



s.19(1)  
s.24(1)

## Agreement to Implement Employment Equity

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Magellan Aerospace Limited	Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Operating Name (if different from Legal Name of Organization) Magellan Aerospace, Mississauga; Magellan Aerospace, Kitchener; Magellan Aerospace, Halcy; Magellan Aerospace, Winnipeg	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 33641	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 1616  To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjecla-ruj96/standard-norme/naics-clafr2002/naics-secteur2-eng.htm">http://www.statcan.gc.ca/subjecla-ruj96/standard-norme/naics-clafr2002/naics-secteur2-eng.htm</a>

<b>Official use only (if information above is incorrect)</b>		
P [REDACTED]	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 3160 Derry Road East	City Mississauga	Province ON	Postal Code L4T 1A9
	Telephone Number 905-677-1889	Fax Number 905-677-5858	

EMPLOYMENT EQUITY CONTACT	
Name (print) Lily Trieu	Title Human Resources Analyst
Telephone Number 905-677-1889 ext. 243	E-mail Address lily.trieu@magellan.aero

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

SIGNATORY	
<b>NOTE:</b> The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Jo-Ann Ball	Title Vice President of Human Resources
Telephones Number [REDACTED]	E-mail Address jo-ann.ball@magellan.aero
	Date 07.16.2013

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

**FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA**  
 Reporting Period 2014-09-01 to 2018-03-01

**GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	880	2	0	882	Regina	1	0	0	1
Québec	63	0	0	63	Toronto	340	0	0	340
Manitoba	566	0	0	566	Vancouver	1	0	0	1
British Columbia	1	0	0	1	Winnipeg	566	0	0	566
Saskatchewan	1	0	0	1	Saguenay	1	0	0	1
Total Employees in Canada				1513	Ottawa - Gatineau	511	0	0	511
					Oshawa	1	0	0	1
					Hamilton	1	0	0	1
					St. Catharines - Niagara	1	0	0	1
					Kitchener - Cambridge - Waterloo	45	2	0	47
					Guelph	3	0	0	3
					Barrie	1	0	0	1
					Ont. less CMAs	39	0	0	39
					Total Employees in Canada				1513

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS  
Full-Time / National

Reporting Period 2014-09-01 to 2018-03-01

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Senior Managers</b>  Top Range: \$100,000 and over  Bottom Range: Under \$5,000	4	3	2	1									
	3	1	1										
	2												
	1	46	38	8							6	4	2
	<b>Total</b>	50	41	9							6	4	2
<b>Middle and Other Managers</b>  Top Range: \$100,000 and over  Bottom Range: Under \$5,000	4	3	3										
	3	13	13				1	1			2	2	
	2	6	3	3									
	1	85	71	14							5	5	
	<b>Total</b>	107	90	17				1	1		7	7	
<b>Professionals</b>  Top Range: \$100,000 and over  Bottom Range: Under \$5,000	4	3	3								1	1	
	3	6	6								1	1	
	2	19	12	7	1		1				3	2	1
	1	142	113	29	1	1					23	17	6
	<b>Total</b>	170	134	36	2	1	1				28	21	7
<b>Semi-Professionals and Technicians</b>  Top Range: \$ 95,000 - \$99,999  Bottom Range: Under \$5,000	4	1	1										
	3	18	18								2	2	
	2	26	22	4				1	1		1	1	
	1	144	126	18	7	7					21	17	4
	<b>Total</b>	189	167	22	7	7		1	1		24	20	4

**Magellan Aerospace Limited (certificate # 061290)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Full-Time / National**  
**Reporting Period 2014-09-01 to 2018-03-01**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Supervisors</b>  Top Range: \$ 65,000 - \$69,999  Bottom Range: Under \$5,000	4	9	8	1									
	3	1	1										
	2												
	1	16	15	1							5	4	1
	<b>Total</b>	26	24	2							5	4	1
<b>Supervisors: Crafts and Trades</b>  Top Range: \$ 70,000 - \$74,999  Bottom Range: Under \$5,000	4	5	4	1				1	1				
	3	1	1										
	2												
	1	46	39	7				1	1		1	1	
	<b>Total</b>	52	44	8				2	2		1	1	
<b>Administrative and Senior Clerical Personnel</b>  Top Range: \$ 60,000 - \$64,999  Bottom Range: Under \$5,000	4	4	1	3	1		1				1		1
	3	6	1	5							1		1
	2												
	1	39	18	21	5	2	3				8	3	5
	<b>Total</b>	49	20	29	6	2	4				10	3	7
<b>Skilled Sales and Service Personnel</b>  Top Range: Under \$5,000  Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										

**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**

Full-Time / National

Reporting Period 2014-09-01 to 2018-03-01

280600

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
<b>Skilled Crafts and Trades Workers</b>  Top Range: \$ 60,000 - \$64,999 Bottom Range: Under \$5,000	4	21	21									8	8	
	3	26	21	5	1	1		1	1			4	3	1
	2	1	1									1	1	
	1	253	243	10	7	7		1	1			50	50	
	<b>Total</b>	301	286	15	8	8		2	2			63	62	1
<b>Clerical Personnel</b>  Top Range: \$ 70,000 - \$74,999 Bottom Range: Under \$5,000	4	6	3	3				1	1					
	3	5	4	1										
	2													
	1	78	50	28	1	1						11	7	4
	<b>Total</b>	89	57	32	1	1		1	1			11	7	4
<b>Intermediate Sales and Service Personnel</b>  Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	1	1											
	<b>Total</b>	1	1											
<b>Semi-Skilled Manual Workers</b>  Top Range: \$ 70,000 - \$74,999 Bottom Range: Under \$5,000	4	10	9	1	1	1		1	1			1	1	
	3	31	21	10	3	2		1	1			1	1	
	2	1	1									1	1	
	1	92	84	8	3	3		1	1			18	15	3
	<b>Total</b>	134	115	19	7	5	1	3	3			21	18	3

**Magellian Aerospace Limited (certificate # 061290)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
 Full-Time / National  
 Reporting Period 2014-09-01 to 2018-03-01

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities								
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13							
Other Sales and Service Personnel  Top Range: \$ 60,000 - \$64,999 Bottom Range: Under \$5,000	4	1	1																	
	3	1	1																	
	2																			
	1	5	4	1											1					
	<b>Total</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	
Other Manual Workers  Top Range: \$ 45,000 - \$49,999 Bottom Range: Under \$5,000	4	21	20	1	4	4														
	3																			
	2	1	1																	
	1	313	250	63											1					
	<b>Total</b>	<b>335</b>	<b>271</b>	<b>64</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>Total Number of Employees</b>	<b>1514</b>	<b>1257</b>	<b>254</b>	<b>35</b>	<b>29</b>	<b>6</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>1</b>	<b>149</b>	<b>29</b>							

**Magellan Aerospace Limited (certificate # 061290)**  
**FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS**  
**Part-Time / National**  
**Reporting Period 2014-09-01 to 2018-03-01**

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
<b>Professionals</b>  <b>Top Range: \$ 5,000 - \$ 9,999</b>  <b>Bottom Range: \$ 5,000 - \$ 9,999</b>	4												
	3												
	2												
	1	1	1								1	1	
	<b>Total</b>		1	1							1	1	
<b>Semi-Professionals and Technicians</b>  <b>Top Range: \$ 5,000 - \$ 9,999</b>  <b>Bottom Range: \$ 5,000 - \$ 9,999</b>	4												
	3												
	2												
	1	1		1									
	<b>Total</b>		1		1								
<b>Total Number of Employees</b>		2	1	1							1	1	

**Magellan Aerospace Limited (certificate # 061290)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Full-Time / National**  
**Reporting Period 2014-09-01 to 2018-03-01**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	1259	1052	207	24	21	3	4	4		150	125	25
\$ 20,000 - \$24,999	2	2										
\$ 25,000 - \$29,999	1	1										
\$ 30,000 - \$34,999	4	3	1							2	2	
\$ 35,000 - \$37,499	2	2										
\$ 37,500 - \$39,999	3	2	1	1	1							
\$ 40,000 - \$44,999	91	64	27	7	5	2	5	5		3	2	1
\$ 45,000 - \$49,999	21	19	2	1	1		1	1		4	3	1
\$ 50,000 - \$59,999	57	46	11				1	1		10	9	1
\$ 60,000 - \$69,999	35	32	3	1		1	2	2		5	4	1
\$ 70,000 - \$84,999	17	16	1	1	1		1	1		2	2	
\$ 85,000 - \$99,999	6	6								1	1	
\$100,000 and over	13	12	1							1	1	
<b>Total Number of Employees</b>	<b>1511</b>	<b>1257</b>	<b>254</b>	<b>35</b>	<b>29</b>	<b>6</b>	<b>14</b>	<b>14</b>		<b>178</b>	<b>149</b>	<b>29</b>



**Magellan Aerospace Limited (certificate # 061290)**  
**FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY**  
**Part-Time / National**  
**Reporting Period 2014-09-01 to 2018-03-01**

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 7,500 - \$ 9,999	2	1	1							1	1	
<b>Total Number of Employees</b>	<b>2</b>	<b>1</b>	<b>1</b>							<b>1</b>	<b>1</b>	

Magellan Aerospace Limited (certificate # 061290)

Form 4 A

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED**

Full-Time / National

Reporting Period 2014-09-01 to 2018-03-01

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	5	5								1	1	
Middle and Other Managers	16	13	3							3	3	
Professionals	60	41	19	1	1		1	1		16	9	7
Semi-Professionals and Technicians	54	47	7	3	3					13	10	3
Supervisors	1	1										
Supervisors: Crafts and Trades	23	20	3	1	1					1	1	
Administrative and Senior Clerical Personnel	29	12	17	2		2				9	4	5
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	64	61	3	1	1					28	27	1
Clerical Personnel	37	23	14							10	8	2
Semi-Skilled Manual Workers	36	33	3	2	2					13	11	2
Other Sales and Service Personnel	1	1										
Other Manual Workers	108	86	22							6	5	1
<b>Total Number of Employees Hired</b>	<b>435</b>	<b>344</b>	<b>91</b>	<b>10</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>1</b>		<b>100</b>	<b>79</b>	<b>21</b>

**Magellan Aerospace Limited (certificate # 061290)**  
**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**  
**Full-Time / National**  
**Reporting Period 2014-09-01 to 2018-03-01**

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	5	4	1									
Middle and Other Managers	12	9	3									
Professionals	6	5	1							1	1	
Semi-Professionals and Technicians	5	4	1							1		1
Supervisors: Crafts and Trades	7	4	3									
Administrative and Senior Clerical Personnel	6	3	3	1		1						
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	6	4	2							1		1
Semi-Skilled Manual Workers	2	2										
Other Manual Workers	5	3	2									
<b>Total Number of Employees Promoted</b>	<b>55</b>	<b>39</b>	<b>16</b>	<b>1</b>		<b>1</b>				<b>3</b>	<b>1</b>	<b>2</b>
<b>Total Number of Promotions</b>	<b>57</b>	<b>41</b>	<b>16</b>	<b>1</b>		<b>1</b>				<b>3</b>	<b>1</b>	<b>2</b>

**FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED**  
**Full-Time / National**  
**Reporting Period 2014-09-01 to 2018-03-01**

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	13	13								2	2	
Middle and Other Managers	22	20	2							1	1	
Professionals	84	62	22	2	2		1	1		13	10	3
Semi-Professionals and Technicians	74	70	4	3	3					10	10	
Supervisors	2	2										
Supervisors: Crafts and Trades	30	23	7	1	1					1	1	
Administrative and Senior Clerical Personnel	39	9	30	1		1				6	3	3
Skilled Crafts and Trades Workers	72	65	7	5	5					20	19	1
Clerical Personnel	57	37	20	1		1				10	9	1
Semi-Skilled Manual Workers	32	27	5							11	10	1
Other Sales and Service Personnel	2	2										
Other Manual Workers	148	113	35	2	1	1				9	7	2
<b>Total Number of Employees Terminated</b>	<b>575</b>	<b>443</b>	<b>132</b>	<b>15</b>	<b>12</b>	<b>3</b>	<b>1</b>	<b>1</b>		<b>83</b>	<b>72</b>	<b>11</b>

Workplace Equity Information Management System - Magellan Aerospace Limited

Workforce Analysis - Detailed Report

Date: 2018-03-19

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
<b>01 : Senior Managers</b>	National	50	9	18.0 %	27.4 %	14	5	National
<b>02 : Middle and Other Managers</b>	National	107	17	15.9 %	38.9 %	42	25	National
<b>03 : Professionals</b>		171	36	21.1 %	25.3 %	43	7	
1111 : Financial auditors and accountants	National	10	4	40.0 %	55.1 %	6	2	National
1112 : Financial and investment analysts	National	7	4	57.1 %	50.1 %	4	0	National
1121 : Human resources professionals	National	10	6	60.0 %	71.1 %	7	1	National
1122 : Professional occupations in business management consulting	National	12	5	41.7 %	42.0 %	5	0	National
2112 : Chemists	National	1	1	100.0 %	40.6 %	0	1	National
2115 : Other professional occupations in physical sciences	National	1	1	100.0 %	16.8 %	0	1	National
2132 : Mechanical engineers	National	47	5	10.6 %	9.0 %	4	1	National
2133 : Electrical and electronics engineers	National	12	1	8.3 %	11.3 %	1	0	National
2134 : Chemical engineers	National	1	0	0.0 %	24.5 %	0	0	National
2141 : Industrial and manufacturing engineers	National	23	1	4.3 %	17.0 %	4	2	National
2142 : Metallurgical and materials engineers	National	3	0	0.0 %	14.6 %	0	0	National
2146 : Aerospace engineers	National	10	1	10.0 %	12.1 %	1	0	National
2147 : Computer engineers (except software engineers and designers)	National	3	1	33.3 %	12.6 %	0	1	National
2171 : Information systems analysts and consultants	National	23	3	13.0 %	28.3 %	7	4	National
2172 : Database analysts and data administrators	National	2	1	50.0 %	35.2 %	1	0	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	17.9 %	0	0	National
4021 : College and other vocational instructors	National	1	0	0.0 %	53.8 %	1	1	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	41.0 %	0	0	National
4163 : Business development officers and marketing researchers and consultants	National	2	2	100.0 %	50.7 %	1	1	National
5131 : Producers, directors, choreographers and related occupations	National	1	0	0.0 %	32.9 %	0	0	National
<b>04 : Semi-Professionals and Technicians</b>		190	23	12.1 %	15.7 %	30	7	

Workplace Equity Information Management System - Magellan Aerospace Limited

Workforce Analysis - Detailed Report

Date: 2018-03-19

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
2211 : Chemical technologists and technicians	Manitoba	6	3	50.0 %	42.3 %	3	0	Manitoba
2212 : Geological and mineral technologists and technicians	Ontario	3	0	0.0 %	20.2 %	1	3	Ontario
2231 : Civil engineering technologists and technicians	Ontario	2	1	50.0 %	15.7 %	0	1	Ontario
2232 : Mechanical engineering technologists and technicians	Manitoba	33	3	9.1 %	8.7 %	3	0	Manitoba
2232 : Mechanical engineering technologists and technicians	Ontario	6	0	0.0 %	6.3 %	0	0	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	8	0	0.0 %	15.2 %	1	3	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	26	4	15.4 %	19.9 %	5	3	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	3	0	0.0 %	12.1 %	0	0	Ontario
2243 : Industrial instrument technicians and mechanics	Manitoba	7	0	0.0 %	0.0 %	0	0	Manitoba
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Manitoba	53	6	11.3 %	9.1 %	5	1	Manitoba
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	4	1	25.0 %	9.5 %	0	1	Ontario
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Saskatchewan	1	0	0.0 %	0.0 %	0	0	Saskatchewan
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	26.4 %	0	0	Ontario
2261 : Non-destructive testers and inspection technicians	Manitoba	6	1	16.7 %	0.0 %	0	1	Manitoba
2261 : Non-destructive testers and inspection technicians	Ontario	12	0	0.0 %	9.2 %	1	3	Ontario
2262 : Engineering inspectors and regulatory officers	Ontario	2	0	0.0 %	20.7 %	0	0	Ontario
2281 : Computer network technicians	Ontario	3	1	33.3 %	20.8 %	1	0	Ontario
2282 : User support technicians	Ontario	1	0	0.0 %	24.2 %	0	0	Ontario
2282 : User support technicians	Québec	1	0	0.0 %	19.6 %	0	0	Québec
3215 : Medical radiation technologists	Ontario	11	3	27.3 %	72.3 %	8	5	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	32.2 %	0	0	Ontario
<b>05 : Supervisors</b>		26	2	7.7 %	52.8 %	14	12	
<b>Employment Equity Occupational Group</b>	Guelph	1	0	0.0 %	59.1 %	1	3	Guelph
<b>Employment Equity Occupational Group</b>	Ont. less CMAs	1	0	0.0 %	62.9 %	1	3	Ont. less CMAs

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	#	%		
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	9	1	11.1 %	5	50.7 %	4	Ottawa - Gatineau
	Toronto	15	1	6.7 %	8	53.0 %	7	Toronto
<b>06 : Supervisors: Crafts and Trades</b>		52	8	15.4 %	5	9.7 %	3	
7212 : NOC 2006 - Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	Ontario	1	0	0.0 %	0	13.0 %	0	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Manitoba	14	1	7.1 %	0	0.0 %	1	Manitoba
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	30	6	20.0 %	3	11.6 %	3	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Québec	1	1	100.0 %	0	8.3 %	1	Québec
9227 : Supervisors, other products manufacturing and assembly	Ontario	6	0	0.0 %	1	22.7 %	4	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		49	29	59.2 %	40	80.7 %	13	
<b>Employment Equity Occupational Group</b>		1	0	0.0 %	1	83.0 %	1	Kitchener - Cambridge
<b>Employment Equity Occupational Group</b>	Kitchener - Cambridge - Waterloo	1	0	0.0 %	1	83.0 %	1	Kitchener - Cambridge
<b>Employment Equity Occupational Group</b>	Ont. less CMAs	1	1	100.0 %	1	87.1 %	0	Ont. less CMAs
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	4	4	100.0 %	3	77.2 %	1	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Toronto	10	6	60.0 %	8	80.1 %	2	Toronto
<b>Employment Equity Occupational Group</b>	Winnipeg	33	18	54.5 %	27	81.1 %	8	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	0	26.3 %	0	
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0 %	0	26.3 %	0	British Columbia
<b>09 : Skilled Crafts and Trades Workers</b>		301	15	5.0 %	8	2.5 %	7	
7231 : Machinists and machining and tooling inspectors	Manitoba	31	0	0.0 %	1	3.6 %	1	Manitoba
7231 : Machinists and machining and tooling inspectors	Ontario	37	4	10.8 %	2	4.4 %	2	Ontario
7232 : Tool and die makers	Manitoba	7	0	0.0 %	0	0.0 %	0	Manitoba
7232 : Tool and die makers	Ontario	5	0	0.0 %	0	3.1 %	0	Ontario
7233 : Sheet metal workers	Manitoba	95	4	4.2 %	0	0.0 %	4	Manitoba
7233 : Sheet metal workers	Ontario	5	0	0.0 %	0	1.0 %	0	Ontario
7237 : Welders and related machine operators	Manitoba	5	0	0.0 %	0	2.0 %	0	Manitoba

Workplace Equity Information Management System - Magellan Aerospace Limited

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
7237 : Welders and related machine operators	Ontario	4	0	0.0 %	5.1 %	0	0	Ontario
7241 : Electricians (except industrial and power system)	Manitoba	3	0	0.0 %	0.7 %	0	0	Manitoba
7241 : Electricians (except industrial and power system)	Ontario	6	1	16.7 %	1.5 %	0	1	Ontario
7242 : Industrial electricians	Ontario	2	0	0.0 %	1.0 %	0	0	Ontario
7251 : Plumbers	Manitoba	6	0	0.0 %	2.9 %	0	0	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Manitoba	7	1	14.3 %	3.2 %	0	1	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Ontario	16	1	6.3 %	3.8 %	1	0	Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Manitoba	1	0	0.0 %	3.2 %	0	0	Manitoba
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	6	0	0.0 %	3.8 %	0	0	Ontario
7271 : Carpenters	Manitoba	1	0	0.0 %	2.4 %	0	0	Manitoba
7294 : Painters and decorators (except interior decorators)	Manitoba	8	0	0.0 %	15.1 %	1	3	Manitoba
7311 : Construction millwrights and industrial mechanics	Manitoba	6	0	0.0 %	1.4 %	0	0	Manitoba
7311 : Construction millwrights and industrial mechanics	Ontario	8	2	25.0 %	1.6 %	0	2	Ontario
7315 : Aircraft mechanics and aircraft inspectors	Manitoba	1	0	0.0 %	6.8 %	0	0	Manitoba
7315 : Aircraft mechanics and aircraft inspectors	Ontario	15	0	0.0 %	5.2 %	1	1	Ontario
7316 : Machine fitters	Ontario	1	0	0.0 %	2.4 %	0	0	Ontario
7351 : NOC 2006 - Stationary Engineers and Auxiliary Equipment Operators	Manitoba	2	0	0.0 %	3.2 %	0	0	Manitoba
9231 : Central control and process operators, mineral and metal processing	Manitoba	12	1	8.3 %	0.0 %	0	1	Manitoba
9231 : Central control and process operators, mineral and metal processing	Ontario	3	0	0.0 %	2.0 %	0	0	Ontario
9241 : Power engineers and power systems operators	Manitoba	7	0	0.0 %	4.9 %	0	0	Manitoba
9243 : Water and waste treatment plant operators	Ontario	1	1	100.0 %	16.5 %	0	1	Ontario
<b>10 : Clerical Personnel</b>		<b>89</b>	<b>32</b>	<b>36.0 %</b>	<b>67.1 %</b>	<b>60</b>	<b>28</b>	
<b>Employment Equity Occupational Group</b>	Ont. less CMAs	7	5	71.4 %	72.4 %	5	0	Ont. less CMAs
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	17	5	29.4 %	65.8 %	11	6	Ottawa - Gatineau



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Employment Equity Occupational Group	Internal Location	All Employees #	Women		Availability #	Gap #	Recruitment Area
			Representation %	%			
Employment Equity Occupational Group	Toronto	26	11	42.3 %	17	9	Toronto
	Winnipeg	39	11	28.2 %	26	18	Winnipeg
11 : Intermediate Sales and Service Personnel	Toronto	1	0	0.0 %	1	1	Toronto
	Toronto	1	0	0.0 %	1	1	Toronto
12 : Semi-Skilled Manual Workers	Kitchener - Cambridge - Waterloo	3	0	0.0 %	1	3	Kitchener - Cambridge
	Ottawa - Gatineau	29	10	34.5 %	4	6	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	67	2	3.0 %	15	13	Toronto
	Winnipeg	35	7	20.0 %	5	2	Winnipeg
13 : Other Sales and Service Personnel	Toronto	4	0	0.0 %	2	2	Toronto
	Winnipeg	3	1	33.3 %	2	1	Winnipeg
14 : Other Manual Workers	Kitchener - Cambridge - Waterloo	18	3	16.7 %	5	4	Kitchener - Cambridge
	Ottawa - Gatineau	292	61	20.9 %	27	34	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	0	0.0 %	2	2	Toronto
	Winnipeg	4	0	0.0 %	1	3	Winnipeg
<b>Total</b>		<b>1513</b>	<b>255</b>	<b>16.9 %</b>	<b>324</b>	<b>89</b>	

Total may not equal sum of components due to rounding.

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

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
<b>01 : Senior Managers</b>	National	50	0	0.0 %	1	2.9 %	National	
<b>02 : Middle and Other Managers</b>	National	107	0	0.0 %	2	2.2 %	National	
<b>03 : Professionals</b>		171	2	1.2 %	2	1.1 %		
1111 : Financial auditors and accountants	National	10	0	0.0 %	0	1.3 %	National	
1112 : Financial and investment analysts	National	7	0	0.0 %	0	0.9 %	National	
1121 : Human resources professionals	National	10	0	0.0 %	0	2.7 %	National	
1122 : Professional occupations in business management consulting	National	12	1	8.3 %	0	1.6 %	National	
2112 : Chemists	National	1	0	0.0 %	0	0.6 %	National	
2115 : Other professional occupations in physical sciences	National	1	0	0.0 %	0	0.7 %	National	
2132 : Mechanical engineers	National	47	1	2.1 %	0	0.7 %	National	
2133 : Electrical and electronics engineers	National	12	0	0.0 %	0	0.7 %	National	
2134 : Chemical engineers	National	1	0	0.0 %	0	0.6 %	National	
2141 : Industrial and manufacturing engineers	National	23	0	0.0 %	0	0.8 %	National	
2142 : Metallurgical and materials engineers	National	3	0	0.0 %	0	3.3 %	National	
2146 : Aerospace engineers	National	10	0	0.0 %	0	0.6 %	National	
2147 : Computer engineers (except software engineers and designers)	National	3	0	0.0 %	0	0.9 %	National	
2171 : Information systems analysts and consultants	National	23	0	0.0 %	0	1.1 %	National	
2172 : Database analysts and data administrators	National	2	0	0.0 %	0	1.3 %	National	
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	0	1.0 %	National	
4021 : College and other vocational instructors	National	1	0	0.0 %	0	2.4 %	National	
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	0	2.7 %	National	
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	0	2.0 %	National	
5131 : Producers, directors, choreographers and related occupations	National	1	0	0.0 %	0	2.2 %	National	
<b>04 : Semi-Professionals and Technicians</b>		190	7	3.7 %	7	3.7 %		

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
2211 : Chemical technologists and technicians	Manitoba	6	0	0.0 %	1	10.4 %	Manitoba	
2212 : Geological and mineral technologists and technicians	Ontario	3	0	0.0 %	0	5.4 %	Ontario	
2231 : Civil engineering technologists and technicians	Ontario	2	0	0.0 %	0	2.2 %	Ontario	
2232 : Mechanical engineering technologists and technicians	Manitoba	33	2	6.1 %	2	6.0 %	Manitoba	
2232 : Mechanical engineering technologists and technicians	Ontario	6	0	0.0 %	0	1.4 %	Ontario	
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	8	1	12.5 %	0	4.9 %	Manitoba	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	26	0	0.0 %	0	1.1 %	Ontario	
2241 : Electrical and electronics engineering technologists and technicians	Ontario	3	0	0.0 %	0	1.8 %	Ontario	
2243 : Industrial instrument technicians and mechanics	Manitoba	7	0	0.0 %	0	0.0 %	Manitoba	
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Manitoba	53	4	7.5 %	2	4.5 %	Manitoba	
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	4	0	0.0 %	0	5.1 %	Ontario	
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Saskatchewan	1	0	0.0 %	0	0.0 %	Saskatchewan	
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	0	1.3 %	Ontario	
2261 : Non-destructive testers and inspection technicians	Manitoba	6	0	0.0 %	0	0.0 %	Manitoba	
2261 : Non-destructive testers and inspection technicians	Ontario	12	0	0.0 %	0	3.7 %	Ontario	
2262 : Engineering inspectors and regulatory officers	Ontario	2	0	0.0 %	0	0.0 %	Ontario	
2281 : Computer network technicians	Ontario	3	0	0.0 %	0	1.4 %	Ontario	
2282 : User support technicians	Ontario	1	0	0.0 %	0	1.6 %	Ontario	
2282 : User support technicians	Québec	1	0	0.0 %	0	1.3 %	Québec	
3215 : Medical radiation technologists	Ontario	11	0	0.0 %	0	1.5 %	Ontario	
5223 : Graphic arts technicians	Ontario	1	0	0.0 %	0	2.4 %	Ontario	
05 : Supervisors		26	0	0.0 %	0	1.8 %		
Employment Equity Occupational Group	Guelph	1	0	0.0 %	0	2.1 %	Guelph	
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	0	4.9 %	Ont. less CMAs	

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Gap #	Recruitment Area
			Representation %	Availability %		
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	9	0	2.7 %	0	Ottawa - Gatineau
	Toronto	15	0	1.0 %	0	Toronto
<b>Employment Equity Occupational Group</b>		52	0	2.0 %	1	
	<b>06 : Supervisors: Crafts and Trades</b>					
7212 : NOC 2006 - Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	Ontario	1	0	2.3 %	0	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Manitoba	14	0	0.0 %	0	Manitoba
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	30	0	0.0 %	1	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Québec	1	0	0.0 %	0	Québec
9227 : Supervisors, other products manufacturing and assembly	Ontario	6	0	1.2 %	0	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		49	6	12.2 %	3	3
	<b>Employment Equity Occupational Group</b>					
<b>Employment Equity Occupational Group</b>	Kitchener - Cambridge - Waterloo Ont. less CMAs	1	0	0.0 %	0	Kitchener - Cambridge Ont. less CMAs
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	4	0	0.0 %	0	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Toronto	10	0	0.0 %	0	Toronto
<b>Employment Equity Occupational Group</b>	Winnipeg	33	6	18.2 %	3	3 Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0 %	0	0
	6221 : Technical sales specialists - wholesale trade	British Columbia	1	0.0 %	2.5 %	0
<b>09 : Skilled Crafts and Trades Workers</b>		301	8	2.7 %	29	28
	<b>Employment Equity Occupational Group</b>					
7231 : Machinists and machining and tooling inspectors	Manitoba	31	0	0.0 %	3	3 Manitoba
7231 : Machinists and machining and tooling inspectors	Ontario	37	0	0.0 %	1	1 Ontario
7232 : Tool and die makers	Manitoba	7	0	0.0 %	0	0 Manitoba
7232 : Tool and die makers	Ontario	5	0	0.0 %	0	0 Ontario
7233 : Sheet metal workers	Manitoba	95	6	6.3 %	16	15 Manitoba
7233 : Sheet metal workers	Ontario	5	0	0.0 %	0	0 Ontario
7237 : Welders and related machine operators	Manitoba	5	0	0.0 %	0	0 Manitoba

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation %	Availability %	Aboriginal Peoples #	Gap #		
7237 : Welders and related machine operators	Ontario	4	0.0%	2.6%	0	0	Ontario	
7241 : Electricians (except industrial and power system)	Manitoba	3	0.0%	10.5%	0	0	Manitoba	
7241 : Electricians (except industrial and power system)	Ontario	6	0.0%	1.8%	0	0	Ontario	
7242 : Industrial electricians	Ontario	2	0.0%	2.2%	0	0	Ontario	
7251 : Plumbers	Manitoba	6	0.0%	14.4%	1	4	Manitoba	
7261 : NOC 2006 - Sheet Metal Workers	Manitoba	7	14.3%	13.9%	1	0	Manitoba	
7261 : NOC 2006 - Sheet Metal Workers	Ontario	16	0.0%	2.7%	0	0	Ontario	
7265 : NOC 2006 - Welders and Related Machine Operators	Manitoba	1	0.0%	13.9%	0	0	Manitoba	
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	6	0.0%	2.7%	0	0	Ontario	
7271 : Carpenters	Manitoba	1	0.0%	20.6%	0	0	Manitoba	
7294 : Painters and decorators (except interior decorators)	Manitoba	8	12.5%	14.4%	1	0	Manitoba	
7311 : Construction millwrights and industrial mechanics	Manitoba	6	0.0%	15.5%	1	4	Manitoba	
7311 : Construction millwrights and industrial mechanics	Ontario	8	0.0%	2.7%	0	0	Ontario	
7315 : Aircraft mechanics and aircraft inspectors	Manitoba	1	0.0%	6.8%	0	0	Manitoba	
7315 : Aircraft mechanics and aircraft inspectors	Ontario	15	0.0%	1.9%	0	0	Ontario	
7316 : Machine fitters	Ontario	1	0.0%	2.4%	0	0	Ontario	
7351 : NOC 2006 - Stationary Engineers and Auxiliary Equipment Operators	Manitoba	2	0.0%	13.9%	0	0	Manitoba	
9231 : Central control and process operators, mineral and metal processing	Manitoba	12	0.0%	11.6%	1	4	Manitoba	
9231 : Central control and process operators, mineral and metal processing	Ontario	3	0.0%	3.3%	0	0	Ontario	
9241 : Power engineers and power systems operators	Manitoba	7	0.0%	15.9%	1	4	Manitoba	
9243 : Water and waste treatment plant operators	Ontario	1	0.0%	6.6%	0	0	Ontario	
10 : Clerical Personnel	Ont. less CMAs	89	1.1%	5.4%	5	4	Ont. less CMAs	
Employment Equity Occupational Group	Ottawa - Gatineau	17	0.0%	2.8%	0	0	Ottawa - Gatineau	

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Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability %	Availability #		
Employment Equity Occupational Group	Toronto	26	0	0.0 %	0.7 %	0	0	Toronto
	Winnipeg	39	1	2.6 %	9.8 %	4	3	Winnipeg
11 : Intermediate Sales and Service Personnel	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto
	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto
12 : Semi-Skilled Manual Workers	Toronto	134	7	5.2 %	3.7 %	5	2	Toronto
	Kitchener - Cambridge - Waterloo	3	0	0.0 %	1.2 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ottawa - Gatineau	29	3	10.3 %	3.3 %	1	2	Ottawa - Gatineau
	Toronto	67	0	0.0 %	0.7 %	0	0	Toronto
Employment Equity Occupational Group	Winnipeg	35	4	11.4 %	10.0 %	4	0	Winnipeg
	Toronto	7	0	0.0 %	5.5 %	0	0	Toronto
13 : Other Sales and Service Personnel	Toronto	4	0	0.0 %	0.8 %	0	0	Toronto
	Winnipeg	3	0	0.0 %	11.8 %	0	0	Winnipeg
14 : Other Manual Workers	Winnipeg	335	4	1.2 %	3.2 %	11	7	Winnipeg
	Kitchener - Cambridge - Waterloo	18	0	0.0 %	1.8 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	16	0	0.0 %	6.8 %	1	1	Ont. less CMAs
	Ottawa - Gatineau	292	3	1.0 %	3.0 %	9	6	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	0	0.0 %	0.8 %	0	0	Toronto
	Winnipeg	4	1	25.0 %	16.8 %	1	0	Winnipeg
Total		1513	35	2.3 %	4.5 %	66	31	

Total may not equal sum of components due to rounding.

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

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Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
<b>01 : Senior Managers</b>	National	50	6	12.0 %	5	1
<b>02 : Middle and Other Managers</b>	National	107	7	6.5 %	16	1
<b>03 : Professionals</b>		171	29	17.0 %	48	1
1111 : Financial auditors and accountants	National	10	4	40.0 %	27.5 %	3
1112 : Financial and investment analysts	National	7	3	42.9 %	35.4 %	2
1121 : Human resources professionals	National	10	2	20.0 %	14.1 %	1
1122 : Professional occupations in business management consulting	National	12	2	16.7 %	21.6 %	3
2112 : Chemists	National	1	0	0.0 %	37.3 %	0
2115 : Other professional occupations in physical sciences	National	1	0	0.0 %	19.3 %	0
2132 : Mechanical engineers	National	47	6	12.8 %	28.6 %	13
2133 : Electrical and electronics engineers	National	12	0	0.0 %	34.9 %	4
2134 : Chemical engineers	National	1	1	100.0 %	30.8 %	0
2141 : Industrial and manufacturing engineers	National	23	1	4.3 %	31.5 %	7
2142 : Metallurgical and materials engineers	National	3	1	33.3 %	25.3 %	1
2146 : Aerospace engineers	National	10	1	10.0 %	25.0 %	3
2147 : Computer engineers (except software engineers and designers)	National	3	1	33.3 %	38.2 %	1
2171 : Information systems analysts and consultants	National	23	4	17.4 %	31.4 %	7
2172 : Database analysts and data administrators	National	2	2	100.0 %	32.3 %	1
2174 : Computer programmers and interactive media developers	National	1	1	100.0 %	31.5 %	0
4021 : College and other vocational instructors	National	1	0	0.0 %	13.4 %	0
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	13.6 %	0
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	21.9 %	0
5131 : Producers, directors, choreographers and related occupations	National	1	0	0.0 %	12.4 %	0
<b>04 : Semi-Professionals and Technicians</b>		190	24	12.6 %	17.6 %	33

## Workforce Analysis - Detailed Report

Date: 2018-03-19

### Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
2211 : Chemical technologists and technicians	Manitoba	6	0	0.0%	1	Manitoba
2212 : Geological and mineral technologists and technicians	Ontario	3	1	33.3%	0	Ontario
2231 : Civil engineering technologists and technicians	Ontario	2	1	50.0%	0	Ontario
2232 : Mechanical engineering technologists and technicians	Manitoba	33	3	9.1%	4	Manitoba
2232 : Mechanical engineering technologists and technicians	Ontario	6	0	0.0%	1	Ontario
2233 : Industrial engineering and manufacturing technologists and technicians	Manitoba	8	1	12.5%	2	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	26	2	7.7%	9	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	3	1	33.3%	1	Ontario
2243 : Industrial instrument technicians and mechanics	Manitoba	7	1	14.3%	1	Manitoba
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Manitoba	53	7	13.2%	6	Manitoba
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	4	2	50.0%	1	Ontario
2244 : Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Saskatchewan	1	0	0.0%	0	Saskatchewan
2253 : Drafting technologists and technicians	Ontario	1	0	0.0%	0	Ontario
2261 : Non-destructive testers and inspection technicians	Manitoba	6	1	16.7%	0	Manitoba
2261 : Non-destructive testers and inspection technicians	Ontario	12	1	8.3%	1	Ontario
2262 : Engineering inspectors and regulatory officers	Ontario	2	1	50.0%	0	Ontario
2281 : Computer network technicians	Ontario	3	2	66.7%	1	Ontario
2282 : User support technicians	Ontario	1	0	0.0%	0	Ontario
2282 : User support technicians	Québec	1	0	0.0%	0	Québec
3215 : Medical radiation technologists	Ontario	11	0	0.0%	2	Ontario
5223 : Graphic arts technicians	Ontario	1	0	0.0%	0	Ontario
05 : Supervisors		26	5	19.2%	8	
Employment Equity Occupational Group	Guelph	1	0	0.0%	0	Guelph
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0%	0	Ont. less CMAs



Workforce Analysis - Detailed Report

Date: 2018-03-19

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	9	0	0.0%	1	Ottawa - Gatineau
	Toronto	15	5	33.3%	7	Toronto
<b>Employment Equity Occupational Group</b>		52	1	1.9%	8	
	<b>06 : Supervisors: Crafts and Trades</b>					
7212 : NOC 2006 - Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	Ontario	1	0	0.0%	0	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Manitoba	14	1	7.1%	2	Manitoba
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	30	0	0.0%	4	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Québec	1	0	0.0%	0	Québec
9227 : Supervisors, other products manufacturing and assembly	Ontario	6	0	0.0%	1	Ontario
<b>07 : Administrative and Senior Clerical Personnel</b>		49	10	20.4%	8	
<b>Employment Equity Occupational Group</b>		1	0	0.0%	0	
<b>Employment Equity Occupational Group</b>	Kitchener - Cambridge - Waterloo	1	0	0.0%	0	Kitchener - Cambridge
<b>Employment Equity Occupational Group</b>	Ont. less CMAs	1	0	0.0%	0	Ont. less CMAs
<b>Employment Equity Occupational Group</b>	Ottawa - Gatineau	4	0	0.0%	0	Ottawa - Gatineau
<b>Employment Equity Occupational Group</b>	Toronto	10	3	30.0%	4	Toronto
<b>Employment Equity Occupational Group</b>	Winnipeg	33	7	21.2%	4	Winnipeg
<b>08 : Skilled Sales and Service Personnel</b>		1	0	0.0%	0	
6221 : Technical sales specialists - wholesale trade	British Columbia	1	0	0.0%	0	British Columbia
<b>09 : Skilled Crafts and Trades Workers</b>		301	63	20.9%	44	
7231 : Machinists and machining and tooling inspectors	Manitoba	31	4	12.9%	7	Manitoba
7231 : Machinists and machining and tooling inspectors	Ontario	37	6	16.2%	8	Ontario
7232 : Tool and die makers	Manitoba	7	3	42.9%	2	Manitoba
7232 : Tool and die makers	Ontario	5	0	0.0%	1	Ontario
7233 : Sheet metal workers	Manitoba	95	30	31.6%	9	Manitoba
7233 : Sheet metal workers	Ontario	5	2	40.0%	0	Ontario
7237 : Welders and related machine operators	Manitoba	5	1	20.0%	1	Manitoba

Workforce Analysis - Detailed Report

Date: 2018-03-19

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
7237 : Welders and related machine operators	Ontario	4	0	0.0 %	1	Ontario
7241 : Electricians (except industrial and power system)	Manitoba	3	1	33.3 %	0	Manitoba
7241 : Electricians (except industrial and power system)	Ontario	6	0	0.0 %	1	Ontario
7242 : Industrial electricians	Ontario	2	0	0.0 %	0	Ontario
7251 : Plumbers	Manitoba	6	0	0.0 %	0	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Manitoba	7	4	57.1 %	1	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Ontario	16	1	6.3 %	2	Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Manitoba	1	1	100.0 %	0	Manitoba
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	6	1	16.7 %	1	Ontario
7271 : Carpenters	Manitoba	1	0	0.0 %	0	Manitoba
7294 : Painters and decorators (except interior decorators)	Manitoba	8	0	0.0 %	1	Manitoba
7311 : Construction millwrights and industrial mechanics	Manitoba	6	1	16.7 %	1	Manitoba
7311 : Construction millwrights and industrial mechanics	Ontario	8	0	0.0 %	1	Ontario
7315 : Aircraft mechanics and aircraft inspectors	Manitoba	1	1	100.0 %	0	Manitoba
7315 : Aircraft mechanics and aircraft inspectors	Ontario	15	2	13.3 %	4	Ontario
7316 : Machine fitters	Ontario	1	0	0.0 %	0	Ontario
7351 : NOC 2006 - Stationary Engineers and Auxiliary Equipment Operators	Manitoba	2	1	50.0 %	0	Manitoba
9231 : Central control and process operators, mineral and metal processing	Manitoba	12	4	33.3 %	1	Manitoba
9231 : Central control and process operators, mineral and metal processing	Ontario	3	0	0.0 %	0	Ontario
9241 : Power engineers and power systems operators	Manitoba	7	0	0.0 %	0	Manitoba
9243 : Water and waste treatment plant operators	Ontario	1	0	0.0 %	0	Ontario
10 : Clerical Personnel	Ont. less CMAs	89	11	12.4 %	22	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	17	0	0.0 %	2	Ottawa - Gatineau

Workplace Equity Information Management System - Magellan Aerospace Limited

Workforce Analysis - Detailed Report

Date: 2018-03-19

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
Employment Equity Occupational Group	Toronto	26	7	26.9 %	48.1 %	13	6	Toronto
Employment Equity Occupational Group	Winnipeg	39	4	10.3 %	17.0 %	7	3	Winnipeg
<b>11 : Intermediate Sales and Service Personnel</b>		1	0	0.0 %	48.9 %	0	0	
Employment Equity Occupational Group	Toronto	1	0	0.0 %	48.9 %	0	0	Toronto
<b>12 : Semi-Skilled Manual Workers</b>		134	21	15.7 %	40.7 %	55	34	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	3	1	33.3 %	18.5 %	1	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ottawa - Gatineau	29	0	0.0 %	19.9 %	6	6	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	67	13	19.4 %	57.5 %	39	26	Toronto
Employment Equity Occupational Group	Winnipeg	35	7	20.0 %	27.9 %	10	2	Winnipeg
<b>13 : Other Sales and Service Personnel</b>		7	1	14.3 %	42.6 %	3	2	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	52.7 %	2	2	Toronto
Employment Equity Occupational Group	Winnipeg	3	1	33.3 %	29.0 %	1	0	Winnipeg
<b>14 : Other Manual Workers</b>		335	1	0.3 %	11.2 %	38	37	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	18	0	0.0 %	17.4 %	3	3	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	16	0	0.0 %	2.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	292	0	0.0 %	10.4 %	30	30	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	1	20.0 %	51.8 %	3	2	Toronto
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	23.4 %	1	1	Winnipeg
<b>Total</b>		<b>1513</b>	<b>179</b>	<b>11.8 %</b>	<b>19.1 %</b>	<b>288</b>	<b>169</b>	

Total may not equal sum of components due to rounding.

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

Workplace Equity Information Management System - Magellan Aerospace Limited

Workforce Analysis - Detailed Report

Date: 2018-03-19

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Recruitment Area	
			Representation		Availability	Gap		
			#	%	%	#		
01/02 : Managers	National	157	1	0.6 %	4.3 %	7	6	National
03 : Professionals	National	171	0	0.0 %	3.8 %	6	6	National
04 : Semi-Professionals and Technicians	National	190	1	0.5 %	4.6 %	9	8	National
05 : Supervisors	National	26	0	0.0 %	13.9 %	4	4	National
06 : Supervisors: Crafts and Trades	National	52	2	3.8 %	7.8 %	4	4	National
07 : Administrative and Senior Clerical Personnel	National	49	0	0.0 %	3.4 %	2	2	National
08 : Skilled Sales and Service Personnel	National	1	0	0.0 %	3.5 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	301	2	0.7 %	3.8 %	11	9	National
10 : Clerical Personnel	National	89	1	1.1 %	7.0 %	6	6	National
11 : Intermediate Sales and Service Personnel	National	1	0	0.0 %	5.6 %	0	0	National
12 : Semi-Skilled Manual Workers	National	134	3	2.2 %	4.8 %	6	4	National
13 : Other Sales and Service Personnel	National	7	0	0.0 %	6.3 %	0	0	National
14 : Other Manual Workers	National	335	4	1.2 %	5.3 %	18	14	National
<b>Total</b>		<b>1513</b>	<b>14</b>	<b>0.9 %</b>	<b>4.9 %</b>	<b>73</b>	<b>59</b>	

Total may not equal sum of components due to rounding.

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



## Workforce Analysis - Detailed Report

Date: 2018-03-19

### Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Magellan does not expand it's scope of recruitment provincially for the following employment equity occupation groups: (6) Supervisors: Crafts and Trades, (08) Skilled Sales and Service Personnel, and (09) Skilled Crafts and Trades Workers. The recruitment area is limited to the CMA in which we hold our facilities due to the low probability of finding candidates that are willing to move if they were not living in the CMA currently in these groups.

### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## Workforce Analysis - Detailed Report

Date: 2018-03-19

### WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Magellan Aerospace Limited

**Workforce Analysis - Summary Report**

Date: 2018-03-19

**Women**

Employment Equity Occupational Group	Women					
	All Employees	Representation		Availability		Gap
	#	#	%	%	#	#
01 : Senior Managers	50	9	18.0 %	27.4 %	14	5
02 : Middle and Other Managers	107	17	15.9 %	38.9 %	42	25
03 : Professionals	171	36	21.1 %	25.3 %	43	7
04 : Semi-Professionals and Technicians	190	23	12.1 %	15.7 %	30	7
05 : Supervisors	26	2	7.7 %	52.8 %	14	12
06 : Supervisors: Crafts and Trades	52	8	15.4 %	9.7 %	5	3
07 : Administrative and Senior Clerical Personnel	49	29	59.2 %	80.7 %	40	11
08 : Skilled Sales and Service Personnel	1	0	0.0 %	26.3 %	0	0
09 : Skilled Crafts and Trades Workers	301	15	5.0 %	2.5 %	8	7
10 : Clerical Personnel	89	32	36.0 %	67.1 %	60	28
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	63.9 %	1	1
12 : Semi-Skilled Manual Workers	134	19	14.2 %	18.5 %	25	6
13 : Other Sales and Service Personnel	7	1	14.3 %	54.9 %	4	3
14 : Other Manual Workers	335	64	19.1 %	11.4 %	38	26
<b>Total</b>	<b>1513</b>	<b>255</b>	<b>16.9 %</b>	<b>21.3 %</b>	<b>324</b>	<b>89</b>

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Magellan Aerospace Limited

**Workforce Analysis - Summary Report**

Date: 2018-03-19

**Aboriginal Peoples**

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	50	0	0.0 %	2.9 %	1	1
02 : Middle and Other Managers	107	0	0.0 %	2.2 %	2	2
03 : Professionals	171	2	1.2 %	1.1 %	2	0
04 : Semi-Professionals and Technicians	190	7	3.7 %	3.7 %	7	0
05 : Supervisors	26	0	0.0 %	1.8 %	0	0
06 : Supervisors: Crafts and Trades	52	0	0.0 %	2.0 %	1	1
07 : Administrative and Senior Clerical Personnel	49	6	12.2 %	6.2 %	3	3
08 : Skilled Sales and Service Personnel	1	0	0.0 %	2.5 %	0	0
09 : Skilled Crafts and Trades Workers	301	8	2.7 %	9.7 %	29	21
10 : Clerical Personnel	89	1	1.1 %	5.4 %	5	4
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	0.6 %	0	0
12 : Semi-Skilled Manual Workers	134	7	5.2 %	3.7 %	5	2
13 : Other Sales and Service Personnel	7	0	0.0 %	5.5 %	0	0
14 : Other Manual Workers	335	4	1.2 %	3.2 %	11	7
<b>Total</b>	<b>1513</b>	<b>35</b>	<b>2.3 %</b>	<b>4.5 %</b>	<b>66</b>	<b>31</b>

Total may not equal sum of components due to rounding.





Workplace Equity Information Management System - Magellan Aerospace Limited

**Workforce Analysis - Summary Report**

Date: 2018-03-19

**Members of Visible Minorities**

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees #	Representation		Availability		Gap #
		#	%	%	#	
01 : Senior Managers	50	6	12.0 %	10.1 %	5	1
02 : Middle and Other Managers	107	7	6.5 %	15.0 %	16	9
03 : Professionals	171	29	17.0 %	28.3 %	48	19
04 : Semi-Professionals and Technicians	190	24	12.6 %	17.6 %	33	9
05 : Supervisors	26	5	19.2 %	31.7 %	8	3
06 : Supervisors: Crafts and Trades	52	1	1.9 %	15.4 %	8	7
07 : Administrative and Senior Clerical Personnel	49	10	20.4 %	16.3 %	8	2
08 : Skilled Sales and Service Personnel	1	0	0.0 %	24.7 %	0	0
09 : Skilled Crafts and Trades Workers	301	63	20.9 %	14.7 %	44	19
10 : Clerical Personnel	89	11	12.4 %	24.4 %	22	11
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	48.9 %	0	0
12 : Semi-Skilled Manual Workers	134	21	15.7 %	40.7 %	55	34
13 : Other Sales and Service Personnel	7	1	14.3 %	42.6 %	3	2
14 : Other Manual Workers	335	1	0.3 %	11.2 %	38	37
<b>Total</b>	<b>1513</b>	<b>179</b>	<b>11.8 %</b>	<b>19.1 %</b>	<b>288</b>	<b>109</b>

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2018-03-19

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Employment Equity Occupational Group	Persons with Disabilities		Persons with Disabilities		Gap
	All Employees	Representation	Availability	Gap	
	#	#	%	%	#
01/02 : Managers	157	1	0.6 %	4.3 %	7
03 : Professionals	171	0	0.0 %	3.8 %	6
04 : Semi-Professionals and Technicians	190	1	0.5 %	4.6 %	9
05 : Supervisors	26	0	0.0 %	13.9 %	4
06 : Supervisors: Crafts and Trades	52	2	3.8 %	7.8 %	4
07 : Administrative and Senior Clerical Personnel	49	0	0.0 %	3.4 %	2
08 : Skilled Sales and Service Personnel	1	0	0.0 %	3.5 %	0
09 : Skilled Crafts and Trades Workers	301	2	0.7 %	3.8 %	11
10 : Clerical Personnel	89	1	1.1 %	7.0 %	6
11 : Intermediate Sales and Service Personnel	1	0	0.0 %	5.6 %	0
12 : Semi-Skilled Manual Workers	134	3	2.2 %	4.8 %	6
13 : Other Sales and Service Personnel	7	0	0.0 %	6.3 %	0
14 : Other Manual Workers	335	4	1.2 %	5.3 %	18
<b>Total</b>	<b>1513</b>	<b>14</b>	<b>0.9 %</b>	<b>4.9 %</b>	<b>73</b>

Total may not equal sum of components due to rounding.

### Workforce Analysis - Summary Report

Date: 2018-03-19

Reasons for selecting a different analysis scope, recruitment area or recruitment location:

Magellan does not expand it's scope of recruitment provincially for the following employment equity occupation groups: (6) Supervisors: Crafts and Trades, (08) Skilled Sales and Service Personnel, and (09) Skilled Crafts and Trades Workers. The recruitment area is limited to the CMA in which we hold our facilities due to the low probability of finding candidates that are willing to move if they were not living in the CMA currently in these groups.

#### WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



## Workforce Analysis - Summary Report

Date: 2018-03-19

### 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**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

**Data from First/Previous Workforce Analysis**



**Data from First/Previous Workforce Analysis**

YYYY	MM	DD
2014	04	28

**Data from Subsequent/Current Workforce Analysis**



**Data from Subsequent/Current Workforce Analysis**

YYYY	MM	DD
2018	03	01

**Table 1: Women**

<b>Employment Equity Occupational Group (EEOG)</b>		<b>First/Previous Workforce Analysis</b>		
		<b>All Employees</b>	<b>Women</b>	
			<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>#</b>	<b>%</b>
01	Senior Managers	24	2	24.20
02	Middle & Other Managers	108	14	39.10
03	Professionals	154	40	26.80
04	Semi-Professionals & Technicians	206	23	18.90
05	Supervisors	35	6	52.90
06	Supervisors: Crafts & Trades	83	5	8.30
07	Administrative & Senior Clerical Personnel	37	27	79.30
08	Skilled Sales & Service Personnel	1	0	28.50
09	Skilled Crafts & Trades Workers	322	15	4.60
10	Clerical Personnel	87	40	69.90
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	247	58	19.70
13	Other Sales & Service Personnel	8	1	53.80
14	Other Manual Workers	125	16	15.40
<b>Total</b>		<b>1,437</b>	<b>247</b>	<b>23.0</b>

**Table 5: Women**

		<b>Subsequent/Current Workforce Analysis</b>		
		<b>All Employees</b>	<b>Women</b>	
			<b>Representation</b>	<b>Availability*</b>
		<b>#</b>	<b>#</b>	<b>%</b>
		50	9	27.40
		107	17	38.90
		171	36	25.30
		190	23	15.70
		26	2	52.80
		52	8	9.70
		49	29	80.70
		1	0	26.30
		301	15	2.50
		89	32	67.10
		1	0	63.90
		134	19	18.50
		7	1	54.90
		335	64	11.40
	<b>Total</b>	<b>1,513</b>	<b>255</b>	<b>21.3</b>

\* Source:  
2006 Census of Canada

\* Source:  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Magellan Aerospace Limited**

[Date: 2018-03-01]

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	04	28

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	01

**Table 2: Aboriginal Peoples**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	24	0	2.40
02	Middle & Other Managers	108	0	1.90
03	Professionals	154	4	0.90
04	Semi-Professionals & Technicians	206	5	2.70
05	Supervisors	35	0	1.30
06	Supervisors: Crafts & Trades	83	5	1.30
07	Administrative & Senior Clerical Personnel	37	4	4.30
08	Skilled Sales & Service Personnel	1	0	0.60
09	Skilled Crafts & Trades Workers	322	13	6.20
10	Clerical Personnel	87	2	5.60
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	247	16	2.80
13	Other Sales & Service Personnel	8	0	3.30
14	Other Manual Workers	125	11	4.20
<b>Total</b>		<b>1,437</b>	<b>60</b>	<b>3.5</b>

\* Source:  
2006 Census of Canada

**Table 6: Aboriginal Peoples**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		50	0	2.9
		107	0	2.2
		171	2	1.1
		190	7	3.7
		26	0	1.8
		52	0	2.0
		49	6	6.2
		1	0	2.5
		301	8	9.7
		89	1	5.4
		1	0	0.6
		134	7	3.7
		7	0	5.5
		335	4	3.2
<b>Total</b>		<b>1,513</b>	<b>35</b>	<b>4.5</b>

\* Source:  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	04	28

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	01

**Table 3: Members of Visible Minorities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities	
		Representation	Availability*
	#	#	%
01 Senior Managers	24	2	8.70
02 Middle & Other Managers	108	12	14.00
03 Professionals	154	24	24.10
04 Semi-Professionals & Technicians	206	20	19.50
05 Supervisors	35	4	23.80
06 Supervisors: Crafts & Trades	83	7	24.50
07 Administrative & Senior Clerical Personnel	37	2	13.10
08 Skilled Sales & Service Personnel	1	0	17.00
09 Skilled Crafts & Trades Workers	322	54	16.80
10 Clerical Personnel	87	11	20.40
11 Intermediate Sales & Service Personnel	0	0	0.00
12 Semi-Skilled Manual Workers	247	25	27.10
13 Other Sales & Service Personnel	8	0	37.10
14 Other Manual Workers	125	5	12.60
<b>Total</b>	<b>1,437</b>	<b>166</b>	<b>19.9</b>

**Table 7: Members of Visible Minorities**

**Subsequent/Current Workforce Analysis**

All Employees	Members of Visible Minorities	
	Representation	Availability*
#	#	%
50	6	10.1
107	7	15.0
171	29	28.3
190	24	17.6
26	5	31.7
52	1	15.4
49	10	16.3
1	0	24.7
301	63	14.7
89	11	24.4
1	0	48.9
134	21	40.7
7	1	42.6
335	1	11.2
<b>1,513</b>	<b>179</b>	<b>19.1</b>

\* Source:  
2006 Census of Canada

\* Source:  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

**Data from First/Previous Workforce Analysis**



Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2014	04	28

**Data from Subsequent/Current Workforce Analysis**



Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	01

**Table 4: Persons with Disabilities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	132	2	3.20
03	Professionals	154	2	4.50
04	Semi-Professionals & Technicians	206	3	4.80
05	Supervisors	35	0	9.50
06	Supervisors: Crafts & Trades	83	8	4.60
07	Administrative & Senior Clerical Personnel	37	0	2.60
08	Skilled Sales & Service Personnel	1	0	5.60
09	Skilled Crafts & Trades Workers	322	21	5.30
10	Clerical Personnel	87	4	4.40
11	Intermediate Sales & Service Personnel	0	0	0.00
12	Semi-Skilled Manual Workers	247	19	5.50
13	Other Sales & Service Personnel	8	0	6.50
14	Other Manual Workers	125	7	5.20
<b>Total</b>		<b>1,437</b>	<b>66</b>	<b>4.9</b>

**Table 8: Persons with Disabilities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		157	1	4.3
		171	0	3.8
		190	1	4.6
		26	0	13.9
		52	2	7.8
		49	0	3.4
		1	0	3.5
		301	2	3.8
		89	1	7.0
		1	0	5.6
		134	3	4.8
		7	0	6.3
		335	4	5.3
<b>Total</b>		<b>1,513</b>	<b>14</b>	<b>4.9</b>

\* Source:  
2006 Census of Canada

\* Source:  
2011 National Household Survey



**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Magellan Aerospace Limited**

[Date: 2018-03-01]

Start Date of Flow Data		
YYYY	MM	DD
2014	09	01

End Date of Flow Data		
YYYY	MM	DD
2018	03	01

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 1: Women				Table 5: Women				Table 9: Women			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	5	0	0	0	5	1	0	0	13	0	0	0
02 Middle & Other Managers	16	3	0	0	12	3	0	0	22	2	0	0
03 Professionals	60	19	0	0	6	1	0	0	84	22	0	0
04 Semi-Professionals & Technicians	54	7	0	0	5	1	0	0	74	4	0	0
05 Supervisors	1	0	0	0	0	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	23	3	0	0	7	3	0	0	30	7	0	0
07 Administrative & Senior Clerical Personnel	29	17	0	0	6	3	0	0	39	30	0	0
08 Skilled Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	64	3	0	0	1	0	0	0	72	7	0	0
10 Clerical Personnel	37	14	0	0	6	2	0	0	57	20	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	36	3	0	0	2	0	0	0	32	5	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	108	22	0	0	5	2	0	0	148	35	0	0
<b>Total</b>	<b>435</b>	<b>91</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>575</b>	<b>132</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Magellan Aerospace Limited**

[Date: 2018-03-01]

Start Date of Flow Data		
YYYY	MM	DD
2014	09	01

End Date of Flow Data		
YYYY	MM	DD
2018	03	01

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

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**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	5	0	0
02 Middle & Other Managers	16	0	0	0
03 Professionals	60	1	0	0
04 Semi-Professionals & Technicians	54	3	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	23	1	0	0
07 Administrative & Senior Clerical Personnel	29	2	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	64	1	0	0
10 Clerical Personnel	37	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	36	2	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	108	0	0	0
<b>Total</b>	<b>435</b>	<b>10</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
5	0	0	0
12	0	0	0
6	0	0	0
5	0	0	0
0	0	0	0
7	0	0	0
6	1	0	0
0	0	0	0
1	0	0	0
6	0	0	0
0	0	0	0
2	0	0	0
0	0	0	0
5	0	0	0
<b>55</b>	<b>1</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
13	0	0	0
22	0	0	0
84	2	0	0
74	3	0	0
2	0	0	0
30	1	0	0
39	1	0	0
0	0	0	0
72	5	0	0
57	1	0	0
0	0	0	0
32	0	0	0
2	0	0	0
148	2	0	0
<b>575</b>	<b>15</b>	<b>0</b>	<b>0</b>

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Magellan Aerospace Limited

[Date: 2018-03-01]

990666

Start Date of Flow Data		
YYYY	MM	DD
2014	09	01

End Date of Flow Data		
YYYY	MM	DD
2018	03	01

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities				Table 7: Persons with Disabilities				Table 11: Persons with Disabilities			
	Full-time / National	Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	5	0	0	0	5	0	0	0	13	0	0	0
02 Middle & Other Managers	16	0	0	0	12	0	0	0	22	0	0	0
03 Professionals	60	1	0	0	6	0	0	0	84	1	0	0
04 Semi-Professionals & Technicians	54	0	0	0	5	0	0	0	74	0	0	0
05 Supervisors	1	0	0	0	0	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	23	0	0	0	7	0	0	0	30	0	0	0
07 Administrative & Senior Clerical Personnel	29	0	0	0	6	0	0	0	39	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	64	0	0	0	1	0	0	0	72	0	0	0
10 Clerical Personnel	37	0	0	0	6	0	0	0	57	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	36	0	0	0	2	0	0	0	32	0	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	108	0	0	0	5	0	0	0	148	0	0	0
<b>Total</b>	<b>435</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>575</b>	<b>1</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Magellan Aerospace Limited**

[Date: 2018-03-01]

Start Date of Flow Data		
YYYY	MM	DD
2014	09	01

End Date of Flow Data		
YYYY	MM	DD
2018	03	01

**Data from Form 4 - Employees**  
Hired

**Data from Form 5 - Employees**  
Promoted

**Data from Form 6 - Employees**  
Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National	Part-time / National	Members of Visible Minorities Hired	Members of Visible Minorities Hired	Full-time / National	Part-time / National	Members of Visible Minorities Promoted	Members of Visible Minorities Promoted	Full-time / National	Part-time / National	Members of Visible Minorities Terminated	Members of Visible Minorities Terminated
01 Senior Managers	5	1	0	0	5	0	0	0	13	2	0	0
02 Middle & Other Managers	16	3	0	0	12	0	0	0	22	1	0	0
03 Professionals	60	16	0	0	6	1	0	0	84	13	0	0
04 Semi-Professionals & Technicians	54	13	0	0	5	1	0	0	74	10	0	0
05 Supervisors	1	0	0	0	0	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	23	1	0	0	7	0	0	0	30	1	0	0
07 Administrative & Senior Clerical Personnel	29	9	0	0	6	0	0	0	39	6	0	0
08 Skilled Sales & Service Personnel	1	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	64	28	0	0	1	0	0	0	72	20	0	0
10 Clerical Personnel	37	10	0	0	6	1	0	0	57	10	0	0
11 Intermediate Sales & Service Personnel	0	13	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	36	0	0	0	2	0	0	0	32	11	0	0
13 Other Sales & Service Personnel	1	0	0	0	0	0	0	0	2	0	0	0
14 Other Manual Workers	108	6	0	0	5	0	0	0	148	9	0	0
<b>Total</b>	<b>435</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>575</b>	<b>83</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**  
**Magellan Aerospace Limited**  
**[Date: 2018-03-01]**

**Data for FY's Previous Goals**

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

**Table 1: Women**

Employment Equity Occupational Category (EEOCC)	All Employees										Best Previous Short-term Goals										Women			
	Number		Increase (decrease) or Termination		Assigned Short-term Goals		Number		Increase (decrease) or Termination (Employees)		Have Required Over 3 Years		3 Year Goals		Present		Present Gap		Present Improvement		Assigned Improvement in 3 Years			
	2014-04-28	2017-03-31	Actual	Projected	Over 3 Years	2014-04-28	Actual	Projected	Over 3 Years	2014	2017	2014	2017	2014	2017	2014	2017	2014	2017	2014	2017			
01 Senior Managers	24	27.7%	0.0%	0	0	0	2	0.0%	0	0	4	0	2.42%	2.42%	-1	-4	8.3%	8.3%						
02 Middle & Other Managers	108	-0.3%	1.8%	6	0	6	14	0.0%	0	31	2	3.91%	3.91%	-28	-29	13.0%	14.0%							
03 Professionals	154	3.6%	1.0%	5	5	10	40	1.0%	1	4	3	2.76%	2.76%	-1	-1	2.6%	2.6%							
04 Semi-Professionals & Tech	206	-2.7%	1.0%	3	3	9	23	0.5%	0	17	2	1.91%	1.89%	-16	-15	11.2%	11.8%							
05 Supervisors	35	-9.4%	2.8%	3	3	6	6	0.0%	0	14	2	5.29%	5.29%	-13	-12	17.1%	11.1%							
06 Supervisors: Crafts & Trades	83	-1.44%	1.1%	3	3	6	5	1.1%	0	2	1	8.4%	8.3%	-2	-1	6.0%	7.0%							
07 Administrative & Sr Clerical	37	9.8%	2.5%	3	3	6	27	2.5%	2	7	5	7.94%	7.93%	-2	-2	7.3%	7.5%							
08 Skilled Sales & Service	1	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%							
09 Skilled Crafts & Trades	322	-2.2%	0.0%	0	0	0	15	0.0%	0	0	0	0.0%	0.0%	0	0	28.3%	28.3%							
10 Clerical Personnel	87	0.8%	1.0%	3	3	6	40	1.0%	1	24	4	7.60%	7.60%	0	0	4.7%	4.7%							
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%							
12 Semi-Skilled Manual	247	-18.4%	0.0%	0	0	0	58	0.0%	0	-9	0	0.0%	0.0%	9	9	19.7%	23.5%							
13 Other Sales & Service	8	-4.4%	2.0%	0	0	0	1	2.0%	0	3	0	5.7%	5.7%	-3	-3	12.5%	12.5%							
14 Other Manual Workers	125	38.9%	0.5%	2	2	4	16	0.5%	0	4	1	13.9%	13.9%	-3	-3	15.4%	15.4%							
Total	1,437	1.7%	0.5%	0	0	0	247	0.0%	0	84	0	0.0%	0.0%	-84	-84	23.0%	23.0%							

+ Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.  
 † Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 2: Women**

Employment Equity Occupational Category (EEOCC)	Short-term Goals		Women		Comments
	#	%	#	%	
01 Senior Managers	0	0.0	1	0.9	
02 Middle & Other Managers	2	0.0	2	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	2	0.0	2	0.0	
05 Supervisors	2	0.0	2	0.0	
06 Supervisors: Crafts & Trades	1	0.0	1	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	2	0.0	2	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	1	0.0	
14 Other Manual Workers	0	0.0	1	0.0	
Total	9	0.0	13	0.0	

**Federal Contractors Program Achievement Report  
Part 3: Goals**

Magellan Aerospace Limited  
[Date: 2018-03-01]

**Data for Part 3: Previous Goals**

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

**Table 3: Aboriginal Peoples**

Employment Equity Occupational Category (EEOCC)	All Employees										Aboriginal Peoples									
	Number (Interim Flow: Previous)					Retention (Equivalent of Terminated Employees)					Number (Terminated Employees)					Aboriginal Peoples				
	2014-04-28	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	2014-04-28	Actual Annually	Over 3 Years	Have Required Over 3 Years	2014	2017	Present Available	Present Cap	Projected Cap	Present Representation	Targeted Representation in 5 Years		
01 Senior Managers	24	27.7%	0.0%	0	33.1%	0.0%	0	0	0.0%	0	1	0	2.4%	2.4%	-1	-1	0.0%	0.0%	0.0%	
02 Middle & Other Managers	108	-0.3%	0.0%	0	20.5%	0.0%	0	0	0.0%	0	2	0	1.9%	1.9%	-2	-2	0.0%	0.0%	0.0%	
03 Professionals	154	3.6%	0.0%	0	51.7%	0.0%	0	4	0.0%	0	-3	0	0.9%	0.9%	3	3	2.6%	2.6%	2.6%	
04 Semi-Professionals & Tech	206	-2.7%	0.0%	0	37.4%	0.0%	0	5	0.0%	0	1	0	0.6%	0.6%	-1	-1	2.4%	2.4%	2.4%	
05 Supervisors	35	-9.4%	0.0%	0	6.6%	0.0%	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	
06 Supervisors: Crafts & Trades	83	-1.4%	0.0%	0	44.4%	0.0%	0	5	0.0%	0	-4	0	0.6%	1.3%	4	4	6.0%	6.0%	6.0%	
07 Administrative & Sr Clerical	37	9.8%	0.0%	0	9.0%	0.0%	0	4	0.0%	0	-2	0	0.6%	4.3%	2	2	10.8%	10.8%	10.8%	
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0.0%	0.6%	0	0	0.0%	0.0%	0.0%	
09 Skilled Crafts & Trades	322	-2.2%	0.3%	3	23.1%	0.3%	3	13	0.3%	0	7	0	6.1%	6.2%	-7	-7	4.0%	4.0%	4.0%	
10 Clerical Personnel	87	0.8%	0.0%	0	64.8%	0.0%	0	2	0.0%	0	3	0	5.7%	5.6%	-3	-3	2.3%	2.3%	2.3%	
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	
12 Semi-Skilled Manual	247	-18.4%	0.0%	0	16.8%	0.0%	0	16	0.0%	0	-9	0	0.0%	2.8%	9	9	6.5%	6.5%	6.5%	
13 Other Sales & Service	8	-4.4%	0.0%	0	26.7%	0.0%	0	0	0.0%	0	0	0	5.3%	3.3%	0	0	0.0%	0.0%	0.0%	
14 Other Manual Workers	125	38.9%	0.0%	0	64.3%	0.0%	0	11	0.0%	0	-6	0	0.0%	4.2%	6	6	8.8%	8.8%	8.8%	
Total	1,437	1.7%	0.0%	0	39.0%	0.0%	0	60	0.0%	0	-10	0	...	...	10	10	4.2%	4.2%	4.2%	

+ Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 1) x 100.  
 † Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Category (EEOCC)	Number	Actual %	Target %	Comments
01 Senior Managers	0	0.0%	0.0%	
02 Middle & Other Managers	0	0.0%	1.0%	
03 Professionals	0	0.0%	0.0%	
04 Semi-Professionals & Tech	0	0.0%	0.0%	
05 Supervisors	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	
07 Administrative & Sr Clerical	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	2.0%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	
10 Clerical Personnel	0	0.0%	1.0%	
11 Intermediate Sales & Service	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	
Total	0	0.0%	4.0%	



**Federal Contractors Program Achievement Report  
Part 3: Goals**

Magellan Aerospace Limited

[Date: 2018-03-01]

**Data for Part 3: Previous Goals**

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

**Table 5: Persons with Disabilities**

Employment Equity Occupational Category (EEOCC)	All Employees										Persons with Disabilities											
	Number (Interch flow: Previous)					Termination (Equivalent to Terminated Employees)					Number (Interch flow: Previous)					Termination (Equivalent to Terminated Employees)						
	2014-04-28	Annually	%	Annually	%	2014-04-28	Annually	%	Annually	%	2014-04-28	Annually	%	Annually	%	2014	2017	Present Available	Present Cap	Present Cap	Present Representation	Targeted Representation in 5 Years
0102 Managers	122	13.7%	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	3.2%	4.5%	-2	-4	1.5%	1.5%
03 Professionals	154	3.6%	0.0%	0	0.0%	2	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	3.2%	4.8%	-5	-5	1.3%	1.3%
04 Semi-Professionals & Tech	206	-2.7%	0.0%	0	0.0%	3	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	4.5%	9.5%	-7	-7	1.5%	1.5%
05 Supervisors	35	-9.4%	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	4.8%	4.6%	-3	-2	0.0%	0.0%
06 Supervisors: Crafts & Trades	83	-14.4%	0.0%	0	0.0%	8	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	9.5%	2.6%	4	6	9.6%	9.6%
07 Administrative & Sr-Clerical	37	9.8%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5.6%	-1	-2	0.0%	0.0%
08 Skilled Crafts & Service	1	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	2.6%	5.3%	0	0	0.0%	0.0%
09 Clerical Personnel	322	-2.2%	0.0%	0	0.0%	21	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4.4%	4	7	4.4%	6.5%
10 Clerical Personnel	87	0.8%	0.0%	0	0.0%	4	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	4.4%	0.0%	0	0	4.6%	4.6%
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5.5%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	247	-18.4%	0.0%	0	0.0%	19	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6.5%	5	3	7.7%	7.7%
13 Other Sales & Service	8	-4.4%	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5.2%	-1	0	0.0%	0.0%
14 Other Manual Workers	125	38.9%	0.0%	0	0.0%	7	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	6.5%	4.9%	1	1	5.6%	5.6%
Total	1,437	1.7%	0.0%	0	0.0%	66	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4.9%	-4	1	4.6%	4.6%

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

**Table 6: Persons with Disabilities**

Employment Equity Occupational Category (EEOCC)	Persons with Disabilities				Comments
	Share in Goals	%	Target	%	
0102 Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	1	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr-Clerical	0	0.0	0	0.0	
08 Skilled Crafts & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	2	0.0	

**Federal Contractors Program Achievement Report**  
**Part 3: Goals**  
**Magellan Aerospace Limited**  
**[Date: 2018-03-01]**

**Data for Part 3: Previous Goals**

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

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Category (EEOCC)	All Employees										Former Visible Minorities										Members of Visible Minorities			
	Number		Turnover (Replacement of Terminated Employees)		Number		Turnover (Replacement of Terminated Employees)		Have Required Over 3 Years		2014		2017		Present Available		Present Gap		Present Requirement		Employed in 5 Years			
	2014-04-28	Annually	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years	Annually	Over 3 Years		
01 Senior Managers	24	27.7%	0.0%	0.0%	0	2	0.0%	0	0	0	0	0	0	0.0%	8.7%	0	0	8.3%	0	8.3%	0	8.3%		
02 Middle & Other Managers	108	-0.3%	0.0%	0.0%	0	12	0.0%	0	3	0	0	0	0	14.0%	1.40%	-3	-3	11.1%	-3	11.1%	-3	11.1%		
03 Professionals	154	3.6%	0.6%	0.6%	0	24	0.0%	0	14	1	1	1	1	21.7%	2.41%	-13	-13	15.6%	-13	15.6%	-13	15.6%		
04 Semi-Professionals & Tech	206	-2.7%	0.5%	0.5%	3	20	0.5%	0	21	1	1	1	1	19.2%	1.95%	-20	-20	9.7%	-20	10.0%	-20	10.0%		
05 Supervisors	35	-9.4%	0.0%	0.0%	0	4	0.0%	0	4	0	0	0	0	23.4%	23.8%	-4	-4	11.4%	-4	11.4%	-4	11.4%		
06 Supervisors: Crafts & Trades	83	-14.4%	2.1%	2.1%	5	7	1.1%	0	15	2	2	2	2	24.7%	24.5%	-13	-13	8.4%	-13	10.2%	-13	10.2%		
07 Administrative & Sr Clerical	37	9.8%	2.5%	2.5%	3	2	2.5%	0	3	3	3	3	3	13.7%	13.1%	-3	-2	5.4%	-2	7.5%	-2	7.5%		
08 Skilled Sales & Service	1	0.0%	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	1.70%	0	0	0.0%	0	0.0%	0	0.0%		
09 Skilled Crafts & Trades	322	-2.2%	0.6%	0.6%	6	54	0.3%	0	1	2	2	2	2	17.0%	16.8%	0	0	16.8%	0	17.1%	-6	13.3%		
10 Clerical Personnel	87	0.8%	1.0%	1.0%	3	11	1.0%	0	7	0	0	0	0	20.2%	20.4%	-7	-7	10.1%	-7	13.3%	-6	17.1%		
11 Intermediate Sales & Service	0	0.0%	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0.0%		
12 Semi-Skilled Manual	247	-18.4%	0.4%	0.4%	3	25	0.4%	0	43	2	2	2	2	27.4%	27.1%	-42	-41	10.1%	-41	10.8%	-41	10.8%		
13 Other Sales & Service	8	-4.4%	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	0	32.3%	37.1%	-3	-3	4.0%	-3	4.0%	-3	4.0%		
14 Other Manual Workers	125	38.9%	0.0%	0.0%	0	5	0.0%	0	11	0	0	0	0	13.0%	12.6%	-11	-11	4.0%	-11	4.0%	-11	4.0%		
Total	1,437	1.7%	0.0%	0.0%	0	166	0.0%	0	120	0	0	0	0	13.0%	19.9%	-120	-120	11.6%	-120	11.6%	-120	11.6%		

+ Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis) <sup>1/2</sup> - 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 8: Members of Visible Minorities**

Employment Equity Occupational Category (EEOCC)	Members of Visible Minorities		Comments
	Number	Level: Percent Goals	
01 Senior Managers	0	0.0%	
02 Middle & Other Managers	0	0.0%	
03 Professionals	1	0.0%	
04 Semi-Professionals & Tech	1	0.0%	
05 Supervisors	0	0.0%	
06 Supervisors: Crafts & Trades	2	0.0%	
07 Administrative & Sr Clerical	1	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	2	0.0%	
14 Other Manual Workers	0	0.0%	
Total	8	1.3%	



**Federal Contractors Program Achievement Report**  
**Part 3: Goals**  
**Magellan Aerospace Limited**  
**[Date: 2018-03-01]**

**Data for subsequent Current Goals**

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

**Table 9: Women**

Employment Equity Occupational Category (EEOCC)	All Employees										Subsequent Current Short-Term Goals										Women			
	Number		Increase (decrease) from previous		Terminated		Assigned		Number		Increase (decrease) from previous		Have		3 Year Goals		Present		Present Gap		Present		Targeted	
	2018-03-01	2018-03-01	Actual	Projected	Actual	Projected	Over 3 Years	Over 5 Years	2018-03-01	2018-03-01	Actual	Projected	Over 3 Years	Over 5 Years	2018	2021	Present Available	Present Gap	Present Gap	Present	Present	Targeted	Targeted	
01 Senior Managers	50	27.7%	0.0%	0	35.1%	11.8%	18	18	9	11.8%	3	8	5	27.8%	27.4%	27.4%	27.4%	-5	-3	-3	18.0%	22.0%	22.0%	
02 Middle & Other Managers	107	-0.3%	0.0%	0	20.5%	6.0%	19	19	17	6.0%	3	28	7	39.0%	38.9%	38.9%	-25	-21	-21	15.9%	19.6%	19.6%		
03 Professionals	171	3.6%	0.0%	0	51.7%	16.0%	82	82	36	16.0%	17	24	21	24.8%	25.3%	25.3%	-7	-7	-7	21.1%	23.4%	23.4%		
04 Semi-Professionals & Tech	190	-2.7%	0.0%	0	37.4%	10.6%	60	60	23	10.6%	7	14	10	15.9%	15.7%	15.7%	-4	-4	-4	12.1%	13.7%	13.7%		
05 Supervisors	26	-9.4%	0.0%	0	6.6%	1.7%	1	1	2	1.7%	0	12	1	54.9%	52.8%	52.8%	-12	-11	-11	7.7%	11.5%	11.5%		
06 Supervisors: Crafts & Trades	52	-14.4%	0.0%	0	44.4%	10.6%	17	17	8	10.6%	3	0	0	80.7%	9.7%	9.7%	3	3	3	15.4%	9.6%	9.6%		
07 Administrative & Sr Clerical	49	9.8%	0.0%	0	90.7%	12.3%	18	18	29	12.3%	11	22	15	80.7%	80.7%	80.7%	-11	-7	-7	59.2%	67.3%	67.3%		
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0	0	0	0	0	0.0%	0.0%	0.0%	
09 Skilled Sales & Service	301	-2.2%	0.0%	0	23.1%	14.3%	60	60	15	6.6%	3	-4	0	67.2%	26	67.2%	26.3%	7	4	4	5.0%	36.0%	49.4%	
10 Clerical Personnel	89	0.8%	0.0%	0	64.8%	6.6%	39	39	32	14.7%	14	42	26	61.1%	63.9%	63.9%	-28	-18	-18	3.0%	4.0%	4.0%		
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	64.1%	63.9%	63.9%	-1	-1	-1	0.0%	0.0%	0.0%		
12 Semi-Skilled Manual	134	-18.4%	0.0%	0	16.8%	3.8%	15	15	19	3.8%	2	8	3	18.6%	18.3%	18.3%	-6	-5	-5	14.2%	14.9%	14.9%		
13 Other Sales & Service	7	-4.4%	0.0%	0	26.7%	7.4%	2	2	1	7.4%	0	3	3	54.9%	54.9%	54.9%	-3	-2	-2	14.3%	28.6%	28.6%		
14 Other Manual Workers	334	38.9%	0.0%	0	64.3%	16.8%	169	169	64	16.8%	32	6	0	11.4%	11.4%	11.4%	26	26	26	19.1%	16.9%	16.9%		
Total	1,513	1.7%	0.0%	0	39.0%	16.8%	0	0	255	0.0%	0	67	0	0	0	0	21.3%	-67	-67	-67	16.9%	16.9%	16.9%	

+ Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis - 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.

Employment Equity Occupational Category (EEOCC)	Women		Comments	
	Short-Term Goals	Long-Term Goals		
01 Senior Managers	0.3	27.4%		
02 Middle & Other Managers	0.4	39.0%		
03 Professionals	0.3	25.5%		
04 Semi-Professionals & Tech	0.2	15.9%		
05 Supervisors	0.5	52.9%		
06 Supervisors: Crafts & Trades	0.0	86.7%		
07 Administrative & Sr Clerical	0.0	0.0		
08 Skilled Sales & Service	0.0	0.0		
09 Skilled Crafts & Trades	0.0	0.0		
10 Clerical Personnel	0.7	67.2%		
11 Intermediate Sales & Service	0.6	64.1%		
12 Semi-Skilled Manual	0.2	18.6%		
13 Other Sales & Service	0.5	54.9%		
14 Other Manual Workers	0.0	0.0		
Total	0.0	0.0		

**Table 10: Women**

**Federal Contractors Program Achievement Report  
Part 3: Goals**

Magellan Aerospace Limited

[Date: 2018-03-01]

Data for subsequent Current Goals

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

Table II: Aboriginal Peoples

Employment Equity Occupational Category (EEOCG)	All Employees										Subsequent Current Short-term Goals										Aboriginal Peoples			
	Number		Turnover (replacement/ Termination)		Assigned Hours Over 3 Years		Number		Turnover (replacement/ Termination)		Have Required Over 3 Years		2018		2021		Present		Present		Present			
	2018-03-01	2018-03-01	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually		
01 Senior Managers	50	35.1%	27.7%	0.0%	18	18	0	11.8%	1.8%	0	1	1	2.9%	2.9%	-1	0	0.0%	0.0%	0	2.0%				
02 Middle & Other Managers	107	20.5%	-0.3%	0.0%	19	19	0	6.0%	6.0%	2	0	0	2.3%	2.2%	-2	0	0.0%	0.0%	-2	0.0%				
03 Professionals	171	51.7%	3.6%	0.0%	82	82	2	16.0%	16.0%	1	1	1	1.2%	1.1%	0	0	0.0%	0.0%	0	1.2%				
04 Semi-Professionals & Tech	190	37.4%	-2.7%	0.0%	60	60	7	10.6%	10.6%	2	2	2	3.9%	3.7%	0	0	0.0%	0.0%	0	3.7%				
05 Supervisors	26	6.6%	-9.4%	0.0%	1	1	0	1.7%	1.7%	0	0	0	1.8%	1.8%	0	0	0.0%	0.0%	0	0.0%				
06 Supervisors: Crafts & Trades	52	44.4%	-1.4%	0.0%	17	17	0	10.6%	10.6%	1	1	0	2.1%	2.0%	-1	0	0.0%	0.0%	-1	0.0%				
07 Administrative & Sr Clerical	49	9.0%	9.8%	0.0%	18	18	6	12.3%	12.3%	2	2	0	2.6%	2.6%	3	1	0.0%	0.0%	3	1.2%				
08 Skilled Sales & Service	1	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	2.6%	2.5%	0	0	0.0%	0.0%	0	0.0%				
09 Skilled Crafts & Trades	301	23.1%	-2.2%	0.0%	60	60	8	6.6%	6.6%	2	2	6	9.8%	9.7%	-21	0	0.0%	0.0%	-17	0.0%				
10 Clerical Personnel	89	14.7%	0.8%	0.0%	39	39	1	14.7%	14.7%	4	4	2	5.4%	5.4%	-4	0	0.0%	0.0%	-2	0.0%				
11 Intermediate Sales & Service	1	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0	0	0.7%	0.6%	0	0	0.0%	0.0%	0	0.0%				
12 Semi-Skilled Manual	134	16.8%	-1.8%	0.0%	15	15	7	3.8%	3.8%	1	1	0	0.7%	0.7%	2	1	0.0%	0.0%	2	0.0%				
13 Other Sales & Service	7	26.7%	-4.4%	0.0%	2	2	0	7.4%	7.4%	0	0	0	5.6%	5.5%	0	0	0.0%	0.0%	0	0.0%				
14 Other Manual Workers	333	64.3%	38.9%	0.0%	169	169	4	16.8%	16.8%	2	2	6	3.3%	3.2%	-7	0	0.0%	0.0%	-3	0.0%				
Total	1,513	39.0%	1.7%	0.0%	0	0	35	0.0%	0.0%	0	0	33	4.5%	4.5%	-33	-33	0.0%	0.0%	-33	2.3%				

+ Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis - 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

Employment Equity Occupational Category (EEOCG)	Short-term Goals	Long-term Goals	Comments
01 Senior Managers	0.0%	2.9%	
02 Middle & Other Managers	0.0%	2.3%	
03 Professionals	0.0%	1.2%	
04 Semi-Professionals & Tech	0.0%	3.9%	
05 Supervisors	0.0%	1.8%	
06 Supervisors: Crafts & Trades	0.0%	2.1%	
07 Administrative & Sr Clerical	0.0%	2.6%	
08 Skilled Sales & Service	0.1%	9.8%	
09 Skilled Crafts & Trades	0.1%	5.4%	
10 Clerical Personnel	0.0%	0.7%	
11 Intermediate Sales & Service	0.0%	0.7%	
12 Semi-Skilled Manual	0.0%	5.6%	
13 Other Sales & Service	0.1%	3.3%	
14 Other Manual Workers	0.0%	0.0%	
Total	0.0%	0.0%	

Table 12: Aboriginal Peoples

Federal Contractors Program Achievement Report

Part 3: Goals

Magellan Aerospace Limited

[Date: 2018-03-01]

Data for subsequent Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Category (EEOCC)	All Employees										Persons with Disabilities										
	Number (March 31st Previous)					Turnover (Equivalent of Terminated Employees)					Number (March 31st)					Turnover (Equivalent of Terminated Employees)					
	2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Annually	Over 3 Years	2018-03-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018	2021	Present Available	Present Gap	Projectal Gap	Present Representation
0102 Managers	157	13.7%	0.0%	0	27.8%	17.0%	80	80	1	1.70%	1	7	4	4.4%	4.3%	-6	-3	0.6%	2.5%		
03 Professionals	171	3.6%	0.0%	0	51.7%	16.0%	82	82	0	16.0%	0	6	3	3.9%	3.8%	-6	-3	0.0%	1.8%		
04 Semi-Professionals & Tech	190	-2.7%	0.0%	0	37.4%	10.6%	60	60	1	10.6%	0	8	3	4.8%	4.6%	-8	-5	0.5%	2.1%		
06 Supervisors	26	-9.4%	0.0%	0	6.6%	1.7%	1	1	1	1.7%	0	4	1	14.1%	13.9%	-4	-4	0.0%	0.0%		
07 Administrative & Sr-Clerical	49	-1.4%	0.0%	0	44.4%	10.6%	17	17	2	10.6%	1	3	1	8.0%	7.8%	-2	-2	3.8%	3.8%		
08 Skilled Crafts & Trades	1	9.8%	0.0%	0	90.7%	12.5%	18	18	0	12.5%	0	2	1	3.5%	3.4%	-2	-1	0.0%	2.0%		
09 Clerical Personnel	301	-2.2%	0.0%	0	23.1%	6.6%	60	60	2	6.6%	0	9	2	3.5%	3.5%	-9	-7	0.7%	1.3%		
10 Intermediate Sales & Service	89	0.8%	0.0%	0	64.8%	14.7%	39	39	1	14.7%	0	5	3	7.1%	7.0%	-9	-2	1.1%	4.5%		
11 Other Sales & Service	1	-18.4%	0.0%	0	16.8%	3.8%	15	15	3	3.8%	0	3	1	5.0%	4.8%	-3	-2	2.2%	3.0%		
12 Other Manual Workers	7	-4.4%	0.0%	0	26.7%	7.4%	2	2	0	7.4%	0	0	0	6.5%	6.3%	0	0	0.0%	0.0%		
14 Total	1,513	1.7%	0.0%	0	39.0%	16.8%	169	169	4	16.8%	2	16	9	5.4%	5.3%	-14	-7	1.2%	3.3%		

+ Calculated by using the following formula: ((Current number of employees from Workforce Analysis) ÷ Previous number of employees from Workforce Analysis) - 1) x 100.  
 + Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ (Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100

Table 14: Persons with Disabilities

Employment Equity Occupational Category (EEOCC)	Persons with Disabilities		Comments
	Share from Goals	Target from Goals	
0102 Managers	0.0	4.4%	
03 Professionals	0.0	3.9%	
04 Semi-Professionals & Tech	0.0	4.8%	
05 Supervisors	0.1	14.1%	
06 Supervisors: Crafts & Trades	0.1	8.0%	
07 Administrative & Sr-Clerical	0.0	3.5%	
08 Skilled Crafts & Trades	0.0	3.5%	
09 Skilled Crafts & Trades	0.0	3.8%	
10 Clerical Personnel	0.1	7.1%	
11 Intermediate Sales & Service	0.1	5.7%	
12 Semi-Skilled Manual	0.1	5.0%	
13 Other Sales & Service	0.1	6.5%	
14 Other Manual Workers	0.1	5.4%	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Magellan Aerospace Limited

[Date: 2018-03-01]

Data for subsequent Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Category (EEOCC)	All Employees										Members of Visible Minorities										
	Number (Interim Flow Forecasts)					Retention (Equivalent of Terminated Employees)					Number (Interim Flow Forecasts)					Retention (Equivalent of Terminated Employees)					
	2018-03-01	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Assigned Over 3 Years	2018-03-01	Actual Annually	Projected Annually	Over 3 Years	Have Required Over 3 Years	2018	2021	Present Available	Present Gap	Projected Gap	Present Representation	Target Representation	
01 Senior Managers	50	27.7%	0.0%	0	33.1%	11.8%	18	18	6	11.8%	2	1	1	0	13.3%	10.1%	1	-1	-1	12.0%	8.0%
02 Middle & Other Managers	107	-0.3%	0.0%	0	20.5%	6.0%	19	19	7	6.0%	1	10	3	3	13.3%	15.0%	-9	-7	-7	6.5%	8.4%
03 Professionals	171	3.6%	0.0%	0	51.7%	16.0%	82	82	29	16.0%	14	33	23	23	28.3%	28.3%	-19	-10	-10	17.0%	22.2%
04 Semi-Professionals & Tech	190	-2.7%	0.0%	0	37.4%	10.6%	60	60	24	10.6%	8	17	11	11	17.6%	17.6%	-9	-6	-6	12.6%	14.2%
05 Supervisors	26	-9.4%	0.0%	0	6.6%	1.7%	1	1	5	1.7%	0	3	0	0	3.2.0%	3.1.7%	-3	-3	-3	19.2%	19.2%
06 Supervisors: Crafts & Trades	52	-14.4%	0.0%	0	44.4%	10.6%	17	17	1	10.6%	0	7	7	3	15.6%	15.4%	-7	-4	-4	1.9%	7.7%
07 Administrative & Sr Clerical	49	9.8%	0.0%	0	90.7%	12.3%	18	18	10	12.3%	4	2	2	0	16.3%	16.3%	2	-2	-2	20.4%	12.2%
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	2.4.9%	2.4.7%	0	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	301	-2.2%	0.0%	0	23.1%	6.6%	60	60	63	6.6%	12	-7	16	10	2.3.8%	2.4.4%	19	7	7	20.9%	16.9%
10 Clerical Personnel	89	0.8%	0.0%	0	14.3%	4.3%	39	39	11	4.3%	5	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%
11 Intermediate Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	-34	-30	-30	15.7%	18.7%
12 Semi-Skilled Manual	134	-18.4%	0.0%	0	16.8%	3.8%	15	15	21	3.8%	2	36	6	6	40.8%	40.7%	-2	-1	-1	14.3%	28.6%
13 Other Sales & Service	7	-4.4%	0.0%	0	26.7%	7.4%	2	2	1	7.4%	0	2	2	1	42.8%	42.6%	-37	-19	-19	0.3%	5.7%
14 Other Manual Workers	333	38.9%	0.0%	0	64.3%	16.8%	169	169	1	16.8%	1	110	19	19	11.3%	11.2%	-10	-10	-10	11.8%	11.8%
Total	1,513	1.7%		0	39.0%		0	0	179	0.0%	0	110	0	0		19.1%	-10	-10	-10	11.8%	11.8%

+ Calculated by using the following formula: (Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis - 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 16: Members of Visible Minorities

Employment Equity Occupational Category (EEOCC)	Members of Visible Minorities	Comments
	Short-term Goals	Long-term Goals
	%	%
01 Senior Managers	0.0	0.0
02 Middle & Other Managers	0.2	1.53%
03 Professionals	0.3	28.3%
04 Semi-Professionals & Tech	0.2	1.78%
05 Supervisors	0.3	32.0%
06 Supervisors: Crafts & Trades	0.2	15.6%
07 Administrative & Sr Clerical	0.0	24.9%
08 Skilled Crafts & Trades	0.0	0.0%
09 Skilled Sales & Service	0.0	2.48%
10 Clerical Personnel	0.2	0.0%
11 Intermediate Sales & Service	0.0	0.0%
12 Semi-Skilled Manual	0.4	40.8%
13 Other Sales & Service	0.4	42.8%
14 Other Manual Workers	0.1	11.3%
Total	0.0	0.0





**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Magellan Aerospace Limited**

[Date: 2018-03-01]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
Data sources:			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E - D x100	Part 1: Workforce Analysis	D x G +100	E - H	E - H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x100	K x G - 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Hires					Flow Data Analysis					Terminations									
		Men					Women					Men					Women					Men					Women				
		All Employees	Proportionate	Aspirable	Cap	% Gap	All Employees	Aspirable	Cap	% Gap	All Employees	Aspirable	Cap	% Gap	All Employees	Aspirable	Cap	% Gap	All Employees	Aspirable	Cap	% Gap	All Employees	Aspirable	Cap	% Gap					
07 Administrative & Senior Clerical	2014	37	27	73.0	79.3	29	-2	92.0																							
	2018	49	29	59.2	80.7	40	-11	73.3																							
08 Skilled Sales & Service Personnel	2014	1	0	0.0	28.5	0	0	0.0																							
	2018	1	0	0.0	26.3	0	0	0.0																							
09 Skilled Crafts & Trades Workers	2014	322	15	4.7	4.6	15	0	101.3																							
	2018	301	15	5.0	2.5	8	7	199.3																							
10 Clerical Personnel	2014	87	40	46.0	69.9	61	-21	65.8																							
	2018	89	32	36.0	67.1	60	-28	53.6																							
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																							
	2018	1	0	0.0	63.9	1	-1	0.0																							
12 Semi-Skilled Manual Workers	2014	247	58	23.5	19.7	49	9	119.2																							
	2018	134	19	14.2	18.5	25	-6	76.6																							

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E - G x 100	Part 3: Goals	Part 3: Goals	F - I x 100	Part 3: Goals	E - K x 100	Part 3: Goals	F - M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Men		Women		Men		Women		Men		Women		
		All Employees	Aspirable	Goal	%	Percent of Goal Met	%	Goal	%	Percent of Goal Met	%	Goal	%	
07 Administrative & Senior Clerical	2018	-4	-10	250.0	0	0.0	0.0	0.0	1	-1000.0	0.0	0.0		
	2021	-4	-10	250.0	0	0.8	30978.9	0.8	30978.9	0.0	0.0			
08 Skilled Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-7	-4	57.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-7	-4	57.1	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
10 Clerical Personnel	2018	-14	-4	28.6	2	-200.0	0.0	0.0	2	-200.0	0.0	0.0		
	2021	-14	-4	28.6	2	0.7	4251.7	0.7	4251.7	0.0	0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
12 Semi-Skilled Manual Workers	2018	6	-2	-33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	6	-2	-33.3	0	0.2	-17921.1	0.2	-17921.1	0.0	0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Magellan Aerospace Limited**

[Date: 2018-03-01]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Hires					Promotions					Terminations				
		All Employees	Women	Representation %	Aspirational %	Gap	EE Result %	All Employees	Women	Expertise	Experience	All Employees	Women	Expertise	Experience	All Employees	Women	Expertise	Experience	All Employees	Women	Expertise	Experience			
13 Other Sales & Service Personnel	2014	8	1	12.5	53.8	4	-3	23.2																		
	2018	7	1	14.3	54.9	4	-3	26.0	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	2	0	0.0	0	0	
14 Other Manual Workers	2014	125	16	12.8	15.4	19	-3	83.1																		
	2018	335	64	19.1	11.4	38	26	167.6	108	22	20.4	12	10	5	2	40.0	1	1	1	1	148	35	23.6	19	16	
Total	2014	1,437	247	17.2	23.0	331	-84	74.7																		
	2018	1,513	255	16.9	21.3	322	-67	79.1	435	91	20.9	93	-2	55	16	29.1	9	7	7	7	575	132	23.0	99	33	

Data sources: Part 2: Flow Data Analysis | Part 2: Flow Data Analysis | Part 3: Goals | E - G x 100 | Part 3: Goals | Part 3: F + M x 100 | Part 3: Goals

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees	Women	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0			
	2021	-1	0	0.0	0	0.5	0.0	0.0	0.5	0.0				
14 Other Manual Workers	2018	-35	-11	31.4	0	0.0	0.0	0.0	1	-1100.0	0.0			
	2021	-35	-11	31.4	0	0.0	0.0	0.0	0.0	0.0				
Total	2018	-85	-25	29.4	9	-277.8	0.0	0.0	13	-192.3	0.0			
	2021	-85	-25	29.4	9	0.0	0.0	0.0	0.0	0.0				

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Magellan Aerospace Limited**

[Date: 2018-03-01]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E - D Workforce x100	Part 1: Workforce Analysis	D x G +100	E - H	E - H x100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x100	K x G - 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Q + P x100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X	

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce					Hires					Promotions					Terminations							
		All Employees	Aboriginal Peoples	%	Cap	EE Result	All Employees	Aboriginal Peoples	%	Experience	Preference	All Employees	Aboriginal Peoples	%	Experience	Preference	All Employees	Aboriginal Peoples	%	Experience	Preference			
01 Senior Managers	2014	24	0	0.0	2.4	1	-1	0.0	0	0	5	0	0.0	0	0	0	0	0	0	0	13	0	0.0	0
	2018	50	0	0.0	2.9	1	-1	0.0	0	0	5	0	0.0	0	0	0	0	0	0	13	0	0.0	0	
02 Middle & Other Managers	2014	108	0	0.0	1.9	2	-2	0.0	0	0	12	0	0.0	0	0	0	0	0	0	22	0	0.0	0	
	2018	107	0	0.0	2.2	2	-2	0.0	0	0	16	0	0.0	0	0	0	0	0	0	22	0	0.0	0	
03 Professionals	2014	154	4	2.6	0.9	1	3	288.6	0	0	60	1	1.7	1	0	0	0	0	0	84	2	2.4	2	
	2018	171	2	1.2	1.1	2	0	106.3	0	0	60	1	1.7	1	0	0	0	0	0	84	2	2.4	2	
04 Semi-Professionals & Technicians	2014	206	5	2.4	2.7	6	-1	89.9	0	0	54	3	5.6	2	1	0	0	0	0	74	3	4.1	2	
	2018	190	7	3.7	3.7	7	0	99.6	0	0	54	3	5.6	2	1	0	0	0	0	74	3	4.1	2	
05 Supervisors	2014	35	0	0.0	1.3	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0	2	0	0.0	0	
	2018	26	0	0.0	1.8	0	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0	2	0	0.0	0	
06 Supervisors: Crafts & Trades	2014	83	5	6.0	1.3	1	4	463.4	0	0	23	1	4.3	0	1	0	0	0	0	30	1	3.3	2	
	2018	52	0	0.0	2.0	1	-1	0.0	0	0	23	1	4.3	0	1	0	0	0	0	30	1	3.3	2	

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Part 3: Goals	E - G x 100	Part 3: Goals	Part 3: E - H x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		Actual	%	Goal	%	Actual	%	Goal	%	Actual	%	Goal	%	
01 Senior Managers	2018	-3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	-3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
02 Middle & Other Managers	2018	6	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0		
	2021	6	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0		
03 Professionals	2018	-18	-1	5.6	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	-18	-1	5.6	0	0.0	0	0.0	0	0.0	0	0.0		
04 Semi-Professionals & Technicians	2018	-15	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	-15	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
05 Supervisors	2018	-1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	-1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		



**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis																	
		Workforce								Hires				Promotions				Terminations									
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples								
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference										
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#			
07 Administrative & Senior Clerical	2014	37	4	10.8	4.3	2	2	251.4																			
	2018	49	6	12.2	6.2	3	3	197.5	29	2	6.9	2	0	6	1	16.7	1	0	39	1	2.6	4	-3				
08 Skilled Sales & Service Personnel	2014	1	0	0.0	0.6	0	0	0.0																			
	2018	1	0	0.0	2.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	2014	322	13	4.0	6.2	20	-7	65.1																			
	2018	301	8	2.7	9.7	29	-21	27.4	64	1	1.6	6	-5	1	0	0.0	0	0	72	5	6.9	3	2				
10 Clerical Personnel	2014	87	2	2.3	5.6	5	-3	41.1																			
	2018	89	1	1.1	5.4	5	-4	20.8	37	0	0.0	2	-2	6	0	0.0	0	0	57	1	1.8	1	0				
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																			
	2018	1	0	0.0	0.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2014	247	16	6.5	2.8	7	9	231.3																			
	2018	134	7	5.2	3.7	5	2	141.2	36	2	5.6	1	1	2	0	0.0	0	0	32	0	0.0	2	-2				

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Aboriginal Peoples		Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	-4	2	-50.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-4	2	-50.0			0.0	0.0				0.0	0.0
08 Skilled Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0				0.0	0.0
09 Skilled Crafts & Trades Workers	2018	-7	-4	57.1	0	0.0	0.0	0.0	2	-200.0	0.0	0.0	
	2021	-7	-4	57.1			0.1	58309.0			0.1	58309.0	
10 Clerical Personnel	2018	-14	-1	7.1	0	0.0	0.0	0.0	1	-100.0	0.0	0.0	
	2021	-14	-1	7.1			0.1	13227.5			0.1	13227.5	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2018	6	2	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	6	2	33.3			0.0	0.0			0.0	0.0	

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Cap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2014	8	0	0.0	3.3	0	0	0.0																	
	2018	7	0	0.0	5.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2014	125	11	8.8	4.2	5	6	209.5																	
	2018	335	4	1.2	3.2	11	-7	37.3	108	0	0.0	3	-3	5	0	0.0	0	0	0	148	2	1.4	13	-11	
Total	2014	1,437	60	4.2	3.5	50	10	119.3																	
	2018	1,513	35	2.3	4.5	68	-33	51.4	435	10	2.3	20	-10	55	1	1.8	2	-1	575	15	2.6	24	-9		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments				
		Flow Data				Short-term Goals				Long-term Goals								
		All Employees	Aboriginal Peoples			Goal	Aboriginal Peoples			Goal	Aboriginal Peoples				Goal	Aboriginal Peoples		
			Actual	Goal	Percent of Goal Met		Actual	Goal	Percent of Goal Met		Actual	Goal	Percent of Goal Met					
#	#	%	%	#	%	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.1	0.0				0.1	0.0					
14 Other Manual Workers	2018	-35	-2	5.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-35	-2	5.7			0.0	17316.0				0.0	17316.0					
Total	2018	-85	-4	4.7	0	0.0	0.0	0.0	4	-100.0	0.0	0.0	4	-100.0	0.0	0.0		
	2021	-85	-4	4.7			0.0	0.0				0.0	0.0					

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees		Persons with Disabilities							All Employees		Persons with Disabilities		All Employees		Persons with Disabilities		All Employees		Persons with Disabilities			
		#	%	Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference	Actual	Expected	Difference					
01 & 02 Managers	2014	132	2	1.5	3.2	4	-2	47.3																
	2018	157	1	0.6	4.3	7	-6	14.8	21	0	0.0	1	-1	17	0	0.0	0	0	0	35	0	0.0	1	-1
03 Professionals	2014	154	2	1.3	4.5	7	-5	28.9																
	2018	171	0	0.0	3.8	6	-6	0.0	60	1	1.7	2	-1	6	0	0.0	0	0	84	1	1.2	1	0	
04 Semi-Professionals & Technicians	2014	206	3	1.5	4.8	10	-7	30.3																
	2018	190	1	0.5	4.6	9	-8	11.4	54	0	0.0	2	-2	5	0	0.0	0	0	74	0	0.0	1	-1	
05 Supervisors	2014	35	0	0.0	9.5	3	-3	0.0																
	2018	26	0	0.0	13.9	4	-4	0.0	1	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2014	83	8	9.6	4.6	4	4	209.5																
	2018	52	2	3.8	7.8	4	-2	49.3	23	0	0.0	2	-2	7	0	0.0	1	-1	30	0	0.0	3	-3	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Goals								Comments
		Flow Data			Short-term Goals				Long-term Goals				
		All Employees		Persons with Disabilities	Persons with Disabilities				Persons with Disabilities				
		#	%	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
01 & 02 Managers	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	3	0	0.0			0.0	0.0			0.0	0.0	
03 Professionals	2018	-18	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	-18	0	0.0			0.0	0.0			0.0	0.0	
04 Semi-Professionals & Technicians	2018	-15	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	
	2021	-15	0	0.0			0.0	0.0			0.0	0.0	
05 Supervisors	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-1	0	0.0			0.1	0.0			0.1	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.1	0.0			0.1	0.0	

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		Persons with Disabilities								Persons with Disabilities				Persons with Disabilities				Persons with Disabilities						
		All Employees	Representation		Availability		Cap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference				
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	%	#	%	#	%	#	%	
07 Administrative & Senior Clerical	2014	37	0	0.0	2.6	1	-1	0.0																
	2018	49	0	0.0	3.4	2	-2	0.0	29	0	0.0	1	-1	6	0	0.0	0	0	39	0	0.0	0	0	
08 Skilled Sales & Service Personnel	2014	1	0	0.0	5.6	0	0	0.0																
	2018	1	0	0.0	3.5	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2014	322	21	6.5	5.3	17	4	123.1																
	2018	301	2	0.7	3.8	11	-9	17.5	64	0	0.0	2	-2	1	0	0.0	0	0	72	0	0.0	5	-5	
10 Clerical Personnel	2014	87	4	4.6	4.4	4	0	104.5																
	2018	89	1	1.1	7.0	6	-5	16.1	37	0	0.0	3	-3	6	0	0.0	0	0	57	0	0.0	3	-3	
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																
	2018	1	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2014	247	19	7.7	5.5	14	5	139.9																
	2018	134	3	2.2	4.8	6	-3	46.6	36	0	0.0	2	-2	2	0	0.0	0	0	32	0	0.0	2	-2	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	-4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-4	0	0.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0			0.0	0.0			0.0	0.0	
09 Skilled Crafts & Trades Workers	2018	-7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-7	0	0.0			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	-14	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-14	0	0.0			0.1	0.0			0.1	0.0	
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	0	0.0			0.1	0.0			0.1	0.0	
12 Semi-Skilled Manual Workers	2018	6	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	6	0	0.0			0.1	0.0			0.1	0.0	

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Persons with Disabilities							All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Cap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#		
13 Other Sales & Service Personnel	2014	8	0	0.0	6.5	1	-1	0.0																	
	2018	7	0	0.0	6.3	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2014	125	7	5.6	5.2	7	1	107.7																	
	2018	335	4	1.2	5.3	18	-14	22.5	108	0	0.0	6	-6	5	0	0.0	0	0	0	148	0	0.0	8	-8	
Total	2014	1,437	66	4.6	4.9	70	-4	93.7																	
	2018	1,513	14	0.9	4.9	74	-60	18.9	435	1	0.2	21	-20	55	0	0.0	3	-3	575	1	0.2	26	-25		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments			
		Flow Data		Short-term Goals				Long-term Goals							
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities							
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met		
#	#	%	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-1	0	0.0			0.1	0.0			0.1	0.0			
14 Other Manual Workers	2018	-35	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-35	0	0.0			0.1	0.0			0.1	0.0			
Total	2018	-85	0	0.0	0	0.0	0.0	0.0	0.0	0.0	2	0.0	0.0	0.0	
	2021	-85	0	0.0			0.0	0.0			0.0	0.0			

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				Cap	EE Result	All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Cap	EE Result				Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
01 Senior Managers	2014	24	2	8.3	8.7	2	0	95.8																
	2018	50	6	12.0	10.1	5	1	118.8	5	1	20.0	1	0	5	0	0.0	0	0	13	2	15.4	1	1	
02 Middle & Other Managers	2014	108	12	11.1	14.0	15	-3	79.4																
	2018	107	7	6.5	15.0	16	-9	43.6	16	3	18.8	2	1	12	0	0.0	1	-1	22	1	4.5	2	-1	
03 Professionals	2014	154	24	15.6	24.1	37	-13	64.7																
	2018	171	29	17.0	28.3	48	-19	59.9	60	16	26.7	17	-1	6	1	16.7	1	0	84	13	15.5	13	0	
04 Semi-Professionals & Technicians	2014	206	20	9.7	19.5	40	-20	49.8																
	2018	190	24	12.6	17.6	33	-9	71.8	54	13	24.1	10	3	5	1	20.0	0	1	74	10	13.5	7	3	
05 Supervisors	2014	35	4	11.4	23.8	8	-4	48.0																
	2018	26	5	19.2	31.7	8	-3	60.7	1	0	0.0	0	0	0	0.0	0	0	0	2	0	0.0	0	0	
06 Supervisors: Crafts & Trades	2014	83	7	8.4	24.5	20	-13	34.4																
	2018	52	1	1.9	15.4	8	-7	12.5	23	1	4.3	4	-3	7	0	0.0	1	-1	30	1	3.3	3	-2	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities			
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	%	#	%	%	#	%	%	#	%	%	
01 Senior Managers	2018	-3	-1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0
	2021	-3	-1	33.3									
02 Middle & Other Managers	2018	6	2	33.3	0	0.0	0.0	0.0	1	200.0	0.0	0.0	0.0
	2021	6	2	33.3							0.2	21786.5	0.2
03 Professionals	2018	-18	4	-22.2	1	400.0	0.0	0.0	2	200.0	0.0	0.0	0.0
	2021	-18	4	-22.2							0.3	-7852.4	0.3
04 Semi-Professionals & Technicians	2018	-15	4	-26.7	1	400.0	0.0	0.0	3	133.3	0.0	0.0	0.0
	2021	-15	4	-26.7							0.2	-14981.3	0.2
05 Supervisors	2018	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0
	2021	-1	0	0.0							0.3	0.0	0.3
06 Supervisors: Crafts & Trades	2018	0	0	0.0	2	0.0	0.0	0.0	1	0.0	0.0	0.0	0.0
	2021	0	0	0.0							0.2	0.0	0.2

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Visible Minorities								All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#		
07 Administrative & Senior Clerical	2014	37	2	5.4	13.1	5	-3	41.3																	
	2018	49	10	20.4	16.3	8	2	125.2	29	9	31.0	5	4	6	0	0.0	0	0	39	6	15.4	2	4		
08 Skilled Sales & Service Personnel	2014	1	0	0.0	17.0	0	0	0.0																	
	2018	1	0	0.0	24.7	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2014	322	54	16.8	16.8	54	0	99.8																	
	2018	301	63	20.9	14.7	44	19	142.4	64	28	43.8	9	19	1	0	0.0	0	0	72	20	27.8	12	8		
10 Clerical Personnel	2014	87	11	12.6	20.4	18	-7	62.0																	
	2018	89	11	12.4	24.4	22	-11	50.7	37	10	27.0	9	1	6	1	16.7	1	0	57	10	17.5	7	3		
11 Intermediate Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0																	
	2018	1	0	0.0	48.9	0	0	0.0	0	13	0.0	0	13	0	0	0.0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2014	247	25	10.1	27.1	67	-42	37.3																	
	2018	134	21	15.7	40.7	55	-34	38.5	36	0	0.0	15	-15	2	0	0.0	0	0	32	11	34.4	3	8		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals								Comments	
		Flow Data		Short-term Goals				Long-term Goals					
		All Employees	Visible Minorities	Visible Minorities		Visible Minorities		Visible Minorities		Visible Minorities			
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met
#	#	%	%	#	%	%	%	#	%	%	%		
07 Administrative & Senior Clerical	2018	-4	3	-75.0	1	300.0	0.0	0.0	1	300.0	0.0	0.0	
	2021	-4	3	-75.0			0.0	0.0			0.0	0.0	
08 Skilled Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	1	0	0.0			0.2	0.0			0.2	0.0	
09 Skilled Crafts & Trades Workers	2018	-7	8	-114.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	-7	8	-114.3			0.0	0.0			0.0	0.0	
10 Clerical Personnel	2018	-14	1	-7.1	1	100.0	0.0	0.0	2	50.0	0.0	0.0	
	2021	-14	1	-7.1			0.2	-2880.2			0.2	-2880.2	
11 Intermediate Sales & Service Personnel	2018	0	13	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
	2021	0	13	0.0			0.0	0.0			0.0	0.0	
12 Semi-Skilled Manual Workers	2018	6	-11	-183.3	0	0.0	0.0	0.0	2	-550.0	0.0	0.0	
	2021	6	-11	-183.3			0.4	-44934.6			0.4	-44934.6	

**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Magellan Aerospace Limited**

**[Date: 2018-03-01]**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities						
			Representation	Availability	Cap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference				
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
13 Other Sales & Service Personnel	2014	8	0	0.0	37.1	3	-3	0.0																	
	2018	7	1	14.3	42.6	3	-2	33.5	1	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2014	125	5	4.0	12.6	16	-11	31.7																	
	2018	335	1	0.3	11.2	38	-37	2.7	108	6	5.6	12	-6	5	0	0.0	0	0	0	0	148	9	6.1	6	3
Total	2014	1,437	166	11.6	19.9	286	-120	58.0																	
	2018	1,513	179	11.8	19.1	289	-110	61.9	435	100	23.0	83	17	55	3	5.5	6	-3	575	83	14.4	66	17		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
13 Other Sales & Service Personnel	2018	-1	0	0.0	2	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0		0.4	0.0			0.4	0.0			
14 Other Manual Workers	2018	-35	-3	8.6	0	0.0	0.0	0.0	2	-150.0	0.0	0.0		
	2021	-35	-3	8.6		0.1	75.85.3			0.1	75.85.3			
Total	2018	-85	20	-23.5	8	250.0	0.0	0.0	15	133.3	0.0	0.0		
	2021	-85	20	-23.5		0.0	0.0			0.0	0.0			



<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Magellan Aerospace Limited</b>
<b>[Date: 2018-03-01]</b>

## Efforts

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

### Required measures:

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

### Other measures:

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

- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

## Operational Context

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

- Impact of economic and industrial conditions on the organization.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

- 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.

**Additional Details**

Please provide any additional information (optional):

**Federal Contractors Program  
Report of the Subsequent Compliance Assessment**

**Employer Name:** Magellan Aerospace Limited.

**Primary Location:** Mississauga, Ontario

**Number of Employees:** 1513 employees. Employees are located in  
 Manitoba (566 employees)  
 Ontario (82 employees)  
 Quebec (63 employees)  
 British Columbia (1 employee)  
 Saskatchewan (1 employee)

**Organization Overview:**

NAICS: 3364 - Aerospace product and parts manufacturing  
 Magellan Aerospace Limited is a global, integrated aerospace company that provides complex assemblies and systems solutions to aircraft and engine manufacturers, and defence and space agencies worldwide. In Canada, the corporate office is located in Mississauga, Ontario.

**Key Dates – First Year Assessment**

Initiated: Cannot find records  
 Received: 2014/10/15  
 Closed: 2016/01/07  
 WFA: 2014/09/29

**Key Dates – Subsequent Assessment**

Initiated: 2018/05/05  
 Received: 2018/03/28  
 WFA: 2018/03/01

**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 2014-09-01 to 2018-03-01.

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

Yes  No

**ASSESSMENT OF REASONABLE PROGRESS**

In the previous assessment many gaps were found in different EEOG's in all designated groups. The company did not set the short term goals for most of the gaps. Very few of the gaps were set in number format only. This was accepted in the past.

**Women**

1	Senior Managers	Goal not set
2	Middle & Other Managers	Goal met (300.0%)
3	Professionals	Goal not set
4	Semi-Professionals & Technicians	Goal met (400.0%)
5	Supervisors	Goal not met
6	Supervisors: Crafts & Trades	Goal met (600.0%)
7	Administrative & Senior Clerical	Goal not set (73.0 % representation)
10	Clerical Personnel	Goal met (800.0%)
13	Other Sales & Service Personnel	Goal not set
14	Other Manual Workers	Goal not set

**Assessment/Observations**

Most of the goals were not set in the last assessment and thus cannot assess reasonable progress / efforts of the Company.

- EEOG 01– Out of 10 new entrants, 1 was woman. The market availability is 24.2%. The company was not able to close / eliminate the gap by having promoted 1 person from this designated group.
- EEOG 2 – Out of 28 new entrants, 6 were women. The market availability is 24.2%. The company had set a goal of hiring / promoting 2 persons and they hired / promoted 6 and thus were able to meet the goal.
- EEOG 3 – Out of 66 new entrants, 20 were women. This brought the company very close to meeting the market availability of 26.8%.
- EEOG 4 - Out of 59 new entrants, 8 women. The market availability is 18.9%. The company had set a goal of hiring / promote 2 women and in return has hired / promoted 8 , thus meeting the goal by 400%.
- EEOG 5 – There was 1 new entrant and it was not a woman. The market availability was 52.9%. Previously the company had set a goal to hire 2 people and none were hired from this EEOG. The company did not meet the goal.
- EEOG 6 - Out of 30 new entrants, 6 were women. The market availability is 8.3%. The company had set a goal of hiring / promoting 1 person in this EEOG and in return has hired / promoted 6, thus meeting the goal by 600%.

- EEOG 7 - Out of 35 new entrants, 20 were women. The market availability is 79.3%. The representation of women was 73.0% and therefore the company does not need to set a goal in this category.
- EEOG 10 - Out of 43 new entrants, 16 were women. The market availability is 69.9%. The company had set a goal of hiring / promoting 2 people from this EEOG and in return has hired / promoted 16, thus meeting the goal by 800%.
- EEOG 13 - There was only 1 new entrant in this EEOG and that was not a woman, even though the market availability was 53.8%. Previously the company had not set a goal and thus cannot assess if any reasonable progress was made by the company.
- EEOG 14 - Out of 113 new entrants, 24 were women. The market availability is 15.4%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.

**Aboriginal Peoples**

1	Senior Managers	Goal not set
2	Middle & Other Managers	Goal not set
4	Semi-Professionals & Technicians	Goal not set
9	Skilled Crafts & Trades Workers	Goal not set
10	Clerical Personnel	Goal not set

**Assessment/Observations**

- EEOG 1 - Out of 10 new entrants, there were none hired / promoted from this designated group, while the market availability is 2.4%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 2 - Out of 28 new entrants, there were none hired / promoted from this designated group, while the market availability is 1.9%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 4 - Out of 59 new entrants, 3 were from this designated group, while the market availability is 2.7%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 9 - Out of 65 new entrants, 1 was from this designated group, while the market availability is 6.2%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 10 - Out of 43 new entrants, there were none hired / promoted from this designated group, while the market availability is 5.6%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.

**Person with Disabilities**

01 & 02.	Managers	Goal not set
3	Professionals	Goal not set
4	Semi-Professionals & Technicians	Goal not set

5	Supervisors	Goal not set
7	Administrative & Senior Clerical	Goal not set
13	Other Sales & Service Personnel	Goal not set

**Assessment/Observations**

- EEOG 1 & 2 - Out of 38 new entrants, there were none hired / promoted from this designated group, while the market availability is 3.2%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 3 - Out of 66 new entrants, 1 was from this designated group, while the market availability is 4.5%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 4 - Out of 59 new entrants, there were none hired / promoted from this designated group, while the market availability is 4.8%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 5 – There was 1 new entrant but it was not from this designated group, while the market availability is 9.5%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 7 - Out of 35 new entrants, there was none hired / promoted from this designated group, while the market availability is 2.6%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 13 - There was 1 new entrant but it was not from this designated group, while the market availability is 6.5%. This is expected given the availability and thus acceptable.

**Members of Visible Minorities**

2	Middle & Other Managers	Goal not set
3	Professionals	Goal met (1700.0% achieved)
4	Semi-Professionals & Technicians	Goal met (1400.0% achieved)
5	Supervisors	Goal not set
6	Supervisors: Crafts & Trades	Goal not met (50.0% achieved)
7	Administrative & Senior Clerical	Goal met (900.0% achieved)
10	Clerical Personnel	Goal met (1100.0% achieved)
12	Semi-Skilled Manual Workers	Goal not set
13	Other Sales & Service Personnel	Goal not met (0.0% achieved)
14	Other Manual Workers	Goal not set

**Assessment/Observations**

- EEOG 2 - Out of 28 new entrants, 3 were from this designated group. The market availability is 14.0%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 3 - Out of 66 new entrants, 17 were from this designated group. The market availability is 24.1%. The company had set a goal of hiring / promoting 1 person and in return hired / promoted 17, thus meeting the goal by 1700.0%.

- EEOG 4: Out of 59 new entrants, 14 were from this designated group. The market availability is 19.5%. The company had set a goal of hiring / promoting 1 person and in return hired / promoted 14, thus meeting the goal by 1400.0%.
- EEOG 5 - There was 1 new entrant but it was not from this designated group. The market availability is 23.8%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 6 - Out of 30 new entrants, 1 was from this designated group. The market availability is 24.5%. The company had set a goal of hiring / promoting 2 persons while they hired / promoted only 1 and thus 50.0% of the goal was achieved.
- EEOG 7 - Out of 35 new entrants, 9 were from this designated group. The market availability is only 13.1%. The company had set a goal of hiring / promoting 1 person and in return they hired / promoted 9, thus meeting the goal by 900.0%.
- EEOG 10 - Out of 13 new entrants, 11 were from this designated group. The market availability is 20.4%. The company had set a goal of hiring / promoting 1 person and in return they hired / promoted 11, thus were able to meet the goal by 1100.0%.
- EEOG 12 - Out of 38 new entrants, none were from this designated group. The market availability is 27.1%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made.
- EEOG 13 - There was only 1 new entrant but it was not from this designated group. The market availability is 37.1%. The company had set a goal of hiring / promoting 2 persons and they hired / promoted none, thus did not meet the goal.
- EEOG 14 - Out of 125 new entrants, 5 were from this designated group. The market availability is 12.6%. Previously the company had not set a goal and thus we cannot assess if any reasonable progress was made by the company.

## ASSESSMENT OF REASONABLE EFFORTS

Out of 31 short term goals, 8 goals set in numbers were met above 80%, did not meet 2 goals, one was not required since the representation was over 50% in women and the rest 20 goals were not set.

## ASSESSMENT OF SHORT-TERM GOALS

All goals are set by percentage. (Short term and Long term goals)

### Women

- EEOG 1 - Gap at -5 and the availability is 27.4%. The Company has set a short-term goal of 27.4 % which is in par with the market availability.
- EEOG 2 - Gap at -25 and the availability is 28.9%. The Company has set a short-term goal of 39.0 % which is in par with the market availability.
- EEOG 3 - Gap at -4 and the availability is 25.3%. The Company has set a short-term goal of 25.5 % which is in par with the market availability.



- EEOG 4 - Gap at -4 and the availability is 15.7%. The Company has set a short-term goal of 15.9 % which is in par with the market availability.
- EEOG 5 - Gap at -12 and the availability is 52.9%. The Company has set a short-term goal of 52.9 % which is in par with the market availability. Advised the HR representative that as per the Employee workbook their work force the representation of women should not be over 50.0%.
- EEOG 7 - Gap at -11 and the availability is 80.7%. The Company has set a short-term goal of 80.7 % which is in par with the market availability. Advised the HR representative that as per the Employee workbook their work force the representation of women should not be over 50.0%.
- EEOG 10 - Gap at -28 and the availability is 67.1%. The Company has set a short-term goal of 67.2 % which is in par with the market availability. Advised the HR representative that as per the Employee workbook their work force the representation of women should not be over 50.0%.
- EEOG 11 - Gap at -1 and the availability is 63.9%. The Company has set a short-term goal of 64.1 % which is in par with the market availability. Advised the HR representative that as per the Employee workbook their work force the representation of women should not be over 50.0%.
- EEOG 13 – Gap at -3 and the availability is 54.9%. The Company has set a short-term goal of 54.9 % which is in par with the market availability. Advised the HR representative that as per the Employee workbook their work force the representation of women should not be over 50.0%.

### ***Aboriginal Peoples***

- EEOG 1 - Gap at -1 and the availability is 2.9%. The Company has set a short-term goal of 2.9 % which is in par with the market availability.
- EEOG 2 - Gap at -2 and the availability is 2.2%. The Company has set a short-term goal of 2.3 % which is in par with the market availability.
- EEOG 6 - Gap at -1 and the availability is 2.0%. The Company has set a short-term goal of 2.1 % which is in par with the market availability.
- EEOG 9 - Gap at -21 and the availability is 9.7%. The Company has set a short-term goal of 9.8 % which is in par with the market availability.
- EEOG 10 - Gap at -4 and the availability is 5.4%. The Company has set a short-term goal of 5.4 % which is in par with the market availability.
- EEOG 14 - Gap at -7 and the availability is 3.2%. The Company has set a short-term goal of 3.3 % which is in par with the market availability.

### ***Persons with Disabilities***

- EEOG 1 & 2 - Gap at -6 and the availability is 4.3%. The Company has set a short-term goal of 4.4 % which is in par with the market availability.
- EEOG 3 - Gap at -6 and the availability is 3.8%. The Company has set a short term goal of 3.9% which in par with the market availability.

- EEOG 4 - Gap at -8 and the availability is 4.6%. The Company has set a short-term goal of 4.8 % which is in par with the market availability.
- EEOG 5 - Gap at -4 and the availability is 13.9%. The Company has set a short-term goal of 14.1 % which is in par with the market availability.
- EEOG 6 - Gap at -2 and the availability is 7.8%. The Company has set a short-term goal of 8.0 % which is in par with the market availability.
- EEOG 7 - Gap at -2 and the availability is 3.4%. The Company has set a short-term goal of 3.5 % which is in par with the market availability.
- EEOG 9 - Gap at -9 and the availability is 3.8%. The Company has set a short-term goal of 3.8 % which is in par with the market availability.
- EEOG 10 - Gap at -5 and the availability is 7.0%. The Company has set a short-term goal of 7.1 % which is in par with the market availability.
- EEOG 12 - Gap at -3 and the availability is 4.8%. The Company has set a short-term goal of 5.0 % which is in par with the market availability.
- EEOG 14 - Gap at -14 and the availability is 5.3%. The Company has set a short-term goal of 5.4 % which is in par with the market availability.

#### ***Members of Visible Minorities***

- EEOG 2 - Gap at -9 and the availability is 15.0%. The Company has set a short-term goal of 15.3 % which is in par with the market availability.
- EEOG 3 - Gap at -19 and the availability is 28.3%. The Company has set a short-term goal of 28.3 % which is in par with the market availability.
- EEOG 4 - Gap at -9 and the availability is 17.6%. The Company has set a short-term goal of 17.8 % which is in par with the market availability.
- EEOG 5 - Gap at -3 and the availability is 31.7%. The Company has set a short-term goal of 32.0 % which is in par with the market availability.
- EEOG 6 - Gap at -7 and the availability is 15.4%. The Company has set a short-term goal of 15.6 % which is in par with the market availability.
- EEOG 10 - Gap at -11 and the availability is 24.4%. The Company has set a short-term goal of 24.8 % which is in par with the market availability.
- EEOG 12 - Gap at -34 and the availability is 40.7%. The Company has set a short-term goal of 40.8 % which is in par with the market availability.
- EEOG 13 - Gap at -2 and the availability is 42.6%. The Company has set a short-term goal of 42.8 % which is in par with the market availability.
- EEOG 14 - Gap at -37 and the availability is 11.2%. The Company has set a short-term goal of 11.3 % which is in par with the market availability.

#### **Assessment of Long Term Goals**

All goals are set by percentage and are in par with the market availability. By achieving the short and long term goals the company will eliminate the gaps.

## RECOMMENDATION

I recommend that the employer be found:

in compliance    in non-compliance

Having assessed the data submitted by the employer regarding its workforce, I recommend that the closing letter include the following:

- Although the organization has made good progress in closing some of the gaps since the last assessment, we note that several large gaps remain. If not done already, Magellan Aerospace Limited might consider partnering with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups.
- Magellan Aerospace Limited. has a number of gaps in all designated groups, and the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in all these designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070)

**Name of Analyst:** Neena Sharan

**Date:** July 17, 2018.

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

**Sent:** September 20, 2018 2:37 PM

**To:** 'jo-ann.ball@magellan.aero' <jo-ann.ball@magellan.aero>; 'william.moore@magellan.aero' <william.moore@magellan.aero>; 'petar.stanchev@magellan.aero' <petar.stanchev@magellan.aero>

**Subject:** Government of Canada Agreement Number: 061290 – Notification of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Jo-Ann Ball:

I am writing to inform you that the subsequent compliance assessment initiated on March 31, 2018 has been completed. As a result of the assessment, Magellan Aerospace Limited has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Although the organization has made progress in closing some of the gaps since the last assessment, we note that several large gaps remain. If not done already, Magellan Aerospace Limited might consider partnering with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups.
- Magellan Aerospace Limited. has a number of gaps in all designated groups, and the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of individuals in these designated groups.
- Guidance on conducting an employment systems review is available on the Labour Program website (Step 2-2 of the modules): [https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&\\_ga=2.252268041.1845905918.1519931408-1912045188.1507820070](https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070)

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 March 31, 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, Magellan Aerospace Limited will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Magellan Aerospace Limited 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](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



Rejoignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDMI) 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!