Employment and Emploi et Social Development Canada Emploi et Développement social Canada

OFFICIAL USE ONLY Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement ☐ Revised Agreement				
ORGA	ANIZATION		*****	
Legal Name of Organization		Parent company is I	located outside	Canada
Joe Johnson Equipment Inc.			Yes [2	∑] No
Operating Name (if different from Legal Name of Organization)		Procurement Busing Total number of em (Full-Time/Part-Time	PG ployees in Cana	0001 da 185
Organization's North American Industry Classification System (NAICS) Code	e N°		itcan.gc.ca/subj	Code Number please ects-sujets/standard- 102I-eng.htm
Official use only (if information above is incorrect)				
Procurement Business Number Total number of	employees in Canad	a	Organization's N	VAICS Code No
HEA	D OFFICE			
Address (building number, street, suite, etc.) 2521 Bowman Street	city Innisfi		Province ON	Postal Code L98 3V (p
	Telephone Number		Fax Number (888)	362-3806
EMPLOYMENT	EQUITY CONT.	ACT		
Name (print) Jessica Lewis	Tille Humar	n Resource	s Mana	iger
Telephone Number (705) 436 - 8520	E-mail Address	jlewis@ ;	jjei .cor	n
CERT	IFICATION			
The above-named organization: • having a combined workforce of 100 or more permanent full-tim 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government Supply Arrangement, valued at \$1,000,000 or more (including a Hereby certifies its commitment to implement or maintain employme instrument, in keeping with the Federal Contractors Program requir please refer to: http://www.esdc.gc.ga/eng/labour/equality/fcp/index.	e, permanent part- goods or services pplicable taxes). ent equity on an on ements. For more	contract, standing o	offer or contract	ct issued under a
Important note: If an audit of the Agreement to Implement Employr the procurement instrument(s) with the Government of Canada may	ment Equity uncove	ers misrepresentati	on on the part	of the organization,
SIG	NATORY			
NOTE: The signatory must be the Chief Executive Officer OR an accontract on behalf of the organization.	uthorized person in	an executive posi	tion with legal	authority to sign a
Name (print) TED HUI, COO	Title (H)E	FORER	ATING	OFFICER
Telephone Number 700	E-mail Address	thuieji	ei.co/	\mathcal{N}
Signature	Date FEA	8. 21/14.		
DETLIDALI	NSTRUCTIONS			
 MPORTANT The original copy of the signed Agreement to Implement Er at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc. 		form must be se	nt to the Labo	our Program fax,

Joe Johnson Equipment Inc. (certificate # 061367)

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

Reporting Period 2015-11-24 to 2018-05-11

GEOGRAPHICAL AREAS

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

		Province				Cens	us 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	140	2	0	142	Calgary	14	0	0	14
Québec	12	0	0	12	Edmonton	70	0	0	70
Nova Scotia	10	0	0	10	Halifax	10	0	0	10
Manitoba	14	0	0	14	Montréal	12	0	0	12
Alberta	84	0	0	84	Toronto	12	0	0	12
Total Employees in C	Canada			262	Winnipeg	14	0	0	14
					Ottawa - Gatineau	11	0	0	11
					Barrie	117	2	0	119
					Total Emplo	yees in Canada	•		262



Joe Johnson Equipment Inc. (certificate # 061367) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-11-24 to 2018-05-11

Occupational Group		F	All Employee:	S		original Peo	oles		ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	11	9	2									
	Total	11	9	2									
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	10	5	5				1		1			
	Total	10	5	5				1		1			
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	16	11	5							1	1	
	Total	16	11	5							1	1	
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	6										
	Total	6	6										

Page 1 of 5 Canada

Joe Johnson Equipment Inc. (certificate # 061367) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2015-11-24 to 2018-05-11

Occupational Group			All Employees	1 1		Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	1inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	16	10	6									
	Total	16	10	6									
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	16	15	1									
	Total	16	15	1									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	10	1	9							1		1
	Total	10	1	9							1		1
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	20	19	1									
	Total	20	19	_									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2015-11-24 to 2018-05-11

Occupational Group		А	All Employees	3,	Ab	Aboriginal Peoples	oles	Persi	Persons with Disabilities	bilities	Membei	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	89	87	2	3	3		1	1		7	7	
	Total	89	87	2	8	3		1	1		7	7	
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	42	22	20	1		1	1		1	3	3	
	Total	42	22	20	1		1	1		1	3	3	
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	17	8	9							1	_	
	Total	17	8	9							1	1	
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	_		_									
	Total	1		1									

Form 2 A

Total Number of Employees	Total	_	Bottom Range: Under \$5,000 2	Top Range: Under \$5,000	Other Manual Workers 4	Salary Range Col. 1	
260	6	6				Col. 2	
199	6	6				Men Col. 3	All Employees
61						Women Col. 4	S
4						lotal Col. 5	Abo
မ						Men Col. 6	Aboriginal Peoples
1						Women Col. 7	es
ယ						l otal Col. 8	Perso
1						Men Col. 9	Persons with Disabilities
2						Women Col. 10	
14	1					Col. 11 Col. 12 Col. 13	Member
13	1	1				Men Col. 12	Members of Visible Minorities
_						Women Col. 13	linorities

Joe Johnson Equipment Inc. (certificate # 061367)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2015-11-24 to 2018-05-11

Occupational Group		,	All Employee	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Membe	s of Visible M	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	1		1									
Skilled Crafts and Trades Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Total Number of Employees		2	1	1									

Canadä

Joe Johnson Equipment Inc. (certificate # 061367)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2015-11-24 to 2018-05-11

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	260	199	61	4	3	1	3	1	2	14	13	1
Total Number of Employees	260	199	61	4	3	1	3	1	2	14	13	1

Form 3 B

Joe Johnson Equipment Inc. (certificate # 061367)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

Reporting Period 2015-11-24 to 2018-05-11

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$5,000	2	1	1									
Total Number of Employees	2	1	1									

Canada

Joe Johnson Equipment Inc. (certificate # 061367)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2015-11-24 to 2018-05-11

		All Employees		А	boriginal Peopl	es	Pers	sons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	1	1										
Middle and Other Managers	4	2	2									
Professionals	7	5	2							1	1	
Semi-Professionals and Technicians	1	1										
Supervisors	4	4										
Supervisors: Crafts and Trades	5	5										
Administrative and Senior Clerical Personnel	5		5							1		1
Skilled Sales and Service Personnel	11	10	1									
Skilled Crafts and Trades Workers	40	38	2	1	1					4	4	
Clerical Personnel	23	14	9	1		1				2	2	
Intermediate Sales and Service Personnel	7	2	5							1	1	
Other Manual Workers	6	6								1	1	
Total Number of Employees Hired	114	88	26	2	1	1				10	9	1

Canada

Form 4 B

Joe Johnson Equipment Inc. (certificate # 061367)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National Reporting Period 2015-11-24 to 2018-05-11

		All Employees		AI	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Member	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Crafts and Trades Workers	1	1										
Total Number of Employees Hired	1	1										

Joe Johnson Equipment Inc. (certificate # 061367)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2015-11-24 to 2018-05-11

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to v	which they hav	e been last pro	moted.)
Occupational Croup		All Employees		Α	boriginal Peop	les	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	3	1	2									
Middle and Other Managers	3		3				1		1			
Professionals	3	2	1									
Supervisors	7	3	4									
Supervisors: Crafts and Trades	7	6	1									
Administrative and Senior Clerical Personnel	3		3									
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	2	1	1							1	1	
Clerical Personnel	1		1									
Total Number of Employees Promoted	30	14	16				1		1	1	1	
Total Number of Promotions	30	14	16				1		1	1	1	

Canada

Joe Johnson Equipment Inc. (certificate # 061367)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2015-11-24 to 2018-05-11

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	3	3								1	1	
Middle and Other Managers	1	1										
Professionals	1		1							1		1
Supervisors	4	3	1									
Supervisors: Crafts and Trades	3	3										
Administrative and Senior Clerical Personnel	3		3									
Skilled Sales and Service Personnel	5	5										
Skilled Crafts and Trades Workers	18	18		1	1					1	1	
Clerical Personnel	8	4	4							1	1	
Intermediate Sales and Service Personnel	3	1	2									
Other Manual Workers	1	1										
Total Number of Employees Terminated	50	39	11	1	1					4	3	1

Canada

Workforce Analysis - Detailed Report

Date: 2018-05-11

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		ability Ga	p Recruitment Area
		#	#	%	%	#	#
01 : Senior Managers	National	11	2	18.2 %	27.4 %	3	-1 National
02 : Middle and Other Managers	National	10	5	50.0 %	38.9 %	4	1 National
03 : Professionals		17	6	35.3 %	48.1 %	8	2
1111 : Financial auditors and accountants	National	2	0	0.0 %	55.1 %	1	-1 National
1121 : Human resources professionals	National	4	4	100.0 %	71.1 %	3	1 National
1122 : Professional occupations in business management consulting	National	1	0	0.0 %	42.0 %	0	0 National
1123 : Professional occupations in advertising, marketing and public relations	National	1	1	100.0 %	66.4 %	1	0 National
2132 : Mechanical engineers	National	3	0	0.0 %	9.0 %	0	0 National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	28.3 %	0	0 National
4021 : College and other vocational instructors	National	2	0	0.0 %	53.8 %	1	-1 National
4163 : Business development officers and marketing researchers and consultants	National	3	1	33.3 %	50.7 %	2	-1 National
04 : Semi-Professionals and Technicians		6	0	0.0 %	9.9 %	1	-1
2232 : Mechanical engineering technologists and technicians	Alberta	1	0	0.0 %	11.6 %	0	0 Alberta
2242 : Electronic service technicians (household and business equipment)	Ontario	2	0	0.0 %	7.4 %	0	0 Ontario
2243 : Industrial instrument technicians and mechanics	Alberta	2	0	0.0 %	3.1 %	0	0 Alberta
2282 : User support technicians	Alberta	1	0	0.0 %	26.7 %	0	0 Alberta
05 : Supervisors		16	6	37.5 %	58.5 %	9	-3
Employment Equity Occupational Group	Barrie	10	4	40.0 %	60.6 %	6	-2 Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	55.0 %	1	-1 Calgary
Employment Equity Occupational Group	Edmonton	2	1	50.0 %	56.2 %	1	0 Edmonton
Employment Equity Occupational Group	Halifax	1	1	100.0 %	55.9 %	1	0 Halifax
Employment Equity Occupational Group	Toronto	1	0	0.0 %	53.0 %	1	-1 Toronto
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	54.2 %	1	1 Winnipeg
06 : Supervisors: Crafts and Trades		16	1	6.3 %	4.8 %	1	0



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

005504

Workforce Analysis - Detailed Report

Date: 2018-05-11

Women

				<	Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#		Gap #	Recruitment Area
7301 : Contractors and supervisors, mechanic trades	Alberta	4	0	0.0 %	5.9 %	0	0	Alberta
7301 : Contractors and supervisors, mechanic trades	Manitoba	_	0	0.0 %	3.2 %	0	0	Manitoba
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	Ν	0	0.0 %	0.0 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Ontario	9	<u> </u>	11.1 %	5.5 %	0	<u> </u>	Ontario
07 : Administrative and Senior Clerical Personnel		10	9	90.0%	84.8 %	∞	<u> </u>	
Employment Equity Occupational Group	Barrie	9	9	100.0 %	84.8 %	8	_	Barrie
Employment Equity Occupational Group	Edmonton	_	0	0.0 %	84.6 %	_	7	Edmonton
08 : Skilled Sales and Service Personnel		20	_	5.0 %	26.9 %	5	4	
6221 : Technical sales specialists - wholesale trade	Alberta	4	0	0.0 %	20.5 %	_	<u>.</u>	Alberta
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0 %	27.8 %	_	<u>:</u>	Manitoba
6221 : Technical sales specialists - wholesale trade	Nova Scotia	_	_	100.0 %	24.9 %	0	_	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	10	0	0.0 %	28.7 %	З	ပ်	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	ယ	0	0.0 %	29.1 %	_	<u>.</u>	Québec
09 : Skilled Crafts and Trades Workers		90	2	2.2 %	2.0 %	2	0	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	_	0	0.0 %	5.1 %	0	0	Nova Scotia
7237 : Welders and related machine operators	Alberta	11	0	0.0 %	3.7 %	0	0	Alberta
7237 : Welders and related machine operators	Ontario	N	0	0.0 %	5.1 %	0	0	Ontario
7311 : Construction millwrights and industrial mechanics	Alberta	15	0	0.0 %	2.0 %	0	0	Alberta
7312 : Heavy-duty equipment mechanics	Alberta	17	0	0.0 %	0.8 %	0	0	Alberta
7312 : Heavy-duty equipment mechanics	Manitoba	ω	_	33.3 %	0.6 %	0	_	Manitoba
7312 : Heavy-duty equipment mechanics	Nova Scotia	ω	0	0.0 %	0.0 %	0	0	Nova Scotia
7312 : Heavy-duty equipment mechanics	Ontario	34	_	2.9 %	2.2 %	_	0	Ontario
7312 : Heavy-duty equipment mechanics	Québec	4	0	0.0 %	1.5 %	0	0	Québec
10 : Clerical Personnel		42	20	47.6 %	68.9 %	29	-9	

Workforce Analysis - Detailed Report

Date: 2018-05-11

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Barrie	25	14	56.0 %	69.6 %	17	-3	Barrie
Employment Equity Occupational Group	Calgary	1	1	100.0 %	70.2 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	8	4	50.0 %	70.3 %	6	-2	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	67.7 %	1	-1	Halifax
Employment Equity Occupational Group	Montréal	2	0	0.0 %	62.5 %	1	-1	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	65.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	2	1	50.0 %	65.2 %	1	0	Toronto
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	67.9 %	1	-1	Winnipeg
11 : Intermediate Sales and Service Personnel		17	9	52.9 %	66.1 %	11	-2	
Employment Equity Occupational Group	Barrie	5	3	60.0 %	68.8 %	3	0	Barrie
Employment Equity Occupational Group	Calgary	2	1	50.0 %	66.1 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	3	1	33.3 %	67.0 %	2	-1	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	65.5 %	1	-1	Halifax
Employment Equity Occupational Group	Montréal	2	1	50.0 %	61.8 %	1	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	61.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	1	100.0 %	63.9 %	1	0	Toronto
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	65.5 %	1	0	Winnipeg
13 : Other Sales and Service Personnel		1	1	100.0 %	60.9 %	1	0	
Employment Equity Occupational Group	Barrie	1	1	100.0 %	60.9 %	1	0	Barrie
14 : Other Manual Workers		6	0	0.0 %	18.0 %	1	-1	
Employment Equity Occupational Group	Barrie	3	0	0.0 %	17.9 %	1	-1	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	16.4 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	16.1 %	0	0	Edmonton
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	22.1 %	0	0	Winnipeg



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

005506

Workforce Analysis - Detailed Report

Date: 2018-05-11

Women

Total 262 62 23.7 % 31.8 %	# # % %	Women Employment Equity Occupational Group
31.8 %	۰۰	Women Avai
83	#	Availabilitv
-21	# 7	Gap
		Recruitment Area

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

Total may not equal sum of components due to rounding.

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2018-05-11



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

005507

Workforce Analysis - Detailed Report

Date: 2018-05-11

Aboriginal Peoples

				Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation #%	ntation %	Availability %#	bility #	Gap #	Recruitment Area
01 : Senior Managers	National	11	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	10	0	0.0 %	2.2 %	0	0	National
03: Professionals		17	0	0.0 %	1.8 %	0	0	
1111 : Financial auditors and accountants	National	2	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	4	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	_	0	0.0 %	1.6 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	_	0	0.0 %	2.1 %	0	0	National
2132 : Mechanical engineers	National	ω	0	0.0 %	0.7 %	0	0	National
2171 : Information systems analysts and consultants	National	_	0	0.0 %	1.1 %	0	0	National
4021 : College and other vocational instructors	National	2	0	0.0 %	2.4 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	ω	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		6	0	0.0 %	3.0 %	0	0	
2232 : Mechanical engineering technologists and technicians	Alberta	_	0	0.0 %	3.5 %	0	0	Alberta
2242 : Electronic service technicians (household and business equipment)	Ontario	2	0	0.0 %	1.6 %	0	0	Ontario
2243 : Industrial instrument technicians and mechanics	Alberta	N	0	0.0 %	3.8 %	0	0	Alberta
2282 : User support technicians	Alberta	_	0	0.0 %	3.8 %	0	0	Alberta
05 : Supervisors		16	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Barrie	10	0	0.0 %	1.7 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	_	0	0.0 %	3.1 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	N	0	0.0 %	4.6 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	_	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Toronto	<u> </u>	0	0.0 %	1.0 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	_	0	0.0 %	11.8 %	0	0	Winnipeg
06 : Supervisors: Crafts and Trades		16	0	0.0 %	1.9 %	0	0	

Workforce Analysis - Detailed Report

Date: 2018-05-11

Aboriginal Peoples

				Aborig	jinal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
7301 : Contractors and supervisors, mechanic trades	Alberta	4	0	0.0 %	2.7 %	0	0	Alberta
7301 : Contractors and supervisors, mechanic trades	Manitoba	1	0	0.0 %	3.8 %	0	0	Manitoba
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	2	0	0.0 %	0.0 %	0	0	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Ontario	9	0	0.0 %	1.8 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		10	0	0.0 %	2.1 %	0	0	
Employment Equity Occupational Group	Barrie	9	0	0.0 %	2.0 %	0	0	Barrie
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	3.6 %	0	0	Edmonton
08 : Skilled Sales and Service Personnel		20	0	0.0 %	1.8 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	4	0	0.0 %	2.0 %	0	0	Alberta
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Nova Scotia	1	0	0.0 %	2.3 %	0	0	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	10	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	3	0	0.0 %	1.0 %	0	0	Québec
09 : Skilled Crafts and Trades Workers		90	3	3.3 %	4.6 %	4	-1	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	1	0	0.0 %	6.3 %	0	0	Nova Scotia
7237 : Welders and related machine operators	Alberta	11	0	0.0 %	6.3 %	1	-1	Alberta
7237 : Welders and related machine operators	Ontario	2	0	0.0 %	2.6 %	0	0	Ontario
7311 : Construction millwrights and industrial mechanics	Alberta	15	0	0.0 %	4.9 %	1	-1	Alberta
7312 : Heavy-duty equipment mechanics	Alberta	17	0	0.0 %	5.2 %	1	-1	Alberta
7312 : Heavy-duty equipment mechanics	Manitoba	3	0	0.0 %	8.2 %	0	0	Manitoba
7312 : Heavy-duty equipment mechanics	Nova Scotia	3	0	0.0 %	4.9 %	0	0	Nova Scotia
7312 : Heavy-duty equipment mechanics	Ontario	34	3	8.8 %	3.5 %	1	2	Ontario
7312 : Heavy-duty equipment mechanics	Québec	4	0	0.0 %	2.4 %	0	0	Québec
10 : Clerical Personnel		42	1	2.4 %	2.6 %	1	0	



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

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Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Abo Representation # %	Aborig entation %	Aboriginal Peoples ion Availability % #	bility #	Gap #	Recruitment Area
Employment Equity Occupational Group	Barrie	25	_	4.0 %	1.8 %	0	_	Barrie
Employment Equity Occupational Group	Calgary	_	0	0.0 %	3.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	8	0	0.0 %	5.1 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	_	0	0.0 %	2.7 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	2	0	0.0 %	0.8 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	_	0	0.0 %	9.8 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		17	0	0.0 %	3.4 %	_	<u> </u>	
Employment Equity Occupational Group	Barrie	5	0	0.0 %	2.2 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	2	0	0.0 %	2.5 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	ω	0	0.0 %	4.8 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	_	0	0.0 %	3.2 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	2	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	Winnipeg	2	0	0.0 %	9.8 %	0	0	Winnipeg
13 : Other Sales and Service Personnel		_	0	0.0 %	2.8 %	0	0	
Employment Equity Occupational Group	Barrie	_	0	0.0 %	2.8 %	0	0	Barrie
14 : Other Manual Workers		Ō	0	0.0 %	8.0 %	0	0	
Employment Equity Occupational Group	Barrie	ω	0	0.0 %	6.3 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	_	0	0.0 %	4.0 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	_	0	0.0 %	8.2 %	0	0	Edmonton
Employment Equity Occupational Group	Winnipeg	_	0	0.0 %	16.8 %	0	0	Winnipeg

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Aboriginal Peoples

				Abori	ginal Peoples	3		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
Total		262	4	1.5 %	3.3 %	6	-2	

Total may not equal sum of components due to rounding.

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



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Workplace Equity Information Management System - Joe Johnson Equipment Inc.

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Workforce Analysis - Detailed Report

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Members of Visible Minorities

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Employment Equity Occupational Group	Internal Location	All Employees	Representation	ntation	entation Availability	ity Gap	Recruitment Area
		#	#	%	%	#	•
01 : Senior Managers	National	11	0	0.0 %	10.1 %		National
02 : Middle and Other Managers	National	10	0	0.0 %	15.0 %	2 -2	National
03 : Professionals		17	_	5.9 %	21.2 %	4	
1111 : Financial auditors and accountants	National	2	0	0.0 %	27.5 %		National
1121 : Human resources professionals	National	4	0	0.0 %	14.1 %		National
1122 : Professional occupations in business management consulting	National	_	0	0.0 %	21.6 %	0	0 National
1123 : Professional occupations in advertising, marketing and public relations	National	_	0	0.0 %	16.9 %	0	0 National
2132 : Mechanical engineers	National	ω	<u> </u>	33.3 %	28.6 %	1	0 National
2171 : Information systems analysts and consultants	National	_	0	0.0 %	31.4 %	0	0 National
4021 : College and other vocational instructors	National	2	0	0.0 %	13.4 %	0	0 National
4163 : Business development officers and marketing researchers and consultants	National	ω	0	0.0 %	21.9 %		National
04 : Semi-Professionals and Technicians		0	0	0.0 %	21.6 %		
2232 : Mechanical engineering technologists and technicians	Alberta	_	0	0.0 %	21.3 %	0	0 Alberta
2242 : Electronic service technicians (household and business equipment)	Ontario	N	0	0.0 %	29.3 %		Ontario
2243 : Industrial instrument technicians and mechanics	Alberta	N	0	0.0 %	10.7 %	0	0 Alberta
2282 : User support technicians	Alberta	_	0	0.0 %	28.2 %	0	0 Alberta
05 : Supervisors		16	0	0.0 %	14.1 %	2 -2	PS
Employment Equity Occupational Group	Barrie	10	0	0.0 %	8.9 %		1 Barrie
Employment Equity Occupational Group	Calgary	_	0	0.0 %	27.4 %	0	0 Calgary
Employment Equity Occupational Group	Edmonton	2	0	0.0 %	21.6 %	0	0 Edmonton
Employment Equity Occupational Group	Halifax	_	0	0.0 %	4.6 %	0	0 Halifax
Employment Equity Occupational Group	Toronto	_	0	0.0 %	45.8 %	0	0 Toronto
Employment Equity Occupational Group	Winnipeg	_	0	0.0 %	15.9 %	0	0 Winnipeg
06 : Supervisors: Crafts and Trades		16	0	0.0 %	9.4 %	2 -2	CORNILL CORNIL

Workplace Equity Information Management System - Joe Johnson Equipment Inc.

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Workforce Analysis - Detailed Report

Date: 2018-05-11

Members of Visible Minorities

			>	lembers of	Members of Visible Minorities	ties		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	ntation %	Availability %#	oility Gap # #		Recruitment Area
7301 : Contractors and supervisors, mechanic trades	Alberta	4	0	0.0 %	3.9 %	0	0 Alb	Alberta
7301 : Contractors and supervisors, mechanic trades	Manitoba	_	0	0.0 %	4.4 %	0	0 Ma	Manitoba
7301 : Contractors and supervisors, mechanic trades	Nova Scotia	2	0	0.0 %	0.0 %	0	0 No	Nova Scotia
7301 : Contractors and supervisors, mechanic trades	Ontario	9	0	0.0 %	14.5 %	_	-1 On:	Ontario
07 : Administrative and Senior Clerical Personnel		10	_	10.0 %	6.3 %	-	0	
Employment Equity Occupational Group	Barrie	9	<u> </u>	11.1%	5.5 %	0	1 Barrie	rrie
Employment Equity Occupational Group	Edmonton	_	0	0.0 %	13.4 %	0	0 Edr	Edmonton
08 : Skilled Sales and Service Personnel		20	0	0.0 %	14.8 %	ω	ပ်	
6221 : Technical sales specialists - wholesale trade	Alberta	4	0	0.0 %	11.3 %	0	0 Alb	Alberta
6221 : Technical sales specialists - wholesale trade	Manitoba	2	0	0.0 %	7.8 %	0	0 Ma	Manitoba
6221 : Technical sales specialists - wholesale trade	Nova Scotia	_	0	0.0 %	2.7 %	0	0 No	Nova Scotia
6221 : Technical sales specialists - wholesale trade	Ontario	10	0	0.0 %	20.8 %	2	- 2 On:	Ontario
6221 : Technical sales specialists - wholesale trade	Québec	ω	0	0.0 %	8.5 %	0	ام 0	Québec
09 : Skilled Crafts and Trades Workers		90	7	7.8 %	7.9 %	7	0	
7231 : Machinists and machining and tooling inspectors	Nova Scotia	_	0	0.0 %	4.5 %	0	0 No	Nova Scotia
7237 : Welders and related machine operators	Alberta	11	ω	27.3 %	12.8 %	<u> </u>	2 Alb	Alberta
7237 : Welders and related machine operators	Ontario	2	0	0.0 %	22.5 %	0	0 On	Ontario
7311 : Construction millwrights and industrial mechanics	Alberta	15	_	6.7 %	8.3 %	<u> </u>	0 Alb	Alberta
7312 : Heavy-duty equipment mechanics	Alberta	17	N	11.8 %	5.5 %	<u> </u>	1 Alb	Alberta
7312 : Heavy-duty equipment mechanics	Manitoba	ω	<u> </u>	33.3 %	5.2 %	0	1 Ma	Manitoba
7312 : Heavy-duty equipment mechanics	Nova Scotia	ω	0	0.0 %	0.0 %	0	0 No	Nova Scotia
7312 : Heavy-duty equipment mechanics	Ontario	34	0	0.0 %	8.3 %	ω	-3 On	Ontario
7312 : Heavy-duty equipment mechanics	Québec	4	0	0.0 %	1.5 %	0	uQu	Québec
10 : Clerical Personnel		42	ω	7.1 %	11.3 %	5	'n	

Workforce Analysis - Detailed Report

Date: 2018-05-11

Members of Visible Minorities

				Members o	f Visible Mind	rities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
Employment Equity Occupational Group	Barrie	25	1	4.0 %	5.1 %	1	0	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	24.3 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	8	1	12.5 %	17.5 %	1	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	7.3 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	2	0	0.0 %	17.4 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	2	1	50.0 %	48.1 %	1	0	Toronto
Employment Equity Occupational Group	Winnipeg	1	0	0.0 %	17.0 %	0	0	Winnipeg
11 : Intermediate Sales and Service Personnel		17	1	5.9 %	19.7 %	3	-2	
Employment Equity Occupational Group	Barrie	5	0	0.0 %	6.4 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	2	0	0.0 %	29.7 %	1	-1	Calgary
Employment Equity Occupational Group	Edmonton	3	0	0.0 %	24.8 %	1	-1	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	8.5 %	0	0	Halifax
Employment Equity Occupational Group	Montréal	2	0	0.0 %	22.2 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	22.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	0	0.0 %	48.9 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	2	1	50.0 %	23.2 %	0	1	Winnipeg
13 : Other Sales and Service Personnel		1	0	0.0 %	7.9 %	0	0	
Employment Equity Occupational Group	Barrie	1	0	0.0 %	7.9 %	0	0	Barrie
14 : Other Manual Workers		6	1	16.7 %	14.2 %	1	0	
Employment Equity Occupational Group	Barrie	3	0	0.0 %	5.0 %	0	0	Barrie
Employment Equity Occupational Group	Calgary	1	0	0.0 %	26.7 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	19.8 %	0	0	Edmonton
Employment Equity Occupational Group	Winnipeg	1	1	100.0 %	23.4 %	0	1	Winnipeg



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

Workforce Analysis - Detailed Report

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Date: 2018-05-11

Members of Visible Minorities

Total	Employment Equity Occupational Group
	Internal Location
262	All Employees #
14 5.3% 11.8%	Members Representation # %
11.8 %	Members of Visible Minorities sentation Availability #
32	
-18	Gap #
	Recruitment Area

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

Total may not equal sum of components due to rounding.

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Workforce Analysis - Detailed Report

Date: 2018-05-11

Persons with Disabilities

				Persons	with Disabilit	ies		
Employment Equity Occupational Group	Internal Location	All Employees	Represe	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	21	1	4.8 %	4.3 %	1	0	National
03 : Professionals	National	17	0	0.0 %	3.8 %	1	-1	National
04 : Semi-Professionals and Technicians	National	6	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	16	0	0.0 %	13.9 %	2	-2	National
06 : Supervisors: Crafts and Trades	National	16	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	10	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	20	0	0.0 %	3.5 %	1	-1	National
09 : Skilled Crafts and Trades Workers	National	90	1	1.1 %	3.8 %	3	-2	National
10 : Clerical Personnel	National	42	1	2.4 %	7.0 %	3	-2	National
11 : Intermediate Sales and Service Personnel	National	17	0	0.0 %	5.6 %	1	-1	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	6.3 %	0	0	National
14 : Other Manual Workers	National	6	0	0.0 %	5.3 %	0	0	National
Total		262	3	1.1 %	5.4 %	13	-10	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

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Workforce Analysis - Detailed Report

Date: 2018-05-11

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	12 : Semi-Skilled Manual Workers	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	NOC	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
СМА	CMA	CMA	CMA	CMA	Provincial	Provincial	CMA	Provincial	CMA	Provincial	National	National	National	Recruitment Area



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

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Workforce Analysis - Detailed Report

Date: 2018-05-11

WFA Defaults - Persons with Disabilities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	12 : Semi-Skilled Manual Workers	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	01/02 : Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	EEOG	Perform Analysis By
National	National	National	National	National	National	National	National	National	National	National	National	National	Recruitment Area

Workforce Analysis - Summary Report

Date: 2018-05-11

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	11	2	18.2 %	27.4 %	3	-1	
02 : Middle and Other Managers	10	5	50.0 %	38.9 %	4	1	
03 : Professionals	17	6	35.3 %	48.1 %	8	-2	
04 : Semi-Professionals and Technicians	6	0	0.0 %	9.9 %	1	-1	
05 : Supervisors	16	6	37.5 %	58.5 %	9	-3	
06 : Supervisors: Crafts and Trades	16	1	6.3 %	4.8 %	1	0	
07 : Administrative and Senior Clerical Personnel	10	9	90.0 %	84.8 %	8	1	
08 : Skilled Sales and Service Personnel	20	1	5.0 %	26.9 %	5	-4	
09 : Skilled Crafts and Trades Workers	90	2	2.2 %	2.0 %	2	0	
10 : Clerical Personnel	42	20	47.6 %	68.9 %	29	-9	
11 : Intermediate Sales and Service Personnel	17	9	52.9 %	66.1 %	11	-2	
13 : Other Sales and Service Personnel	1	1	100.0 %	60.9 %	1	0	
14 : Other Manual Workers	6	0	0.0 %	18.0 %	1	-1	
Total	262	62	23.7 %	31.8 %	83	-21	



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

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Workforce Analysis - Summary Report

Date: 2018-05-11

Aboriginal Peoples

			Aborigir	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees #	Representation #%	itation %	Availability %#		Gap #
01 : Senior Managers	11	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	10	0	0.0 %	2.2 %	0	0
03 : Professionals	17	0	0.0 %	1.8 %	0	0
04 : Semi-Professionals and Technicians	6	0	0.0%	3.0 %	0	0
05 : Supervisors	16	0	0.0%	2.7 %	0	0
06 : Supervisors: Crafts and Trades	16	0	0.0 %	1.9 %	0	0
07 : Administrative and Senior Clerical Personnel	10	0	0.0 %	2.1 %	0	0
08 : Skilled Sales and Service Personnel	20	0	0.0 %	1.8 %	0	0
09 : Skilled Crafts and Trades Workers	90	ω	3.3 %	4.6 %	4	<u></u>
10 : Clerical Personnel	42	_	2.4 %	2.6 %	_	0
11 : Intermediate Sales and Service Personnel	17	0	0.0 %	3.4 %	_	<u>.</u>
13 : Other Sales and Service Personnel	_	0	0.0 %	2.8 %	0	0
14 : Other Manual Workers	Ø	0	0.0 %	8.0 %	0	0
Total	262	4	1.5 %	3.3 %	6	-2



Workforce Analysis - Summary Report

Date: 2018-05-11

Members of Visible Minorities

			Members o	f Visible Mine	orities		
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	11	0	0.0 %	10.1 %	1	-1	
02 : Middle and Other Managers	10	0	0.0 %	15.0 %	2	-2	
03 : Professionals	17	1	5.9 %	21.2 %	4	-3	
04 : Semi-Professionals and Technicians	6	0	0.0 %	21.6 %	1	-1	
05 : Supervisors	16	0	0.0 %	14.1 %	2	-2	
06 : Supervisors: Crafts and Trades	16	0	0.0 %	9.4 %	2	-2	
07 : Administrative and Senior Clerical Personnel	10	1	10.0 %	6.3 %	1	0	
08 : Skilled Sales and Service Personnel	20	0	0.0 %	14.8 %	3	-3	
09 : Skilled Crafts and Trades Workers	90	7	7.8 %	7.9 %	7	0	
10 : Clerical Personnel	42	3	7.1 %	11.3 %	5	-2	
11 : Intermediate Sales and Service Personnel	17	1	5.9 %	19.7 %	3	-2	
13 : Other Sales and Service Personnel	1	0	0.0 %	7.9 %	0	0	
14 : Other Manual Workers	6	1	16.7 %	14.2 %	1	0	
Total	262	14	5.3 %	11.8 %	32	-18	



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

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Workforce Analysis - Summary Report

Date: 2018-05-11

Persons with Disabilities

			Persons w	Persons with Disabilities	ά	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	lity	Gap
	#	#	%	%	#	#
01/02 : Managers	21	1	4.8 %	4.3 %	1	0
03: Professionals	17	0	0.0 %	3.8 %	_	<u> </u>
04 : Semi-Professionals and Technicians	O	0	0.0 %	4.6 %	0	0
05 : Supervisors	16	0	0.0 %	13.9 %	N	'n
06 : Supervisors: Crafts and Trades	16	0	0.0 %	7.8 %	1	<u>.</u>
07 : Administrative and Senior Clerical Personnel	10	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	20	0	0.0 %	3.5 %	1	<u>.</u>
09 : Skilled Crafts and Trades Workers	90	<u> </u>	1.1 %	3.8 %	З	2
10 : Clerical Personnel	42	_	2.4 %	7.0 %	ω	2
11 : Intermediate Sales and Service Personnel	17	0	0.0 %	5.6 %	_	<u>.</u>
13 : Other Sales and Service Personnel	_	0	0.0 %	6.3 %	0	0
14 : Other Manual Workers	0	0	0.0 %	5.3 %	0	0
Total	262	3	1.1 %	5.4 %	13	-10



Workplace Equity Information Management System - Joe Johnson Equipment Inc.

005522

Workforce Analysis - Summary Report

Date: 2018-05-11

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	12 : Semi-Skilled Manual Workers	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	NOC	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	CMA	Provincial	Provincial	CMA	Provincial	CMA	Provincial	National	National	National	Recruitment Area

Workforce Analysis - Summary Report

Date: 2018-05-11

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
06 : Supervisors: Crafts and Trades	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
08 : Skilled Sales and Service Personnel	EEOG	National
09 : Skilled Crafts and Trades Workers	EEOG	National
10 : Clerical Personnel	EEOG	National
11 : Intermediate Sales and Service Personnel	EEOG	National
12 : Semi-Skilled Manual Workers	EEOG	National
13 : Other Sales and Service Personnel	EEOG	National
14 : Other Manual Workers	EEOG	National



Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Joe Johnson Equipment Inc.

[Date: 2018-05-11]

Data from First/Previous Workforce Analysis

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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	11	24

Data from Sul	osequent/Curre Analysis	nt Workforce
	l l	

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	05	11

		Table 1: Women First/Previous Workforce Analysis			
Emple	oyment Equity Occupational Group (EEOG)	All Employees	Women		
Empr	by ment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	10	0	27.40	
02	Middle & Other Managers	7	3	38.90	
03	Professionals	6	5	60.30	
04	Semi-Professionals & Technicians	1	0	24.20	
05	Supervisors	9	2	56.90	
06	Supervisors: Crafts & Trades	15	1	5.50	
07	Administrative & Senior Clerical Personnel	12	12	84.50	
08	Skilled Sales & Service Personnel	18	0	27.80	
09	Skilled Crafts & Trades Workers	72	0	1.50	
10	Clerical Personnel	35	18	69.10	
11	Intermediate Sales & Service Personnel	12	10	66.00	
12	Semi-Skilled Manual Workers	0	0	0.00	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	1	0	23.80	
Total		198	51	32.2	

_	lable 5: Women		
Subsequent	/Current Workford	e Analysis	
All Employees	Women		
	Representation	Availability*	
#	#	%	
11	2	27.4	
10	5	38.9	
17	6	48.1	
6	0	9.9	
16	6	58.5	
16	1	4.8	
10	9	84.8	
20	1	26.9	
90	2	2.0	
42	20	68.9	
17	9	66.1	
0	0	0.0	
1	1	60.9	
6	0	18.0	
262	62	31.8	

* Source:				
2011 Nati	onal House	hold Surv	ey	

* Source:			
2011 Nati	onal Househ	old Survey	

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Joe Johnson Equipment Inc.

[Date: 2018-05-11]

Data from First/Previous Workforce Analysis

1 1

YYYY	rst/Previous Work! MM	DD
2015	11	24

Data from Subsequent/Current Workforce Analysis

2018	05	11
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

		Table	2: Aboriginal P	eoples	
		First/Previous Workforce Analysis			
Emplo	yment Equity Occupational Group (EEOG)	All Employees	Aborigina	al Peoples	
բարտ	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	10	0	2.90	
02	Middle & Other Managers	7	0	2.20	
03	Professionals	6	0	2.10	
04	Semi-Professionals & Technicians	1	0	1.60	
05	Supervisors	9	0	1.80	
06	Supervisors: Crafts & Trades	15	1	1.80	
07	Administrative & Senior Clerical Personnel	12	0	2.00	
08	Skilled Sales & Service Personnel	18	0	1.70	
09	Skilled Crafts & Trades Workers	72	3	4.30	
10	Clerical Personnel	35	0	2.30	
11	Intermediate Sales & Service Personnel	12	0	3.10	
12	Semi-Skilled Manual Workers	0	0	0.00	
13	Other Sales & Service Personnel	0	0	0.00	
14	Other Manual Workers	1	0	0.80	
Total		198	4	2.0	

Table 6: Aboriginal Peoples Subsequent/Current Workforce Analysis				
	Representation	Availability*		
#	#	%		
11	0	2.9		
10	0	2.2		
17	0	1.8		
6	0	3.0		
16	0	2.7		
16	0	1.9		
10	0	2.1		
20	0	1.8		
90	3	4.6		
42	1	2.6		
17	0	3.4		
0	0	0.0		
1	0	2.8		
6	0	8.0		
262	4	3.3		

* Source:	
2011 National Household Survey	

* So	ource:				
201	1 Nati	onal Ho	usehold	l Survey	

Federal Contractors Program Achievement Report Joe Johnson Equipment Inc. Part 1: Workforce Analysis [Date: 2018-05-11]

24		2015
DD	MM	YYYY
orce Analysis	Data from First/Previous Workforce Analysis	Data from Fi
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Clorce Analysis	Crevious Vor	Jara from First/Previous Workforce Analysis

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		Data from Subsequent/Current Workforce Analysis		

Data from Subsequent/Current Workforce

Table 3: M	
Table 3: Members of Visible Minorities	
e Minorities	

Employment Equity

2018	YYYY)ata from Sub
05	MM	Data from Subsequent/Current Workforce Analysis
11	DD	orkforce Analysis

10.4	7	198	
22.10	0	1	Other Manual Workers
0.00	0	0	Other Sales & Service Personnel
0.00	0	0	Semi-Skilled Manual Workers
17.80	0	12	Intermediate Sales & Service Personnel
10.20	_	35	Clerical Personnel
6.40	4	72	Skilled Crafts & Trades Workers
14.90	0	18	Skilled Sales & Service Personnel
5.50	0	12	Administrative & Senior Clerical Personnel
10.70	0	15	Supervisors: Crafts & Trades
16.60	0	9	Supervisors
35.90	0	1	Semi-Professionals & Technicians
18.30	_	6	Professionals
15.00	0	7	Middle & Other Managers
10.10	1	10	Senior Managers
%	#	#	
Availability*	Representation		y ment Equity Occupational Group (EEGG)
sible Minorities	Members of Visible Minorities	All Employees	vment Family Occupational Crown (FFOC)
Analysis	First/Previous Workforce Analysis	First/Pro	
e Minorities	Table 3: Members of Visible Minorities	Table 3: Me	

01 02 03 03 04 05 06 06 07 07 07 07 10 11 11 11 11 11 11

11.8	14	262
14.2	1	6
7.9	0	_
0.0	0	0
19.7	1	17
11.3	ري د	42
7.9	7	90
14.8	0	20
6.3		10
9.4	0	16
14.1	0	16
21.6	0	6
21.2		17
15.0	0	10
10.1	0	Ξ
9/6	#	#
Availability*	Representation	
ible Minorities	Members of Visible Minorities	All Employees
ce Analysis	Subsequent/Current Workforce Analysis	Subsequent
e Minorities	Members of Visible Minorities	Table 7: Me

National Household Survey

* Source: 2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Joe Johnson Equipment Inc.

[Date: 2018-05-11]

Data from First/Previous Workforce Analysis

Data from Sub	Analysis	
\downarrow	\downarrow	\downarrow

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	11	24

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	05	11

			Persons with Di	
Employment Equity Occupational Group (EEOG)		All Employees	Persons with	•
Emplo	syment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	17	0	4.30
03	Professionals	6	0	3.80
04	Semi-Professionals & Technicians	1	0	4.60
05	Supervisors	9	0	13.90
06	Supervisors: Crafts & Trades	15	0	7.80
07	Administrative & Senior Clerical Personnel	12	1	3.40
08	Skilled Sales & Service Personnel	18	0	3.50
09	Skilled Crafts & Trades Workers	72	2	3.80
10	Clerical Personnel	35	1	7.00
11	Intermediate Sales & Service Personnel	12	1	5.60
12	Semi-Skilled Manual Workers	0	0	0.00
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	1	0	5.30
Total		198	5	5.2

Table 8:	Persons with Dis	sabilities
Subsequent	/Current Workford	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
21	1	4.3
17	0	3.8
6	0	4.6
16	0	13.9
16	0	7.8
10	0	3.4
20	0	3.5
90	1	3.8
42	1	7.0
17	0	5.6
0	0	0.0
1	0	6.3
6	0	5.3
262	3	5.4

* Source:		
2012 Canadian	Survey on Disabilit	У

* Source:
2012 Canadian Survey on Disability

01 Senior Managers 02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Technicians 05 Supervisors 06 Supervisors: Crafts & Trades 07 Administrative & Senior Clerical Personnel 08 Skilled Sales & Service Personnel 09 Skilled Crafts & Trades Workers 10 Clerical Personnel 11 Intermediate Sales & Service Personnel 12 Semi-Skilled Manual Workers 13 Other Sales & Service Personnel 14 Other Manual Workers	Employment Equity Occupational Group (EEOG)	F			
1 4 4 7 7 1 1 1 4 4 0 0 0 0 0 6	All Aboriginal Hired Peoples Hired # #	Data from Form 4 - Hired U Table 2: Aborigin: Full-time / National	Star YYYY 2015		Fe
2 0 0 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	All Employees Hired	Employee	Start Date of Flow Data YY MM D 15 06 1	Joe Joh	deral Contracto Part 2
0 3 0 0 3 3 0 0 7 7 0 0 1 1 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0	All Employees Peoples Hired Promoted # #		D YY'	Joe Johnson Equipment Inc [Date: 2018-05-11]	Federal Contractors Program Achievement Part 2: Flow Data Analysis
3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	Aboriginal Al Peoples Emple Promoted Prom	Data from Form 5 - Promoted Table 6: Aborigina Full-time / National Par	End Date of Flow Data YY MM D 8 05 1	t Inc.	ievement Report lysis
• • • • • • • • • • • • • • • •	All Aboriginal Employees Peoples Promoted Promoted # #	m 5 - Employees moted t riginal Peoples Part-time / National	DD a		t
3 1 1 1 3 3 3 4 4 4 4 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	All Abor Employees Peo Terminated Term	Data from Fo Ter:			
1 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Aboriginal All Peoples Employees Terminated Terminated # #				
• • • • • • • • • • • • •	Aboriginal Peoples Terminated	6 - Employees ated			

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Joe Johnson Equipment Inc.

[Date: 2018-05-11]

Start	Date of Flov	Data
YYYY	MM	DD
2015	06	17

End I	Date of Flow	Data
2018	05	11

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted

Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

20000	W								
	/ National	Part-time	/ National	Full-time					
1	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted					
	#	#	#	#					
	0	0	0	3					
	0	0	1	3					
	0	0	0	3					
	0	0	0	0					
	0	0	0	7					
	0	0	0	7					
	0	0	0	3					
	0	0	0	1					

Data from Form 6 - Employees Terminated

Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
3	0	0	0
1	0	0	0
1	0	0	0
0	0	0	0
4	0	0	0
3	0	0	0
3	0	0	0
5	0	0	0
18	0	0	0
8	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
50	0	0	0

	Labie	3: Persons	with Disa	Dilities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	1	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	7	0	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	5	0	0	0
07 Administrative & Senior Clerical Personnel	5	0	0	0
08 Skilled Sales & Service Personnel	11	0	0	0
09 Skilled Crafts & Trades Workers	40	0	1	0
10 Clerical Personnel	23	0	0	0
11 Intermediate Sales & Service Personnel	7	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	6	0	0	0
Total	114	0	1	0

0	0 4	50	0			30	0	1	10	114	Total
								0		6	14 Other Manual Workers
	0				0		0	· 0	0	. 0	13 Other Sales & Service Personnel
	0 0				0		0	0		0	
0	3 0		0	<u> </u>	0		0	0	1	7	11 Intermediate Sales & Service Personnel
			0 0		1 (0	0	2	23	10 Clerical Personnel
0 0	8 1		0		2		0		4	40	09 Skilled Crafts & Trades Workers
0 0	5 0		0	<u> </u>	1 (0	0	0	11	08 Skilled Sales & Service Personnel
0 0	3 0		0 0	<u> </u>	3 (0	0	_	5	07 Administrative & Senior Clerical Personnel
0	3 0		0	<u> </u>	7 (0	0	0	5	06 Supervisors: Crafts & Trades
0	4 0		0	<u> </u>	7 (0	0	. 0	4	05 Supervisors
0	0 0		0 0	<u> </u>	0		0	0	0	_	04 Semi-Professionals & Technicians
0	1		0		3 (0	0	1	7	03 Professionals
	1 0		0 0	<u> </u>	3 (0	0	0	4	02 Middle & Other Managers
0 0	3 1		0		3 (0	0	0	_	01 Senior Managers
# #	# #	#	#	#	#	#	#	#	#	#	
All Visible Employees Minorities Terminated Terminated	Visible Minorities Terminated	All Employees Terminated	Visible Minorities Promoted	All Employees Promoted	Visible Minorities Promoted	All Employees Promoted	Visible Minorities Hired	All Employees Hired	Visible Minorities Hired	All Employees Hired	Employment Equity Occupational Group (EEOG)
Part-time / National	+	Full-tim	Part-time / National	1	Full-time / National	Full-tim	Part-time / National	Part-time	Full-time / National	Full-time	
of Visible Minorities	Members	Table 12:	Visible Minorities	le.	Table 8: Members	Table 8:	Minorities	of Visible !	Table 4: Members of Visible Minorities	Table 4:	
↓	+		←	+	\	—	←	\	—	—	
á	Terminated			noted	Pro			Hired	H		
Employees	Data from Form 6 - Employees	Data	Employees	m 5 -	Data from For	Data	Employees		Data from Form 4 -	Data	
				w Data DD 11	End Date of Flow Data YY MM D 8 05 1	End VYYY 2018	DD 17	Start Date of Flow Data YY MM D 15 06 1	Start YYYY 2015		
						[Date: 2018-05-11]	[Date: 20				
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Joe Johnson Equipment Inc.

005532

[Date: 2018-05-11]

Data for First/Previous Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerica	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Group (EEOG)	Findayment Faulty Occupational					Data sources:	A B
				ce				_	es		_				#	2015-11-24	DO-WW-AAA	Number				←	From Workforce Analysis	С
198 9.8%	1 81.7%	0 0.0%	0 0.0%	12 12.3%	35 6.3%	72 7.7%	18 3.6%	12 -5.9%	15 2.2%	9 21.1%	1 81.7%	6 41.5%	7 12.6%	10 3.2%	%	4 Annually	DD Actual	Gro				←	From Workforc e e Analysis	i
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	y Annually		Growth (New Positions)				←	rc Data Entry	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#:	Over 3 Years	Projected	itions)	i i			←	CxEx	F
21.7%	28.6%	0.0%	0.0%	20.7%	20.8%	22.2%	26.3%	27.3%	19.4%	32.0%	0.0%	8.7%	11.8%	28.6%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	All Employees			←	. / ¬ ¬	G
															%	Annually	Projected	placement of Employees)				←	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	cted	Terminated				←	СхНх3	I
															#	Years	Hires Over 3	Anticipated				←	ਸ + I	J
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2015-11-24	AAAA-MM-DD	Number				←	From Workforce Analysis	K
51 0	0 0	0 0	0 0	10 0	18 0	0 0	0 0	12 0	1 0	2 0	0 0	5 0	3 0	0 0	%	24 Annually		<u> </u>		First/Prev	Ta	←	ce Equivalent	L
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	*	dly Over 3 Years		Furnover (Replacement of Terminated Employees)		First/Previous Short-term	Table 1: Women	←	lent KxLx3	M
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#		Overs			term Goals	men	←		
13	0	0	0	-2	6	_	5	-2	0	ယ	0	<u></u>	0	ယ	#	2015	Г			-		←))- М ЈхР	j
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	%	5 2018	AAAA - AAAA	3 Year Goals From - To				←	P Data Entry	jj
3;	2:			60	69		2.	8.		5(2.	- 60	38	2.	2%		Availability		Women			←	From Workforce Analysis	
32.2%	23.8%	0.0%	0.0%	66.0%	69.1%	1.5%	27.8%	84.5%	5.5%	56.9%	24.2%	60.3%	38.9%	27.4%	*			•				_	rrom rce Workforce sis Analysis	ļļ
-13	0	0	0	2	-6	<u>-</u>	72	2	0	చ	0		0	చ			Present Gap	7				_		
-13	0	0	0	2	6	<u>-</u>	-5	2	0	చ	0	_	0	చ	#		Gap					←	(K - M + O) - ((C + F) x Q)	
25.8%	0.0%	#DIV/0!	#DIV/0!	83.3%	51.4%	0.0%	0.0%	100.0%	6.7%	22.2%	0.0%	83.3%	42.9%	0.0%	%		Representation					←	K ÷ C	T
% 25.8%	% 0.0%	0! #DIV/0!	#	% 83.3%	% 51.4%		% 0.0%	% 100.0%	% 6.7%	% 22.2%	% 0.0%	% 83.3%			9%	Tears	Representation in 3	Projected				←	æ	1

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13 - 1) x 100.

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

Total	14	13	12	=	10	09	08	07	06	05	94	03	02	01	Empl Grou	
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers	Employment Equity Occupational Group (EEOG)	
															Short-te	
∞	0	0	0	0	4 0	0	2 0	0	0	<u>1</u> 0'	0	0 0'	0 0'	0	Short-term Goals # 9%	
	0%	<u>%</u>	0%	%	<u>%</u>	%	%	%	0%	0%	%	0%	%	0%	E E	
15	0 0%	0 0%	0 0%	0 0%	5 0%	0 0%	4 0%	0 0%	0 0%	3 0%	0 0%	0 0%	0 0%	3 0%	Long-term	
	01		01	0.	0.	•	0				<u> </u>	6	61	D`		
																,
																lable 2:
																Table 2: Women
															Com	1
															Comments	

Federal Contractors Program Achievement Report Part 3: Goals Joe Johnson Equipment Inc. [Date: 2018-05-11]

									Dai	a for Fir	st/Previou	is Goals							
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AB	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	Т	U
Data sources:	Workforce	From Workforc e Analysis [†]	Data Entry	CxEx	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
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				All I	Employees										nal Peoples		ı		
	Number	Growtl	h (New Posi	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		r Goals					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje		Actual	Proje		Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	YYYY-MM-DD	Actual	rroje		Actuai	rrop		Years	YYYY-MM-DD			Over 3 Years	1111	- 1111	Availability	rresent Gap	Gap	Representation	Years
	2015-11-24	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-11-24	Annually	Over 3 Years	rears	2015	2018					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	10	3.2%		0	28.6%		0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	7	12.6%		0	11.8%		0	0	0	0.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	6	41.5%		0	8.7%		0	0	0	0.0%	0	0	0		2.1%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	1	81.7%		0	0.0%		0	0	0	0.0%	0	0	0		1.6%	0	0	0.0%	0.0%
05 Supervisors	9	21.1%		0	32.0%		0	0	0	0.0%	0	0	0		1.8%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	15	2.2%		0	19.4%		0	0	1	0.0%	0	-1	0		1.8%	1	1	6.7%	6.7%
07 Administrative & Sr Clerical	12	-5.9%		0	27.3%		0	0	0	0.0%	0	0	0		2.0%	0	0	0.0%	0.0%
08 Skilled Sales & Service	18	3.6%			26.3%		0	0	0	0.0%	0	0	0		1.7%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	72	7.7%			22.2%		0	0	3	0.0%	0	0	0		4.3%	0	0	4.2%	4.2%
10 Clerical Personnel	35	6.3%			20.8%		0	0	0	0.0%	0	1	0		2.3% 3.1%	-1	-1	0.0%	0.0% 0.0%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	12	12.3%			20.7% 0.0%		١	0	"	0.0%	"	0	0		0.0%	1 0	"	0.0% #DIV/0!	#DIV/0!
12 Semi-Skilled Manual 13 Other Sales & Service	0	0.0% 0.0%			0.0%				"	0.0%	"				0.0%	1 0		#DIV/0! #DIV/0!	#DIV/0! #DIV/0!
14 Other Manual Workers	1	81.7%			28.6%			٠ م		0.0%	0				0.0%] ,		#DIV/0!	0.0%
Total	198	9.8%			21.7%		0	0	4	0.0%	0	0	0		2.0%	0	0	2.0%	2.0%

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

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

	current wormoree many one,					Table 4: Aboriginal Peoples
F1		A	boriginal P	eoples		
	oyment Equity Occupational p (EEOG)	Short-teri	m Goals	Long	-term	Comments
		#	%	#	%	
01	Senior Managers	0	0%	(0%	
02	Middle & Other Managers	0	0%	(0%	
03	Professionals	0	0%	(0%	
04	Semi-Professionals & Tech	0	0%	(0%	
05	Supervisors	0	0%	(0%	
06	Supervisors: Crafts & Trades	0	0%	(0%	
07	Administrative & Sr Clerical	0	0%	(0%	
08	Skilled Sales & Service	0	0%	(0%	
09	Skilled Crafts & Trades	0	0%	(0%	
10	Clerical Personnel	1	0%	(0%	
11	Intermediate Sales & Service	0	0%	(0%	
12	Semi-Skilled Manual	0	0%	(0%	
13	Other Sales & Service	0	0%	(0%	
14	Other Manual Workers	0	0%	(0%	
Total		1		(

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Joe Johnson Equipment Inc.

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[Date: 2018-05-11]

Data for First/Previous Goals

		ľ	Data sources:	Α
				В
		←	From Workforce Analysis	С
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		←	From Flow Data X Analysis & Workforce Analysis‡	G
		←	Data Entry	Н
		←	СхНх3	I
		←	F + I	J
Fi	Table		From Workforce Analysis	К
rst/Previo	5: Pers	–	Equivalent to H	Т
First/Previous Short-term	ons with I	+	tt KxLx3	×
m Goals)isabilities		(F x Q) - R + M	z
		←	JхР	0
		←	Data Entry	P
		←	From Workforce Analysis	Q
		←	From From (K - M-Workforce Workforce O) - ((C Analysis Analysis F) x O)	R
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			Data sources: From From From Workforce Workforce Entry Analysis Analysis Analysis Analysis Entry Analysis Entry Analysis Entry Analysis Entry Analysis Entry Equivalent Entry Equivalent Entry Equivalent Entry Equivalent Entry Equivalent Entry Equivalent Entry En	A B C D E F G H I J K L M N O P Q R S T U
		←	(K - M + O) + (+ F)	U

			2	All Employees							Persons w	Persons with Disabilities				
Find the second	Number	Growth	Growth (New Positions)	Turnover (Re	Turnover (Replacement of Terminated Employees)		Anticipated	Number	Turnover (R	Terminated Employees	3 Year Goals From - To	,	-		,	Projected
Group (FFOG)	DG-WW-AAAA	Actual	Projected	Actual	Projected			GG-WW-AAAA		Over3	A444 - A444	Availability Pr	Present Gap	Gan	Representation H	Representation in 3
	2015-11-24	Annualty	Annually Over 3	Annually	Annually	Over 3 Years	Years	2015-11-24	Annually	Over 3 Years Years	2015 2018			-		Years
	#	%	% #	%	%	#	#	#	%	# #	# %	2%	#	#	%	%
01/02 Managers	17	7.9%		20.2%		0	0	0	0.0%	0 1	0	4.3%	-1	-1	0.0%	0.0%
03 Professionals	6	41.5%		8.7%		0	0	0	0.0%	0 0	0	3.8%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	1	81.7%		0.0%		0	0	0	0.0%	0 0	0	4.6%	0	0	0.0%	0.0%
05 Supervisors	9	21.1%		32.0%		0	0	0	0.0%	0 1	0	13.9%	<u>_</u>	<u>.</u>	0.0%	0.0%
06 Supervisors: Crafts & Trades	15	2.2%		19.4%		0	0	0	0.0%	0 1	0	7.8%	<u>.</u>	<u>-</u>	0.0%	0.0%
07 Administrative & Sr Clerical	12	-5.9%	_	27.3%		0	0		0.0%	0 -1	0	3.4%		_	8.3%	8.3%
08 Skilled Sales & Service	18	3.6%		26.3%		0	0	0	0.0%	0 1	0	3.5%	<u>.</u>	<u>-</u>	0.0%	0.0%
09 Skilled Crafts & Trades	72	7.7%		22.2%		0	0	2	0.0%	0 1	0	3.8%	<u>.</u>	<u>-</u>	2.8%	2.8%
10 Clerical Personnel	35	6.3%		20.8%		0	0	1	0.0%	0 1	0	7.0%	<u>.</u>	<u>.</u>	2.9%	2.9%
11 Intermediate Sales & Service	12	12.3%		20.7%		0	0		0.0%	0 0	0	5.6%	0	0	8.3%	8.3%
12 Semi-Skilled Manual	0	0.0%		0.0%		0	0	0	0.0%	0 0	0	0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	0	0.0%		0.0%		0	0	0	0.0%	0 0	0	0.0%	0	0	#DIV/0!	#DIV/0!
14 Other Manual Workers		81.7%	_	28.6%		0	0	0	0.0%	0 0	0	5.3%	0	0	0.0%	0.0%
Total	198	9.8%		0 21.7%		0	0	5	0.0%	0	0	5.2%	-5	-5	2.5%	2.5%
† Calculated by using the following formula: ((Current number of employees from Workforce Analysis)	- C															

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

		Lable 6. Letsons with Disabilities
	Persons with Disabilities	
CountEFOC	Short-term Goals Long-term	Comments
group (EEGO)	# % # %	
01/02 Managers	0.0 1 0.0 0.0	
03 Professionals	0.0 0.0 0.0	
04 Semi-Professionals & Tech	0.0 0.0 0.0	
05 Supervisors	0.0 0 0.0	
06 Supervisors: Crafts & Trades	0.0 0 0.0	
07 Administrative & Sr Clerical	0 0.0 0 0.0	
08 Skilled Sales & Service	0.0 0 0.0	
09 Skilled Crafts & Trades	0.0 0 0.0	
10 Clerical Personnel	0.0 0 0.0	
11 Intermediate Sales & Service	0.0 0.0 0.0	
12 Semi-Skilled Manual	0.0 0.0 0.0	
13 Other Sales & Service	0.0 0.0 0.0	
14 Other Manual Workers	0 0.0 0 0.0	
Total	5 1	

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Joe Johnson Equipment Inc. [Date: 2018-05-11]

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Data for First/Previous Goals

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

					la	ble 8: Me	Table 8: Members of Visible Minorities	Visible M	norities		
ant Fanity Occumutional	Members of Visible Minorities	Minorities	<u> </u>								
Employment Equity Occupational	Short-term Goals	Long-term							Comments	8	
Group (EECOO)	# %	% #									
01 Senior Managers	0.0) 0	0.0								
02 Middle & Other Managers	0.0	1 (0.0								
Professionals	0.0	0 0	0.0								
Semi-Professionals & Tech	0.0	0 (0.0								
Supervisors	0.0	1 (0.0								
Supervisors: Crafts & Trades	0.0	<u> </u>	0.0								
Administrative & Sr Clerical	0.0	0 (0.0								
Skilled Sales & Service	2 0.0	2 (0.0								
Skilled Crafts & Trades	0.0	0 (0.0								
Clerical Personnel	0.0	<u>-</u> (0.0								
Intermediate Sales & Service	0.0	<u>-</u> (0.0								
Semi-Skilled Manual	0.0	0 (0.0								
Other Sales & Service	0.0	0 (0.0								
14 Other Manual Workers	0.0	0 (0.0								
	7	7									

Federal Contractors Program Achievement Report Part 3: Goals Joe Johnson Equipment Inc. [Date: 2018-05-11]

E CONTRACTOR DE LA CONT									Data f	or Subseq	uent/Cur	rent Goa	ls						
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforc e Analysis [†]	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
	Ţ	<u> </u>	1	Ţ	↓	1	1	J	↓	1	↓	1	↓	↓	↓	1	Ţ	↓	
									6.1		9: Wome								
				All	Employees				Subse	equent/Curi	ent Short-t	term Goals		w	omen				
					Turnover (Re	enlacement of	Terminated						3 Yea	r Goals	omen				
Employment Equity Occupational	Number	Growth	h (New Posit	tions)		Employees)		Anticipated	Number		placement of Employees)	Hires	Fron	n - To					Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proje	cted	Actual	Proje	ected	Hires Over 3	YYYY-MM-DD		Limployeesy	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
, ,	2018-05-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2018-05-11	Annually	Over 3 Years	Years	2018	2021					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	11	3.2%	0.0%	0	28.6%	2.0%	1	1	2	2.0%	0	1	0	27.4%	27.4%	-1	-1	18.2%	18.2%
02 Middle & Other Managers	10	12.6%	2.0%	1	11.8%	2.0%	1	2	5	2.0%	0	-1	0		38.9%	1	1	50.0%	45.5%
03 Professionals	17	41.5%	2.0%	1	8.7%	2.0%	1	2	6	2.0%	0	3	1	48.1%	48.1%	-2	-2	35.3%	38.9%
04 Semi-Professionals & Tech	6	81.7%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	1	0	9.9%	9.9%	-1	-1	0.0%	0.0%
05 Supervisors	16	1	0.0%	0	32.0%	2.0%	1	1	6	2.0%	0	3	1	50.0%	58.5%	-3	-2	07.070	43.8%
06 Supervisors: Crafts & Trades	16		0.0%	0	19.4%	2.0%	1	1	1	2.0%	0	0	0		4.8%	0	0	6.3%	6.3%
07 Administrative & Sr Clerical	10	-5.9%	0.0%	0	27.3%	2.0%	1	1	9	2.0%	1	0	0		84.8%	1	0	90.0%	80.0%
08 Skilled Sales & Service	20	1	0.0%	0	26.3%	2.0%	1	1	1	2.0%	0	4	0	26.9%	26.9%	-4	-4	5.0%	5.0%
09 Skilled Crafts & Trades	90	7.7%	1.5%	4	22.2%	2.0%	5	9	2	2.0%	0	0	0		2.0%	0	0	2.2%	2.1%
10 Clerical Personnel	42		0.5%	1	20.8%	2.0%	3	4	20	2.0%	1	11	2	50.0%	68.9%	-9	-9	47.6%	48.8%
11 Intermediate Sales & Service	17	12.3%	2.0%	1	20.7%	2.0%	1	2	9	2.0%	1	4	0		66.1% 0.0%	-2	-4	52.9%	44.4%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0% 0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0% 60.9%	1 0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service 14 Other Manual Workers	1	0.0% 81.7%	0.0%		0.0% 28.6%	2.0% 2.0%		0		2.0% 2.0%		0		18.0%	60.9% 18.0%	1 .		100.0% 0.0%	100.0% 0.0%
Total	262		0.076	0	21.7%	2.0%	0	0	62	0.0%	0	21	0	10.076	31.8%	-21	-21		23.7%

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

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

						Table 10: Women
Emn	oyment Equity Occupational		Womer	1		
	p (EEOG)	Short-tern	1 Goals	Long		Comments
			%		%	
- 1	Senior Managers		27.4%		27,4%	
02	Middle & Other Managers		0.0%		0.0%	
03	Professionals		48.1%		48.1%	
04	Semi-Professionals & Tech		9.9%		9.9%	
05	Supervisors		50.0%		50.0%	
06	Supervisors: Crafts & Trades		0.0%		0.0%	
07	Administrative & Sr Clerical		0.0%		0.0%	
08	Skilled Sales & Service		26.9%		26.9%	
09	Skilled Crafts & Trades		0.0%		0.0%	
10	Clerical Personnel		50.0%		50.0%	
11	Intermediate Sales & Service		0.0%		0.0%	
12	Semi-Skilled Manual		0.0%		0.0%	
13	Other Sales & Service		0.0%		0.0%	
14	Other Manual Workers		18.0%		18.0%	
Total			0.0%			

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Joe Johnson Equipment Inc. [Date: 2018-05-11] Data for Subsequent/Current Goals	Joe Jo [1
005537	ent/Current Goals

Total	14 (13	12 8	11	10	9	08	07	96	05	2	03 H	02	01			Group						Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			Group (EEOG)						ources:	
	nual Work	s & Servi	ed Manua	te Sales &	ersonnel	afts & Tra	les & Serv	ative & Sr	s: Crafts o	S.	essionals o	als	Other Ma	nagers			mily Otto							В
	ers	ř	_	Service		des	ice	Clerical	ช Trades		℀ Tech		agers				pauouai							
6															#	2018-05-11	AAAA-WW-DD	Number				←	From Workforce Analysis	С
262 5	6 81	1 (0 (17 12	42 6	90	20 3	10 -5	16 2	16 21	6 81	17 41	10 12	11 3	%	1 Annually	DD Actual					←	> ≤	
9.8%	81.7%	0.0%	0.0%	12.3%	6.3%	7.7%	3.6%	-5.9%	2.2%	21.1%	81.7%	41.5%	12.6%	3.2%		tally Ann	ual	rowth (Nev				,	°, 7	
	0.0%	0.0%	0.0%	2.0%	0.5%	1.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	2.0%	0.0%	%	Annually Ox	Projected	Growth (New Positions)				←	Data C x Entry	E
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21.7%	28.6%	0.0%	0.0%	20.7%	20.8%	22.2%	26.3%	27.3%	19.4%	32.0%	0.0%	8.7%	11.8%	28.6%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	loyees			←	From Flow Data Analysis & Workforce Analysis [‡]	G
	2.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	%	Annually	Pro	placement o Employees)				←	Data Entry	Н
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															#	2018-05-11	YYYY-MM-DD	Number		Subs	T;	←	From Workforce Analysis	К
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%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	**	Over 3 Years	-	Furnaver (Replacement of Terminated Fundaves)		irrent Sh	Aborigi	←	nt KxLx3	Y
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3.3%	8.0%	2.8%	0.0%	3.4%	2.6%	4.6%	1.8%	2.1%	1.9%	2.7%	3.0%	1.8%	2.2%	2.9%	-				\$,	From ce Workforce s Analysis	
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^{++ -+} Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

Current
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Analysis
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Total	14	13	12	=	10	09	08	07	06	05	94	03	02	01		2			
2000	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	10 Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	(10000)	Grain (FFOC)	Employment Fauity Occupational		Current at original cutting and a first an
																Short-term Goals	Abori		-) A 100.
0.0%				3.4%		4.6%									%		Aboriginal Peoples		
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Joe Johnson Equipment Inc.

005538

[Date: 2018-05-11]

Data for Subsequent/Current Goals

Total 262 9.8% 0 21.7% 0 0 3 0.0% 0	14 Office Infamiliar Motivers				11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Group (FEOG)						Data sources:	A B
262					e	4	9	2					_	2	#	2018-05-11	YYYY-MM-DD	Number				←	From Workforce Analysis	
9.8%	L	6 81.7%	0.0%	0.0%	7 12.3%	12 6.3%	90 7.7%	20 3.6%	10 -5.9%	16 2.2%	16 21.1%	6 81.7%	7 41.5%	21 7.9%	%	Annually	D Actual	Gre				←	From Workforc e e	D
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	è	° '	<u>~</u>	<u>~</u>	°	%	<u>%</u>	%	%	%	%	%	%	%	#	b Over 3 Years	Projected	ositions)	IV.			←	CxEx	Ŧ
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		2,0%	%0 c	%0.0	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	4.0%	%	Annually	Pri	placement o Employees)				←	Data Entry	Н
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			_	_								_			Ħ	Years	Hires Over 3	Anticipated				←	F + T	J
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		0 0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		Turnover (Replacement of		ent Short-t	ons with I	←	KxLx3	2
11			0	0	_	2	ယ		0		2	0		0	#	Years	Over 3			erm Goals) is a bilities	←	(F x Q) - R + M	z
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0					5.6%	7.0%	3.8%	3.5%	U	7.8%	13.9%	<u> </u>	0 3.8%	<u> </u>	%	2021	****	3 Year Goals From - To	Persons wi			←	Data Entry	P
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1.1%	0.070	0.0%	0.0%	#DIV/0!	0.0%	2.3%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	S T U

++ -+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)¹³ - 1) x 100.

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

	Table 14: Person	Table 14: Persons with Disabilities Comme	Table 14: Persons with Disabilities Comments	isa
	Table 14: Person	isa	isa	isa
	Table 14: Person	isa	isa	isa
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Federal Contractors Program Achievement Report Part 3: Goals Joe Johnson Equipment Inc. [Date: 2018-05-11]

									Data f	or Subsec	uent/Cui	rent Goa	ls						
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A B	С	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforc e Analysis [†]	Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis [‡]	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
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												ole Minor	ities						
									Subsi	equent/Cur	ent Short-	term Goals							
				All	Employees			ı							isible Minori	ties			
	Number	Growt	h (New Posi	tions)	Turnover (Re	eplacement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires	3 Yea	r Goals n - To					
Employment Equity Occupational	YYYY-MM-DD	Actual	Proje	ortad	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		n - 10 - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Group (EEOG)	1111-9184-00	Actual	rioje		Actuai	1103	1	Years	1111-3030-00			Over 3 Years		 	Availability	r resem oup	Gap	Representation	Years
	2018-05-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-05-11	Annually	Over 3 Years	icars	2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	11	3.2%	0.0%	0	28.6%	2.0%	1	1	0	2.0%	0	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	10	12.6%	2.0%	1	11.8%	2.0%	1	2	0	2.0%	0	2	0	15.0%	15.0%	-2	-2	0.0%	0.0%
03 Professionals	17	41.5%	2.0%	1	8.7%	2.0%	1	2	1	2.0%	0	3	0	21.2%	21.2%	-3	-3	5.9%	5.6%
04 Semi-Professionals & Tech	6	81.7%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	1	0	21.6%	21.6%	-1	-1	0.0%	0.0%
05 Supervisors	16	l .	0.0%	0	32.0%	2.0%	1	1	0	2.0%	0	2	0	14.1%	14.1%	-2	-2	0.0%	0.0%
06 Supervisors: Crafts & Trades	16		0.0%	0	19.4%	2.0%	1	1	0	2.0%	0	2	0	9.4%	9.4%	-2	-2	0.0%	0.0%
07 Administrative & Sr Clerical	10	-5.9%	0.0%	0	27.3%	2.0%	1	1	1	2.0%	0	0	0		6.3%	0	0	10.0%	10.0%
08 Skilled Sales & Service	20	3.6%	0.0%	0	26.3%	2.0%	1	1	0	2.0%	0	3	0	14.8%	14.8%	-3	-3	0.0%	0.0%
09 Skilled Crafts & Trades	90	7.7%	1.5%	4	22.2%	2.0%	5	9	7	2.0%	0	0	0		7.9%	0	0	7.8%	7.4%
10 Clerical Personnel	42	6.3%	0.5%	1	20.8%	2.0%	3	4	3	2.0%	0	2	0	11.3%	11.3%	-2	-2	7.1%	7.0%
11 Intermediate Sales & Service	17	12.3%	2.0%	1	20.7%	2.0%	1	2	1	2.0%	0	3	0	19.7%	19.7%	-2	-3	5.9%	5.6%
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0		7.9%	0	0	0.0%	0.0%
14 Other Manual Workers	6	81.7%	0.0%	0	28.6%	2.0%	0	0	1	2.0%	0	0	0		14.2%	0	0	16.7%	16.7%
Total	262	9.8%		0	21.7%		0	0	14	0.0%	0	17	0		11.8%	-17	-17	5.3%	5.3%

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

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

current (vormoree : mary 5/5)				Table 16: Members of Visible Minorities
Employment Equity Occupational	Members of Vi	sible Minor	ities	
Group (EEOG)	Short-term Goals	Long	-term	Comments
-	%		%	
01 Senior Managers	10.1	%	10.1%	
02 Middle & Other Managers	15.0	%	15.0%	
03 Professionals	21.2	%	21.2%	
04 Semi-Professionals & Tech	21.6	%	21.6%	
05 Supervisors	14.1	%	14.1%	
06 Supervisors: Crafts & Trades	9.4	%	9.4%	
07 Administrative & Sr Clerical				
08 Skilled Sales & Service	14.8	%	14.8%	
09 Skilled Crafts & Trades				
10 Clerical Personnel	11.3	%	11.3%	
11 Intermediate Sales & Service	19.7	%	19.7%	
12 Semi-Skilled Manual				
13 Other Sales & Service				
14 Other Manual Workers				
Total	0.0	%		

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Part 4: Results - Women

005540

Joe Johnson Equipment Inc.

[Date: 2018-05-11]

06 Trades		oo paper visors	05 Simervi	Technicians	04 Semi-Pr	1101033	03 Drofassionals	" Managers	02 Middle & Other	01 0011101 1	01 Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:	A
	Supervisors: Crafts &	3013	FOre	ians	Semi-Professionals &	Cimis	onale	TS	& Other	aranager 3	/anagers			nai Group	nt Equity				А В С
2018	2015	2018	2015	2018	2015	2018	2015	2018	2015	2018	2015	#			Year				С
16	15	16	9	6	_	17	6	10	7	=	10	#	Employees	All			←		D
	1	6	2	0	0	6	5	5	ω.	2	0	#	Representation				←	Part 1: Workforce Analysis	E
6.3	6.7	37.5	22.2	0.0	0.0	35.3	83.3	50.0	42.9	18.2	0.0	%	ntation			Workf	←	E + D x 100	ম
	5.5	58.5	56.9	9.9	24.2	48.1	60.3	38.9	38.9	27.4	27.4	9/6	Availability	Women	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	ļ
_	1	9	5	1	0	∞	4	4	u	ယ	ပ	#	ij			ysis	←	D x G + 100	: 2
0	0	-3	చ	-1	0	-2	_	_	0	<u>-</u>	ა	#	Gap				←		-
130)	121.2	64.1	39.1	0.0	0.0	73.4	138.2	128.5	110.2	66.4	0.0	%	EE Result				←		J
h		4		1		7		4				#	Employees	All			←	Part 2: Flow Data Analysis	К
ο		0		0		2		2		0		#	Actual				←	Part 2: Flow Data Analysis	ļ
0 0		0.0		0.0		28.6		50.0		0.0		%		Wo	Hires		←	L+K x100	3
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2		57.1		0.0		33.3		100.0		66.7		#	Expected	Women	tions	Flow Data Analysis	←	Q+Px 100 PxF+100	
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0.0		25.0		0.0		100.0		0.0		0.0		9/0	Actual	н	[erminations		←	V ÷ U x 100	¥
		1		0		1		0		0		#	Expected	Women	ons		←	Part 2: V + U x U x F + 100 Analysis 100 U x F + 100	W X Y
												Ħ	Difference				←	V - X	Y

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Trades	Supervisors: Crafts &	Supervisors	Supervisors	Technicians	Semi-Professionals &	1 IOICSSIOIRIS	Drofessionals	Managers	Middle & Other	Sciiioi iviailageis	Senior Managers		(mboo)	OC.	Occupational Group	Employment Equity	
2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#			1 (21	V	
												#	Employees	7 41	.		Z
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Ε.	11.1	36.4	36.4	0.0	0.0	30.0	30.0	71.4	71.4	50.0	50.0	%					
	0		_		0		0		0		0	#	Goal				
	0.0		400.0		0.0		0.0		0.0		0.0	%	Goal Met	Percent of	W	Short-term Goals	
0.0	0.0	0.5	0.0	0.1	0.0	0.5	0.0	0.0	0.0	0.	0.0	%	Goal		Women	erm Goa	
0.0	0.0	5 7272.7	0.0	1 0.0	0.0	5 6237.0	0.0	0.0	0.0	0.3 18248.2	0.0	0%	Goal Met	Percent of		ıls	_
0	.0	.7	0	0	.0	0	0	.0	.0	.2	.0	#	Goal				Goals
	0		w		0		0		0		з					Lon	
	0.0		133.3		0.0		0.0		0.0		66.7	9/6		Percent of	Women	Long-term Goals	
0.0	0.0	0.5	0.0	0.1	0.0	0.5	0.0	0.0	0.0	0.3	0.0	%	Goal			Goals	
0.0	0.0	7272.7	0.0	0.0	0.0	6237.0	0.0	0.0	0.0	18248.2	0.0	%	Goal Met	Percent of			
															^		
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Data sources:

Part 2: Flow Flow Data Analysis Analysis 100

Part 3: Goals

E + G x 100

 Part 3:
 F + I x 100
 Part 3: Goals
 E + K x 100
 Part 3: F + M x 100
 F + M x 100

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Part 4: Results - Women

Joe Johnson Equipment Inc.

005541

[Date: 2018-05-11]

Employment Equity Occupational Group (EEOG) 12 Ξ 9 8 07 Data sources 10 Skilled Crafts & Trades Workers Administrative & Senior Clerical Skilled Sales & Semi-Skilled Manual Workers Clerical Personnel Intermediate Sales & Service Personnel Service Personnel ₩ Year 2015 2018 2015 2018 2015 2015 2018 2018 2015 2015 2018 C Part 1: Workforce Analysis Employees ΑH D 18 20 72 72 90 90 12 12 12 10 Part 1: Workforce Analysis Œ Representation 18 20 9 0 Workforce Analysis E + D x 100 100.0 90.0 Ŧ 51.4 47.6 83.3 52.9 0.0 0.0 Workforce Part 1: Workforce Analysis ଦ Availability 27.8 26.9 84.5 84.8 69.1 68.9 66.0 66.1 2.0 0.0 Women D x G ÷ 100 Ξ 24 E - H Cap EE Result E + H x 100 0.0 118.3 106.1 % 126.3 80.1 74.4 69.1 18.6 0.0 0.0 Part 2: Flow Flow Data
Data Analysis Analysis Employees ¥ \mathbf{z} Actual Hires x 100 8 Z 100.0 39.1 4.9 9.1 K x G + 100 Expected Z Difference 0 Part 2: Flow Flow Data
Data Analysis Analysis All Employees ٦ Flow Data Analysis 0 Actual Promotions Q ÷ P x 100 % 100.0 æ 100.0 50.0 0.0 0.0 Expected P x F + 100 S Difference Q-S Part 2: Flow Flow Data
Data Analysis Analysis Employees ≟ \Box ← < Actual Terminations V + U x 100 % 100.0 ¥ 66.7 50.0 Women Expected $UxF \div 100$ × Difference V - X ~

12	=	:		10		 8		 08		07		(EE	000	E			Data
Semi-Skilled Manual Workers	Service Personnel	Intermediate Sales &	Clericar i ersomier	Clarical Derconnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &		(EEOG)	Occupational Group	Employment Equity		+	Data sources:
2018 2021	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#=		1 CM				
0	7	7	24	24	43	43	12	12	8	8	#	Employees	≜	Flo	New	←	Part 2: Flow Flow Data Data Analysis Analysis
0 0	5	5	10	10	3	.3.			8	8	#	Actual	Women	Flow Data	New Entrants	←	
0.0	71.4	71.4	41.7	41.7	7.0	7.0	8.3	8.3	100.0	100.0	%		9		s	←	E+Dx 100
0		0		4		1		2		0	#	Goal		8		←	Part 3: Goals
0.0		0.0		250.0		300.0		50.0		0.0	%	Percent of Goal Met	Women	Short-term Goals		←	E + G x 100
0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.3	0.0	0.0	0.0	9/6	Goal	len	m Goals		←	Part 3: Goals
0.0	0.0	0.0	8333.3	0.0	0.0	0.0	3097.9	0.0	0.0	0.0	9/6	Percent of Goal Met			G	←	F÷1 x 100
0		0		5		0		4		0	#	Goal			Goals	←	F + I x 100 Part 3: Goals
0.0		0.0		200.0		0.0		25.0		0.0	%	Percent of Goal Met	Women	Long-term Goals		←	E+Kx 100
0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.3	0.0	0.0	0.0	9/0	Goal	ien	m Goals		←	Part 3: Goals
0.0		0.0	8333.3	0.0	0.0	0.0	3097.9	0.0	0.0	0.0	9/4	Percent of Goal Met				←	F + M x 100
													Comments				

									Feder	al Contr	actors l	Progran	n Achie	vement	Report									
										F	art 4: I	Results	- Wome	n										
										Joe	Johnso	on Equi	ipment l	Inc.										
											[Date	: 2018-	05-11]											
A	В	С	D	Е	F	G	Н	T	J	K	L	M	N	O	P	О	R	S	т	U	v	W	X	Y
i	В	iVi			<u>r</u> i		11	ii.	J	N.		171		<u>V</u>	i	······································	N		1	: U			Δ	1
Data so	urces:		Part 1: Workforce Analysis	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	$\begin{array}{c} Q \div P \ x \\ 100 \end{array}$	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> </u>	<u> </u>	<u> </u>	↓	1	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	<u> </u>		1		
				V	Vorkfa	orce An	alysis									Flow I	Data A	nalysis						
	loyment Equity pational Group	Year			W	orkforce						Hires				Pı	omotio				Teri	minatio		
(EEC			All Employees	Represen	ation	Wor Availa		Gap	EE Result	All Employees	Act		omen Expected	Difference	All Employees	Acti		omen Expected	Difference	All Employees	Actua		Expected	Difference
		Ħ	#	#	%	%	#	#	%	#	#	%	#	#	Ħ	H	%	#	#	#	#	%	#	#
13	Other Sales & Service	2015	0	0	0.0	0.0	0	0	0.0															
	Personnel Other Manual	2018 2015	1	0	100.0	60.9 23.8	1 0	0	164.2	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	Vorkers	2013	6	0	0.0	18.0	1	-1	0.0	6	0	0.0	1	-1	0	0	0.0	0	0	1	0	0.0	0	0
Total		2015	198	51	25.8	32.2		-13	80.0															
		2018	262	62	23.7	31.8	83	-21	74.4	115	26	22.6	37	-11	30	16	53.3	8	8	50	11	22.0	13	-2
Data so	urces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
i		i	↓	↓		\	1	,	1	\	\													
			New	Entran	ts				G	oals														
	loyment Equity	Year	F	low Data		1	Short-te Wo	rm Goals			Long-ter													
Occi (EE0	pational Group)G)		All Employees	Actus		Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of					(ommen	ts				
		#	#	#	%	#	Goal Met	9/0	Goal Met	#	Goal Met	%	Goal Met											
12	Other Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
	Personnel	2021	0	0	0.0			0.0	0.0			0.0	0.0											
	Other Manual Vorkers	2018 2021	6	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
		2018	145	42	29.0	8	525.0	0.2	0.0	8500 118900 118900 118900 118900 1	280.0	0.2												
Total		2021	145	42	29.0			0.0	0.0			0.0	0.0											

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Part 5: Results - Aboriginal Peoples

005543

Joe Johnson Equipment Inc.

[Date: 2018-05-11]

Employment Equity Occupational Group (EEOG) 90 05 94 03 02 01 Data sources ➣ Senior Managers Supervisors: Crafts & Trades Professionals Middle & Other Supervisors Semi-Professionals & Managers Technicians ₩ Year 2015 2015 2018 2015 2018 2015 2018 2018 2015 2015 2018 C Part 1: Workforce Analysis Employees A U 10 15 16 9 16 10 Part 1: Workforce Analysis Representation Œ 0 0 0 0 00 Workforce Analysis E + D x 100 T 0.0 0.0 0.0 0.0 Workforce Part 1: Workforce Analysis **Aboriginal Peoples** Availability % ଦ 1.8 2.7 1.6 3.0 2.1 2.2 2.2 2.9 2.9 1.9 D x G + 100 Ξ Gap E - H EE Result E + H x 100 370.4 0.0 8 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Flow Data
Data Analysis Analysis Employees ¥ \mathbf{z} Actual L + K x 100 Hires % Z Aboriginal Peoples \leftarrow 0.0 0.0 0.0 0.0 0.0 Expected K x G + 100 Z Difference L-N 0 Part 2: Flow Flow Data
Data Analysis Analysis All Employees ٦ Flow Data Analysis 0 Actual **Promotions** Q ÷ P x 100 % Aboriginal Peoples æ 0.0 0.0 0.0 0.0 0.0 Expected P x F + 100 S Difference Q-S Part 2: Flow Flow Data
Data Analysis Analysis Employees ≟ \Box ← < Actual Terminations V + U x 100 % Aboriginal Peoples ¥ Expected $UxF \div 100$ × Difference V - X ~

٤		9))	_	2		23		3	10	21		(EE	Occ	Em			Data s
Trades	Supervisors: Crafts &	Subci visors	Cimericore	Technicians	Semi-Professionals &	TOCSIONAL	Professionals	Managers	Middle & Other	O1 Scillot Istaliagots	Conior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:
2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#			Vaur			
12	12	11	11	1	_	10	10	7	7	4	4	#	Employees	ΑII	FI	New	←	Part 2: Flow Flow Data Data Analysis Analysis
0	0	0	0	0	0	0	0	0	0	0	0	#	Λc	Aborigin	Flow Data	New Entrants	←	Part 2: Flow Data Analysis
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9/6	Actual	Aboriginal Peoples		nts	←	E+Dx 100
	0		0		0		0		0		0	#	Goal				←	Part 3: Goals
	0.0		0.0		0.0		0.0		0.0		0.0	%	Percent of Goal Met	Aborigio	Short-te		←	E + G x 100
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9/6	Goal	Aboriginal Peoples	Short-term Goals		←	Part 3: Goals
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met		S		←	F+1x100
												#	Goal			Goals	←	F÷1x100 Part 3: Goals
	0.0		0.0		0.0		0.0		0.0		0.0	9/6	Percent of Goal Met	Aborigii	Long-te		←	s E+Kx
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	Aboriginal Peoples	Long-term Goals		←	Part 3: Goals
												%	Percent of Goal Met		S		←	F÷M x 100
0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0		4 5	1				100
														Comments				
														nents				

[Date: 2018-05-11]

Joe Johnson Equipment Inc.

005544

Ξ 9 8 07 Employment Equity
Occupational Group Data sources 12 (EEOG) 10 Skilled Crafts & Trades Workers Administrative & Senior Clerical Workers Clerical Personnel Skilled Sales & Semi-Skilled Manual Intermediate Sales & Service Personnel Service Personnel ₩ Year 2015 2018 2018 2015 2018 2015 2018 2015 2015 2018 2015 C Part 1: Workforce Analysis Employees ≧ D 18 20 72 72 90 90 12 12 10 Part 1: Workforce Analysis Œ Represe 0 Workforce Analysis ntation E + D x 100 T 0.0 0.0 2.4 4.2 3.3 0.0 0.0 0.0 0.0 Workforce Part 1: Workforce Analysis Aboriginal Peoples G Availability 4.3 4.6 2.0 2.1 0.0 2.3 2.6 1.7 D x G + 100 H E-H Gap EE Result E ÷ H x 100 91.6 96.9 72.5 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Flow Data
Data Analysis Analysis Employees ¥ \mathbf{z} Actual L + K x 100 Hires % Z **Aboriginal Peoples** 0.0 0.0 4.3 0.0 0.0 K x G + 100 Expected Z Difference L-N 0 Part 2: Flow Part 2:
Data Analysis Flow Data
Analysis Analysis Employees È ٦ Flow Data Analysis 0 Actual Promotions Q ÷ P x 100 % Aboriginal Peoples æ 0.0 0.0 0.0 0.0 0.0 Expected P x F + 100 S Q-S Part 2: Flow Flow Data
Data Analysis Analysis Employees ≟ \Box < Actual **Terminations** V ÷ U x % Aboriginal Peoples ¥ 0.0 Expected $U \times F \div 100$ × Differ V - X

		Data sources: Part 2: Flow Part 2: Part 2: Flow Data Analysis Data An
New	←	Part 2: Flow Flow Data Data Analysis Analysis
New Entran	←	Part 2: Flow Data Analysis
its	←	E+Dx 100
	←	Part 3: Goals
	←	E÷Gx 100
	←	Part 3: Goals
9	←	F÷Ix 100 Part 3: Goal
Goals	←	Part 3: Goals
	←	E+Kx 100
	←	Part 3: Goals
	←	F + M x 100

Comments

Occupational Group Employment Equity Semi-Skilled Manual Workers Clerical Personnel Service Personnel Administrative & Service Personnel Skilled Crafts & Skilled Sales & Senior Clerical Intermediate Sales & Trades Workers Year 2018 Employees ≜ 12 12 43 43 24 24 Flow Data Aboriginal Peoples Actual 0 0.0 0.0 2.3 2.3 4.2 4.2 0.0 0.0 0.0 0.0 0.0 Coal Short-term Goals Percent of Goal Met 100.C 0.0 0.0 0.0 0.C 0.0 Goal 0.0 0.0 0.0 0.0 0.0 0.C 0.0 0.0 0.0 Percent of Goal Met 5055.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Coal Long-term Goals Percent of Goal Met Aboriginal Peoples 0.0 0.0 0.0 0.0 0.0 0.0 Goal 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Percent of Goal Met 5055.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0

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										Part 5	: Result	s - Abo	riginal I	Peoples										
										Jo	e Johns	on Equi	ipment l	Inc.										
											[Date	: 2018-	05-11]											
[В	С	D	Е	F	G	Н	T	J	K	L	М	N	O	P	О	R	S	Т	U	v	W	X	Y
A	D		U	. E	Г	<u> </u>	п	1 ;	J	<u> </u>		IVI		<u> </u>	<u> </u>	. V .			1	<u>; </u>	Y i		Δ	1
Data soi	irces:		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
			1	<u> </u>	<u> </u>	<u> </u>	1		1	↓	<u> </u>	<u> </u>	<u> </u>	1	<u> </u>	<u> </u>	1	<u> </u>	1	<u> </u>	<u> </u>	1	<u> </u>	
				V	Vorkfa	orce An	alysis									Flow I)ata A	nalysis						
	oyment Equity pational Group	Year		ı	W	orkforce					1	Hires				Pı	omotio				Ter	minatio		
(EEC			All Employees	Represen	tation	Aborigina Availa		Gap	EE Result	All Employees	Ac		nal Peoples Expected	Difference	All Employees	Acti		nal Peoples Expected	Difference	All Employees	Actu		nal Peoples Expected	Difference
		Ħ	H	#	%	%	#	#	%	#	#	%	#	#	#	H	%	#	#	#	H	%	#	#
13	ther Sales & Service	2015	0	0	0.0	0.0	0	0	0.0															
\vdash	ersonnel ther Manual	2018	1	0	0.0	2.8 0.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
	orkers	2018	6	0	0.0	8.0	0	0	0.0	6	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
Total		2015	198	- :	2.0	:	4	0	101.0															
		2018	262	4	1.5	3.3	9	-5	46.3	115	2	1.7	4	-2	30	0	0.0	1	-1	50	1	2.0	1	0
Data soi	irces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E ÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F÷Ix 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F ÷ M x 100											
i		i	\		\	······································	\		↓	↓	\	.												
			New	/ Entran	ts				G	oals														
	oyment Equity	Year	F	low Data		:		rm Goals			Long-ter													
Occu (EEC	pational Group (G)		All Employees	Aboriginal Actu	·	Goal	Aborigin. Percent of	Goal	Percent of	Goal	Aborigina Percent of	Goal	Percent of					C	ommen	ts				
[#			%	Goai	Goal Met	- Goar	Goal Met	Goal #	Goal Met	Goai %	Goal Met											
1,2 10	ther Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	0.0											
13 P	ersonnel	2021	0	0	0.0			0.0	0.0			0.0	0.0											
	ther Manual /orkers	2018 2021	6	0	0.0	0	0.0	0.0	0.0	***************************************	0.0	0.0	0.0											
	OIRCIS	2021	145	2	1.4	1	200.0	0.0	0.0	80001189001189001189001189001	0.0	0.0												
Total		2021	145	2	1.4			0.0	0.0			0.0	0.0											

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Part 6: Results - Persons with Disabilities Joe Johnson Equipment Inc.

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[Date: 2018-05-11]

05 94 03 02 & 02 Employment Equity
Occupational Group Data sources (EEOG) Managers Semi-Professionals & Technicians Professionals Supervisors ₿ Year 2015 2018 2015 2015 2015 2018 2015 2018 2015 2018 C Part 1: Workforce Analysis Employees ≧ D 16 16 21 17 Part 1: Workforce Analysis Œ Representation 0 0 0 Workforce Analysis E + D x 100 T 0.0 0.0 0.0 0.0 0.0 0.0 Workforce Persons with Disabilities Part 1: Workforce Analysis G 3.8 3.8 4.6 4.6 13.9 13.9 7.8 Availability 4.3 4.3 D x G + 100 Η Gap E-H EE Result E + H x 100 8 110.7 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Part 2:
Data Analysis Analysis Employees ¥ \mathbf{z} Actual Persons with Disabilities Hires L + K x 100 % Ζ 0.0 0.0 0.0 0.0 K x G + 100 Expected Z Difference L-N 0 Part 2: Flow Flow Data
Data Analysis Analysis Employees È ٦ Flow Data Analysis 0 Actual 0 **Promotions** Persons with Disabilities Q ÷ P x 100 % æ 16.7 0.0 0.0 0.0 Expected P x F + 100 S Q-S Part 2: Flow Flow Data
Data Analysis Analysis Employees ≟ \Box < Actual 0 0 0 C **Terminations** V ÷ U x Persons with Disabilities % ¥ 0.0 Expected $UxF \div 100$ × Difference V - X

	Data Sources: Part 2: Flow Part 3: E+Dx Part 3: E+Gx Part 3: F+Ix 100 Part 3: Goals E+Kx Part 3: F+M x 100 Part 3: Goals E+Kx Part 3: F+M x 100 Part 3: Goals Part 3: Goals Part 3: F+M x 100 Part 3: Goals Part 3: Goals Part 3: F+M x 100 Part 3: Goals Part 3: Goa	
←	Part 2: Flow Data Analysis	
←	Part 2: Flow Data Analysis	
←	E+Dx 100	
←	Part 3: Goals	
←	E+Gx 100	
←	Part 3: Goals	
←	F + I x 100	
←	Part 3: Goals	
←	E+Kx 100	
←	Part 3: Goals	
←	F + M x 100	

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Supervisors: Crafts &

90 05 94 03 02 & 01 Employment Equity
Occupational Group Supervisors: Crafts & Trades Semi-Professionals & Technicians Professionals Managers Supervisors 2018 Year 2018 2021 2018 2021 2018 2021 2018 2021 Employees ≧ New Entrants 12 = = 10 Ξ Ξ Flow Data Actual 00 0 0.0 0.0 0.0 0.0 9.1 Coal Short-term Goals Percent of Goal Met 0.0 0.0 0.0 0.0 0.0 Coal 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Percent of Goal Met 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Goals Goal Long-term Goals Percent of Goal Met 100.0 0.0 Goal 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.04 0.08Percent of Goal Met 0.0 0.0 0.0 0.0 0.0 Comments

									J	Part 6: R	esults -	Person	s with E	isabiliti	ies									
										Joe	Johns	on Equ	ipment l	Inc.										
											[Date	: 2018-	05-11]											
					-		. **			17.7						1 0				- T	¥.7	**/	¥7	*7
[_A_]	В	С	D	E	F	G	Н	1	<u>J</u>	K	L	M	N	О	P	Q	R	S	T	U	<u>V</u>	W	<u>X</u>	Y
Data so	urces:				E ÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е-Н	E ÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L ÷ K 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
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P				N		orce Ar											Data A			 				
	loyment Equity upational Group	Year	1			orkfore	e th Disabilitie					Hires	ith Disabilitie			ŀ	romotio	n S ith Disabilitie			Te	rminati	ons rith Disabilitie	
(EEC			All Employees	Represent			lability	Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	tual	Expected	Difference	All Employees	Ac		Expected	Difference
		#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#
	Administrative &	2015	12	1	8.3	3.4	1	1	245.1		_		_	_		_		_			_		_	_
\vdash	Senior Clerical Skilled Sales &	2018	10 18	0	0.0	3.4		-1	0.0	5	0	0.0	0	0	3	0	0.0	0	(3	0	0.0	0	0
	Service Personnel	2018	20	0	0.0	3.5		-1	0.0	11	0	0.0	0	0	1	. 0	0.0	0	() 5	0	0.0	0	0
	Skilled Crafts &	2015	72	2	2.8			-1	73.1															
	Trades Workers	2018	90	1	1.1 2.9	3.8 7.0		-2 -1	29.2 40.8	41	0	0.0	2	-2	2 2	2 0	0.0	0	() 18	0	0.0	1	-1
10 0	Clerical Personnel	2018	42	1	2.4	7.0	3	-2	34.0	23	0	0.0	2	-2	2 1	. 0	0.0	0	() 8	0	0.0	0	0
1 111	ntermediate Sales & Service Personnel	2015	12 17	1 0	8.3 0.0	5.6 5.6	.	0	148.8	7	0	0.0	0			0	0.0	0		2	0	0.0	0	0
$\overline{}$	Semi-Skilled Manual	2018	0	0	0.0	0.0		0	0.0	· · · · · ·	0	0.0	0	- 0	1		0.0	0	,	3	0	0.0	0	0
	Workers	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	(0 0	0	0.0	0	0
				Part 2:																				
Data so	ources:			Flow Data Analysis	E÷Dx 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											
<u></u>			L↓			↓	.⊥↓	↓	<u>.</u> ↓	!↓	↓	!↓	⊥↓											
			New	Entrant	ts				G	oals														
Emn	loyment Equity		Flo	w Data			Short-te	rm Goals	S		Long-ter	m Goals												
Occu	pational Group	Year	All	Persons v Disabilit			Persons wit	h Disabilities	ş	1	Persons with	Disabilities						(Commer	ıts				
(EEC)G)		Employees	Actua	ıl	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	#	%	#	9/6	%	%	#	%	%	9/6											
1 11 / 1	Administrative & Senior Clerical	2018	8	0	0.0	646613046613046333046	0.0	0.0	0.0	0	0.0	0.0	0.0											
\vdash	Skilled Sales &	2021	12	0	0.0	0118890118890118890118	0.0	0.0	0.0	0	0.0	0.0	0.0											
$ {}^{08} _{S}$	Service Personnel	2021	12	0	0.0			0.0	0.0			0.0	0.0											
09	Skilled Crafts & Trades Workers	2018	43	0	0.0		0.0	0.0	0.0	0	0.0	0.0	0.0											
\vdash	Clerical Personnel	2018	24	0	0.0	8100018110018110018100	0.0	0.0	0.0		0.0	0.0												
		2021	24	0	0.0	010000000000000000000000000000000000000		0.1	0.0	-		0.1												
11 5	ntermediate Sales & Service Personnel	2018	7 7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
12 S	Semi-Skilled Manual	2018	0	0	0.0	0100011010001101000110100	0.0	0.0	0.0	0	0.0	0.0	0.0											
12 V	Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											

Federal Contractors Program Achievement Report

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Part 6: Results - Persons with Disabilities Joe Johnson Equipment Inc.

005548

[Date: 2018-05-11]

10141	7	-	1	;	1,		3	<u> </u>) E			Data	≻
=	<u>s.</u>	Workers	Other Manual	Personnel	Other Sales & Service		EEOG	Occupational Group	Employment Equity			Data sources:	A B C D E
2018	2015	2018	2015	2018	2015	#			Year				С
8 262	5 198		5	8	51	#	Employees	All	-		←		D
2 3	8 5	6 0	0	1 0	0 0	#	Representation				←	Part 1: Workforce Analysis	E
1	2.5	0.0	0.0	0.0	0.0	8	ntation			Work	←	E ÷ D x 100	দ
.1 5.4	.5 5.2	.0 5.3	.0 5.3	.0 6.3	0.0	9/6	Availability	Persons with Disabilities	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	F G
	1					#	ability	Disabiliti	`-	alysis	←	D x G + 100	H
- 14	10	0	0	0	0	#	Gap	ës			←		I
11 2	-5 4	0	0	0	0	%	EE Result				←	E-H E+H x 100	J
21.2	48.6	0.0	0.0	0.0	0.0			L					
115		6		0		#	Employees	A			←	Part 2: Flow Flow Data Analysis Analysis	H I J K L M
0		0		0		#	Actual				←		Т
0.0		0.0		0.0		%	al	Persons wi	Hires		←	L÷K x100	
6		0		0		#	Expected	Persons with Disabilities			←	K x G + 100	Z
-6		0		0		41.	Difference				←	L - Z	0
30						#	Employees	All			←	Part 2: Flow Flow Data Data Analysis Analysis	P
0		0		0		#		Г		Flox	←	Part 2: Flow Date s Analysis	0
		0 C		0		%	Actual	Person	Promotions	Flow Data Analysis		Q÷Px ita 100	R
3.3).0		0.0		#	Expe	Persons with Disabilities	ions	Analy	←	x P x F ÷ 100	7.0
_		0		0			Expected Difference	bilities		sis	`	÷ 100	
0		0		0		#					←	Q-S	T
50		1		0		#	Employees	All			←	Part 2: Part 2: Flow Flow Data Data Analysis Analysis	U
0		0		0		#	Ac				←	Part 2: Flow Data Analysis	V
0.0	•••••	0.0		0.0	•••••	0/0	Actual	Persons	erminations		←	V ÷ U x 100	¥
0 1		0 (0 (#:	Expected	Persons with Disabilities	ions		←	Part 2: Flow Pown Data Provided Provide	
)				#	Difference	Ġ			←	0 V-X	Υ

=	Total		1_	J.	12		(EEOO)) Cell	*] ====================================			Data sources:
		Workers	Other Manual	Personnel	Other Sales & Service		Y.	Occupational Group	Employment Fauity			Data sources: Part 2: Flow Data Data Analysis Analysis
2021	2018	2021	2018	2021	2018	#		Year				
145	145	6	6	0	0	#	Employees	All	Ξ	New	←	Part 2: Flow Data Analysis
1	1	0	0	0	0	#	Act	Persons with Disabilities	Flow Data	New Entrants	←	Flow Data Analysis
0.7	0.7	0.0	0.0	0.0	0.0	%	Actual	is with ilities		nts	←	E+DX Pan 3: 100 Goals
	5		0		0	#	Goal				←	Pan 3 Goals
	20.0		0.0		0.0	9/6	Percent of Goal Met	Persons with Disabilities	Short-term Goals		←	100
0.0	0.0	0.0	0.0	0.0	0.0	9%	Goal	n Disabilities	rm Goals		←	Fart 5: Goals
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met		9.	G	←	F + I x 100
						#	Goal			Goals	←	100 Goals F+1x100 Part 3: Goals E+Nx Part 3: F+Mx100
	1 100.0		0.0		0.0	e e	Goal Met	Persons wi	Long-te		←	IS E+XX
0.0	.0 0.0	0.0	.0 0.0	0	.0 0.0	30	of Goal	Persons with Disabilities	Long-term Goals		←	Goals
				0.0		s° a	Percent of Goal Met	2	Is		←	F + M x 100
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Part 7: Results - Members of Visible Minorities Joe Johnson Equipment Inc.

005549

[Date: 2018-05-11]

Employment Equity Occupational Group (EEOG) 90 05 94 03 02 01 Data sources ➣ Senior Managers Supervisors: Crafts & Trades Professionals Middle & Other Supervisors Semi-Professionals & Managers Technicians ₩ Year 2015 2015 2018 2018 2015 2015 2018 2018 2015 2015 2018 C Part 1: Workforce Analysis Employees ≗ U 15 16 10 Part 1: Workforce Analysis Œ Representation 00 Workforce Analysis E + D x 100 Ŧ 0.0 16.7 5.9 0.0 0.0 0.0 0.0 0.0 0.0 Workforce Part 1: Workforce Analysis Visible Minorities % G Availability 10.7 9.4 16.6 14.1 35.9 21.6 18.3 21.2 15.0 15.0 10.1 10.1 D x G + 100 Η E - H Gap EE Result E + H x 100 91.1 27.7 99.0 0.0 0.0 0.0 0.0 0.0 0.0 Part 2: Flow Flow Data
Data Analysis Analysis Employees ¥ $\overline{}$ Actual x 100 Hires 8 Ζ Visible Minorities \leftarrow 14.3 0.0 0.0 0.0 0.0 0.0 K x G + 100 Expected Z Difference L-N 0 Part 2: Flow Part 2:
Data Analysis Flow Data
Analysis Analysis Employees È ٦ Flow Data Analysis 0 Actual Promotions Q ÷ P x 100 % Visible Minorities æ 0.0 0.0 0.0 0.0 0.0 P x F ÷ 100 Expected S Q-S Part 2: Flow Flow Data
Data Analysis Analysis Employees È \Box ← < Actual Terminations 0 V + U x 100 % Visible Minorities ¥ 100.0 33.3 UxF + 100Expected × Difference V - X ~

5	3	3	3	1	2	5	2		3	-	2		(EE	000	Emp			
Trades	Supervisors: Crafts &	op Supervisors	Simericore	Technicians	Semi-Professionals &	1 TOICSSIONALS	Drofessionals	Managers	Middle & Other	Scillot Ividilagers	Senior Managers		(EEOG)	Occupational Group	Employment Equity			
2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	2021	2018	#±		I CAI	·			
12	12	=	=			10	10	.,	7	_	4	#	Employees	All		Nev		
0	0	0	0	0	0	1	1	0	0	0	0	*	AC.	Visible N	Flow Data	New Entrants		
0.0	0.0	0.0	0.0	0.0	0.0	10.0	10.0	0.0	0.0	0.0	0.0	%	Actual	Visible Minorities		nts		
	1		1		0		0		_		0	#	Goal					
	0.0		0.0		0.0		0.0		0.0		0.0	%	Percent of Goal Met	Visible Minorities	Short-term Goals			
0.1	0.0	0.1	0.0	0.2	0.0	0.2	0.0	0.2	0.0	0.1	0.0	%	Goal	inorities	m Goals			
0.0	0.0	0.0	0.0	0.0	0.0	4717.0	0.0	0.0	0.0	0.0	0.0	9/6	Percent of Goal Met			G		
												#	Goal			Goals		
	1 0.0		1 0.0		0.0		0.0		1 0.0		0.0	9,6	Percent of Goal Met	Visible	Long-to			
0.1	0.0	0.1	0.0	0.2	0.0	0.2	0.0	0.2	0.0	0.1	0.0	%	of Goal	Visible Minorities	Long-term Goals			
1 0.0	0.0	1 0.0	0.0	2 0.0	0.0	2 4717.0	0.0	2 0.0	0.0	1 0.0	0.0	%	Percent of Goal Met		s			
0	0	0	0	0	0	0	0	0	0	.0	0		<u> - </u>					
														Con				
														Comments				

Data sources:

Part 2: Flow Part 2: E + D x
Data Analysis Analysis 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

Second Column		Part 7: Results - Members of Visible Minorities																							
No. No.											Joe	Johns	on Equ	ipment	Inc.										
Part		[Date: 2018-05-11]																							
Part		ъ		D	Е	T.		TT	Ť	т	TZ TZ	т т	. M	. N		, D		D		т	<u> </u>	X 7	W	T V	
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Federal Contractors Program Achievement Report

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Part 7: Results - Members of Visible Minorities

005551

Joe Johnson Equipment Inc. [Date: 2018-05-11]

Employment Equity Occupational Group (EEOG) Total 13 Data sources: 14 ➣ Workers Other Manual Other Sales & Service Personnel ₩ Year 2015 2018 2015 2018 2015 2018 C Part 1: Workforce Analysis Employees ž D 198 262 Part 1: Workforce Analysis Œ Representation Workforce Analysis E + D x 100 8 Ŧ 0.0 16.7 0.0 Workforce Part 1: Workforce Analysis Visible Minorities % G 22.1 14.2 Availability 10.4 11.8 0.0 7.9 D x G + 100 Η 31 E-H Gap EE Result E + H x 100 0.0 117.4 8 34.0 45.3 0.0 Part 2: Flow Flow Data
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TOTAL	Total		<u>-</u>		13		(EEOG)	Occu	Emp			Data sources:
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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Joe Johnson Equipment Inc. [Date: 2018-05-11]

Efforts

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

Require	ed measures:
	г 1 1

equity.

Requi	red 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.
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

✓	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):
Oper	rational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your zation's activities during the period between the first/previous and subsequent/current compliance ment.
/	Impact of economic and industrial conditions on the organization.
	In the last year, the oil and gas industry has significantly improved making it a more competative labour market. This has resulted in our organization recruiting from a smaller pool of resources in Alberta. In Canada, the unemployment rate is lower than it has been in 40 years, which has also contributed to a tougher pool of candidates for the organization to draw from.
/	Any reorganization or other corporate structural changes.
	During the period between the first and subsequent compliance assessments (2015 - 2018), the organization made internal corporate structural changes. These changes included formalizing a team of Directors and promoting two women within our organization to Senior Managers. Additionally, the organization developed and expanded multiple departments allowing the organization an opportunity to promote additional women into Supervisor roles.
√	Acquisitions, mergers or transfers of employees.
	The company was acquired by a US publically traded organization in 2016. One of our Senior Managers, who identified as a visible minority, was seconded by our parent company and is no longer an employee of our organization. Although this affects our visible minority representation, this was a promotion for that employee. In addition, a lot of time and attention was required by the entire organization to ensure a successful acquisition process. This resulted in a shift in priorities, including
	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).
	Other.
Addit	ional Details
Please p	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Joe Johnson Equipment Inc.

Primary Location: Mississauga, Ontario

Number of Employees: 262

- Ontario 142
- Alberta 84
- Manitoba 14
- Quebec 12
- Nova Scotia 10

Organization Overview:

NAICS: 8113 - Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance

Joe Johnson Equipment Inc. provides infrastructure-maintenance equipment suppliers. JJE serves municipalities, contractors, haulers and industrial companies in Canada and the US. JJE has a long-standing reputation for distributing industry-leading products through its national branch network with a keen focus on customer support.

Key Dates – First Year Assessment

2015-02-04 Initiated: 2015-11-27 Received: Closed: 2015-12-01 WFA: 2015-11-24

Key Dates – Subsequent Assessment

Initiated: 2018-05-05 Received: 2018-08-07 WFA: 2018-05-11

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



Comments:

- The period reported on the Achievement report is 2015-11-24 to 2018-05-11.
- The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

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

\boxtimes	Yes	No
\sim	1 5	110

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.

ASSESSMENT OF REASONABLE PROGRESS

- In the previous assessment many gaps were found in different EEOG's in each designated groups.
- The period for which the data was submitted and analyzed was from 2015-11-24 to 2018-05-11.
- The Company has set short-term and long-term goals in percentage.
- All goals were set as per the labour market availability.

Women

01	Senior Managers	Goal not set
05	Supervisors	Goal met (400% achieved)
08	Skilled Sales & Service Personnel	Goal not met (50% achieved)
09	Skilled Crafts & Trades Workers	Goal met (300% achieved)
10	Clerical Personnel	Goal met (250% achieved)

Assessment/Observations:

- Out of five goals that were set in numerical format (i.e. not in the percentage% format) by the company, three were met and one was not set at all. Therefore it was not possible to assess the progress as no goal was set.
- EEOG 01 Out of four new entrants, two were women. The market availability is 27.4%. The company did not set any goal in the previous submission which was accepted at that time.
- EEOG 05 Out of 11 new entrants, four were women. The market availability is 56.9%. The company had set a goal of hiring / promoting one person and they hired / promoted four and thus were able to meet the goal (400%).

- EEOG 08 Out of 12 new entrants, one was a woman. The market availability is 27.8%. The company had set a goal of hiring / promoting two person and they hired / promoted one and thus did not meet the goal.
- EEOG09 Out of 43 new entrants, three were women. The market availability is 1.5%. The company had set a goal of hiring / promoting one person and they hired / promoted three, thus the company meet the goal (300%).
- EEOG 10 Out of 24 new entrants, 10 were women. The market availability is 69.1%. The company had set a goal of hiring / promoting four persons and they hired / promoted 10, thus the company met the goal (250%).

Aboriginal Peoples

10	Clerical Personnel	Goal met (100% achieved)
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Assessment/Observations

• EEOG 10 - Out of 24 new entrants, one was an Aboriginal person. The market availability is 2.3%. The company had set a goal of hiring / promoting one person and they hired / promoted one person, thus met the goal (100%).

Persons with Disabilities

01/02	Managers	Goal not set
05	Supervisors	Goal not met (0% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
09	Skilled Crafts & Trades Workers	Goal not met (0% achieved)
10	Clerical Personnel	Goal not met (0% achieved)

Assessment/Observations

- EEOG 01 & 02 There were 11 new entrants and one was a person with disabilities, while the market availability is 4.3%. This is expected given the availability and is acceptable.
- EEOG 05 There were 11 new entrants, but none were persons with disabilities, while the market availability is 13.9%. The company had set a goal of hiring / promoting one person and did not meet the goal.
- EEOG 06 There were 12 new entrants, but none were persons with disabilities, while the market availability is 7.8%. The company had set a goal of hiring / promoting one person and did not meet the goal.
- EEOG 08 There were 12 new entrants, but none were persons with disabilities, while the market availability is 3.5%. The company had set a goal of hiring / promoting one person and did not meet the goal.

- EEOG 09 There were 43 new entrants, but none were persons with disabilities, while the market availability is 3.8%. The company had set a goal of hiring / promoting one person and did not meet the goal.
- EEOG 10 There were 24 new entrants, but none were persons with disabilities, while the market availability is 7.0%. The company had set a goal of hiring / promoting one person and hired / promoted two, thus met the goal (200%).

Members of Visible Minorities

02	Middle & Other Managers	Goal not met (0% achieved)
05	Supervisors	Goal not met (0% achieved)
06	Supervisors: Crafts & Trades	Goal not met (0% achieved)
07	Administrative & Senior Clerical	Goal not set
08	Skilled Sales & Service Personnel	Goal not met (0% achieved)
09	Skilled Crafts & Trade Workers	Goal not set
10	Clerical Personnel	Goal met (200% achieved)
11	Intermediate Sales & Services	Goal met (100% achieved)

Assessment/Observations

- EEOG 02 There were seven new entrants, but none were visible minorities, while the market availability is 15.0%. The company had set a goal of hiring / promoting one person and did not meet the goal.
- EEOG 05 There were 11 new entrants, but none were visible minorities, while the market availability is 16.6%. The company had set a goal of hiring / promoting one person and did not meet the goal.
- EEOG 06 There were 12 new entrants, but none were visible minorities, while the market availability is 10.7%. The company had set a goal of hiring / promoting one person and did not meet the goal.
- EEOG 07 There were eight new entrants and one was a visible minority, while the market availability is 5.5%. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 08 There were 12 new entrants, but none were visible minorities, while the market availability is 14.9%. The company had set a goal of hiring / promoting two persons and did not meet the goal.
- EEOG 09 There were 43 new entrants, and five were visible minorities, while the market availability is 6.4%. Reasonable effort cannot be assessed since no goal was set in the previous assessment.
- EEOG 10 There were 24 new entrants, and two were visible minorities, while the market availability is 10.2%. The company had set a goal of hiring / promoting one person and did not meet the goal.
- EEOG 11 There were seven new entrants, and one was a visible minority, while the market availability is 17.8%. The company had set a goal of hiring / promoting one person and met the goal (100%).

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
 - This assessment covers the data from 2015-11-24 to 2018-05-11. During their initial assessment, the organization had set 16 short-term goals and 10 goals were not met, six were met above 80%, while no goals were set for four gaps identified.
 - The Company stated that in the last year, the oil and gas industry has significantly improved, thus making it a more competitive labour market. The pool from which the company is recruiting has reduced significantly. Also, in Canada, the unemployment rate is lower than it has been in 40 years, which has also contributed to a tougher pool of candidates for the organization to draw from.
 - They also advised that during the period between the first and subsequent compliance assessments (2015 - 2018), the organization made internal corporate structural changes. These changes included formalizing a team of Directors and promoting two women within our organization to Senior Managers. Additionally, the organization developed and expanded multiple departments allowing the organization an opportunity to promote additional women into Supervisor roles.
 - The company also stated that it was acquired by a US publically traded organization in 2016. Thus a lot of time and attention was required by the entire organization to ensure a successful acquisition process. This resulted in a shift in priorities, including recruitment efforts. A successful acquisition has now taken place and it allows for further efforts and improvements to be made towards the organizations employment equity program.

ASSESSMENT OF SHORT-TERM GOALS

- All short and long-term goals are set in percentage format.
- All short-term goals are set as per the labour market availability.

Women

	Workforce Analysis Results			als		
			Short-	Long-	D	
Emp	ployment Equity Occupational Group	Present	term	term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	27.4	27.4	18.2	27.4
03	Professionals	-2	48.1	48.1	35.3	48.1

04	Semi-Professionals & Tech	-1	9.9	9.9	0.0	9.9
05	Supervisors	-3	50.0	50.0	37.5	58.5
08	Skilled Sales & Service	-4	26.9	26.9	5.0	26.9
10	Clerical Personnel	-9	50.0	50.0	47.6	68.9
11	Intermediate Sales & Service	-2	NR	NR	52.9	66.1
14	Other Manual Workers	-1	18.0	18.0	0.0	18.0

Observations:

- Although availability is higher in EEOG's 05 and 10, goals were appropriately set at 50% so as not to encourage the occupational clustering of women in these occupations, and to ensure that they are inclusive of all genders.
- The company is not required to set any goals EEOG 11 since the representation is 52.9 % which is over the 50.0% mark.
- Besides these three instances, all long term and short term goals have been set exactly at availability.

Aboriginal Peoples

Workforce Analysis Results			Goals			
Emp	oloyment Equity Occupational Group (EEOG)	Present Gap	Short- term (1 to 3	Long- term (3+	Representation	LMA
			years)	years)		
#	Description	#	# or %	# or %	%	%
09	Skilled Crafts & Trades	-1	4.6	4.6	3.3	4.6
11	Intermediate Sales & Service	-1	3.4	3.4	0.0	3.4

Observations:

• All goals for Aboriginal Peoples have been set at availability in both the long-term and the short-term.

Persons with Disabilities

	Workforce Analysis Results			als		
Emp	oloyment Equity Occupational Group	Present	Short- term	Long- term	Representation	LMA
	(EEOG)	Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
03	Professionals	-1	3.8	3.8	0.0	3.8
05	Supervisors	-2	13.9	13.9	0.0	13.9

06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
08	Skilled Sales & Service	-1	3.5	3.5	0.0	3.5
09	Skilled Crafts & Trades	-2	3.8	3.8	1.1	3.8
10	Clerical Personnel	-2	7.0	7.0	2.4	7.0
11	Intermediate Sales & Service	-1	5.6	5.6	0.0	5.6

Observations:

• All goals for Persons with Disabilities have been set at availability in both the long-term and the short-term.

Members of Visible Minorities

	Workforce Analysis Results		Go	als		
Employment Equity Occupational Group		Present	Short- term	Long- term	Representation	LMA
		Gap	(1 to 3	(3+		
			years)	years)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle & Other Managers	-2	15.0	15.0	0.0	15.0
03	Professionals	-3	21.2	21.2	5.9	21.2
04	Semi-Professionals	-1	21.6	21.6	0.0	21.6
05	Supervisors	-2	14.1	14.1	0.0	14.1
06	Supervisors: Crafts and Trades	-2	9.4	9.4	0.0	9.4
08	Skilled Sales and Service Personnel	-3	14.8	14.8	0.0	14.8
10	Clerical Personnel	-2	11.3	11.3	7.1	11.3
11	Intermediate Sales and Service Personnel	-2	19.7	19.7	5.9	19.7

Observations:

• All goals for Visible Minorities have been set at availability in both the long-term and the short-term.

RECOMMENDATION

I recommend that	the employer be found
⊠in compliance	\square in non-compliance

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

• Given that Joe Johnson Equipment Inc. has quite a few gaps in each designated group, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.

Name of Analyst: Neena Sharan

Date: August 03, 2018

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: October 12, 2018 2:53 PM

To: 'thui@jjei.com' <thui@jjei.com>; 'sbucking@jjei.com' <sbucking@jjei.com>; 'kgallimore@jjei.com' <kgallimore@jjei.com>

Subject: Government of Canada Agreement Number: 061367 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Ted Hui:

I am writing to inform you that the subsequent compliance assessment initiated on January 14, 2018 has been completed. As a result of the assessment, Joe Johnson Equipment Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment</u> 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 the Joe Johnson Equipment Inc. employment equity program.

 Given that Joe Johnson Equipment Inc. has quite a few gaps in each designated group, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.

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 14, 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, Joe Johnson Equipment Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

The FCP does not prescribe measures to be undertaken. Each federal contractor is encouraged to implement employment equity in ways that are meaningful and relevant to their organization. Evidence of reasonable efforts could include:

- the implementation of initiatives to foster a diverse and inclusive workplace;
- measures to remove employment barriers;
- tailored programs to attract and retain designated group members in areas where they are underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

Labour Program officers are available to answer questions and provide guidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the <u>Workplace Equity Information Management System</u> (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 Joe Johnson Equipment 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!