



OFFICIAL USE ONLY
Agreement N°:

Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION	
Legal Name of Organization Harris Canada Systems, Inc. (HCSI)	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number HCSI - [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 1) 5415 (largest) 2) 5172 (second largest)	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 235
To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm	

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

HEAD OFFICE			
Address (building number, street, suite, etc.) 5-2895 Argentia Road	City Mississauga	Province ON	Postal Code L5N8G6
	Telephone Number 1-800-387-3900	Fax Number 905-817-8301	

EMPLOYMENT EQUITY CONTACT	
Name (print) [REDACTED]	Title Human Resources Manager
Telephone Number 403-295-4783	E-mail Address [REDACTED]@harris.com

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

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Jejo George	Title Vice President - Finance
Telephone Number 905-817-8312	E-mail Address jgeorg07@harris.com
[REDACTED]	Date MAY 8 th . 2014

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

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)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	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 Canada				116	Vancouver		0	0	
					Ottawa - Gatineau	75	0	0	75
					Kitchener - Cambridge - Waterloo		0	0	
					Total Employees in Canada				116

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 60,000 - \$64,999													
		6	6										
	Total	13	13										
Professionals Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999		14	14										
		25	24										
		11	10										
	Total	55	53										
Semi-Professionals and Technicians Top Range: \$100,000 and over Bottom Range: \$ 40,000 - \$44,999		6	6										
		6	6										
		7	7										
	Total	23	23										
Supervisors Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999													
	Total												

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 60,000 - \$64,999													
	Total												
Skilled Sales and Service Personnel 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 Top Range: \$100,000 and over Bottom Range: \$ 50,000 - \$54,999													
	Total	12	8										

Harris Corporation Canada (certificate # 061465)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
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	

Harris Corporation Canada (certificate # 061465)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2015-08-14 to 2017-11-30

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

Harris Corporation Canada (certificate # 061465)

Form 4 A

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National

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

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

Harris Corporation Canada (certificate # 061465)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-08-14 to 2017-11-30

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National

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

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

s.19(1)

Harris Corporation Canada (certificate # 061465)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National

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

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



Workplace Equity Information Management System - Harris Corporation Canada

s.19(1)

Workforce Analysis - Detailed Report

Date: 2017-11-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	%	#		
02 : Middle and Other Managers	National	13	0	0.0 %	38.9 %	-5	National	
03 : Professionals		55		3.6 %	16.5 %	-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	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	Alberta	
2242 : Electronic service technicians (household and business equipment)	British Columbia		0	0.0 %	5.3 %	0	British Columbia	
2242 : Electronic service technicians (household and business equipment)	Ontario		0	0.0 %	7.4 %	0	Ontario	
2242 : Electronic service technicians (household and business equipment)	Québec		0	0.0 %	7.5 %	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 %	-4		



s.19(1)

Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Detailed Report

Date: 2017-11-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area	
			#	%	%	#			
Employment Equity Occupational Group	Calgary	116	11	25.0 %	66.1 %	2	-2	Calgary	
Employment Equity Occupational Group	Montréal		4	33.3 %	61.8 %	1	-1	Montréal	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	61.8 %	2	-2	Ottawa - Gatineau	
Employment Equity Occupational Group	Toronto		11	100.0 %	63.9 %	0	0	Toronto	
Employment Equity Occupational Group	Vancouver		11	100.0 %	64.2 %	0	0	Vancouver	
12 : Semi-Skilled Manual Workers				5	50.0 %	18.3 %	0		
Employment Equity Occupational Group	Ottawa - Gatineau			11	100.0 %	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



Workplace Equity Information Management System - Harris Corporation Canada

s.19(1)

Workforce Analysis - Detailed Report

Date: 2017-11-30

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability %	Gap #	Recruitment Area
			Representation #	Representation %			
02 : Middle and Other Managers	National	13	0	0.0 %	2.2 %	0	National
03 : Professionals		55	0	0.0 %	0.7 %	0	
1111 : Financial auditors and accountants	National		0	0.0 %	1.3 %	0	National
2133 : Electrical and electronics engineers	National	6	0	0.0 %	0.7 %	0	National
2147 : Computer engineers (except software engineers and designers)	National	15	0	0.0 %	0.9 %	0	National
2171 : Information systems analysts and consultants	National		0	0.0 %	1.1 %	0	National
2173 : Software engineers and designers	National	31	0	0.0 %	0.6 %	0	National
04 : Semi-Professionals and Technicians		23	0	0.0 %	1.7 %	0	
2241 : Electrical and electronics engineering technologists and technicians	Alberta		0	0.0 %	2.1 %	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	Québec	6	0	0.0 %	0.8 %	0	Québec
2242 : Electronic service technicians (household and business equipment)	Alberta		0	0.0 %	3.3 %	0	Alberta
2242 : Electronic service technicians (household and business equipment)	British Columbia		0	0.0 %	2.1 %	0	British Columbia
2242 : Electronic service technicians (household and business equipment)	Ontario		0	0.0 %	1.6 %	0	Ontario
2242 : Electronic service technicians (household and business equipment)	Québec		0	0.0 %	1.0 %	0	Québec
05 : Supervisors			0	0.0 %	2.7 %	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	2.7 %	0	Ottawa - Gatineau
07 : Administrative and Senior Clerical Personnel			0	0.0 %	3.2 %	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	3.2 %	0	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel			0	0.0 %	1.0 %	0	
6221 : Technical sales specialists - wholesale trade	Ontario		0	0.0 %	1.0 %	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec		0	0.0 %	1.0 %	0	Québec
10 : Clerical Personnel			0	0.0 %	2.8 %	0	
Employment Equity Occupational Group	Ottawa - Gatineau		0	0.0 %	2.8 %	0	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		12	0	0.0 %	2.0 %	0	



Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Detailed Report

Date: 2017-11-30

s.19(1)

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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



Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Detailed Report

Date: 2017-11-30

s.19(1)

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
02 : Middle and Other Managers	National	13		15.4 %	15.0 %		0	National
03 : Professionals		55		7.3 %	38.7 %	21	-17	
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 %	6	-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	-11	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	0	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	



Workplace Equity Information Management System - Harris Corporation Canada

s.19(1)

Workforce Analysis - Detailed Report

Date: 2017-11-30

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
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



Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Detailed Report

Date: 2017-11-30

s.19(1)

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	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	National	
07 : Administrative and Senior Clerical Personnel	National		0	0.0 %	3.4 %	0	National	
08 : Skilled Sales and Service Personnel	National		0	0.0 %	3.5 %	0	National	
10 : Clerical Personnel	National		0	0.0 %	7.0 %	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	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	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 - 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



Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Summary Report

Date: 2017-11-30

s.19(1)

Women

Employment Equity Occupational Group	All Employees #	Representation		Women		Gap #
		#	%	Availability %	#	
02 : Middle and Other Managers	13	0	0.0 %	38.9 %	-5	
03 : Professionals	55	0	3.6 %	16.5 %	-7	
04 : Semi-Professionals and Technicians	23	0	0.0 %	8.4 %	-2	
05 : Supervisors	17	0	0.0 %	50.7 %	-1	
07 : Administrative and Senior Clerical Personnel	1	1	100.0 %	77.2 %	0	
08 : Skilled Sales and Service Personnel	1	0	0.0 %	29.0 %	-1	
10 : Clerical Personnel	16	11	66.7 %	65.8 %	0	
11 : Intermediate Sales and Service Personnel	12	4	33.3 %	63.6 %	-4	
12 : Semi-Skilled Manual Workers	10	5	50.0 %	18.3 %	-5	
Total	140	11	9.5 %	25.5 %	-19	

Total may not equal sum of components due to rounding.



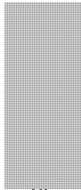
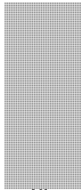
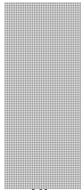
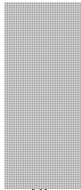

Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Summary Report

Date: 2017-11-30

s.19(1)

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Harris Corporation Canada

s.19(1)

Workforce Analysis - Summary Report

Date: 2017-11-30

Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		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

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Harris Corporation Canada

Workforce Analysis - Summary Report

Date: 2017-11-30

s.19(1)

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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	
07 : Administrative and Senior Clerical Personnel		0	0.0 %	3.4 %	0	
08 : Skilled Sales and Service Personnel		0	0.0 %	3.5 %	0	
10 : Clerical Personnel		0	0.0 %	7.0 %	0	
11 : Intermediate Sales and Service Personnel	12	0	0.0 %	5.6 %	-1	
12 : Semi-Skilled Manual Workers		0	0.0 %	4.8 %	0	
Total	116	0	0.0 %	4.4 %	5	

Total may not equal sum of components due to rounding.



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

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Data from Previous Workforce Analysis
--



Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

Data from Current Workforce Analysis



Date of Current Workforce Analysis		
YYYY	MM	DD
2017	11	30

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		Previous Workforce Analysis		
		All Employees	Women	
		#	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

Employment Equity Occupational Group (EEOG)		Table 5: Women		
		Current Workforce Analysis		
		All Employees	Women	
		#	Representation	Availability*
		#	%	
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	13	0	38.9
03	Professionals	55	■	16.5
04	Semi-Professionals & Technicians	23	0	8.4
05	Supervisors	■	0	50.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	■	■	77.2
08	Skilled Sales & Service Personnel	■	0	29.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	■	■	65.8
11	Intermediate Sales & Service Personnel	12	■	63.6
12	Semi-Skilled Manual Workers	■	■	18.3
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		116	11	25.5

* Source: 2011 National Household Survey
--

* Source: 2011 National Household Survey
--

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Data from Previous Workforce Analysis



Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

Data from Current Workforce Analysis



Date of Current Workforce Analysis		
YYYY	MM	DD
2017	11	30

Employment Equity Occupational Group (EEOG)		Table 2: Aboriginal Peoples		
		Previous Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	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	0	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	0	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	0	0.0
Total		217	█	1.8

Employment Equity Occupational Group (EEOG)		Table 6: Aboriginal Peoples		
		Current Workforce Analysis		
		All Employees	Aboriginal Peoples	
		#	Representation	Availability*
		#	%	
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	13	0	2.2
03	Professionals	55	0	0.7
04	Semi-Professionals & Technicians	23	0	1.7
05	Supervisors	█	0	2.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	█	0	3.2
08	Skilled Sales & Service Personnel	█	0	1.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	█	0	2.8
11	Intermediate Sales & Service Personnel	12	0	2.0
12	Semi-Skilled Manual Workers	█	0	2.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		116	0	1.4

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Data from Previous Workforce Analysis
--



Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

Data from Current Workforce Analysis



Date of Current Workforce Analysis		
YYYY	MM	DD
2017	11	30

Employment Equity Occupational Group (EEOG)		Table 3: Members of Visible Minorities		
		Previous Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	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

Employment Equity Occupational Group (EEOG)		Table 7: Members of Visible Minorities		
		Current Workforce Analysis		
		All Employees	Members of Visible Minorities	
		#	Representation	Availability*
01	Senior Managers	0	0	0.0
02	Middle & Other Managers	13	█	15.0
03	Professionals	55	█	38.7
04	Semi-Professionals & Technicians	23	█	19.1
05	Supervisors	█	0	14.7
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	█	0	12.2
08	Skilled Sales & Service Personnel	█	█	13.4
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	█	0	14.7
11	Intermediate Sales & Service Personnel	12	█	29.0
12	Semi-Skilled Manual Workers	█	0	38.7
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		116	11	28.8

* Source: 2011 National Household Survey
--

* Source: 2011 National Household Survey
--

Federal Contractors Program Achievement Table
Part 1: Workforce Analysis
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Data from Previous Workforce Analysis



Date of Previous Workforce Analysis		
YYYY	MM	DD
2015	08	14

Data from Current Workforce Analysis



Date of Current Workforce Analysis		
YYYY	MM	DD
2017	11	30

Employment Equity Occupational Group (EEOG)		Table 4: Persons with Disabilities		
		Previous Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	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	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	9	0	3.4
08	Skilled Sales & Service Personnel	0	0	3.5
09	Skilled Crafts & Trades Workers	0	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

Employment Equity Occupational Group (EEOG)		Table 8: Persons with Disabilities		
		Current Workforce Analysis		
		All Employees	Persons with Disabilities	
		#	Representation	Availability*
01/02	Managers	13	0	4.3
03	Professionals	55	0	3.8
04	Semi-Professionals & Technicians	23	0	4.6
05	Supervisors	0	0	13.9
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	12	0	3.4
08	Skilled Sales & Service Personnel	0	0	3.5
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	12	0	7.0
11	Intermediate Sales & Service Personnel	12	0	5.6
12	Semi-Skilled Manual Workers	0	0	4.8
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		116	0	4.4

*** Source:**
2012 Canadian Survey on Disability

*** Source:**
2012 Canadian Survey on Disability

Federal Contractors Program Achievement Table

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 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

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers		0	0	0		0	0	0	24		0	0
03 Professionals	21		0	0	15		0	0	31	7	0	0
04 Semi-Professionals & Technicians	7	0	0	0	8	0	0	0	26			0
05 Supervisors	0	0	0	0	0	0	0	0			0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0			0	0	6		0	0
08 Skilled Sales & Service Personnel			0	0	0	0	0	0			0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel			0	0			0	0	6	6	0	0
11 Intermediate Sales & Service Personnel			0	0	0	0	0	0			0	0
12 Semi-Skilled Manual Workers	0	0	0	0			0	0	11	7	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	38		0	0	31	7	0	0	113	29		0

Federal Contractors Program Achievement Table

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 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

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers		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
Total	38	0	0	0

	Table 6: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples 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
Total	31	0	0	0

	Table 10: Aboriginal Peoples			
	Full-time / National		Part-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	0	0
	0	0	0	0
	6	0	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
Total	113			0

Federal Contractors Program Achievement Table

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 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

Employment Equity Occupational Group (EEOG)		Table 4: Members of Visible Minorities			
		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	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	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		38	0	0	0

Employment Equity Occupational Group (EEOG)		Table 8: Members of Visible Minorities			
		Full-time / National		Part-time / National	
		All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	0	0	0	0
03	Professionals	15	0	0	0
04	Semi-Professionals & Technicians	8	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	0	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	0	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	0	0	0	0
13	Other Sales & Service Personnel	0	0	0	0
14	Other Manual Workers	0	0	0	0
Total		31	0	0	0

Employment Equity Occupational Group (EEOG)		Table 12: Members of Visible Minorities			
		Full-time / National		Part-time / National	
		All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	24	0	0	0
03	Professionals	31	0	0	0
04	Semi-Professionals & Technicians	26	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	6	0	0	0
08	Skilled Sales & Service Personnel	0	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	6	0	0	0
11	Intermediate Sales & Service Personnel	11	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		113	11	0	0

Federal Contractors Program Achievement Table
Part 3: Goals
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Data from Previous Goals



Data from Current Goals



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

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

Employment Equity Occupational Group (EEOG)		Table 1: Women			
		Women			
		Short-term Goals		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-term Goals		Long-term Goals	
#	%	#	%
0	0.0	0	0.0
0	50.0	0	0.0
0	30.0	0	0.0
0	20.0	0	0.0
0	55.0	0	0.0
0	0.0	0	0.0
0	0.0	0	0.0
0	30.0	0	0.0
0	0.0	0	0.0
0	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	0.0	0	0.0
0	0.0	16	0.0

Federal Contractors Program Achievement Table
Part 3: Goals
Harris Corporation Canada (Certificate #061465)
Date: 2017-11-30

Data from Previous Goals



Data from Current Goals



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

Duration of Current Goals			
Short-term		Long-term	
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2023

Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)		Members of Visible Minorities			
		Short-term Goals		Long-term 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: Members of Visible Minorities

Members of Visible Minorities			
Short-term Goals		Long-term 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	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

Federal Contractors Program Achievement Table

Part 4: Results - Women

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	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 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		

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Women				Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women									
		#	Representation	Availability	%	#	%	#	%	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference		%		
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	0	0	0	0.0	0	0	0.0	
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	
02 Middle & Other Managers	2015	39	5.1	38.9	15	-13	13.2																				
	2017	13	0	0.0	38.9	-5	0.0			0	0.0		-2		0	0.0	0	0	0	24		8.3				92.3	
03 Professionals	2015	77	6	7.8	20.6	16	-10	37.8																			
	2017	55	3.6	16.5	9	-7	22.0		21	2	9.5		-1	15		13.3				31	7	22.6				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 ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	#	%	#			
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	6	0	0.0	0	0.0	50.0	0.0	0	0.0	0.0	0.0		
	2020	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	37.0		0.0	0.0	0.0		
	2020	36		11.1	0	0.0	30.0	37.0		80.0	0.0	0.0		

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	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 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		

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Women			Gap	EE Result	All Employees	Women			All Employees	Women			All Employees	Women								
		#	Representation	Availability	%	#	%	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	%		
04 Semi-Professionals & Technicians	2015	48		2.1	9.9		-4	21.0																	
	2017	23	0	0.0	8.4		-2	0.0	7	0	0.0		-1	8	0	0.0	0	0	0	27		3.7		0	76.1
05 Supervisors	2015			60.0	52.8		0	113.6																	
	2017		0	0.0	50.7		-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0			75.0			133.3
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04 Semi-Professionals & Technicians	2017	15	0	0.0	0	0.0	20.0	0.0	0	0.0	0.0	0.0		
	2020	15	0	0.0	0	0.0	20.0	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	0.0		
	2020	0	0	0.0	0	0.0	55.0	0.0		0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Women			Gap				All Employees	Women			All Employees	Women			All Employees	Women						
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected		Difference	%	
07	Administrative & Senior Clerical	2015	9	22.2	81.1	7	-5	27.4																	
		2017		100.0	77.2		0	129.5	0	0	0.0	0	0	0		100.0	0		6		16.7		0	109.1	
08	Skilled Sales & Service Personnel	2015		0.0	25.2		-1	0.0																	
		2017		0.0	29.0		-1	0.0			50.0		0	0	0	0.0	0	0			33.3	0		75.0	
09	Skilled Crafts & Trades Workers	2015	0	0.0	0.0	0	0	0.0																	
		2017	0	0.0	0.0	0	0	0.0			0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2017		100.0	0	0.0	85.0	117.6	0	0.0	0.0	0.0		
		2020		100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08	Skilled Sales & Service Personnel	2017		50.0	0	0.0	30.0	166.7	0	0.0	0.0	0.0		
		2020		50.0	0	0.0	30.0	166.7		100.0	0.0	0.0		
09	Skilled Crafts & Trades Workers	2017	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
		2020	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires					Promotions					Terminations					Turnover Rate
		All Employees	Women				Gap	EE Result	All Employees	Women				All Employees	Women				All Employees	Women							
		#	Representation	Availability	%	%	#	%	#	%	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	%	%	%	%	
10 Clerical Personnel	2015	14	12	85.7	68.2	10			125.7																		
	2017			66.7	65.8			0	101.3			50.0		0			100.0		0	6	6	100.0				70.6	
11 Intermediate Sales & Service Personnel	2015	9		22.2	63.6	6		-4	34.9																		
	2017	12		33.3	63.6	8		-4	52.4			50.0		0	0	0	0.0	0	0			50.0		0		19.0	
12 Semi-Skilled Manual Workers	2015	13	8	61.5	14.9				413.0																		
	2017			50.0	18.3	0			273.2	0	0	0.0	0	0			75.0			11	7	63.6		7	0	146.7	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------------	----------------------------------	-----------------------	------------------	-----------------------	------------------	-----------------------	------------------	-----------------------	------------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	#	%	%	%	#	#	%	#			
10 Clerical Personnel	2017			66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020			66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2017			50.0	0	0.0	65.0	76.9	0	0.0	0.0	0.0		
	2020			50.0	0	0.0	65.0	76.9		25.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017			75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020			75.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires					Promotions					Terminations					Turnover Rate
		All Employees	Women				Gap	EE Result	All Employees	Women				All Employees	Women				All Employees	Women							
		#	Representation	Availability	%	#	%	#	%	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0
Total	2015	217	36	16.6	29.3	64	-28	56.6																			
	2017	116	11	9.5	25.5	30	-19	37.2	38			13.2	10	-5	31	7	22.6				114	29	25.4	19	10	68.5	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	69	12	17.4	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	69	12	17.4	0	0.0	0.0	0.0	16	75.0	0.0	0.0		

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

s.19(1)

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:	Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$		

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples										
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
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	0	0	0	0	0	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
02 Middle & Other Managers	2015	39	0	0.0	2.2		-1	0.0																			
	2017	13	0	0.0	2.2	0	0	0.0		0	0	0	0	0	0	0	0	0	0	24	0	0.0	0	0	0	92.3	
03 Professionals	2015	77	0	0.0	0.8		-1	0.0																			
	2017	55	0	0.0	0.7	0	0	0.0	21	0	0.0	0	0	0	15	0	0.0	0	0	31	0	0.0	0	0	0	47.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	6	0	0.0	0	0.0	3.0	0.0	0	0.0	0.0	0.0		
	2020	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2017	36	0	0.0	0	0.0	3.0	0.0	0	0.0	0.0	0.0		
	2020	36	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations				Turnover Rate				
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples										
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference								
04	Semi-Professionals & Technicians	2015	48	0	0.0	2.2		-1	0.0																	
	2017	23	0	0.0	1.7	0	0	0.0	7	0	0.0	0	0	0	8	0	0.0	0	0	27	0	0.0	0	0	76.1	
05	Supervisors	2015		0	0.0	2.6	0	0	0.0																	
	2017			0	0.0	2.7	0	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																	
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0	

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04	Semi-Professionals & Technicians	2017	15	0	0.0	0	0.0	3.0	0.0	0	0.0	0.0	0.0	
	2020	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	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$\frac{U + ((DYear1 + DYear2) \div 2) \times 100}{100}$

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis																
		Workforce										Hires				Promotions				Terminations				Turnover Rate				
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference							
07	Administrative & Senior Clerical	2015	9	0	0.0	3.1	0	0	0.0																			
		2017		0	0.0	3.2	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	109.1
08	Skilled Sales & Service Personnel	2015		0	0.0	1.8	0	0	0.0																			
		2017		0	0.0	1.0	0	0	0.0																			75.0
09	Skilled Crafts & Trades Workers	2015		0	0.0	0.0	0	0	0.0																			
		2017		0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
07	Administrative & Senior Clerical	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
		2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

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

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((\text{DYear1} + \text{DYear2}) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations				Turnover Rate				
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
#	%	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	#	%	#	%						
10 Clerical Personnel	2015	14	7.1	2.7	0	264.6																				
	2017		0	0.0	2.8	0	0.0														6		16.7	0		70.6
11 Intermediate Sales & Service Personnel	2015	9	0.0	2.8	0	0.0																				
	2017	12	0.0	2.0	0	0.0																				19.0
12 Semi-Skilled Manual Workers	2015	13	0.0	2.9	0	0.0																				
	2017		0	0.0	2.0	0	0.0														11		0.0	0		146.7

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	#	%	#			
10 Clerical Personnel	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

Federal Contractors Program Achievement Table

Part 5: Results - Aboriginal Peoples

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	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 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		

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Aboriginal Peoples					All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples										
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%										
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0	
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0	
Total	2015	217		0.5	1.8			-3	25.6																		
	2017	116	0	0.0	1.4			-2	0.0	38	0	0.0		-1	31	0	0.0	0	0	114		0.9			0	68.5	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	#	%	#			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	69	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	69	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					Turnover Rate		
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	%		
01 & 02 Managers	2015	39	0	0.0	4.3			-2	0.0																
	2017	13	0	0.0	4.3			-1	0.0		0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0	92.3
03 Professionals	2015	77	0	0.0	3.8			-3	0.0																
	2017	55	0	0.0	3.8			-2	0.0	21	0	0.0	1	-1	15	0	0.0	0	0	0	0	0	0	0	47.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 & 02 Managers	2017	6	0	0.0	0	0.0		0.0	0	0.0	0	0.0	0.0	0.0
	2020	6	0	0.0	0	0.0	15.0	0.0		0.0	0.0	0.0	0.0	
03 Professionals	2017	36	0	0.0	0	0.0	5.0	0.0	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	0.0	

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities			Gap				All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities					Turnover Rate	
		#	#	%	Availability	Gap	EE Result	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	
04	Semi-Professionals & Technicians	2015	48	0	0.0	4.6		-2	0.0																
	2017	23	0	0.0	4.6		-1	0.0	7	0	0.0	0	0	0	8	0	0.0	0	0	27	0	0.0	0	0	76.1
05	Supervisors	2015		0	0.0	13.9		-1	0.0																
	2017			0	0.0	13.9	0	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																
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	
04	Semi-Professionals & Technicians	2017	15	0	0.0	0	0.0	5.0	0.0	0	0.0	0.0	0.0	
	2020	15	0	0.0	0	0.0	10.0	0.0		0.0	0.0	0.0		
05	Supervisors	2017	0	0	0.0	0	0.0	15.0	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

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

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations				Turnover Rate		
		Persons with Disabilities										Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	#	%	%	#	%	#	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%					
07	Administrative & Senior Clerical	2015	9	0	0.0	3.4	0	0	0.0																	
	2017			0	0.0	3.4	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	6	0	0.0	0	0	109.1
08	Skilled Sales & Service Personnel	2015		0	0.0	3.5	0	0	0.0																	
	2017			0	0.0	3.5	0	0	0.0		0	0.0	0	0	0	0	0	0	0	0		0	0.0	0	0	75.0
09	Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0.0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	#	%	#				
07	Administrative & Senior Clerical	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020			0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
08	Skilled Sales & Service Personnel	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020			0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
09	Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2020	0	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

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

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((\text{Year}1 + \text{Year}2) \div 2) \times 100$

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations				Turnover Rate	
		All Employees	Persons with Disabilities					All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities								
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	%		
10 Clerical Personnel	2015	14	0	0.0	7.0	0	-1	0.0		0	0.0														
	2017		0	0.0	7.0	0	0	0.0		0	0.0	0	0	0		0	0.0	0	0	6	0	0.0	0	0	70.6
11 Intermediate Sales & Service Personnel	2015	9	0	0.0	5.6		-1	0.0																	
	2017	12	0	0.0	5.6		-1	0.0		0	0.0	0	0	0		0	0.0	0	0		0	0.0	0	0	19.0
12 Semi-Skilled Manual Workers	2015	13	0	0.0	4.8		-1	0.0																	
	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	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals								Comments	
		Hires and Promotions		Short-term Goals				Long-term Goals					
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities					
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
10 Clerical Personnel	2017		0	0.0	0	0.0	10.0	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	
11 Intermediate Sales & Service Personnel	2017		0	0.0	0	0.0	10.0	0.0	0	0.0	0.0	0.0	
	2020		0	0.0	0	0.0	10.0	0.0		0.0	0.0	0.0	
12 Semi-Skilled Manual Workers	2017		0	0.0	0	0.0	10.0	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	

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

Federal Contractors Program Achievement Table

Part 6: Results - Persons with Disabilities

Harris Corporation Canada (Certificate #061465)

Date: 2017-11-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires				Promotions				Terminations				Turnover Rate		
		All Employees	Persons with Disabilities					All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities									
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference								
13 Other Sales & Service Personnel	2015	0	0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
14 Other Manual Workers	2015	0	0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0.0
Total	2015	217	0	0.0	4.6	10	-10	0.0																		
	2017	116	0	0.0	4.4		-5	0.0	38	0	0.0			-2	31	0	0.0	0	0	0	0	0	0.0	0	0	68.5

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Hires and Promotions		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
		Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	69	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	69	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0		

Federal Contractors Program Achievement Table
Part 6: Results - Persons with Disabilities
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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	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 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		

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities										
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
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	0	0	0	0	0.0	
	2017	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
02 Middle & Other Managers	2015	39	5.1	15.0	6	-4	34.2																				
	2017	13	15.4	15.0	0	102.6	0	0.0	-1	0	0.0	0	0	0	0	0.0	0	0	0	24	0	0.0			-1	92.3	
03 Professionals	2015	77	14	18.2	28	-14	49.8																				
	2017	55	7.3	38.7	21	-17	18.8	21	9.5	8	-6	15	0	0.0					31		12.9	6	-2	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 ÷ K x 100	Part 3: Goals	F ÷ M x 100
---------------	----------------------------	----------------------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------	---------------	-------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 Senior Managers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
02 Middle & Other Managers	2017	6	0	0.0	0	0.0	20.0	0.0	0	0.0	0.0	0.0		
	2020	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
03 Professionals	2017	36	5.6	0	0.0	40.0	13.9	0	0.0	0.0	0.0	0.0		
	2020	36	5.6	0	0.0	50.0	11.1	14	14.3	0.0	0.0	0.0		

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations				Turnover Rate	
		All Employees	Visible Minorities			Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
		#	#	%	Availability	#	%	#	%	Actual	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	%
04 Semi-Professionals & Technicians	2015	48		10.4	21.7	10	-5	48.0																	
	2017	23		8.7	19.1		-2	45.5	7		14.3		0	8		12.5		0	27	4	14.8				76.1
05 Supervisors	2015		0	0.0	17.3		-1	0.0																	
	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	0	0	133.3
06 Supervisors: Crafts & Trades	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0

Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	--	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
04 Semi-Professionals & Technicians	2017	15		13.3	0	0.0	25.0	53.3	0	0.0	0.0	0.0		
	2020	15		13.3	0	0.0	25.0	53.3		200.0	0.0	0.0		
05 Supervisors	2017	0	0	0.0	0	0.0	50.0	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	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement 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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$\frac{U + ((DYear1 + DYear2) \div 2) \times 100}{100}$

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations				Turnover Rate	
		All Employees	Visible Minorities					Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
		#	Representation	Availability	Gap	EE Result	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	#	Actual	Expected	Difference	%		
#	%	%	#	%	#	%	%	#	%	%	%	#	%	%	#	%	%	#	%	%	#	%			
07 Administrative & Senior Clerical	2015	9		11.1	14.5		0	76.6																	
	2017		0	0.0	12.2	0	0	0.0	0	0	0.0	0	0	0		0	0.0	0	0	6	0	0.0		-1	109.1
08 Skilled Sales & Service Personnel	2015			33.3	18.9		0	176.4																	
	2017			40.0	13.4			298.5		0	0.0	0	0	0	0	0	0.0	0	0			33.3		0	75.0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2017	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	%	%	%	%	%	%	%	%			
07 Administrative & Senior Clerical	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2017		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020		0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		

Federal Contractors Program Achievement 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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis																
		Workforce								Hires				Promotions				Terminations						Turnover Rate		
		All Employees	Visible Minorities				Gap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
		#	Representation	Availability	%	%	#	#	%	#	%	Expected	Difference	#	%	Expected	Difference	#	%	Expected	Difference	#	%			
10 Clerical Personnel	2015	14	7.1	22.0	7.1	-2	32.5																			
	2017	1	0.0	14.7	0.0	0	0.0																			70.6
11 Intermediate Sales & Service Personnel	2015	9	22.2	27.0	22.2	0	82.3																			
	2017	12	8.3	29.0	8.3	-2	28.7			50.0			0		0	0.0	0	0								19.0
12 Semi-Skilled Manual Workers	2015	13	0.0	29.2	0.0	-4	0.0																			
	2017		0.0	38.7	0.0	-1	0.0			0		0	0	0		0	0.0	0	0							146.7

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
10 Clerical Personnel	2017		0	0.0	0	0.0	50.0	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		
11 Intermediate Sales & Service Personnel	2017			50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020			50.0	0	0.0	35.0	142.9		100.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2017		0	0.0	0	0.0	55.0	0.0		0.0	0.0	0.0		
	2020		0	0.0	0	0.0	40.0	0.0		0.0	0.0	0.0		

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

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
Data sources:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	$E \div D \times 100$	Part 1: Workforce Analysis	$D \times G \div 100$	$E - H$	$E \div H \times 100$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$L \div K \times 100$	$K \times G \div 100$	$L - N$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$Q \div P \times 100$	$P \times F \div 100$	$Q - S$	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$V \div U \times 100$	$U \times F \div 100$	$V - X$	$U \div ((DYear1 + DYear2) \div 2) \times 100$	

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis															
		Workforce										Hires				Promotions				Terminations				Turnover Rate			
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities										
		#	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%										
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0	
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0	0.0																		
	2017	0	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0.0	0	0	0	0.0	
Total	2015	217	26	12.0	26.0	56	-30	46.1																			
	2017	116	11	9.5	28.8	33	-22	32.9	38			10.5	11	-7	31			3.2									

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$E \div D \times 100$	Part 3: Goals	$E \div G \times 100$	Part 3: Goals	$F \div I \times 100$	Part 3: Goals	$E \div K \times 100$	Part 3: Goals	$F \div M \times 100$
---------------	----------------------------	----------------------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------	---------------	-----------------------

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Hires and Promotions				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
		#	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	#	%	#			
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
14 Other Manual Workers	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
Total	2017	69		7.2	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	69		7.2	0	0.0	0.0	0.0	17	29.4	0.0	0.0		

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



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.



REASONABLE EFFORTS FOR THE SUBSEQUENT COMPLIANCE ASSESSMENT

Federal Contractors Program

Other measures:

- Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
- Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
- Ensured ongoing senior-level support for employment equity and its implementation.
- Established accountability mechanisms to ensure that the short-term goals would be met.
- Communicated the goals to relevant managers as well as monitored and recorded the results.
- Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
- Consulted employee/union representatives on communication and implementation of employment equity.
- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

Operational Context

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

- 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

- 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 Other Managers	9	0	9
03: Professionals	18	0	18
04: Semi-Professionals and Technicians	16	1	17
05: Supervisors	4	0	4
07: Administrative and Senior Clerical Personnel	4	0	4
08: Skilled Sales and Service Personnel	0	0	0
10: Clerical Personnel	0	0	0
12: Semi-Skilled Manual Workers	10	0	10
Total	66	1	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).



REASONABLE EFFORTS FOR THE SUBSEQUENT COMPLIANCE ASSESSMENT
Federal Contractors Program

Other.

Additional Details

Please provide any additional information (optional):

Name: Jejo George Position Title: Vice President

Email address: jgeorg07@harris.com

Telephone number: 905 817 8312

Business address: 5-2895 Argentia
Mississauga
ON
L5N 8G6

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
Received: 18/02/2015
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:

Yes No

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: Gap 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: [REDACTED]@harris.com'
Cc: [REDACTED]@harris.com'
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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish 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.gc.ca



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