ACT		
blama (ndni)	Title			
	Human Resour	ces Manager		
Telephone Number	F-mail Address		***************************************	
403-295-4783	harris	.com		
	TIFICATION			
The above-named organization:		0		and the section of the second
 having a combined workforce of 100 or more permanent full-ti 12 weeks or more in Canada, AND 	me, permanent part-	time and temporar	y employees t	naving worked
7 7 7 7		a a section of the scatter of	. Kon an anales	at Ingred under a
 intending to bid on, or being in receipt of, a federal governmen Supply Arrangement, valued at \$1,000,000 or more (including 		contract, standing	oner or contra	ot issued under a
Hereby certifies its commitment to implement or maintain employe		anina basis hawa	nd the period	of the procurement
Instrument, in keeping with the Federal Contractors Program requ				
please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/inde		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
and the second s			and the second	t of the consultation
Important note: If an audit of the Agreement to Implement Emplo the procurement instrument(s) with the Government of Canada ma	yment Equity uncove av ha terminated	ers misrepresentat	on on the par	or the organization,
the production that a state in the covernment of ouridad the	77 55 (0111111510101)			
SI	GNATORY			
NOTE: The signatory must be the Chief Executive Officer OR an	authorized person in	en executive posi	tion with legal	authority to sign a
contract on behalf of the organization.	The state of the s	•		
Name (print)	Title			
Jejo George	Vice Preside	ent - Finance		
Telephone Number	E-mail Address	***************************************		
905-817-8312	jgeorg07@haz	ris.com		
	Date	0 D	A 11	
	MAY	δ''\.	$\mathcal{L} \circ \mathcal{L}'$	1
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	INSTRUCTIONS	***************************************	***************************************	
IMPORTANT		······································		
	المحدود والم	Territoria de la compansión de la compan	.i.e. ii	
 The original copy of the signed Agreement to Implement I at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.g 		torm must be se	nt to the Lab	our Program fax,



Harris Corporation Canada (certificate # 061465)

Form 1

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

Reporting Period 2015-08-14 to 2017-11-30

GEOGRAPHICAL AREAS

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

	ı	Province				Censu	ıs Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	19	0	0	19	Calgary	13	0	0	13
Québec	80	0	0	80	Edmonton		0	0	
British Columbia		0	0		Montréal	8	0	0	8
Alberta	14	0	0	14	Toronto	15	0	0	15
Total Employees in 0	Canada •			116	Vancouver		0	0	
					Ottawa - Gatineau	75	0	0	75
					Kitchener - Cambridge - Waterloo		0	0	
					Total Employ	yees in Canada	•		110



Harris Corporation Canada (certificate # 061465)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-08-14 to 2017-11-30

Occupational Group		,	All Employee:	3	Ab	original Peo _l	ples	Perso	ons with Disa	bilities	Membe	rs of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers													
Top Range: \$100,000 and over												<u>.</u>	
Bottom Range: \$ 60,000 - \$64,999	†	6	6										
	<u> </u>												
	Total	13	13										
Professionals													
Top Range: \$100,000 and over		14	14								1	1 ,	
Bottom Range: \$ 50,000 - \$54,999		25	24										
		11	10										
	iotal	55	53										
Semi-Professionals and Technicians													
Top Range: \$100,000 and over		6	6										
Bottom Range: \$ 40,000 - \$44,999		6	6										
		7	7										
	Total	23	23										
Supervisors													
Top Range: \$ 55,000 - \$59,999													
Bottom Range: \$ 55,000 - \$59,999													
	Total												

Page 1 of 3

Canada

Form 2 A

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Harris Corporation Canada (certificate # 061465)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-08-14 to 2017-11-30

Occupational Group			All Employe		Ab	original Peo _l	ples	Perso	ons with Disa	bilities	Membe	rs of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel													
Top Range: \$ 65,000 - \$69,999													
Bottom Range: \$ 60,000 - \$64,999													
	Total												
Skilled Sales and Service Personnel	4												
Top Range: \$100,000 and over													
Bottom Range: \$ 80,000 - \$84,999													_
	Total												
Clerical Personnel													
Top Range: \$ 60,000 - \$64,999													
Bottom Range: \$ 40,000 - \$44,999													
	Total												
Intermediate Sales and Service Personnel												Į.	
Top Range: \$100,000 and over													
Bottom Range: \$ 50,000 - \$54,999													
	Total	12		3									

Page 2 of 3

Canada

Form 2 A



Harris Corporation Canada (certificate # 061465)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-08-14 to 2017-11-30

Occupational Group		A	All Employees	3	Ab	original Peor	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	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	Col. 13
Semi-Skilled Manual Workers													
Top Range: \$ 50,000 - \$54,999													
Bottom Range: \$ 45,000 - \$49,999													
	Total												
Total Number of Employees		116	105	11							11	9	

Canada

Form 2 A

Harris Corporation Canada (certificate # 061465)

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2015-08-14 to 2017-11-30

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
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
\$ 40,000 - \$44,999												
\$ 45,000 - \$49,999												
\$ 50,000 - \$59,999	14	13										
\$ 60,000 - \$69,999	17	11	6									
\$ 70,000 - \$84,999	15	14										
\$ 85,000 - \$99,999	19	19										
\$100,000 and over	47	46										
Total Number of Employees	116	105	11							11	9	

Form 4 A

Harris Corporation Canada (certificate # 061465)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2015-08-14 to 2017-11-30

		All Employees		Α	boriginal Peop	es	Pers	sons with Disab	oilities	Membe	rs of Visible M	linorities
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												
Professionals	21	19										
Semi-Professionals and Technicians	7	7										
Skilled Sales and Service Personnel												
Clerical Personnel												
Intermediate Sales and Service Personnel												
Total Number of Employees Hired	38	33										

Canada

Form 5 A

Harris Corporation Canada (certificate # 061465)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2015-08-14 to 2017-11-30

	Employ	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Croup		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers												
Professionals	15	13										
Semi-Professionals and Technicians	8	8										
Administrative and Senior Clerical Personnel												
Clerical Personnel												
Semi-Skilled Manual Workers												
Total Number of Employees Promoted	31	24	7									
Total Number of Promotions	32	24	8									

Harris Corporation Canada (certificate # 061465)

Form 6 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2015-08-14 to 2017-11-30

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	oilities	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	24	22										
Professionals	31	24	7									
Semi-Professionals and Technicians	26	25										
Supervisors												
Administrative and Senior Clerical Personnel	6											
Skilled Sales and Service Personnel												
Clerical Personnel	6		6									
Intermediate Sales and Service Personnel												
Semi-Skilled Manual Workers	11		7									
Total Number of Employees Terminated	113	84	29							11	7	

Canada

Harris Corporation Canada (certificate # 061465)

Form 6 B

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

Reporting Period 2015-08-14 to 2017-11-30

		All Employees	i	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Professionals and Technicians												
Total Number of Employees Terminated												

s.19(1)

Workforce Analysis - Detailed Report

Date: 2017-11-30

Women

				Women		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	Availa %	ability Gap # #	Recruitment Area
02 : Middle and Other Managers	National	13	0 0.0 %	38.9 %	-5	National
03 : Professionals		55	3.6 %	16.5 %	9 -7	
1111 : Financial auditors and accountants	National		100.0 %	55.1 %	0	National
2133 : Electrical and electronics engineers	National	6	0 0.0 %	11.3 %	-1	National
2147 : Computer engineers (except software engineers and designers)	National	15	0 0.0 %	12.6 %	-2	National
2171 : Information systems analysts and consultants	National		0 0.0 %	28.3 %	-1	National
2173 : Software engineers and designers	National	31	3.2 %	17.4 %	-4	National
04 : Semi-Professionals and Technicians		23	0 0.0 %	8.4 %	-2	
2241 : Electrical and electronics engineering technologists and technicians	Alberta		0 0.0 %	9.9 %	0 0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	Québec	6	0 0.0 %	9.1 %	-1	Québec
2242 : Electronic service technicians (household and business equipment)	Alberta		0 0.0 %	9.8 %	0 0	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia		0 0.0 %	5.3 %	0 0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario		0 0.0 %	7.4 %	0 0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec		0 0.0 %	7.5 %	0 0	Québec
05 : Supervisors			0 0.0 %	50.7 %	-1	
Employment Equity Occupational Group	Ottawa - Gatineau		0 0.0 %	50.7 %	-1	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel			100.0 %	77.2 %	0	
Employment Equity Occupational Group	Ottawa - Gatineau		100.0 %	77.2 %	0	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel			0 0.0 %	29.0 %	-1	
6221 : Technical sales specialists - wholesale trade	Ontario		0 0.0 %	28.7 %	-1	Ontario
6221 : Technical sales specialists - wholesale trade	Québec		0 0.0 %	29.1 %	-1	Québec
10 : Clerical Personnel			66.7 %	65.8 %	0	
Employment Equity Occupational Group	Ottawa - Gatineau		66.7 %	65.8 %	0	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		12	33.3 %	63.6 %	8 -4	



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Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Detailed Report

Date: 2017-11-30

Women

		Women						
Employment Equity Occupational Group	Internal Location	All Employees	Represent	ation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Calgary		2	25.0 %	66.1 %		-2	Calgary
Employment Equity Occupational Group	Montréal		3	33.3 %	61.8 %		-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	61.8 %		-2	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto		10	00.0 %	63.9 %		0	Toronto
Employment Equity Occupational Group	Vancouver		10	00.0 %	64.2 %		0	Vancouver
12 : Semi-Skilled Manual Workers			5	50.0 %	18.3 %	0		
Employment Equity Occupational Group	Ottawa - Gatineau		10	00.0 %	14.6 %	0		Ottawa - Gatineau
Employment Equity Occupational Group	Toronto		0	0.0 %	22.0 %	0	0	Toronto
Total		116	11	9.5 %	25.5 %	30	-19	

Total may not equal sum of components due to rounding.

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



s.19(1)

Workforce Analysis - Detailed Report

Date: 2017-11-30

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	-	entation	Availa	•	Gap	Recruitment Area
		#	#	%	%	#	#	
02 : Middle and Other Managers	National	13	0	0.0 %	2.2 %	0	0	National
03 : Professionals		55	0	0.0 %	0.7 %	0	0	
1111 : Financial auditors and accountants	National		0	0.0 %	1.3 %	0	0	National
2133 : Electrical and electronics engineers	National	6	0	0.0 %	0.7 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	15	0	0.0 %	0.9 %	0	0	National
2171 : Information systems analysts and consultants	National		0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	31	0	0.0 %	0.6 %	0	0	National
4 : Semi-Professionals and Technicians		23	0	0.0 %	1.7 %	0	0	
2241 : Electrical and electronics engineering technologists and technicians	Alberta		0	0.0 %	2.1 %	0	0	Alberta
241 : Electrical and electronics engineering technologists and technicians	Québec	6	0	0.0 %	0.8 %	0	0	Québec
242 : Electronic service technicians (household and business equipment)	Alberta		0	0.0 %	3.3 %	0	0	Alberta
242 : Electronic service technicians (household and business equipment)	British Columbia		0	0.0 %	2.1 %	0	0	British Columbia
242 : Electronic service technicians (household and business equipment)	Ontario		0	0.0 %	1.6 %	0	0	Ontario
242 : Electronic service technicians (household and business equipment)	Québec		0	0.0 %	1.0 %	0	0	Québec
5 : Supervisors			0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
7 : Administrative and Senior Clerical Personnel			0	0.0 %	3.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
8 : Skilled Sales and Service Personnel			0	0.0 %	1.0 %	0	0	
221 : Technical sales specialists - wholesale trade	Ontario		0	0.0 %	1.0 %	0	0	Ontario
221 : Technical sales specialists - wholesale trade	Québec		0	0.0 %	1.0 %	0	0	Québec
0 : Clerical Personnel			0	0.0 %	2.8 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
1 : Intermediate Sales and Service Personnel		12	0	0.0 %	2.0 %	0	0	



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Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Detailed Report

Date: 2017-11-30

Aboriginal Peoples

		Aboriginal Peoples						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Calgary		0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Montréal		0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto		0	0.0 %	0.6 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver		0	0.0 %	2.3 %	0	0	Vancouver
12 : Semi-Skilled Manual Workers			0	0.0 %	2.0 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto		0	0.0 %	0.7 %	0	0	Toronto
Total		116	0	0.0 %	1.4 %	0	0	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

s.19(1)

Date: 2017-11-30

Members of Visible Minorities

		Members of Visible Minorities					
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	Ava %	ilability Ga #	p Recruitment Area #	
02 : Middle and Other Managers	National	13	15.4 %	15.0 %		0 National	
03 : Professionals		55	7.3 %	38.7 %	21 -	7	
1111 : Financial auditors and accountants	National		100.0 %	27.5 %	0	National	
2133 : Electrical and electronics engineers	National	6	0 0.0 %	34.9 %		2 National	
2147 : Computer engineers (except software engineers and designers)	National	15	6.7 %	38.2 %	ь	5 National	
2171 : Information systems analysts and consultants	National		0 0.0 %	31.4 %		1 National	
2173 : Software engineers and designers	National	31	6.5 %	40.5 %	13 -	1 National	
04 : Semi-Professionals and Technicians		23	8.7 %	19.1 %		2	
2241 : Electrical and electronics engineering technologists and technicians	Alberta		0 0.0 %	22.2 %	0	0 Alberta	
2241 : Electrical and electronics engineering technologists and technicians	Québec	6	0 0.0 %	9.5 %		1 Québec	
2242 : Electronic service technicians (household and business equipment)	Alberta		20.0 %	23.2 %		0 Alberta	
2242 : Electronic service technicians (household and business equipment)	British Columbia		0 0.0 %	32.8 %	0	0 British Columbia	
2242 : Electronic service technicians (household and business equipment)	Ontario		20.0 %	29.3 %		0 Ontario	
2242 : Electronic service technicians (household and business equipment)	Québec		0 0.0 %	12.9 %		1 Québec	
05 : Supervisors			0 0.0 %	14.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0 0.0 %	14.7 %	0	0 Ottawa - Gatineau	
07 : Administrative and Senior Clerical Personnel			0 0.0 %	12.2 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0 0.0 %	12.2 %	0	0 Ottawa - Gatineau	
08 : Skilled Sales and Service Personnel			40.0 %	13.4 %			
6221 : Technical sales specialists - wholesale trade	Ontario		0 0.0 %	20.8 %	0	u Ontario	
6221 : Technical sales specialists - wholesale trade	Québec		66.7 %	8.5 %	0	Québec	
10 : Clerical Personnel			0 0.0 %	14.7 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0 0.0 %	14.7 %	0	0 Ottawa - Gatineau	
11 : Intermediate Sales and Service Personnel		12	8.3 %	29.0 %		2	
			3.0 70				



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Workforce Analysis - Detailed Report

Date: 2017-11-30

Members of Visible Minorities

		Members of Visible Minorities							
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avai	ilability	Gap	Recruitment Area	
		#	#	%	%	#	#		
Employment Equity Occupational Group	Calgary		0	0.0 %	29.7 %		-1	Calgary	
Employment Equity Occupational Group	Montréal		0	0.0 %	22.2 %		-1	Montréal	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	22.0 %		-1	Ottawa - Gatineau	
Employment Equity Occupational Group	Toronto			100.0 %	48.9 %	0		Toronto	
Employment Equity Occupational Group	Vancouver		0	0.0 %	47.5 %	0	0	Vancouver	
12 : Semi-Skilled Manual Workers			0	0.0 %	38.7 %		-1		
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	19.9 %	0	0	Ottawa - Gatineau	
Employment Equity Occupational Group	Toronto		0	0.0 %	57.5 %		-1	Toronto	
Total		116	11	9.5 %	28.8 %	32	-21		

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: 2017-11-30

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Persons with Disabilities

		Persons with Disabilities						
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	13	0	0.0 %	4.3 %		-1	National
03 : Professionals	National	55	0	0.0 %	3.8 %		-2	National
04 : Semi-Professionals and Technicians	National	23	0	0.0 %	4.6 %		-1	National
05 : Supervisors	National		0	0.0 %	13.9 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National		0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National		0	0.0 %	3.5 %	0	0	National
10 : Clerical Personnel	National		0	0.0 %	7.0 %	0	0	National
11 : Intermediate Sales and Service Personnel	National	12	0	0.0 %	5.6 %		-1	National
12 : Semi-Skilled Manual Workers	National		0	0.0 %	4.8 %	0	0	National
Total		116	0	0.0 %	4.4 %		-5	

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: 2017-11-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
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	СМА
08 : Skilled Sales and Service Personnel	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Detailed Report

Date: 2017-11-30

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
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



s.19(1)

Workforce Analysis - Summary Report

Date: 2017-11-30

Women

	Women						
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	13	0	0.0 %	38.9 %		-5	
03 : Professionals	55		3.6 %	16.5 %	9	-7	
04 : Semi-Professionals and Technicians	23	0	0.0 %	8.4 %		-2	
05 : Supervisors		0	0.0 %	50.7 %		-1	
07 : Administrative and Senior Clerical Personnel			100.0 %	77.2 %		0	
08 : Skilled Sales and Service Personnel		0	0.0 %	29.0 %		-1	
10 : Clerical Personnel			66.7 %	65.8 %		0	
11 : Intermediate Sales and Service Personnel	12		33.3 %	63.6 %	8	-4	
12 : Semi-Skilled Manual Workers			50.0 %	18.3 %	0		
Total	1	11	9.5 %	25.5 %	30	-19	



s.19(1)

Workforce Analysis - Summary Report

Date: 2017-11-30

Aboriginal Peoples

	Aboriginal Peoples						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
02 : Middle and Other Managers	13	0	0.0 %	2.2 %	0	0	
03 : Professionals	55	0	0.0 %	0.7 %	0	0	
04 : Semi-Professionals and Technicians	23	0	0.0 %	1.7 %	0	0	
05 : Supervisors		0	0.0 %	2.7 %	0	0	
07 : Administrative and Senior Clerical Personnel		0	0.0 %	3.2 %	0	0	
08 : Skilled Sales and Service Personnel		0	0.0 %	1.0 %	0	0	
10 : Clerical Personnel		0	0.0 %	2.8 %	0	0	
11 : Intermediate Sales and Service Personnel	12	0	0.0 %	2.0 %	0	0	
12 : Semi-Skilled Manual Workers		0	0.0 %	2.0 %	0	0	
Total	116	0	0.0 %	1.4 %	0	0	



s.19(1)

Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Summary Report

Date: 2017-11-30

Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All Employees	Representation	Avai	ilability	Gap		
	#	# %	%	#	#		
02 : Middle and Other Managers	13	15.4 %	15.0 %		0		
03 : Professionals	55	7.3 %	38.7 %	21	-17		
04 : Semi-Professionals and Technicians	23	8.7 %	19.1 %	4	-2		
05 : Supervisors		0 0.0 %	14.7 %	0	0		
07 : Administrative and Senior Clerical Personnel		0 0.0 %	12.2 %	0	0		
08 : Skilled Sales and Service Personnel		40.0 %	13.4 %				
10 : Clerical Personnel		0 0.0 %	14.7 %	0	0		
11 : Intermediate Sales and Service Personnel	12	8.3 %	29.0 %		-2		
12 : Semi-Skilled Manual Workers		0 0.0 %	38.7 %		-1		
Total	116	11 9.5 %	28.8 %	32	-21		



Workforce Analysis - Summary Report

Date: 2017-11-30

s.19(1)

Persons with Disabilities

	Persons with Disabilities						
Employment Equity Occupational Group	All Employees	Repres	entation	Avail	ability	Gap	
	#	#	%	%	#	#	
01/02 : Managers	13	0	0.0 %	4.3 %		-1	
03 : Professionals	55	0	0.0 %	3.8 %		-2	
04 : Semi-Professionals and Technicians	23	0	0.0 %	4.6 %		-1	
05 : Supervisors		0	0.0 %	13.9 %	0	0	
07 : Administrative and Senior Clerical Personnel		0	0.0 %	3.4 %	0	0	
08 : Skilled Sales and Service Personnel		0	0.0 %	3.5 %	0	0	
10 : Clerical Personnel		0	0.0 %	7.0 %	0	0	
11 : Intermediate Sales and Service Personnel	12	0	0.0 %	5.6 %		-1	
12 : Semi-Skilled Manual Workers	2	0	0.0 %	4.8 %	0	0	
Total	116	0	0.0 %	4.4 %	5	-5	



Workforce Analysis - Summary Report

Date: 2017-11-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
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
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA



Workforce Analysis - Summary Report

Date: 2017-11-30

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
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National



Part 1: Workforce Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

Data from Previous Workforce Analysis

Date of Pi	revious Workforco	e Analysis
YYYY	MM	DD
2015	0.8	1.4

1		1
Data from	Current Workfo	orce Analysis

Date of C	urrent Workforce	Analysis
YYYY	MM	DD
2017	11	30

Table 5: Women

		Table 1: Women		l
		Previous Workforce Analysis		
		All Employees	Won	Women
ռաթա	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	39	-	38.9
03	Professionals	77	6	20.6
04	Semi-Professionals & Technicians	48		9.9
05	Supervisors	-		52.8
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9		81.1
08	Skilled Sales & Service Personnel	-	0	25.2
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	14	12	68.2
11	Intermediate Sales & Service Personnel	9		63.6
12	Semi-Skilled Manual Workers	13	8	14.9
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		217	36	29.3

Current Workforce Analysis			
All Employees	Women		
	Representation	Availability*	
#	#	%	
0	0	0.0	
13	0	38.9	
55		16.5	
23	0	8.4	
	0	50.7	
0	0	0.0	
-		77.2	
	, oj	29.0	
0	0	0.0	
		65.8	
12		63.6	
		18.3	
0	0	0.0	
0	0	0.0	
116	11	25.5	

* Source:			
2011 National I	Household Surve	ЭУ	

* Source:			
2011 Nation	nal Household	Survey	

Part 1: Workforce Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

Data from Previous Workforce Analysis

↓ ↓

Data from C	urrent Workfo	rce Analysis
\	\	\

2015	08	14
VVVV	MM	DD
Date of P	revious Workforc	e Analysis

2017	11	30
YYYY	MM	DD
Date of C	urrent Workforce	Analysis

		Table	2: Aboriginal P	eoples	
		Previ	ous Workforce An	alysis	
Emplo	nument Equity Occupational Crown (EEOC)	All Employees	Aborigina	Aboriginal Peoples	
Embio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	0	0	0.0	
02	Middle & Other Managers	39	0	2.2	
03	Professionals	77	0	0.8	
04	Semi-Professionals & Technicians	48	0	2.2	
05	Supervisors		0	2.6	
06	Supervisors: Crafts & Trades	U	0	0.0	
07	Administrative & Senior Clerical Personnel	9	0	3.1	
08	Skilled Sales & Service Personnel		0	1.8	
09	Skilled Crafts & Trades Workers	0	ol ol	0.0	
10	Clerical Personnel	14		2.7	
11	Intermediate Sales & Service Personnel	9	0	2.8	
12	Semi-Skilled Manual Workers	13	0	2.9	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	ام	0.0	
Total		217		1.8	

Table 6: Aboriginal Peoples			
Current Workforce Analysis			
All Employees	Aborigina	l Peoples	
	Representation	Availability*	
#	#	%	
0	0	0.0	
13	0	2.2	
55	0	0.7	
23	0	1.7	
	0	2.7	
0	0	0.0	
	0	3.2	
	0	1.0	
0	0	0.0	
	0	2.8	
12	0	2.0	
	o	2.0	
0	0	0.0	
0	0	0.0	
116	0	1.4	

* Source:	
2011 National Household Survey	

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

Data from Previous Workforce Analysis

↓ ↓ ↓

Data from C	Current Workfo	rce Analysis
V	V	\

2015	08	14
YYYY	MM	DD
Date of P	revious Workforc	e Analysis

Date of C	urrent Workforce	e Analysis
YYYY	MM	DD
2017	11	30

		Table 3: Me	mbers of Visibl	e Minorities
		Previ	ous Workforce An	alysis
		All Employees	Members of Visible Minorities	
embic	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	39		15.0
03	Professionals	77	14	36.5
04	Semi-Professionals & Technicians	48		21.7
05	Supervisors	_	0	17.3
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9		14.5
08	Skilled Sales & Service Personnel			18.9
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	14		22.0
11	Intermediate Sales & Service Personnel	9		27.0
12	Semi-Skilled Manual Workers	13	0	29.2
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		217	26	26.0

Table 7: Members of Visible Minorities				
Curre	Current Workforce Analysis			
All Employees	Members of Visible Minorities			
	Representation	Availability*		
#	#	%		
0	0	0.0		
13		15.0		
55		38.7		
23		19.1		
	0	14.7		
0	0	0.0		
	0	12.2		
		13.4		
0	0	0.0		
	0	14.7		
12		29.0		
	0	38.7		
0	0	0.0		
0	0	0.0		
116	11	28.8		

2011 Na	ational Hous	ehold Survey	
* Sourc	e:		

* Source:	
2011 National Household Survey	

Part 1: Workforce Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

Data from Previous Workforce Analysis

↓ ↓ ↓

2015	1 08	1.4
YYYY	MM	DD
Date of P	revious Workforc	e Analysis

+	+	+
Data from C	Current Workfor	ce Analysis

Date of C	urrent Workforce	Analysis
YYYY	MM	DD
2017	11	30

		Table 4:]	Persons with Di	isabilities	
		Previous Workforce Analysis			
Emplo	umant Equity Occupational Crown (FEOC)	All Employees	Persons with	n Disabilities	
Embio	yment Equity Occupational Group (EEOG)	Representation		Availability*	
		#	#	%	
01/02	Managers	39	0	4.3	
03	Professionals	77	0	3.8	
04	Semi-Professionals & Technicians	48	0	4.6	
05	Supervisors		0	13.9	
06	Supervisors: Crafts & Trades	U	0	0.0	
07	Administrative & Senior Clerical Personnel	9	0	3.4	
08	Skilled Sales & Service Personnel		0	3.5	
09	Skilled Crafts & Trades Workers	U	0	0.0	
10	Clerical Personnel	14	0	7.0	
11	Intermediate Sales & Service Personnel	9	0	5.6	
12	Semi-Skilled Manual Workers	13	0	4.8	
13	Other Sales & Service Personnel	0	0	0.0	
14	Other Manual Workers	0	0	0.0	
Total		217	0	4.6	

Table 8: Persons with Disabilities			
Current Workforce Analysis			
All Employees	Persons with	Disabilities	
	Representation	Availability*	
#	#	%	
13	0	4.3	
55	0	3.8	
23	0	4.6	
	0	13.9	
0	0	0.0	
	0	3.4	
	0	3.5	
0	0	0.0	
	0	7.0	
12	0	5.6	
	0	4.8	
0	0	0.0	
0	0	0.0	
116	0	4.4	

* Source:	
2012 Cana	ian Survey on Disability

* Source:				
2012 Cana	ıdian Surve	ey on Dis	ability	

Part 2: Flow Data Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	08	14

End l	Date of Flow	Data
YYYY	MM	DD
2017	11	30

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

			Table 1:	Women	
		Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)		All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers		0	0	0
03	Professionals	21	1	0	0
04	Semi-Professionals & Technicians	7	Ú	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel			0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel			0	0
11	Intermediate Sales & Service Personnel			0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Tot	al	38		0	0

Table 5: Women				
Full-time / National		Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	#	#	#	
0	0	0	0	
-1	0	0	0	
15		0	0	
8	0	0	0	
0	0	0	0	
0	0	0	0	
		, 0	0	
0	0	0	0	
0	0	0	0	
		0	0	
0]	0	0	0	
		0	0	
0	0	0	0	
0	0	0	0	
31	7	0	0	

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Women Terminated Terminated		All Employees Terminated	Women Terminated	
#	#	#	#	
0	0	0	(
24		0	(
31	7		(
26			(
		0]	(
0	0	0	(
6		0	(
-		. 0	(
0	0	0	(
6	6	0	(
		0	(
11	7	0	(
0	0	0	(
0	0	0	(
113	29		0	

Part 2: Flow Data Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	08	14

2017	11	30
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

	Table 2: Aboriginal Peoples				
	Full-time	/ National	Part-time	Part-time / National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
	#	#	#	#	
01 Senior Managers	0	0	0	0	
02 Middle & Other Managers		0	0	0	
03 Professionals	21	J 0	0	0	
04 Semi-Professionals & Technicians	7	0	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	0	0	0	0	
08 Skilled Sales & Service Personnel		0	0	0	
09 Skilled Crafts & Trades Workers	U	0	0	0	
10 Clerical Personnel		0	0	0	
11 Intermediate Sales & Service Personnel		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	0	0	0	0	
Total	38	0	0	0	

Table 6: Aboriginal Peoples Full-time / National Part-time / National					
run-ume/	National	rart-time / National			
All Employees Promoted	Aboriginal Peoples Promoted	Peoples All Employees			
#	#	#	#		
0	0	0	0		
•	0	0	0		
15	0	0	0		
8	0	0	0		
0	0	0	0		
0	0	0	0		
	0	0	0		
0	0	0	0		
0	0	0	0		
	0	0	0		
0]	0	0	0		
	0	0	0		
0	0	0	0		
0	0	0	0		
31	0	0	0		

Table 10: Aboriginal Peoples					
Full-time	/ National				
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated		
#	#	#	#		
0	0	0	0		
24	0	0	0		
31	0	0	0		
26	0		0		
	0	O]	0		
0	0	0	0		
6	. 0	0	0		
	0	0	0		
0	0	0	0		
6		0	0		
	0	0	0		
11	0	0	0		
0	0	0	0		
0	0	0	0		
113			0		

Part 2: Flow Data Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	08	14

ı	2017	11	30
I	YYYY	MM	DD
I	End I	Date of Flow	Data

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

		Table.	3: Persons	with Disabilities		
		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		0	0	0	
03	Professionals	21	0	0	0	
04	Semi-Professionals & Technicians	7	0	0	0	
05	Supervisors	0	0	0	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	0	0	0	0	
08	Skilled Sales & Service Personnel		0	0	0	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel		0	0	0	
11	Intermediate Sales & Service Personnel		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	0	0	0	0	
Tot	al	38	0	0	0	

Full-time	/ National	Part-time / National		
All Employees Promoted			Persons with Disabilities Promoted	
#	#	#	#	
0	0	0	0	
	0	0	0	
15	0	0	0	
8	0	0	0	
0	0	0	0	
0	0	0	0	
	0	0	0	
0	0	0	0	
0	0	0	0	
	0	0	0	
0	0	0	0	
	0	0	0	
. 0	0	0	0	
0	0	0	0	
31	0	0	0	

Table 1	1: Person	s with Disa	bilities
Full-time	/ National	rsons with isabilities rminated # # # # # 0 0 0 0 0 0 0 0 0 0 0 0 0 0	/ National
All Employees Terminated			Persons with Disabilities Terminated
#	#	#	#
0	0	0	(
24	0	0	(
31	0	_0	(
26	0		C
	0	U	(
0	0	0	(
6	0	0	(
	0	0	(
0	0	0	(
6	0	0	(
	0	0	(
	0	0	(
0	0	0	(
0	0	0	(
113	0		

Part 2: Flow Data Analysis

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

0

Start	Date of Flow	/ Data
YYYY	MM	DD
2015	08	14

End I	Date of Flow	Data
YYYY	MM	DD
2017	11	30

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

			<u> </u>	<u> </u>	<u> </u>
		Table 4:	Members o	of Visible N	linorities
Employment Equity Occupational Group (EEOG)		Full-time	/ National	Part-time / National	
		All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers		0	0	0
03	Professionals	21		0	0
04	Semi-Professionals & Technicians	7		0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	- 0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel		0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel		0	0	0
11	Intermediate Sales & Service Personnel			0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0

Total

38

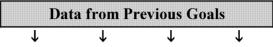
Full-time	/ National	Part-time / National		
All Employees Promoted	· · · · ·		Visible Minorities	Members of Visible Minorities Promoted
#	#	#	#	
0	0	0	0	
	0	0	0	
15	0	0	0	
8		0	0	
0	0	0	0	
0	0	0	0	
	0	0	0	
υĮ	0	0	0	
0	0	0	0	
	0	0	0	
0]	0	0	0	
	0	0	0	
OJ	0	0	0	
0	_0	0	0	
31		0	0	

Table 12: Members of Visible M Full-time / National Part-time /				
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	
#	#	#	#	
0	0	0	(
24	0	0	(
31		0	(
26			(
	0	\ \ _\	(
0	0	0	(
6	0	0	(
~	1	0	(
0	0	0	(
6		0	(
		0	(
11	0	0	(
0	0	0	(
0	0	0	(
113	11		(

Part 3: Goals

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30



- Da	la HUIII C		415
Da	ta from C	urrent Go	als

D	uration of P	revious Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	

D	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

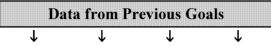
		Table 1: Women Women				
Emplo	Employment Equity Occupational Group (EEOG)				Long-term Goals	
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	50.0	0	0.0	
03	Professionals	0	30.0	0	0.0	
04	Semi-Professionals & Technicians	0	20.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Senior Clerical Personnel	0	85.0	0	0.0	
08	Skilled Sales & Service Personnel	0	30.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service Personnel	0	65.0	0	0.0	
12	Semi-Skilled Manual Workers	0	0.0	0	0.0	
13	Other Sales & Service Personnel	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

Table 5: Women						
Women						
Short-tern	n Goals	Long-term Goals				
#	%	#	%			
0	0.0	0	0.0			
0	50.0		0.0			
0	30.0		0.0			
0	20.0		0.0			
0	55.0		0.0			
0	0.0	0	0.0			
0	0.0	<u>ol</u>	0.0			
0	30.0		0.0			
0	0.0	υj	0.0			
o l	0.0	0	0.0			
0	65.0		0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	16	0.0			

Part 3: Goals

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30



\downarrow \downarrow	Data from C
→	urrent Go:
<u>_</u>	als

D	uration of P	revious Goa	ls		
Short-term Long-term					
From	То	From	To		
YYYY	YYYY	YYYY	YYYY		
2015	2018	2015	0		

D	Ouration of C	Current Goa	ls		
Short-term Long-term					
From	To	From	To		
YYYY	YYYY	YYYY	YYYY		
2017	2020	2017	2023		

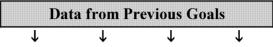
		Table 2: Aboriginal Peoples Aboriginal Peoples				
Emplo	yment Equity Occupational Group (EEOG)	Short-teri	m Goals	Long-teri	Long-term Goals	
		#	%	#	%	
01	Senior Managers	0	0.0	0	0.0	
02	Middle & Other Managers	0	3.0	0	0.0	
03	Professionals	0	3.0	0	0.0	
04	Semi-Professionals & Technicians	0	3.0	0	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0	
12	Semi-Skilled Manual Workers	0	0.0	0	0.0	
13	Other Sales & Service Personnel	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

Table	Table 6: Aboriginal Peoples					
Aboriginal Peoples						
Short-terr	n Goals	Long-term Goals				
#	%	#	%			
0	0.0	0	0.0			
0	0.0	0	0.0			
o	0.0	0	0.0			
o	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
o	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			
0	0.0	0	0.0			

Part 3: Goals

Harris Corporation Canada (Certificate #061465)

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Da	ita from C	Current Go	als
1	\	\	1

Duration of Previous Goals			
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	0

D	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	To	From	То
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

		Table 3: Persons with Disabilities		ilities		
	Employment Equity Occupational Group (EEOG)		Persons with Disabilities			
Emplo			Short-term Goals		Long-term Goals	
		#	%	#	%	
01/02	Managers	0	5.0	0	0.0	
03	Professionals	0	5.0	0	0.0	
04	Semi-Professionals & Technicians	0	5.0	0	0.0	
05	Supervisors	0	15.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0	
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	
10	Clerical Personnel	0	10.0	0	0.0	
11	Intermediate Sales & Service Personnel	0	10.0	0	0.0	
12	Semi-Skilled Manual Workers	0	10.0	0	0.0	
13	Other Sales & Service Personnel	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0	0.0	0	0.0	

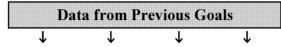
Table 7:	Table 7: Persons with Disabilities				
Persons with Disabilities					
Short-term	Short-term Goals		Long-term Goals		
#	%	#	%		
0	15.0		0.0		
0	15.0		0.0		
0	10.0		0.0		
0	0.0	ν _Ι	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		
0	0.0	o	0.0		
0	0.0	0	0.0		
0	10.0		0.0		
0	0.0	νj	0.0		
0	0.0	0	0.0		
0	0.0	0	0.0		
0	0.0		0.0		

Federal Contractors Program Achievement Table

Part 3: Goals

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30



Da	ita from C	Current Go	als
1	\	\	1

D	uration of P	revious Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2015	2018	2015	0

D	Ouration of C	Current Goa	ls
Short	-term	Long	-term
From	То	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

ı			al	b.	le	4	ŀ	I	VI	e	n	ıl)	e	r	S	0	f	٦	7	İS	i	b.	le		N	I	İI	1)]	ri	ti	ie	ä
×	****	***	-	****	-			****	***	****	-	****	***	***	***	***		****	****	****	***	-	***		***	***	***		***	***	***		****	***

		Table 7. I	Tempers o	1 1191010 1	THE STATES
		Me	mbers of Vis	ible Minori	ties
Emplo	yment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-ter	m Goals
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	20.0	0	0.0
03	Professionals	0	40.0	0	0.0
04	Semi-Professionals & Technicians	0	25.0	0	0.0
05	Supervisors	0	50.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	0	50.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	55.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Table 8: M	embers of	`Visible M	inorities
Mem	bers of Visi	ble Minoriti	es
Short-term	Goals	Long-tern	ı Goals
#	%	#	%
0	0.0	0	0.0
0	0.0	0	0.0
0	50.0	14	0.0
0	25.0		0.0
0	0.0	0	0.0
0	0.0	ol	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	35.0		0.0
0	40.0		0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	0.0	17	0.0

														. 75. 1										
								Feder		tractors Part 4:				ent Lab	le									
								Harri		oration				#06146	 5)									
									о согр		te: 2017			.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,										
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	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 10	00 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	U÷ ((DYear1 + DYear2) ÷ 2) x 100
5		<u> </u>	1	Ţ	1	1	Ţ	Į.	\	1	\	Ţ	1	Ţ	1	1	Ţ	Ţ	Ţ	Ţ	Ţ	1	\	Į.
					force A	•									Fl	ow Da	ta Anal	/sis						
Employment Equity Occupational Group	Year		1	\	Vorkford Wo						Hires	omen			1	Promoti	Ons omen					nations men		
(EEOG)		All Employees	Represe	entation	Avail		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	A	tual		Difference	All Employees	Ac	tual	Expected	Difference	Turnover Rate
	#	#	#	%	9/6	#	#	%	#	#	%	#	#	#	#	%	#	#	Ħ	#	%	#	#	%
01 Senior Managers	2015	0	0	0.0	0.0		0	0.0	0	0	0.0	-			(0.	0 0			0	0.0	0	0	0.0
Middle & Other	2017	39	9	5.1	38.9		-13		0	0	0.0	"		- 0		U.			1 0		0.0	0	0	0.0
02 Managers	2017	13	0		38.9		-5			0	0.0		2		(0.	0 0	C) 24		8.3			92.3
03 Professionals	2015	77 55		7.8			-10 -7	37.8 22.0	21	2	9.5		-1	15		13.	2		31	7	22.6			47.0
	2017	33		3.0	10.3	9	-/	22.0	21		9.3			13			3			<u>'</u>	22.0			47.0
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷Mx 100												
5		<u> </u>	<u> </u>	Ţ	1	1	Ţ	Ţ	1	1	<u> </u>	Ţ	n.ř											
			w Entra					Ge	als															
Employment Equity	Year	Hires	and Pron			Short-te	rm Goals	5		Long-ter	rm Goals	5	_											
Occupational Group (EEOG)		All Employees			Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of	-					Com	ments					
	#	#	#	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met	1											
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Middle & Other	2020	0	0 0	0.0		0.0	0.0 50.0		0	0.0	0.0	0.0												
02 Middle & Other Managers	2017	6	0	0.0	0	0.0	50.0	0.0		0.0	0.0	0.0	-											
03 Professionals	2017	36		11.1	0	0.0	30.0 30.0	37.0 37.0	v	0.0	0.0		-											
	1 2020	1 30	_		·	0.0	20.0		_		1 0.0	1 0.0										Pag	e 13 of 5	1

Federal Contractors Program Achievement Table
Part 4: Results - Women
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

									Feder	al Con	tractor	s Progr	am Acl	nieveme	ent Tab	le									
											Part 4:	Result	s - Won	nen											
									Harri	s Corp	oration	Canad	la (Cert	ificate	#06146	5)									
											Dat	te: 2017	7-11-30												
A B	(D	Ī	E I	F	G	Н	I	J	K	L	M	N	0	P	Q	R	s	T	l U	l V	W	X	l Y	Z
		Part	1.	Part 1:		Part 1:				Part 2:	Part 2:		1		Part 2:	Part 2:				Part 2:	Part 2:				U÷
Data sources:		Workfo	orce \	Workforce Analysis	E ÷ D x 100	Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Flow Data Analysis		L÷K x100	K x G ÷ 100	L-N	Flow Data Analysis	Flow Data Analysis	Q ÷ P x 10	0 P x F ÷ 100	Q - S	Flow Data Analysis		V ÷ U x 100	U x F ÷ 100	V - X	((DYear1 + DYear2) ÷
		1		Į.	1	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	1	Ţ	1	Ţ	1	Ţ	1	Ţ	Ţ	1	<u> </u>	2) x 100
					Work	force A	nalysis									F	ow Da	ta Anal	ysis						
Employment Equity Occupational Grou					1	Vorkford	re men					Hires	omen				romotic	omen					inations omen		
(EEOG)	"	All Emplo		Represe	ntation		ability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	A	ctual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	Turnover Rate
· · · · · ·	#	#		#]	%	%	#	#	%	#	Ħ	%	#	#	¥	#	%	#	#	#	#	%	#	#	%
04 Semi-Professional Technicians	s & 201 201	_	48 23	0]	0.0	9.9 8.4		-4 -2	21.0	7	0	0.0		_1	8)) (27	,	3.7	,		76.1
05 Supervisors	201		23		60.0	52.8		0	1	, 		0.0			l °					27		J.,	_		70.1
^	201	_		0	0.0	50.7		-1		0	0	0.0	0	0	0		0.0) () (75.0			133.3
06 Supervisors: Craft Trades	s & 201 201		0	0	0.0	0.0	-	0	0.0	0	0	0.0	0	0	0		0.0) (0		0.0		<u> </u>	0.0
244444444444444444444444444444444444444	1								1	<u></u>		<u> </u>		4						-	•	I			
Data sources:		Part : Flow I Analy	Data 1	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷Mx 100												
		_ ↓		Ţ	Ţ	J	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ												
				Entra				_		als															
Employment Equity Occupational Grou		ır		nd Prom Won			Short-ter		S		Long-te We	rm Goal	S						Com	ments					
(EEOG)	P	All Emplo		Acti	ial	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						Com	ments					
	#	#	\dashv	# 1	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met												
04 Semi-Professional		_	15	0	0.0	0	0.0	20.0		0		0.0													
Technicians	202		15	0	0.0	0	0.0	20.0			0.0	0.0													
05 Supervisors	202	_	0	0	0.0	0	0.0	55.0			0.0	0.0		-											
06 Supervisors: Craft			0	0	0.0	0		0.0		0		.													
Trades	202	0	0	0	0.0	0	0.0	0.0	0.0	<u> </u>	0.0	0.0	0.0										Pag	e 15 of 5	51

Federal Contractors Program Achievement Table
Part 4: Results - Women
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

									Feder		tractors				ent Tab	le									
											Part 4:														
									Harri	s Corp	oration			ificate i	#06146	5)									
											Dat	e: 2017	-11-30												
A	B	С	D	E	F	G	Н	I	J	K	L	М	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
Data so	ources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷D x100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 10	00 V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100
***************************************			.	Ţ	\	1	Ţ	1	Ţ	, J	Ţ	Ţ	Ţ	\	Ţ	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	Ţ	Į.
						force A										F	low Dat	a Analy	/sis						
	oloyment Equity upational Group	Year				Vorkford						Hires				1	<u>Promotio</u>				1		nations		
(EE			All Employees	Repres	entation	Wo:		Gap	EE Result	All Employees	Ac		men Expected	Difference	All Employees	A	ctual	men Expected	Difference	All Employees	Act		Expected	l Differenc	Turnover Rate
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
	Administrative &	2015	9		22.2	81.1	7	-5																	
	Senior Clerical	2017			100.0	77.2		0	129.5	0	0	0.0	0	0			100.0	0	_	6		16.7			0 109.1
08	Skilled Sales & Service Personnel	2015 2017		0	1 0.0	25.2 29.0		-1 -1	0.0			50.0		1	0	ļ ,	0.0]	33.3		0	75.0
<u> </u>	Skilled Crafts &	2017	0	<u> </u>					0.0	_				0 I	0	<u> </u>	0.0	0							1
09	Trades Workers	2017	0	0	8	0.0	0	0	0.0	0	0	0.0	0	0	0	(0.0	0	(0	0	0.0)	0	0.0
				Ī	l .						Ī														
Data so	ources:		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÷Kx 100	Part 3: Goals	F÷ M x 100												
			.	Ţ	1	.	Ţ	1	Ţ	\	1	Ţ	Ţ												
			Ne	w Entr	ants				Ge	als															
	oloyment Equity	Year	Hires	and Proi			Short-te		5		Long-ter		i												
Occi (EE	upational Group		All		men		Wo Percent of	men	Percent of		Percent of	men	Percent of						Com	ments					
(EE)	OG)		Employees	Ac	tual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
		#	#	#	%	#	%	%	%	#	#	%	#												
	Administrative & Senior Clerical	2017 2020			100.0	0	0.0	85.0 0.0	117.6 0.0	0	0.0	0.0	0.0												
<u> </u>	Skilled Sales &	2017			50.0	Ů		30.0	166.7	0		0.0	0.0												
08	Service Personnel	2020			50.0	0	0.0	30.0	166.7		100.0	0.0	0.0												
09	Skilled Crafts &	2017	0	0	0.0	0		0.0		V	0.0	0.0	0.0												
	Trades Workers	2020	<u> </u>	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										Pa	ge 17 of	51

Federal Contractors Program Achievement Table
Part 4: Results - Women
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Federal Contractors Program Achievement Table Part 4: Results - Women Harris Corporation Canada (Certificate #061465) Date: 2017-11-30 В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: DxG $L \div K$ KxG= ((DYear1 - $\mathbf{E} \div \mathbf{H}$ Q ÷ P x 100 P x F ÷ 100 Q-S U x F ÷ 100 V - X E - H L-N Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women Women Women All All All All Turnover (EEOG) Employee: Employee Employee: Employees Rate Availability Representation Expected Difference Difference Expected Difference Gap EE Result Actual Actual Expected Actual % % % 125. 2015 14 12 85. 68.2 10 10 Clerical Personnel 66.7 50.0 100.0 100.0 70.6 65.8 101.3 2017 22.2 63.6 34.9 Intermediate Sales & 2015 Service Personnel 2017 12 33.3 63.6 52.4 50.0 0.0 50.0 19.0 13 14.9 413.0 Semi-Skilled Manual 2015 61.5 Workers 273.2 75.0 63.6 2017 50.0 18.3 0.0 146.7 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis **New Entrants** Goals **Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Goal Employee: Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met 9/0 % % 2017 0.0 0.0 0.0 0.0 66.7 10 Clerical Personnel 66.7 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 2017 0.0 65.0 76.9 0 0.0 0.0 0.0 Intermediate Sales & 50.0 Service Personnel 50.0 76.9 25.0 0.0 2020 0.0 65.0 0.0 2017 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 75.0 0.0 Workers 0.0 2020 75.0 0.0 0.0 0.0 0.0 0.0 Page 19 of 51

Federal Contractors Program Achievement Table
Part 4: Results - Women
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Federal Contractors Program Achievement Table Part 4: Results - Women Harris Corporation Canada (Certificate #061465) Date: 2017-11-30 В C D E F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: DxG $E \div H$ $L \div K$ K x G = ((DYear1 -Q-S U x F ÷ 100 V - X E - H L-N Q ÷ P x 100 P x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) x 100 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Women Women Women Women All All All All Turnover (EEOG) Employees Employee Employee: Employees Rate Representation Availability EE Result Expected Difference Difference Expected Difference Gap Actual Actual Expected Actual % % % Other Sales & Service 2015 0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0 0 0 2015 0.0 0.0 Other Manual 0.0 Workers 2017 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2015 217 36 29.3 64 -28 56.6 16.6 Total 30 -19 37.2 38 13.2 22.6 114 25.4 68.5 2017 116 11 9.5 25.5 10 31 29 10 Part 2: Part 2: $E \div D x$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ F ÷ I x 100 Data sources Flow Data Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis **New Entrants** Goals **Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % Other Sales & Service 2017 0 0.0 0.0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Other Manual Workers 0.0 0.0 0.0 0.0 0.0 2020 0.0 0.0 2017 69 12 0.0 0.0 0.0 0.0 0.0 0.0 17.4 Total 0.0 2020 69 12 17.4 0.0 0.0 75.0 0.0 0.0 Page 21 of 51

Federal Contractors Program Achievement Table
Part 4: Results - Women
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

								Feder	al Con	tractor	s Progr	am Acl	iieveme	nt Tab	le									
									Part 5	5: Resul	lts - Ab	origina	l People	es										
								Harri	s Corp	oration	Canad	la (Cert	ificate 7	#06146	5)									
										Dat	te: 2017	7-11-30												
A B	l c	D	E	F	G	Н	Ī	J	K	L	M	N	0	P	Ιο	R	S	T	l U	V	w	X	Y	Z
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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 ÷ P x 10	0 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	((DYear1 + DYear2) ÷ 2) x 100
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				Work	force A	nalysis									Fl	ow Da	ta Anal	ysis						
Employment Equity Occupational Group	Year		ı	1	Vorkford					•	Hires				1	Promotic						nations		
(EEOG)		All Employees	Represe	entation	Aborigin: Avail:		Gap	EE Result	All Employees	Ac	Aborigir tual	Expected	Difference	All Employees	A	Aborigi	nal Peoples Expected	Difference	All Employees	Act		al Peoples Expected	Difference	Turnover Rate
	#	#	#	%	9/6	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
01 Senior Managers	2015	0	0	0.0	0.0	0	0	0.0																
	2017	0	0	0.0	0.0		0	0.0	0	0	0.0	0	0	0	(0.0) () (0	0	0.0	0	0	0.0
02 Middle & Other Managers	2015	39 13	0	0.0		0	-1	0.0		0	0.0					0.0			24	0	0.0	0		92.3
	2017	77	0	0.0			-1	0.0			0.0		0	_					27	V	0.0			72.3
03 Professionals	2017	55	0	0.0	0.7	0	0	0.0	21	0	0.0	0	0	15	(0.0) () (31	0	0.0	0	0	47.0
		Part 2:	Part 2:							Ĭ	Ī													
Data sources:		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÷Kx 100	Part 3: Goals	F÷ M x 100												
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		Ne	w Entra	ints				Ge	als															
Employment Equity	Year	Hires	and Pron				rm Goal	S		Long-te		S						_						
Occupational Group (EEOG)		All Employees	Aborigina	-		Aborigin Percent of	al Peoples	Percent of		Aborigin Percent of	al Peoples	Percent of						Com	ments					
(2200)		Limpioyees	Act		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
	2017	#	# ()	0.0	# 0	0.0	0.0	0.0	# ()	# 0.0	%	0.0												
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
Middle & Other	2017	6	0	0.0		0.0		0.0	0															
Managers	2020	6	0	0.0	0	0.0		0.0	0	0.0	0.0													
03 Professionals	2017	36 36	0	0.0	0	0.0		0.0	0	0.0	0.0													
		•										•										Pag	e 23 of 5	1

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

								Feder	al Con	tractors	s Progr	am Ach	iieveme	nt Tab	le									
									Part 5	: Resul	lts - Ab	origina	l People	es										
								Harri	s Corp	oration	Canad	a (Cert	ificate #	4 06146:	5)									
										Dat	e: 2017	7-11-30												
AB	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	T	U	V	W	X	Y	Z
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 ÷	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1+ DYear2)÷ 2) x 100
	несонимскосимского поставляющий и поставляющий и поставляющий и поставляющий и поставляющий и поставляющий и п Поставляющий и поставляющий и поставляющий и поставляющий и поставляющий и поставляющий и поставляющий и поста	Ţ	Ų.	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	<u> </u>	1	1	Ţ	Ų.	<u> </u>	Ţ	Ţ	Ţ	1	1	1	1	<u> </u>	
				Work	force A	nalysis									F	ow Dat	a Analy	/sis						
Employment Equity Occupational Group	Year			١	Vorkford						Hires				•	Promotio						nations		
(EEOG)		All Employees	Represe	ntation	Aborigini Availi		Gap	EE Result	All Employees	Ac		al Peoples Expected	Difference	All Employees	A	Aborigii	Expected	Difference	All Employees	Act		Expected	Difference	Turnover Rate
	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
04 Semi-Professionals &	2015	48	0	0.0	2.2		-1	0.0																
Technicians	2017 2015	23	0	0.0	1.7 2.6	0	0	0.0	7	0	0.0	0	0	8	· '	0.0	0	0	27	0	0.0	0	(76.1
05 Supervisors	2013		0	0.0	2.7	0	0	0.0	0	0	0.0	0	0	0		0.0	0	0)	0	0.0	0		133.3
06 Supervisors: Crafts &	2015	0	0	0.0	0.0	0	0	0.0																
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	0) (0.0
Data sources:	111270111111111111111111111111111111111	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												
		.	1	Ţ	J	Ţ	Ţ	Ţ	Ţ	1	1	1	i											
		Nev	v Entra	nts				Ge	als															
Employment Equity	Year	Hires :	and Prom			Short-tei		1		Long-ter		S												
Occupational Group (EEOG)		All Employees	Aborigina	-		Aboriging Percent of		Percent of		Aborigin Percent of	al Peoples	Percent of						Com	ments					
(EEOO)		Employees	Acti		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
Semi-Professionals &	# 2017	# 15	# 0	0.0	# 0	% 0.0	3.0	%	# 0	# 0.0	0.0	# 0.0												
04 Technicians	2017	15	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
05 Supervisors	2017	0	0	0.0	0	0.0	0.0	0.0	0		0.0	0.0												
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
06 Supervisors: Crafts & Trades	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
																						Pag	ge 25 of :	51

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

								Feder	al Con	tractor	s Progr	am Acl	iieveme	nt Tal	ole									
									Part 5	5: Resul	lts - Ab	origina	l People	es										
								Harri	s Corp	oration	Canad	la (Cert	ificate ;	#06146	55)									
										Dat	te: 2017	7-11-30												
IAI	1 6	T D	l B	Б		T T T	T	T T	T 7	T	1 3.5	I NT		Ь	T 0	1 D	1 6		T *1	T *7	T XX7	T 87	X 7	- 77
AB	C	D	E	F	G	H	<u>I</u>	J	K	L	M	N	О	P	<u> </u>	R	S	T	<u>l</u> U	l V	W	l X	Y	Z
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 x100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 1	00 P x F ÷ 10	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100
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				Work	force A	nalysis									F	low Da	ita Anal	ysis						
Employment Equity	Yea	r		1	Vorkford						Hires					Promoti						nations		
Occupational Group (EEOG)		All Employees	Ponese	entation		al Peoples ability	Gap	EE Result	All Employees	10	Aborigir tual	Expected	Difference	All Employee	s .	Aborig	inal Peoples Expected	Difference	All Employees	Α.	Aborigin tual	al Peoples Expected	Difference	Turnover Rate
	#	#	#	%	%	#	Gap #	%	#	#	- %	Expected #	#	#	#	- %	#	#	#	#	%	Expected #	#	%
07 Administrative &	201:	; 9	0	0.0	3.1	0	0	0.0																
Senior Clerical	2017		0	0.0	3.2		0	0.0	0	0	0.0	0	0			0	.0 () () 6	0	0.0	0	0	109.1
08 Skilled Sales & Service Personnel	2013		0		1.8	1	0	0.0]	0.0			(0 0	0 /			0	0.0			75.0
Skilled Crofts &	201)1 0		0.0		0	0.0		1	0.0	0	0	,	,	1	.0 (1		0.0	0	0	/3.0
09 Trades Workers	2013		0	0.0	0.0		0	0.0	0	0	0.0	0	0	()	0	.0		0	0	0.0	0	0	0.0
Lulingson in the supplier of t													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÷Kx 100	Part 3: Goals	F÷Mx 100												
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			w Entra						als															
Employment Equity	Yea		and Pron			Short-te	rm Goal	5		Long-te		S												
Occupational Group (EEOG)		All Employees		al Peoples	_	Aborigin Percent of	•	Percent of		Aporigin Percent of	al Peoples	Percent of						Com	ments					
(3300)		Employees		tual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
Administrative &	201	#	# 0	0.0	# 0	0.0	0.0	% 0.0	# ()	# 0.0	0.0	0.0												
07 Senior Clerical	2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
08 Skilled Sales &	2017		0	0.0	0	0.0	0.0		0															
Service Personnel	2020		0	0.0	0	0.0			0	0.0	0.0													
09 Skilled Crafts & Trades Workers	2013		0 0	0.0 0.0	0	0.0			0	0.0	0.0													
	1 2020	1		0.0	·	1 0.0	1 0.0	1 0.0		1 0.0	1 0.0	0.0	<u> </u>									Pag	e 27 of 5	1

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

									Feder	al Con	tractor	s Progr	am Acl	nieveme	nt Tab	le									
										Part 5	5: Resu	lts - Ab	origina	l People	es										
									Harri	s Corp	oration	Canad	la (Cert	ificate	#06146	5)									
											Dat	te: 2017	7-11-30												
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A	В	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	<u> V</u>	W	X	<u> </u> Y	Z
Data sour	rces:		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 Dat Analysis	Q ÷ P x	00 P x F ÷ 1	00 Q - S	Part 2: Flow Dat Analysis		V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1 + DYear2) ÷ 2) x 100
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					Work	force A	nalysis									F	low Da	ita Ana	lysis						
	oyment Equity	Year			١	Vorkford						Hires					Promot						inations		
(EEO	oational Group G)		All Employees	Represe		Aborigin Avail	al Peoples		EE Result	All Employees		Aborigir tual	nal Peoples	Difference	All Employees	<u> </u>	Abori ctual	ginal People	-	All ce Employe	, .	Aborigu tual	nal Peoples	Difference	Turnover Rate
<u> </u>		#	#	# #	%	%	######################################	Gap #	EE Resuit	#	#	tuai 8	Expected #	##	#	#	ctuai %	Expect	a Differen	ce #	#	tuai %	Expected #	##	%
10 Cl	erical Personnel	2015	14		7.1	2.7	1		264.6																
\vdash		2017		0		2.8		0	0.0		0	0.0	0	0			0 0	.0	0	0	6	16.7	0		70.6
	termediate Sales & ervice Personnel	2015	9	ı i	0.0	2.8		0	0.0		0	0.0		0			0 0	.0	0	0	1	0.0			19.0
12 Se	mi-Skilled Manual	2017	13					0	-		` I	1 0.0		0							Ī				, 15.0
We We	orkers	2017		. 0	0.0	2.0	0	0	0.0	0	0	0.0	0	0			O O	.0	0	0 1	1 0	0.0	0	0	146.7
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Data sour	rces:		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÷Mx 100												
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			Ne	w Entra	ints				Ge	als															
	oyment Equity	Year	Hires	and Pron			Short-tei		s		Long-te		S												
Occup (EEO	oational Group		All	Aborigina	d Peoples		Aborigin: Percent of	al Peoples	Percent of		Aborigin Percent of	al Peoples	Percent of						Con	nments					
(Daa)	G)		Employees	Act	ual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
		#	#	#	%	#	%	%	%	#	#	%	#												
10 Cl	erical Personnel	2017		0	0.0	0	0.0	0.0		0	0.0	0.0													
11 Int	termediate Sales &	2017		0	0.0	0	0.0	0.0		0															
	ervice Personnel	2020		0	0.0	0	0.0	0.0		0	0.0	0.0													
1 1 / 1	emi-Skilled Manual orkers	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
	OIRCIS	2020		0	0.0	L 0	0.0	0.0	1 0.0	L 0	L 0.0	1 0.0	<u> </u>										Pag	ge 29 of 5	51

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

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											Dat	2017	-11-50												
A B		C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	T	U	V	W	X	Y	Z
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 ÷	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1+ DYear2)÷ 2) x 100
			Ţ	Ţ	↓	↓	1	Ţ	Ţ	.	1	Ţ	Ţ	↓	Ţ	1	1	1	Ţ	1	Ţ	Ţ	Ţ	Ţ	
					Work	force A	nalysis									F	low Dat	a Analy	ysis						
Employment Equ Occupational Gr		Year			1	Vorkford						Hires]	Promotio						nations		
(EEOG)	oup		All Employees	Renres	entation		al Peoples ability	Gap	EE Result	All Employees	Ac	Aborigin tual	al Peoples Expected	Difference	All Employees	Α	Aborigir ctual	Expected	Difference	All Employees	Ac	Aborigin tual	al Peoples Expected	Difference	Turnover Rate
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
Other Sales &	Service	2015	0	0	0.0	0.0	0	0	0.0																
Personnel		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
Other Manual		2015	0	0		0.0		0	0.0																
Workers		2017 2015	217	0	0.0	0.0		-3	0.0 25.6	0	0	0.0	0	0	0	(0.0	0) () 0	0	0.0	0	0	0.0
Total		2017	116	0		1.4		-2		38	0	0.0		<u>-</u> 1	31		0.0	0		114		0.9	1	0	68.5
																				•					
Data sources:			Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100												
			1	1	<u> </u>	1	1	1	1	<u> </u>	1	1	Ţ	i											
			Nev	v Entr	nnts				Ge	oals															
Employment Equ		Year	Hires a	ınd Pror				rm Goal	S			rm Goals	S												
Occupational Gr	oup		All	,	al Peoples		Aborigin Percent of	al Peoples	Percent of		Aborigin Percent of	al Peoples	Percent of						Com	ments					
(EEOG)			Employees	Ac	tual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
Т		#	#	#	%	Ħ	%	%	%	#	#	%	#												
Other Sales & Personnel	-	2017 2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0												
Other Manual		2020	0	0		0				0															
Workers		2020	0	0		0	0.0		0.0	0	0.0	0.0	0.0												
Total		2017	69	0		0				0			0.0												
		2020	69	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										Doo	e 31 of 5	.1

Federal Contractors Program Achievement Table
Part 5: Results - Aboriginal Peoples
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

								Feder	al Cont	ractors	s Progr	am Ach	iieveme	nt Tab	le									
								P	art 6: F	lesults -	- Perso	ns with	Disabil	lities										
								Harri	s Corp	oration	Canad	a (Cert	ificate #	4 06146:	5)									
										Dat	e: 2017	-11-30												
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A B	C	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y	<u> </u>
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E-H	E÷H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U ÷ ((DYear1 + DYear2) ÷ 2) x 100
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				Work	force A	nalysis									FI	ow Dat	a Analy	/sis						
Employment Equity	Year				Vorkford						Hires				I	Promotio					Termi			
Occupational Group (EEOG)		All Employees	В		Persons with			lee e	All Employees			h Disabilities		All Employees		Persons wit			All Employees			n Disabilities		Turnover Rate
(220)	#	#	Represe	ntation %	Avail.	ability #	Gap #	EE Result	#	Ac	tual %	Expected #	Difference #	#	# #	tual %	Expected #	Difference #	#	Actu	%	Expected #	Difference #	%
01	2015	39	0	0.0	4.3		-2																	
& Managers	2017	13	0	0.0	4.3		-1			0	0.0	0	0			0.0	0	0	24	0	0.0	0	0	92.3
	2015	77	0	0.0	3.8		-3				0.0	Ů					Ů	Ů			0.0		Ü	72.3
03 Professionals	2017	55	0	0.0	3.8		-2		21	0	0.0	1	-1	15	0	0.0	0	0	31	0	0.0	0	0	47.0
	онинеский макентона								лезинонинования: -		40000000000000000000000000000000000000	иноэтиноэтиноэтиноэти !	** !											
Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E÷Gx 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F÷ M x 100												
		, \	Ţ	Ţ	.	1	Ţ	Ţ	Ţ	Ţ	1	Ţ												
			w Entra					Go	als															
Employment Equity	Year	Hires :	and Pron			Short-te					rm Goals													
Occupational Group	I cai	All	Disab			Persons wit	n Disabilitie	S		Persons wit	n Disabilities	,						Com	ments					
(EEOG)		Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	#	#	#	%	#	%	%	%	#	#	%	#												
01 & Managers	2017	6	0	0.0	0	0.0		0.0	0	0.0	0.0	0.0												
02 Ivianagers	2020	6	0	0.0	0	0.0	15.0	0.0		0.0	0.0	0.0												
03 Professionals	2017	36	0	0.0	0	0.0			0		0.0	0.0												
	2020	36	0	0.0	0	0.0	15.0	0.0		0.0	0.0	0.0												

													am Acl			le									
									Harri	s Corp	oration	Canad	a (Cert	ificate ‡	#06146	5)									
											Dat	te: 2017	7-11-30												
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	l V	W	X	Y	Z
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 ÷	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 10	0 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	U÷ ((DYear1 + DYear2) ÷ 2) x 100
F			Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ	.	Ţ	Ţ	Ţ	Ţ	Ψ.	1	Ţ	1	Ţ	1	Ţ	Ţ	Ţ	Ţ	Ţ
						orce A	•											ta Anal	ysis						
Employmer Occupation		Year	4.0			Vorkfore Persons with				All		Hires Persons wit	h Disabilitie		All	1	Promotic	ns th Disabilitie	·c	All			inations th Disabilitie		a.
(EEOG)			All Employees	Represe		Avail		Gap	EE Result	AII Employees		tual	Expected	Difference	AII Employees	A	ctual	Expected	Difference	Employees	A	tual	Expected	Difference	Turnover Rate
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
04 Semi-Pro	ofessionals &	2015	48	0	0.0	4.6		-2												25		0.0			76.1
Technici	ians	2017 2015	23	0	0.0	4.6 13.9		-1 -1	0.0	7	0	0.0	0	0	8	1	0.0) (27	7 (0.0	0	0	76.1
05 Supervis	sors	2017		0	0.0	13.9	0	0		0	0	0.0	0	0	0		0.0) ()	1	0.0	0	0	133.3
	sors: Crafts &	2015	0	0	0.0	0.0	0	0	0.0																
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	0	0	0.0
Data sources:	HASSAI HASSAI HASSAI HASSAI HASSAII H		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÷Kx 100	Part 3: Goals	F÷ M x 100												
F			Ţ	1	1	Ţ	1	1	1	<u> </u>	1	1	Ţ	i											
			Nev	v Entra	nts				Ge	als															
Employmen	at Equity	Year	Hires a	nd Prom				rm Goal			Long-te														
Occupation (EEOG)	nal Group		All	Disabi				h Disabilitie			Persons wit	h Disabilitie							Com	ments					
(EEOG)			Employees	Acti		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
Comi De	afassionala fi	# 2017	# 15	# 0	0,0	# 0	% 0.0	%	0,0	# 0	# 0.0	0.0	# 0.0												
04 Semi-Pro	ofessionals & ians	2017	15	0	0.0	0	0.0	10.0			0.0	0.0	0.0												
05 Supervis	sors	2017	0	0	0.0	0	0.0	15.0		v	0.0	1													
Supervis		2020 2017	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0												
06 Trades	ors. Clans &	2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0										Pac	e 34 of 5	i1

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

											tractors					le									
											Results -														
									Harri	s Corp	oration			ificate 7	#06146	5)									
											Dat	te: 2017	'-11-30												
A	В	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x100	K x G ÷	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	1 Q ÷ P x 10	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	U ÷ ((DYear1 + DYear2) ÷ 2) x 100
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						force A												a Analy	ysis						
	nent Equity ional Group	Year				Workford Persons with						Hires	h Disabilities				Promotio	ns th Disabilitie					nations h Disabilities		
(EEOG)			All Employees	Repres		Avail:		Gap	EE Result	All Employees		tual		Difference	All Employees	A	ctual	Expected	Difference	All Employees	Ac		Expected	Difference	Turnover Rate
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
	inistrative &	2015	9	0	0.0	3.4	0	0	0.0																
Senio	or Clerical	2017		0	0.0	3.4	0	0	0.0	0	0	0.0	0	0			0.0	0	() 6	0	0.0	0	0	109.1
	ed Sales & ce Personnel	2015 2017		0	0.0	3.5 3.5	0	0	0.0		1 0	0.0	0	0	0		0.0			,	0	0.0		0	75.0
Skille	ed Crafts &	2017	0	1 0	0.0	0.0	0	Ů	0.0			0.0	0	0	0		0.0	1		<u> </u>	I	0.0		0	75.0
1 ()9 1	es 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	0.0
Data sources:	:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F ÷ I x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F÷ M x 100												
			.	1	Ţ	.	Ţ	Ţ	Ţ	Ţ	Ţ	1	1												
			Ne	w Entra	ınts				Ge	als															
Employn	nent Equity	Year	Hires	and Pron			Short-te	rm Goal	5		Long-ter	rm Goals	S												
	ional Group	теаг	All		is with ilities		Persons witl	h Disabilitie	i		Persons wit	h Disabilitie	s .						Com	ments					
(EEOG)			Employees	Act	ual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
		#	#	#	%	#	%	%	%	#	#	%	#												
10/1	inistrative & or Clerical	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Skille	ed Sales &	2020 2017		0	0.0	0	0.0	0.0		0	0.0	0.0	0.0												
I ()X I	ce Personnel	2020		0	0.0		0.0			0	0.0	0.0	0.0												
1 ()() 1	ed Crafts &	2017	0	0	0.0		0.0	0.0		0		0.0	0.0												
Trade	es Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										Pag	e 36 of 5	1

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

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									Harri	s Corp	oration	Canad	a (Cert	ificate #	4 06146	5)										
											Dat	e: 2017	7-11-30													
A	В	С	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	s	1		U	V	w	X	Y	Z
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 ÷	L - N	Part 2: Flow Data Analysis	Part 2: Flow Da Analysi		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	U÷ ((DYear1+ DYear2)÷ 2) x 100
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						force A										F		ata An	alysis							
Employme Occupation		Year	All			Vorkfore Persons with				All		Hires	h Disabilities		All		Persons	ions with Disabi	ities		All			nations h Disabilities		
(EEOG)	•		AII Employees	Repres		Avails		Gap	EE Result	All Employees		tual		Difference	AII Employees		Actual	Expec		rence	AII Employees	Act			Difference	Turnover Rate
Т		# 2015	# 14	# 0	% 0.0	% 7.0	#	# -1	% 0,0	#	#	%	#	#	#	#	%	#	ł	i	Ħ	#	%	#	#	%
10 Clerical	l Personnel	2017	14	0	0.0		0		0.0		0	0.0	0	0			0 0	0.0	0	0	6	0	0.0	0	0	70.6
	ediate Sales & Personnel	2015 2017	9	0	0.0	5.6 5.6		-1 -1	0.0		0	0.0		0			0 (0.0	0			0	0.0		0	19.0
\vdash	killed Manual	2017	13	0		-		-1			1	0.0	0	U				7.0					0.0	U		15.0
Worker	rs .	2017	_	0	0.0	4.8	0	0	0.0	0	0	0.0	0	0			0 0	0.0	0	0	11	0	0.0	0	0	146.7
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÷Kx 100	Part 3: Goals	F÷ M x													
			1	↓	↓	. .	↓	↓	Ţ	↓	Ţ	↓	Ţ													
				w Entra			Short-tei	m Cool		oals	Long-ter	m Cook														
Employme Occupation		Year		Person			Persons with				Persons wit								C	omn	nents					
(EEOG)			All Employees		rual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met													
10 Clerical	l Personnel	# 2017 2020	#	0 0	% 0.0 0.0	0	% 0.0 0.0	% 10.0 0.0		0		% 0.0 0.0	0.0													
1 1 1 1	ediate Sales & Personnel	2020 2017 2020		0		, v	0.0	10.0 10.0		·		0.0														
12 Semi-Sl Worker	killed Manual 's	2017 2020		0	0.0 0.0		0.0	10.0 0.0	<u> </u>	0	0.0	0.0	0.0											Pagi	- 38 of 5	1

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

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								P	art 6: F	Results	- Perso	ns with	Disabil	lities										
								Harri	s Corp	oration	Canad	la (Cert	ificate #	#06146	5)									
										Dat	te: 2017	7-11-30												
AB	С	D	E	F	G	Н	<u>I</u>	J	K	L	M	N	О	P	Q	R	S	T	U	V	W	X	Y	Z
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 ÷	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 10	0 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	U ÷ ((DYear1 - DYear2) ÷ 2) x 100
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				Work	orce A	nalysis									Fle	ow Dat	ta Anal	ysis						
Employment Equity	Year				Vorkford						Hires					romotic						nations		
Occupational Group (EEOG)		All Employees	В		Persons with			ee e	All Employees			h Disabilitie		All Employees			th Disabilitie		All Employees			h Disabilities	n.ree	Turnover Rate
(223)	#	#	Represe	ntation %	Avail	ability #	Gap #	EE Result	#	# Ac	tual %	Expected #	Difference #	#	Act	uai %	Expected #	Difference #	#	Act	uai %	Expected #	Difference #	%
Other Sales & Service		0	0	0.0	0.0	0	0	0.0								•								
Personnel	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
Other Manual	2015	0	0	0.0	0.0	0	0	0.0																
Workers	2017 2015	217	0	0.0	0.0 4.6	10	-10	0.0	0	0	0.0	0	0	0	0	0.0) () (0	0	0.0	0	0	0.0
Total	2013	116		0.0	4.4	10	-10	0.0		0	0.0		-2	31	0	0.0) (114	0	0.0	0		68.5
			=			_													· I					
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÷Kx 100	Part 3: Goals	F÷ M x 100												
		1	1	Ţ	Ţ	1	1	1	Ţ	1	1	Ţ	i.											
		Nev	w Entra	ints				Go	oals															
Employment Equity		Hires a	and Pron			Short-te	rm Goals	5		Long-te	rm Goal	s												
Occupational Group (EEOG)	Year	All Employees	Person Disab				h Disabilities	Percent of		Persons wit	h Disabilitie	S Percent of						Com	ments					
			Act		Goal	Percent of Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
Other Sales & Service	# 2017	# 0	# 0	0.0	#	0.0	0.0	% 0.0	# ()	# 0.0	0.0	0.0												
Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0													
Other Manual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Workers	2020	0	0	0.0	0	0.0	0.0	0.0		0.0														
Total	2017	69 69	0	0.0	0	0.0		0.0		0.0														
	2020	69	L 0	0.0	0	0.0	1 0.0	0.0		0.0	U.0	1 0.0										Page	e 40 of 5	1

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

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										Dat	c. 2017	11 50												
AB	C	D	E	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U	V	W	X	Y	Z
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 ÷	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q ÷ P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V ÷ U x 100	U x F ÷ 100	V - X	U÷ ((DYear1+ DYear2)÷ 2) x 100
		1	Ţ	Ţ	Ţ	1	Ţ	Ţ	V	Ţ	Ţ	1	1	1	Ţ	Ţ	Ţ	Ţ	1	Ţ	Ţ	Ţ	↓	
					force A											ow Dat		/sis						
Employment Equity Occupational Group	Year				Vorkfore Visible N						Hires	dinorities			<u> </u>	Promotio	ns Minorities					nations Minorities		
(EEOG)		All Employees	Represe	ntation	Availa		Gap	EE Result	All Employees	Act			Difference	All Employees	A	ctual	Expected	Difference	All Employees	Acti		Expected	Difference	Turnover Rate
	#	#	#	%	%	#	#	%	#	Ħ	%	#	#	#	#	%	Ħ	#	Ħ	#	%	#	#	%
01 Senior Managers	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	0.0
02 Middle & Other	2015	39		5.1	15.0	6	-4	34.2																
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03 Professionals	2017	55		7.3	38.7	21	-17	18.8	21		9.5	8	-6	15	(0.0		I -3	31		12.9	6	-2	47.0
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O1 Conion Monog	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
01 Senior Managers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
02 Middle & Other Managers	2017	6	0	0.0	0	0.0	20.0	0.0	0	0.0	0.0	0.0												
03 Professionals	2017	36	- 1	5.6	Ÿ	0.0	40.0	13.9	0	0.0	0.0	0.0												
	2020	36		5.6	0	0.0	50.0	11.1	14	14.3	0.0	0.0										Pag	ge 42 of 5	;1

Federal Contractors Program Achievement Table
Part 7: Results - Members of Visible Minorities
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

A B Data sources:	C	Part 1: Workforce Analysis	E Part 1:	F	G					ults - M														
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04 Semi-Professionals & Technicians	2015	48 23		10.4 8.7	21.7 19.1	10	-5 -2	48.0 45.5	7		14.3			0		12.5			27	4	14.8			76.1
	2017	23	0	0.0	17.3	_	-2 -1	0.0	/		14.3		- 0	0		12.3		<u>_</u>	27	4	14.0			/0.1
05 Supervisors	2017		0	0.0	14.7	0	0	0.0	0	0	0.0	0	0	0	(0.0	0	0		0	0.0	0	0	133.3
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
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04 Semi-Professionals &		15	7	13.3	0	0.0	25.0	53.3	0	0.0	0.0	0.0												
Technicians	2020	15		13.3	0	0.0	25.0	53.3		200.0	0.0	0.0												
05 Supervisors	2017 2020	0	0	0.0	0	0.0	50.0	0.0	0	0.0	0.0	0.0												
Supervisors: Crafts &		0	0	0.0	0	0.0	0.0	0.0			0.0	0.0												
06 Trades	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										N-	e 44 of 5	

	Federal Contractors Program Achievement Table					
	Part 7: Results - Members of Visible Minorities					
Harris Corporation Canada (Certificate #061465)						
Date: 2017-11-30						

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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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I ()X I	ice Personnel	2020		0	0.0		0.0	0.0		V	0.0		0.0												
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	Federal Contractors Program Achievement Table					
	Part 7: Results - Members of Visible Minorities					
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<u> </u>		#	#	#	%	%	аниу #	Gap #	EE Resuit	#	#	tuau %	Expected #	##	#	#	Actual %	0	Expected #	#	#	#	iuai %	Expected #	##	%
10 Clerio	cal Personnel	2015	14		7.1	22.0		-2	32.5																	
		2017	1	0	0.0	14.7	0	0	0.0	_	<u> </u>	0.0	0	0		.	0	0.0	0	С) (5	16.7	0		70.6
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Semi	-Skilled Manual	2017	13	0	0.0	29.0		-4	0.0	_		30.0	_	<u>_</u>		1	0	0.0	0)	1	30.0		<u>'</u>	19.0
12 Work		2017		0	0.0	38.7		-1	0.0	0	0	0.0	0	0		.1	0	0.0	0	C) 11	0	0.0	0	0	146.7
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10 Clerio	cal Personnel	2017		0	0.0	0	0.0	50.0	0.0	0	0.0	0.0	0.0													
Interr	mediate Sales &	2017			50.0	0	0.0	0.0		0		0.0	0.0													
	ice Personnel	2020			50.0	0	0.0	35.0			100.0	0.0	0.0													
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	Federal Contractors Program Achievement Table			
	Part 7: Results - Members of Visible Minorities			
Harris Corporation Canada (Certificate #061465)				
Date: 2017-11-30				

Federal Contractors Program Achievement Table Part 7: Results - Members of Visible Minorities Harris Corporation Canada (Certificate #061465) Date: 2017-11-30 Α В C D Е F G Н I J K L M N O P O R S T U V W X Y Z U÷ Part 1: Part 2: Part 2: Part 2: Part 1: Part 1: Part 2: Part 2: Part 2: DxG $E \div H$ $L \div K$ K x G = ((DYear1 -Q-S U x F ÷ 100 V - X E - H L-N Q ÷ P x 100 P x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data Flow Data Flow Data Flow Data Flow Data Flow Data DYear2) -100 x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions Terminations** Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All Turnover (EEOG) Employee: Employee Employee: Employees Rate Availability Expected Difference Difference Difference Representation Gap EE Result Actual Actual Expected Actual Expected % % % Other Sales & Service 2015 0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0.0 0.0 0.0 2017 0 0 0 0 2015 0 0.0 0.0 0.0 Other Manual Workers 2017 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 217 26 12.0 26.0 56 -30 46.1 2015 Total 33 -22 32.9 3.2 114 9.6 68.5 2017 116 11 9.5 28.8 38 10.5 11 31 11 14 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ Flow Data F ÷ I x 100 Data sources Flow Data 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis 1 Goals **New Entrants Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent of Percent of Percent of Percent of Employee: Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % Other Sales & Service 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 Personnel 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 2020 0 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Other Manual Workers 0.0 0.0 0.0 0.0 0.0 2020 0 0.0 0.0 2017 69 7.2 0.0 0.0 0.0 0.0 0.0 0.0 Total 69 7.2 0.0 2020 0.0 0.0 29.4 0.0 0.0 Page 50 of 51

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Emploi et Social Development Canada Développement social Canada

REASONABLE EFFORTS FOR THE SUBSEQUENT COMPLIANCE ASSESSMENT Federal Contractors Program

Under the Federal Contractors Program, organizations undergoing a subsequent compliance assessment are required to make all reasonable efforts to ensure that progress is made towards having full representation of the four designated groups - women, Aboriginal peoples, persons with disabilities and members of visible minorities – within their workforce. Where short-term goals were not met by at least 80%, contractors must demonstrate that reasonable efforts to meet their goals were made.

Please complete this form to indicate the efforts that were made by your organization to implement the Federal Contractors Program and the events that took place between the previous and current compliance assessment that may have influenced your organization's activities.

The completed form must be signed by a senior officer of your organization then submitted with the other required documents for the subsequent compliance assessment.

Efforts

Please check the appropriate boxes next to the efforts that Harris Corporation Canada made to implement the Federal Contractors Program.

Required measures:

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

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REASONABLE EFFORTS FOR THE SUBSEQUENT COMPLIANCE ASSESSMENT **Federal Contractors Program**

Oth	er measures:
	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
\boxtimes	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
\boxtimes	Ensured ongoing senior-level support for employment equity and its implementation.
\boxtimes	Established accountability mechanisms to ensure that the short-term goals would be met.
\boxtimes	Communicated the goals to relevant managers as well as monitored and recorded the results.
\boxtimes	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
\boxtimes	Consulted employee/union representatives on communication and implementation of employment equity.
\boxtimes	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
\boxtimes	Put in place a strategy to ensure a barrier-free workplace.
\boxtimes	Undertook initiatives to increase representation where gaps in representation were found.
\boxtimes	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Оре	erational Context
your	se check the appropriate boxes and provide a brief overview of the events that have influenced organization's activities during the period between the previous and current compliance ssment.
	Impact of economic and industrial conditions on the organization.
	Any reorganization or other corporate structural changes.

REASONABLE EFFORTS FOR THE SUBSEQUENT COMPLIANCE ASSESSMENT Federal Contractors Program

\boxtimes	Acquisitions, mergers or transfers of employees.
	Significant layoffs (include the number of employees affected and the occupational groups of
	those employees).

On April 28, 2017, Harris Corporation sold its government IT services business to Veritas Capital. The sale impacted sixty-seven employees in Canada who were terminated due to the sale. The chart below depicts the number of employees impacted by occupational group.

Occupational Group	Number of Permanent Full- Time Employees Impacted	Number of Permanent Part- Time Employees Impacted	Total Number of Permanent Full-Time and Permanent Part- Time Employees Impacted
02: Middle and	9	0	9
Other Managers			
03: Professionals	18	0	18
04: Semi-	16		17
Professionals and			
Technicians			
05: Supervisors		0	4
07: Administrative		0	4
and Senior Clerical			
Personnel			
08: Skilled Sales and		0	
Service Personnel			
10: Clerical		0	
Personnel			
12: Semi-Skilled	10	0	10
Manual Workers			
Total	66		67

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



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REASONABLE EFFORTS FOR THE SUBSEQUENT COMPLIANCE ASSESSMENT Federal Contractors Program

☐ Other.		
Additional Deta	ils	
Please provide any a	dditional information	(optional):
Name:	<u>Jejo George</u>	Position Title: Vice President
Email address:	jgeorg07@harris.c	<u>om</u>
Telephone number:	905 817 8312	
Business address:	5-2895 Argentia	
	<u>Mississauga</u> <u>ON</u>	
	<u>L5N 8G6</u>	
Signature:		
-		
Date: Febru		

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Harris Canada Systems Inc.

Primary Location: Canadian headquarters is located in Mississauga, Ontario.

Number of Employees: 116 employees. The majority of employees are located in Ottawa-Gatineau (75 employees), Toronto (15 employees), Calgary (13 employees), Montreal (8 employees), Edmonton (1 employee) and Kitchener- Cambridge-Waterloo (1 employee).

Organization Overview:

Harris Canada Inc. is a subsidiary of Harris Corporation. The company provides solutions for commercial and government communications markets such as wireless, broadcast, government systems, and network support.

Key Dates – First Year Assessment

Initiated: 17/02/2015 18/02/2015 Received: Closed: 26/11/2015 WFA: 14/08/2015

Key Dates – Subsequent Assessment

Initiated: 03/01/2018 Received: 08/02/2018 WFA: 30/11/2017

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:

ASSESSMENT OF REASONABLE PROGRESS

The organization has set numerical goals in percentage.

Women

2.	Middle & Other Managers	Goal not met 0%
3.	Professionals	Goal not met 37%
4.	Semi-Professionals & Technicians	Goal not met 0%
7.	Administrative & Senior Clerical Personnel	Goal met 117.6%
8.	Skilled Sales & Service Personnel	Goal met 166.7%
11.	Intermediate Sales & Service Personnel	Goal not met 76.9%

Assessment/Observations

- Out of six goals, two were met at levels above 80%
- In EEOG 02, out of 6 entrants, none were women. Also, there is a high turnover of 92.3%. They should have at least hired 3 women to meet the goal of 50%. The goal is higher than the availability rate of 38.9%. opportunities to hire 2 women in this category.
- In EEOG 03, out of 36 entrants, 2 women were hired and 2 were promoted (represent 11.1%) This is below the goal of 30% had to hire 10 women to achieve the goal. The goal was higher than the availability rate of 20.6 %. Had the opportunity to hire at least 7 women.
- In EEOG 04, out of 15 entrants, there was no woman. This is below the goal of 20%. Was expected to hire 3 women. The availability is 9.9%. Had the opportunity to hire at least 1 woman.
- In EEOG 11, out of 2 entrants, 1 was a woman (represent 50%). Out of 2 terminations, 1 woman terminated. The short term goal was 65% and the availability rate is at 63.6%. Acceptable.

Aboriginal Peoples

2.	Middle & Other Managers	Goal not met 0%
3.	Professionals	Goal not met 0%
4.	Semi-Professionals & Technicians	Goal not met 0%

Assessment/Observations

- Out of three goals, none were met at levels above 80%
- No aboriginal peoples in EEOG 2, 3 and 4 but there is also low availabilities rate in those categories (2.2%, 0.8% and 2.2%).
- EEOG 02, No representation of Aboriginal Peoples in this category and the availability rate is 2.2%. Out of 6 entrants none was Aboriginal. This is expected considering the low availability.
- EEOG 03, No representation of Aboriginal Peoples in this category and the availability is at 0.8%. Out of 21 hires and 15 promotions none was Aboriginal. This is expected due to the low availability. (Short term goal was 3%).
- EEOG 04, No representation of Aboriginal Peoples in this category and the availability is at 2.2%. Out of 15 entrants and 27 terminations none was Aboriginal. This is expected due to the low availability. (Short term goal was 3%).

Person with Disabilities

1./2.	Managers	Goal not met 0%
3.	Professionals	Goal not met 0%
4.	Semi-Professionals & Technicians	Goal not met 0%
5.	Supervisors	Goal not met 0%
10.	Clerical Personnel	Goal not met 0%
11.	Intermediate Sales & Service Personnel	Goal not met 0%
12.	Semi-Skilled Manual Workers	Goal not met 0%

Assessment/Observations

There is no representation of Person with Disabilities in Harris Canada Systems Inc.

- Out of seven goals, none were met at levels above 80%.
- EEOG 01 & 02, out of 6 entrants and 24 terminations (turnover of 92.3%) none were person with Disabilities. This is expected due to the low availability of 4.3% and the short term goal set at 5%.
- EEOG 03, out of 36 entrants and 31 terminations, none was a Person with disabilities. This is below the availability rate of 3.8% and the short term goal set at 5%. Should have hired 1 person with disabilities.
- EEOG 04, out of 15 entrants and 27 terminations, none was person with disabilities. This is expected due to the low availability of 4.6% and the short term goal set at 5% and the
- EEOG 05, 4 terminations and no entrants.
- EEOG 10, out of 3 entrants and 6 terminations, none was a person with disabilities. This is expected due to the low availability of 7% and short term goal set at 10%
- EEOG 11, out 2 entrants and 2 terminations, none was a person with disabilities. This is expected due the availability of 5.6% and the short term goal set at 10%.
- EEOG 12, out of 4 entrants and 11 terminations, none was a person with disabilities. This is expected due the low availability of 4.8% and to the short term goal set at 10%.

Members of Visible Minorities

2.	Middle & Other Managers	Goal not met 0%
3.	Professionals	Goal not met 13.9%
4.	Semi-Professionals & Technicians	Goal not met 53.3%
5.	Supervisors	Goal not met 0%
10.	Clerical Personnel	Goal not met 0%
12.	Semi-Skilled Manual Workers	Goal not met 0%

Assessment/Observations

- Out of six goals, none were met at levels above 80%
- EEOG 02, out of 6 entrants and 24 terminations (turnover of 92.3%) none was a member of visible minorities. It was expected to hire 1 member of visible minorities. The goal was set at 20% and the availability is 15%.
- EEOG 03, out of 36 entrants 2 were member of visible minorities (5.6%) and out of 31 terminations, 4 were visible minorities. This is below the short term goal of 40% and the availability of 36.5%. Need to have at least hired 14 members of visible minorities to achieve the goal.
- EEOG 04, out of 15 entrants 2 were members of visible minorities (13.3%) and out of 27 terminations 4 were members of visible minorities (14.8%). This is below the goal of 25% and the availability of 21.7%. It was expected to hires 4 members of visible minorities.
- EEOG 05, no entrants and 4 terminations. This is expected given that there was no hire and promotion and the number of employees went from 5 employees to 1.
- EEOG 10, out of 3 entrants none was a member of visible minorities and out of 6 terminations, 1 was a member of visible minorities. An hire of 1 member of visible minorities was expected to meet the goal of 50% (goal to high for the availability of 22%).
- EEOG 12, out of 4 entrants and 11 terminations, none was a member of visible minorities. A hire of 2 members of visible minorities was expected to meet the goal. (Short term goal set at 50% and the availability of 29.2%).

ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

A reasonable efforts form for the subsequent compliance assessment provided by the contractor explains that on April 28, 2017, Harris Corporation sold its government IT services business to Veritas Capital. The sale impacted sixty-seven employees in Canada who were terminated due to the sale. The number of employees by EEOGs that were impacted is:

EEOG 02 (9 employees), EEOG 03 (18 employees), EEOG 04 (16 employees), EEOG 05 (4 employees), EEOG 07 (4 employees), EEOG 08 (1 employee), EEOG 10 (4 employees) and EEOG 12 (10 employees). A total of 66 permanent full time employees and 1 permanent part time employee were terminated.

Out of 22 goals set, two were considered met.

Some goals were not met due to the low hiring and many short term goals were set to high for the availability rate.

The organization has not yet had three years to achieve their goals. The short term goal is from August, 14, 2015 to August 14, 2018.

ASSESSMENT OF SHORT-TERM GOALS

Short term goals (from November 30, 2017 to November 30, 2020) are set by percentage.

Out of 6 gaps under Women, 6 short term goals are set and are higher than the availability rate.

- EEOG 02: Gap at -5. Availability of 38.9% and goal set at 50%.
- EEOG 03: Gap at -7. Availability of 16.5% and goal set at 30%.
- EEOG 04: Gap at -2. Availability of 8.4% and goal set at 20%.
- EEOG 05: Gap at -1. Availability of 50.7% and goal set at 55%.
- EEOG 08: Gap at -1. Availability of 29% and goal set at 30%.
- EEOG 11: Gap at -4. Availability of 63.6% and goal set at 65%.

There is no gap and no short term set for Aboriginal people.

Out of 4 gaps under Person with Disabilities, 4 short term goals are set above the availability and are too high for the availability rate.

- EEOG 01&02: Gap at -1. Availability of 4.3% and goal set at 15%.
- EEOG 03: Gap at -2. Availability of 3.8% and goal set at 15%.
- EEOG 04: Gap at -1. Availability of 4.6% and goal set at 10%.
- EEOG 11: Gap of -1. Availability rate at 5.6% and goal set at 10%.

Out of 4 gaps for Member of Visible Minorities, 4 short term goals are set and are higher than the availability rate.

- EEOG 03: Gap at -17. Availability of 38.7% and goal set at 50%.
- EEOG 04: Gap at -2. Availability at 19.1% and goal set at 25%.
- EEOG 11: Gat at -2. Availability at 29% and goal set at 35%.
- EEOG 12: Gap at -1. Availability rate at 38.7% and goal set at 40%.

RECOMMENDATION

I recommend that the employer be found: ⊠in compliance □in non-compliance
Having assessed the data submitted by the employer regarding its workforce and considered its unique circumstances, I recommend that the closing letter include the following:
• We note that transfer of 16 employees following the sale of the government IT services business of Harris to Veritas Capital affected the capacity of the organization to achieve their goals.
 I also recommend that organization review their goals at the minimum of the availability for 2017-2020 in order to succeed in covering the gaps.
Name of Analyst: Sylvie Fortin
Date: March 6, 2018.

Nyirasafari, Ange AN [NC]

From: Fortin, Sylvie SY [NC] on behalf of EE-EME

 Sent:
 April 18, 2018 11:29 AM

 To:
 ②harris.com¹

 Cc:
 ④harris.com¹

Subject: Government of Canada Agreement Number: 061465 – Notification of Compliance

with the Federal Contractors Program- Harris Canada Systems Inc.

Subject: Government of Canada Agreement Number: 061465 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Jejo George:

I am writing to inform you that the subsequent compliance assessment initiated on January 3, 2018 has been completed. As a result of the assessment, Harris Canada Systems 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 Harris Canada Systems Inc.'s employment equity program.

- We note that the transfer of 67 employees as a result of the sale of the government IT services business has affected the ability of the organization to achieve its goals.
- We further note that the organization has set ambitious goals for the next three years for the hiring and promotion of designated group members in Employment Equity Occupational Groups (EEOGs) were gaps were found. Although commendable, we would recommend revising some of the goals established downward so that they better reflect the labour market availability of each designated group. This will also ensure that goals are attainable while considering the availability of designated group members. More specifically, you may want to reconsider the following:
 - The goals for women in EEOGs 02, 03, 04, 05 and 11.
 - The goals for persons with disabilities in EEOGs 01/02, 03, 04 and 11.
 - The goal for members of visible minorities in EEOG 03.
- We wish to remind you that your organization can decide the best measures to put in place in order to ensure
 that reasonable progress is made to achieve employment equity. For instance, if not already done, your
 organization may want to consider establishing partnerships with post-secondary institution or community
 groups in order to identify qualified candidates that can be considered to fill future vacancies.

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 January 3, 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, Harris Canada Systems 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 Harris Canada Systems 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.qc.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!