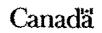
Human Resources and Ressources humaines et Skills Development Canada Développement des compétences Canada

OFFICIAL USE ONLY Agreement N°

s.19(1) s.24(1) Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement				
Revised Agreement				
ORC	SANIZATION	** Transcrierado de esta historiada de la	***	
Legal Name of Organization		Parent company is	located polside	Christia
Magellan Aerospace Limited		_		
			Yes	7 №
Operaling Name of different from Legal Name of Organization; Mageilan Aerospaco, Mississauga: Mageilan Ae	**************************************	Procurement Bus	laces Number	· · · · · · · · · · · · · · · · · · ·
Kitchener: Magellan Aerospace, Haley: Magell	stuspace, lab Aprospace	*		
Winnipeg	ion mirosymin,	Total number of an (Full-Time/Part-Tim		ada 1616
Organization's North American Industry Classification System (NAKES) Co	da N ^e			Code Number please
33641			alcum.gc.ca/subj	jocia-sujaks/stundard
Official use only (if information shove is incorrect)				****
P Total number (of employees in Canad	3	Organization's	NAICS Code No
	AD OFFICE			**************************************
Arkines (txeldry number, street, suite, etc.)	City		Frovince	Postal Code
3160 Derry Road East	Mississauge		ON	64T 1A9
	Telephone Number		Fax Nondoor	·}····
	905-677-1889		905~637~	5658
**************************************	T EQUITY CONTA	NOT		
Name (print)	Yitte			
Lily Trieu	Human Resour	ces Analyst	~~~	
Telephone Number 905~677~1889 ext.243	E-mail Address lily.triculs	agolian.aero		
CEB	TIFICATION		******	****
The above-named organization:	TITION TON		***********	NRAF-14-1-1
 having a combined workforce of 100 or more permanent fulf-til 12 weeks of more in Conada, AND 	ne, permanaril part-l	ime and temporar	y amployees t	1aving worked
. Intending to bid on, or being in receipt of, a federal governmen	l goods or services o	onract, standing (offer or contra	ct issued under a
Supply Arrangement, valued at \$1,000,080 or more (including				_
Hereby certifies its commitment to implement or maintain employm instrument, in keeping with the Federal Contractors Program requi ilease refer to: http://www.htsdc.gc.ca/eng/abour/equality/icp/inda	rements. For more to	going besis, beyor Hormetion on how	to implement	of the procurement employment equity
mportant note: if an audit of the Agreement to Implement Employ the procurement instrument(s) with the Government of Canada ma	ment Equity ancove y ba terminated.	rs misreprøsentatl	on on the part	of the organization,
Sic	NATORY	and the second s	************	
NOTE: The signatory must be the Chief Executive Officer OR an a confract on behalf of the organization.	authorized person in	en executive posi	laçel dilw nol	aumonly to sign a
lame (print)	7786	ar istoria e artigonoria demana helista ne ndrebbane alter me	matel and a series was a first to the series	Or Samue A November (176 A
Jo-Ann Bail	Vice Freside	nt of Human	Resources	PARTIE TO CO S OF THE CONTRACT OF THE STREET
elephons Number	E-mail Address			
} ;;	jorann.ballo Date	sagollan.aer	0	the angular way is the set of the set of bibliographic below.
	07.19.2013			
RETURN	INSTRUCTIONS	د در ده در	g firthy by engligen the branch and the contract of the	et dem denomen dem dem dem en
MPORTANT			***************************************	
The original copy of the signed Agreement to implement E at: (819) 953-8768 or by o-mail at: ee-sma@hrsde-ridec.ge	mployment Equity	iom must be sen	it to the Labo	ur Program fax,



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)

	ĺ	Province		
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	880	2	0	882
Québec	63	0	0	63
Manitoba	566	0	0	566
British Columbia	1	0	0	1
Saskatchewan	1	0	0	1
Total Employees in Cana	ada 🕨			1513

	Permanent Full-time	Permanent Part-time	Temporary	Total Numbe of Employees
Regina	1	0	0	,
Toronto	340	0	0	340
Vancouver	1	0	0	,
Winnipeg	566	0	0	560
Saguenay	1	0	0	,
Ottawa - Gatineau	511	0	0	511
Oshawa	1	0	0	•
Hamilton	1	0	0	,
St. Catharines Niagara	- 1	0	0	,
Kitchener - Cambridge - Waterloo	45	2	0	47
Guelph	3	0	0	3
Barrie	1	0	0	1
Ont. less CMA	s 39	0	0	39



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group			All Employee:			original Peop			ns with Disa			s of Visible I	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cdl. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	3		1	0 0.1. 0	0 0.11 0		0 0.11 0					
Top Range: \$100,000 and over	3	1	1										
Bottom Range: Under \$5,000	2												
Dottom Nange. Under \$5,000		46	20	8							6		
	1	555555555555555555555	38									4	
	Total	50	41	9							6	4	2
Middle and Other Managers	4	3	3										
Top Range: \$100,000 and over	3	13	13					1	1		2	2	
Bottom Range: Under \$5,000	2	6	3	3									
	1	85	71	14							5	5	
	Total	107	90	17				1	1		7	7	
Professionals	4	3	3								1	1	
Top Range: \$100,000 and over	3	6	6								1	1	
Bottom Range: Under \$5,000	2	19	12	7	1		1				3	2	1
	1	142	113	29	1	1					23	17	6
	Total	170	134	36	2	1	1				28	21	7
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 95,000 - \$99,999	3	18	18								2	2	
Bottom Range: Under \$5,000	2	26	22	4				1	1		1	1	
	1	144	126	18	7	7					21	17	4
	Total	189	167	22	7	7		1	1		24	20	4

Page 1 of 5 Canada

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

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

Occupational Group		,	All Employee:	s	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible I	√linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Cdl. 3	Cd. 4	Cdl. 5	Cd. 6	Cd. 7	Col. 8	Cal. 9	Cdl. 10	Cal. 11	Cal. 12	Cal. 13
Supervisors	4	9	8	1									
Top Range: \$ 65,000 - \$69,999	3	1	1										
Bottom Range: Under \$5,000	2												
	1	16	15	1							5	4	,
	Total	26	24	2							5	4	
Supervisors: Crafts and Trades	4	5	4	1				1	1				
Top Range: \$ 70,000 - \$74,999	3	1	1										
Bottom Range: Under \$5,000	2												
	1	46	39	7				1	1		1	1	
	Total	52	44	8				2	2		1	1	
Administrative and Senior Clerical Personnel	4	4	1	3	1		1				1		
Top Range: \$ 60,000 - \$64,999	3	6	1	5							1		
Bottom Range: Under \$5,000	2												
	1	39	18	21	5	2	3				8	3	
	Total	49	20	29	6	2	4				10	3	
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										

Page 2 of 5 Canada

006028

Occupational Group		>	All Employees		At.	Aboriginal Peoples	ples	Pers	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	/linorities
Salary Range	QTR		Men	ا۔۔	Total	Men	Women	Total	Men	Women	Total	Men	Women
COI. T		CQ:	Cal. s	Ca. 4	Ca. o	Ca. o	Ca. /	Ca. a	Ca. y	Cal. To	Cal. Ti	CQ. 12	Ca. 13
Skilled Crafts and Trades Workers	4	21	21								8	8	
Top Range: \$ 60,000 - \$64,999	3	26	21	5	1	1		1	1		4	3	1
Bottom Range: Under \$5,000	2	1	1								1	1	
	_	253	243	10	7	7		1	_		50	50	
	Total	301	286	15	8	8		2	2		63	62	<u></u>
Clerical Personnel	4	6	သ	3				1	_				
Top Range: \$ 70,000 - \$74,999	ω	5	4	_									
Bottom Range: Under \$5,000	2												
	1	78	50	28	1	1					11	7	4
	Total	89	57	32				-2	1		<u> </u>	7	4
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	_	-										
Semi-Skilled Manual Workers	4	10	9	1	1	1		_	_		_	_	
Top Range: \$ 70,000 - \$74,999	သ	31	21	10	3	2	_	1	_		_	1	
Bottom Range: Under \$5,000	2	_	_								_	1	
	_	92	22	8	3	3		_	_		18	15	w
	Total	134	115	19	2	6		3	3		21	18	ь

Form 2 A

Magellan Aerospace Limited (certificate # 061290)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2014-09-01 to 2018-03-01	I all-Tille / National
to 2018-03-01	2

Occupational Group Salary Range Col. 1	QTR	Total Col. 2	All Employees Men Cd. 3	Women Cd. 4	Total Col. 5	Aboriginal Peoples Men Col. 6	Women Cd. 7	Per Total Cd. 8	Persons with Disabilities al Men Wo	Women Cd. 10	 Membe Total Cd. 11	Members of Visible Minorities Total Men Wome Cd. 11 Cd. 12 Cd. 1
Other Sales and Service Personnel	4	1	_									
Top Range: \$ 60,000 - \$64,999	3	1	1									
Bottom Range: Under \$5,000	2											
	1	5	4	1								_1
	Total	7	6	1							d	1
Other Manual Workers	4	21	20	1	4	4			3 3			
Top Range: \$ 45,000 - \$49,999	3											
Bottom Range: Under \$5,000	2	1	1									
	_	313	250	හි							_	-3
	Total	335	271	64	4		4		4		4	1
Total Number of Employees		1511	1257	254	35	29		6 14			178	178 149

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

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

Occupational Group		,	All Employees	6	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Cd. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Cd. 12	Women Cdl. 13
	1	00.2	00.0	OG. 4	04.5	00.0	OG. 7	00.0	00.0	OG. 10	OG. 11	OG. 12	00.10
Professionals	4												
Top Range: \$ 5,000 - \$ 9,999	3												
Bottom Range: \$ 5,000 - \$ 9,999	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Semi-Professionals and Technicians	4												
Top Range: \$ 5,000 - \$ 9,999	3												
Bottom Range: \$ 5,000 - \$ 9,999	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		2	1	1							1	1	

Canada

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mir	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cd. 1	Cal. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cd. 7	Cdl. 8	Col. 9	Cal. 10	Cal. 11	Cal. 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	
Total Number of Employees	1511	1257	254	35	29	6	14	14		178	149	29

Canadä

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

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

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Cal. 1	Cdl. 2	Col. 3	Cd. 4	Cdl. 5	Col. 6	Cdl. 7	Cal. 8	Col. 9	Cdl. 10	Cd. 11	Cdl. 12
\$ 7,500 - \$ 9,999	2	1	1							1	1	
Total Number of Employees	2	1	1							1	1	

Canadä

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

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

		All Employees		At	original People	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mir	norities
Occupational Group	Total Col. 1	Men Cdl. 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
Total Number of Employees Hired	435	344	91	10	8	2	1	1		100	79	21

Canada

Magellan Aerospace Limited (certificate # 061290) FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

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

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Consum		All Employees		A	boriginal Peopl	es	Pers	ons with Disat	oilities	Member	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	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									
Total Number of Employees Promoted	55	39	16	1		1				3	1	2
Total Number of Promotions	57	41	16	1		1				3	1	2

Canadä

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

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

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Member	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Cdl. 5	Women Col. 6	Total Col. 7	Men Cdl. 8	Women Col. 9	Total Col. 10	Men Cd. 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
Total Number of Employees Terminated	575	443	132	15	12	3	1	1		83	72	11

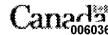
Canada

Workforce Analysis - Detailed Report

Date: 2018-03-19

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	•	sentation		ability Gap	Recruitment Area
		#	#	%	%	# #	
01 : Senior Managers	National	50	9	18.0 %	27.4 %	14	National
02: Middle and Other Managers	National	107	17	15.9 %	38.9 %	42 25	National
03 : Professionals		171	36	21.1 %	25.3 %	43	
1111 : Financial auditors and accountants	National	10	4	40.0 %	55.1 %	6	National
1112 : Financial and investment analysts	National	7	4	57.1 %	50.1 %	4 (National
1121 : Human resources professionals	National	10	6	60.0 %	71.1 %	7	National
1122 : Professional occupations in business management consulting	National	12	5	41.7 %	42.0 %	5 (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 (National
2134 : Chemical engineers	National	1	0	0.0 %	24.5 %	0 (National
2141 : Industrial and manufacturing engineers	National	23	1	4.3 %	17.0 %	4	National
2142 : Metallurgical and materials engineers	National	3	0	0.0 %	14.6 %	0 (National
2146 : Aerospace engineers	National	10	1	10.0 %	12.1 %	1 (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	National
2172 : Database analysts and data administrators	National	2	1	50.0 %	35.2 %	1 (National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	17.9 %	0 (National
1021 : College and other vocational instructors	National	1	0	0.0 %	53.8 %	1	National
1161: Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	41.0 %	0 (National
1163: 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 (National
04 : Semi-Professionals and Technicians		190	23	12.1 %	15.7 %	30	



Workforce Analysis - Detailed Report

Date: 2018-03-19

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability 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	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	Manitoba
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	26	4	15.4 %	19.9 %	5 *********	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	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
05 : Supervisors		26	2	7.7 %	52.8 %	14	
Employment Equity Occupational Group	Guelph	1	0	0.0 %	59.1 %	1	Guelph
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	62.9 %	1	Ont. less CMAs
						,4,4,4,4,4,4,4,4,4,60000000000000000000	



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Workforce Analysis - Detailed Report

Date: 2018-03-19

Women

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

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Workforce Analysis - Detailed Report

Date: 2018-03-19

Women

					Women			
ployment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
7 : Welders and related machine operators	Ontario	4	0	0.0 %	5.1 %	0	0	Ontario
1 : Electricians (except industrial and power system)	Manitoba	3	0	0.0 %	0.7 %	0	0	Manitoba
1 : Electricians (except industrial and power system)	Ontario	6	1	16.7 %	1.5 %	0	1	Ontario
2 : Industrial electricians	Ontario	2	0	0.0 %	1.0 %	0	0	Ontario
1 : Plumbers	Manitoba	6	0	0.0 %	2.9 %	0	0	Manitoba
1 : NOC 2006 - Sheet Metal Workers	Manitoba	7	1	14.3 %	3.2 %	0	1	Manitoba
1 : NOC 2006 - Sheet Metal Workers	Ontario	16	1	6.3 %	3.8 %	1	0	Ontario
5 : NOC 2006 - Welders and Related Machine Operators	Manitoba	1	0	0.0 %	3.2 %	0	0	Manitoba
5 : NOC 2006 - Welders and Related Machine Operators	Ontario	6	0	0.0 %	3.8 %	0	0	Ontario
1 : Carpenters	Manitoba	1	0	0.0 %	2.4 %	0	0	Manitoba
4 : Painters and decorators (except interior decorators)	Manitoba	8	0	0.0 %	15.1 %	1		Manitoba
1 : Construction millwrights and industrial mechanics	Manitoba	6	0	0.0 %	1.4 %	0	0	Manitoba
1 : Construction millwrights and industrial mechanics	Ontario	8	2	25.0 %	1.6 %	0	2	Ontario
5 : Aircraft mechanics and aircraft inspectors	Manitoba	1	0	0.0 %	6.8 %	0	0	Manitoba
5 : Aircraft mechanics and aircraft inspectors	Ontario	15	0	0.0 %	5.2 %	1 🎆	*****	Ontario
6 : Machine fitters	Ontario	1	0	0.0 %	2.4 %	0	0	Ontario
1 : NOC 2006 - Stationary Engineers and Auxiliary Equipment Operators	Manitoba	2	0	0.0 %	3.2 %	0	0	Manitoba
1 : Central control and process operators, mineral and metal processing	Manitoba	12	1	8.3 %	0.0 %	0	1	Manitoba
1 : Central control and process operators, mineral and metal processing	Ontario	3	0	0.0 %	2.0 %	0	0	Ontario
1 : Power engineers and power systems operators	Manitoba	7	0	0.0 %	4.9 %	0	0	Manitoba
3 : Water and waste treatment plant operators	Ontario	1	1	100.0 %	16.5 %	0	1	Ontario
Clerical Personnel		89	32	36.0 %	67.1 %	60 🎆	-28	
Employment Equity Occupational Group	Ont. less CMAs	7	5	71.4 %	72.4 %	5	0	Ont. less CMAs



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Workplace Equity Information Management System - Magellan Aerospace Limited

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Workforce Analysis - Detailed Report

Date: 2018-03-19

Women

				_	Momen		
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %		Availability %#	oility Gap	Recruitment Area
Employment Equity Occupational Group	Toronto	26	⇉	42.3 %	65.2 %	17	Toronto
Employment Equity Occupational Group	Winnipeg	39	⇉	28.2 %	67.9%	26 -15	Winnipeg
11 : Intermediate Sales and Service Personnel		<u> </u>	0	0.0 %	63.9 %	<u>-</u>	
Employment Equity Occupational Group	Toronto	<u> </u>	0	0.0 %	63.9 %		Toronto
12 : Semi-Skilled Manual Workers		134	19	14.2 %	18.5 %	25	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	ω	0	0.0 %	23.0 %	1 ***	Kitchener - Cambridge
Employment Equity Occupational Group	Ottawa - Gatineau	29	10	34.5 %	14.6 %	4	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	67	2	3.0 %	22.0 %	15 43	Toronto
Employment Equity Occupational Group	Winnipeg	35	7	20.0 %	14.5 %	5 2	Winnipeg
13 : Other Sales and Service Personnel		7	_	14.3 %	54.9 %	4	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	55.5 %	2 ***	Toronto
Employment Equity Occupational Group	Winnipeg	ω	_	33.3 %	54.1%	2	Winnipeg
14 : Other Manual Workers		335	64	19.1 %	11.4 %	38 26	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	18	ω	16.7 %	30.2 %	5	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	16	0	0.0 %	19.7 %	3	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	292	61	20.9 %	9.3 %	27 34	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	O	0	0.0 %	32.6 %	2	Toronto
Employment Equity Occupational Group	Winnipeg	4	0	0.0 %	22.1 %	1	Winnipeg
Total		1513	255	16.9 %	21.3 %	324	

Total may not equal sum of components due to rounding.

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



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Workforce Analysis - Detailed Report

Date: 2018-03-19

Aboriginal Peoples

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Empoyment Equity Occupational Group	III.EIIIAI EUCAUUII	#	# %	%	% #	# eap		Reci di Illient. Ai ed
01 : Senior Managers	National	50	0	0.0 %	2.9 %	1	Na	National National
02 : Middle and Other Managers	National	107	0	0.0 %	2.2 %	2		National
03 : Professionals		171	2	1.2 %	1.1 %	2	0	
1111 : Financial auditors and accountants	National	10	0	0.0 %	1.3 %	0	o Na	National
1112 : Financial and investment analysts	National	7	0	0.0 %	0.9 %	0	o Na	National
1121 : Human resources professionals	National	10	0	0.0 %	2.7 %	0	o Na	National
1122 : Professional occupations in business management consulting	National	12	_	8.3 %	1.6 %	0	1 Na	National
21 12 : Chemists	National	<u>.</u>	0	0.0 %	0.6 %	0	o Na	National
2115 : Other professional occupations in physical sciences	National	<u></u>	0	0.0 %	0.7 %	0	o Na	National
2132 : Mechanical engineers	National	47	_	2.1 %	0.7 %	0	1 Na	National
2133 : Electrical and electronics engineers	National	12	0	0.0 %	0.7 %	0	o Na	National
2134 : Chemical engineers	National	_	0	0.0 %	0.6 %	0	o Na	National
2141 : Industrial and manufacturing engineers	National	23	0	0.0 %	0.8 %	0	o Na	National
2142 : Metallurgical and materials engineers	National	ω	0	0.0 %	3.3 %	0	o Na	National
2146 : Aerospace engineers	National	10	0	0.0 %	0.6 %	0	0 Na	National
2147 : Computer engineers (except software engineers and designers)	National	ω	0	0.0 %	0.9 %	0	0 Na	National
2171 : Information systems analysts and consultants	National	23	0	0.0 %	1.1 %	0	o Na	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	1.3 %	0	o Na	National
2174 : Computer programmers and interactive media developers	National	_	0	0.0 %	1.0 %	0	o Na	National
4021 : College and other vocational instructors	National	<u> </u>	0	0.0 %	2.4 %	0	o Na	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	_	0	0.0 %	2.7 %	0	o Na	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	2.0 %	0	o Na	National
5131 : Producers, directors, choreographers and related occupations	National	-	0	0.0 %	2.2 %	0	0 Na	National
04:Semi-Professionals and Technicians		190	7	3.7 %	3.7 %	7	0	

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Workplace Equity Information Management System - Magellan Aerospace Limited

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Workforce Analysis - Detailed Report

Date: 2018-03-19

Aboriginal Peoples

				Aborig	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	# %	ntation %	% Avail	Availability	# p	Recruiment Area
2211 : Chemical technologists and technicians	Manitoba	o o	0	0.0 %	10.4 %	_	4	Manitoba
2212 : Geological and mineral technologists and technicians	Ontario	ω	0	0.0 %	5.4 %	0	0	Ontario
2231 : Civil engineering technologists and technicians	Ontario	2	0	0.0 %	2.2 %	0	0	Ontario
2232 : Mechanical engineering technologists and technicians	Manitoba	33	2	6.1 %	6.0 %	2	0	Manitoba
2232 : Mechanical engineering technologists and technicians	Ontario	o	0	0.0 %	1.4 %	0	0	Ontario
2233: Industrial engineering and manufacturing technologists and technicians	Manitoba	80	_	12.5 %	4.9 %	0	_	Manitoba
2233: Industrial engineering and manufacturing technologists and technicians	Ontario	26	0	0.0 %	1.1 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	ω	0	0.0 %	1.8 %	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	4	7.5 %	4.5 %	2	2	Manitoba
2244: Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	4	0	0.0 %	5.1 %	0	0	Ontario
2244: Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Saskatchewan	<u> </u>	0	0.0 %	0.0 %	0	0	Saskatchewan
2253 : Drafting technologists and technicians	Ontario	<u> </u>	0	0.0 %	1.3 %	0	0	Ontario
2261 : Non-destructive testers and inspection technicians	Manitoba	O	0	0.0 %	0.0 %	0	0	Manitoba
2261 : Non-destructive testers and inspection technicians	Ontario	12	0	0.0 %	3.7 %	0	0	Ontario
2262 : Engineering in spectors and regulatory officers	Ontario	2	0	0.0 %	0.0 %	0	0	Ontario
2281 : Computer network technicians	Ontario	ω	0	0.0 %	1.4 %	0	0	Ontario
2282 : User support technicians	Ontario	<u> </u>	0	0.0 %	1.6 %	0	0	Ontario
2282 : User support technicians	Québec	-1	0	0.0 %	1.3 %	0	0	Québec
3215 : Medical radiation technologists	Ontario	11	0	0.0 %	1.5 %	0	0	Ontario
5223 : Graphic arts technicians	Ontario	<u> </u>	0	0.0 %	2.4 %	0	0	Ontario
05 : Supervisors		26	0	0.0 %	1.8 %	0	0	
Employment Equity Occupational Group	Guelph	<u> </u>	0	0.0 %	2.1 %	0	0	Guelph
Employment Equity Occupational Group	Ont. less CMAs	-	0	0.0 %	4.9 %	0	0	Ont. less CMAs

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Workforce Analysis - Detailed Report

Date: 2018-03-19

Aboriginal Peoples

		; 	I	Aborig	Aboriginal Peoples			
Employment equity occupational stroup	III.eIIIai Focanoii	#	# %	%	% ¥	6 # #		Ked didileit. Aled
Employment Equity Occupational Group	Ottawa - Gatineau	9	0	0.0 %	2.7 %	0	0 Otta	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	15	0	0.0 %	1.0 %	0	0 Torc	Toronto
06 : Supervisors: Crafts and Trades		52	0	0.0 %	2.0 %	<u>-</u>	333 4 6	
7212 : NOC 2006 - Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	Ontario	<u> </u>	0	0.0 %	2.3 %	0	0 Ontario	ario
9226 : Supervisors, other mechanical and metal products manufacturing	Manitoba	14	0	0.0 %	0.0 %	0	0 Mar	Manitoba
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	30	0	0.0 %	3.1 %	<u>-</u>	Ontario	ario
9226 : Supervisors, other mechanical and metal products manufacturing	Québec	_	0	0.0 %	0.0 %	0	0 Québec	bec
9227 : Supervisors, other products manufacturing and assembly	Ontario	0	0	0.0 %	1.2 %	0	0 Ontario	ario
07 : Administrative and Senior Clerical Personnel		49	6	12.2 %	6.2 %	ω	ω	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	<u> </u>	0	0.0 %	1.6 %	0	0 Kitcl	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	<u> </u>	0	0.0 %	4.1 %	0	0 Ont.	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	3.2 %	0	0 Otta	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	10	0	0.0 %	0.8 %	0	0 Toro	Toronto
Employment Equity Occupational Group	Winnipeg	33	თ	18.2 %	8.5 %	ω	3 Win	Winnipeg
08 : Skilled Sales and Service Personnel		<u> </u>	0	0.0 %	2.5 %	0	0	
6221 : Technical sales specialists - wholesale trade	British Columbia	<u> </u>	0	0.0 %	2.5 %	0	0 Briti	British Columbia
09 : Skilled Crafts and Trades Workers		301	œ	2.7 %	9.7 %	29 2	888 88 8	
7231 : Machinists and machining and tooling inspectors	Manitoba	31	0	0.0 %	8.9 %	3		Manitoba
7231 : Machinists and machining and tooling inspectors	Ontario	37	0	0.0 %	2.7 %	1	Ontario	ario
7232 : Tool and die makers	Manitoba	7	0	0.0 %	0.0 %	0	0 Mar	Manitoba
7232 : Tool and die makers	Ontario	Ŋ	0	0.0 %	0.9 %	0	0 Ontario	ario
7233 : Sheet metal workers	Manitoba	95	တ	6.3 %	16.7%	16 10		Manitoba
7233 : Sheet metal workers	Ontario	ហ	0	0.0 %	3.0 %	0	0 Ontario	ario
7237 : Welders and related machine operators	Manitoba	ហ	0	0.0 %	9.3 %	0	0 Mar	Manitoba



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Date: 2018-03-19

Aboriginal Peoples

				Abori	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Availa %	Availability Gap		Recruitment Area
7237 : Welders and related machine operators	Ontario	4	0	0.0 %	2.6 %	0	0 On	Ontario
7241 : Electricians (except industrial and power system)	Manitoba	ω	0	0.0 %	10.5 %	0	0 Ma	Manitoba
7241 : Electricians (except industrial and power system)	Ontario	ō	0	0.0 %	1.8 %	0	0 On	Ontario
7242 : Industrial electricians	Ontario	2	0	0.0 %	2.2 %	0	0 On	Ontario
7251 : Plumbers	Manitoba	ō	0	0.0 %	14.4 %	-	₩ Ma	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Manitoba	7	_	14.3 %	13.9 %	-	0 Ma	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Ontario	16	0	0.0 %	2.7 %	0	0 On	Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Manitoba	_	0	0.0 %	13.9 %	0	0 Ma	Manitoba
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	ō	0	0.0 %	2.7 %	0	0 On	Ontario
7271 : Carpenters	Manitoba	_	0	0.0 %	20.6 %	0	0 Ma	Manitoba
7294 : Painters and decorators (except interior decorators)	Manitoba	œ	_	12.5 %	14.4 %	<u> </u>	0 Ma	Manitoba
7311 : Construction millwrights and industrial mechanics	Manitoba	o	0	0.0 %	15.5 %	-	Ma	Manitoba
7311 : Construction millwrights and industrial mechanics	Ontario	ω	0	0.0 %	2.7 %	0	0 On	Ontario
7315: Aircraft mechanics and aircraft inspectors	Manitoba	_	0	0.0 %	6.8 %	0	0 Ma	Manitoba
7315: Aircraft mechanics and aircraft inspectors	Ontario	15	0	0.0 %	1.9 %	0	0 On	Ontario
7316: Machine fitters	Ontario	_	0	0.0 %	2.4 %	0	0 On	Ontario
7351 : NOC 2006 - Stationary Engineers and Auxiliary Equipment Operators	Manitoba	2	0	0.0 %	13.9 %	0	0 Ma	Manitoba
9231 : Central control and process operators, mineral and metal processing	Manitoba	12	0	0.0 %	11.6 %	-	Ma	Manitoba
9231 : Central control and process operators, mineral and metal processing	Ontario	ω	0	0.0 %	3.3 %	0	0 On	Ontario
9241 : Power engineers and power systems operators	Manitoba	7	0	0.0 %	15.9 %	-	∭. Ma	Manitoba
9243 : Water and waste treatment plant operators	Ontario	_	0	0.0 %	6.6 %	0	0 On	Ontario
10 : Clerical Personnel		89	_	1.1 %	5.4 %	51		
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	4.7 %	0	0 On	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	17	0	0.0 %	2.8 %	0	0 Ott	Ottawa - Gatineau

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Workplace Equity Information Management System - Magellan Aerospace Limited

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Workforce Analysis - Detailed Report

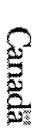
Date: 2018-03-19

Aboriginal Peoples

			Aborig	inal Peoples			
Internal Location	All Employees #	Represe #	entation %	Availa %		gap #	Recruitment Area
Toronto	26	0	0.0 %	0.7 %	0	0	Toronto
Winnipeg	39	<u> </u>	2.6 %	9.8 %	4		Winnipeg
	_	0	0.0 %	0.6 %	0	0	
Toronto	_	0	0.0 %	0.6 %	0	0	Toronto
	134	7	5.2 %	3.7 %	ъ	2	
Kitchener - Cambri dge - Waterloo	ω	0	0.0 %	1.2 %	0	0	Kitchener - Cambridge
Ottawa - Gatineau	29	ω	10.3 %	3.3 %	_	2	Ottawa - Gatineau
Toronto	67	0	0.0 %	0.7 %	0	0	Toronto
Winnipeg	35	4	11.4 %	10.0 %	4	0	Winnipeg
	7	0	0.0 %	5.5 %	0	0	
Toronto	4	0	0.0 %	0.8 %	0	0	Toronto
Winnipeg	ယ	0	0.0 %	11.8 %	0	0	Winnipeg
	335	4	1.2 %	3.2 %	11		
Kitchener - Cambri dge - Waterloo	18	0	0.0 %	1.8 %	0	0	Kitchener - Cambridge
Ont. less CMAs	16	0	0.0 %	6.8 %	-1		Ont. less CMAs
Ottawa - Gatin eau	292	ω	1.0 %	3.0 %	9	S.	Ottawa - Gatineau
Toronto	ហ	0	0.0 %	0.8 %	0	0	Toronto
Winnipeg	4	_	25.0 %	16.8 %	_	0	Winnipeg
	1513	35	2.3 %	4.5 %	8	24	
•	Internal Location Toronto Winnipeg Toronto Kitchener - Cambridge - Waterloo Ottawa - Gatineau Toronto Winnipeg Kitchener - Cambridge - Waterloo Ont. less CMAs Ottawa - Gatineau Toronto Winnipeg	Location All Employs gr - Gatineau Gatineau Gatineau Gatineau 15	## ## ## ## ## ## ## ## ## ## ## ## ##	Location All Employees Representating # # # g 39 1 2 1 39 1 2 1 1 0 0 1 134 7 5 134 7 0 0 134 7 0 0 134 7 0 0 134 7 0 0 135 4 11 0 14 0 0 0 15 33 0 0 16 0 0 0 16 0 0 0 16 0 0 0 20 335 4 1 1 23 1 0 2 3 1 0 3 0 0 0 3 0 0 0 3	Post Post	Location All Employees Representation Montpolity g 26 0 0.0 % 0.7 % 0 g 1 26 0 0.0 % 0.6 % 0 g 1 26 % 0.0 % 0.6 % 0 g 1 0 0.0 % 0.6 % 0 lge-Waterloo 33 10.3 % 1.2 % 0 g 4 11.4 % 10.0 % 0.7 % 0 g Waterloo 335 4 11.4 % 10.0 % 0 g Waterloo 335 4 11.4 % 10.0 % 0 g Waterloo 335 4 11.4 % 10.0 % 0 g Waterloo 0 0.0 % 11.8 % 0 g 18 0 0.0 % 11.8 % 0 g 10 0.0 % 0.8 % 0 0 g 10 0.0 % 0.8 % </th <th>Location All Employees Representation Availability Gap # g 26 0 0.0 % 0.7 % 0</th>	Location All Employees Representation Availability Gap # g 26 0 0.0 % 0.7 % 0

Total may not equal sum of components due to rounding.

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



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Workplace Equity Information Management System - Magellan Aerospace Limited

Workforce Analysis - Detailed Report

Date: 2018-03-19

Members of Visible Minorities

				Members o	Members of Visible Minorities	ities	
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Availability	bility Gap	Recruitment Area
		#	#	%	%	#	
01 : Senior Managers	National	50	6	12.0 %	10.1%	5 1	National
02 : Middle and Other Managers	National	107	7	6.5 %	15.0 %	16	National
03 : Professionals		171	29	17.0 %	28.3 %	48 +19	
1111 : Financial auditors and accountants	National	10	4	40.0 %	27.5 %	3 1	National
1112 : Financial and investment analysts	National	7	ω	42.9 %	35.4 %	2 1	National
1121 : Human resources professionals	National	10	2	20.0 %	14.1%	_	National
1122 : Professional occupations in business management consulting	National	12	2	16.7 %	21.6 %	3	National
2112 : Chemists	National	_	0	0.0 %	37.3 %	0 0	National
2115 : Other professional occupations in physical sciences	National	_	0	0.0 %	19.3 %	0 0	National
2132 : Mechanical engineers	National	47	თ	12.8 %	28.6 %	13	National
2133 : Electrical and electronics engineers	National	12	0	0.0 %	34.9 %	4	National
2134 : Chemical engineers	National	<u> </u>	_	100.0 %	30.8 %	0 1	National
2141 : Industrial and manufacturing engineers	National	23	_	4.3 %	31.5 %	7	National
2142 : Metallurgical and materials engineers	National	ω	_	33.3 %	25.3 %	1 0	National
2146 : Aerospace engineers	National	10	_	10.0 %	25.0 %	3	National
2147 : Computer engineers (except software engineers and designers)	National	ω	_	33.3 %	38.2 %	1 0	National
2171 : Information systems analysts and consultants	National	23	4	17.4 %	31.4 %	7	National
2172 : Database analysts and data administrators	National	8	2	100.0 %	32.3 %	<u>-</u>	National
2174: Computer programmers and interactive media developers	National	<u> </u>	_	100.0 %	31.5 %	0 1	National
4021 : College and other vocational instructors	National	<u> </u>	0	0.0 %	13.4 %	0 0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	<u> </u>	0	0.0 %	13.6 %	0 0	National
4163 : Business development officers and marketing researchers and consultants	National	2	0	0.0 %	21.9 %	0 0	National
5131 : Producers, directors, choreographers and related occupations	National	<u> </u>	0	0.0 %	12.4 %	0 0	National
04 : Semi-Professionals and Technicians		190	24	12.6 %	17.6%	33 9	

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Members of Visible Minorities

			_	Members o	Members of Visible Minorities	ities		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Availability	bility Gap		Recruitment Area
		#	#	%	%	#	#	
2211 : Chemical technologists and technicians	Manitoba	6	0	0.0 %	23.6 %	1	≈	Manitoba
2212 : Geological and mineral technologists and technicians	Ontario	ω	_	33.3 %	13.3 %	0	10	Ontario
2231 : Civil engineering technologists and technicians	Ontario	2	_	50.0 %	22.7 %	0	1 0	Ontario
2232 : Mechanical engineering technologists and technicians	Manitoba	33	ယ	9.1%	13.3 %	4	 z	Manitoba
2232 : Mechanical engineering technologists and technicians	Ontario	o	0	0.0 %	20.5 %	1	0	Ontario
2233: Industrial engineering and manufacturing technologists and technicians	Manitoba	œ	_	12.5 %	27.4 %	2	 <	Manitoba
2233: Industrial engineering and manufacturing technologists and technicians	Ontario	26	2	7.7 %	33.3 %	9	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Ontario	ω	_	33.3 %	31.4 %	_	0	Ontario
2243 : Industrial instrument technicians and mechanics	Manitoba	7	_	14.3 %	17.6 %	-	o z	Manitoba
2244: Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Manitoba	53	7	13.2 %	10.6 %	တ		Manitoba
2244: Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Ontario	4	2	50.0 %	21.3 %	_	1	Ontario
2244: Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	Saskatchewan	<u> </u>	0	0.0 %	0.0 %	0	0 S	Saskatchewan
2253 : Drafting technologists and technicians	Ontario	<u> </u>	0	0.0 %	30.2 %	0	0	Ontario
2261 : Non-destructive testers and inspection technicians	Manitoba	o	_	16.7 %	0.0 %	0	Z	Manitoba
2261 : Non-destructive testers and inspection technicians	Ontario	12	_	8.3 %	9.5 %	_	0	Ontario
2262 : Engineering in spectors and regulatory officers	Ontario	2	_	50.0 %	18.9 %	0	1 0	Ontario
2281 : Computer network technicians	Ontario	ω	2	66.7 %	34.1%	-	<u> </u>	Ontario
2282 : User support technicians	Ontario	<u>.</u>	0	0.0 %	35.9 %	0	0	Ontario
2282 : User support technicians	Québec	<u>.</u>	0	0.0 %	18.2 %	0	0	Québec
3215 : Medical radiation technologists	Ontario	11	0	0.0 %	22.0 %	2		Ontario
5223 : Graphic arts technicians	Ontario	<u>.</u>	0	0.0 %	24.0 %	0	0	Ontario
05 : Supervisors		26	υ	19.2 %	31.7%	8		
Employment Equity Occupational Group	Guelph	<u> </u>	0	0.0 %	3.1 %	0	٥ ۵	Guelph
Employment Equity Occupational Group	Ont. less CMAs	<u>.</u>	0	0.0 %	1.9 %	0	0	Ont. less CMAs



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Members of Visible Minorities

			_	Vlembers of	Members of Visible Minorities	ies	
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	Representation # %	Availability %#	ility Gap	Recruitment Area
Employment Equity Occupational Group	Ottawa - Gatineau	9	0	0.0 %	14.7%	1	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	15	Δı	33.3 %	45.8%	7	Toronto
06 : Supervisors: Crafts and Trades		52	_	1.9 %	15.4 %	8	
7212 : NOC 2006 - Contractors and Supervisors, Electrical Trades and Telecommunications Occupations	Ontario	_	0	0.0 %	14.6%	0	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Manitoba	14		7.1 %	14.3 %	2	Manitoba
9226 : Supervisors, other mechanical and metal products manufacturing	Ontario	30	0	0.0 %	14.7%	4	Ontario
9226 : Supervisors, other mechanical and metal products manufacturing	Québec	<u> </u>	0	0.0 %	6.7 %	0 0	Québec
9227: Supervisors, other products manufacturing and assembly	Ontario	o	0	0.0 %	22.7 %	-	Ontario
07 : Administrative and Senior Clerical Personnel		49	10	20.4 %	16.3 %	8 2	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	_	0	0.0 %	9.5 %	0	Kitchener - Cambridge
Employment Equity Occupational Group	Ont. less CMAs	<u> </u>	0	0.0 %	1.6 %	0 0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	4	0	0.0 %	12.2 %	0 0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	10	ω	30.0 %	37.3%	4	Toronto
Employment Equity Occupational Group	Winnipeg	33	7	21.2 %	11.1%	4 3	Winnipeg
08 : Skilled Sales and Service Personnel		<u> </u>	0	0.0 %	24.7 %	0 0	
6221 : Technical sales specialists - wholesale trade	British Columbia	<u> </u>	0	0.0 %	24.7 %	0 0	British Columbia
09 : Skilled Crafts and Trades Workers		301	63	20.9 %	14.7 %	44 19	
7231: Machinists and machining and tooling inspectors	Manitoba	31	4	12.9 %	23.9 %	7	Manitoba
7231 : Machinists and machining and tooling inspectors	Ontario	37	တ	16.2 %	22.9 %	8	Ontario
7232 : Tool and die makers	Manitoba	7	ω	42.9 %	25.5 %	2 1	Manitoba
7232 : Tool and die makers	Ontario	ហ	0	0.0 %	19.0 %	-	Ontario
7233 : Sheet metal workers	Manitoba	95	30	31.6 %	9.8 %	9 21	Manitoba
7233 : Sheet metal workers	Ontario	ហ	2	40.0 %	8.2 %	0 2	Ontario
7237 : Welders and related machine operators	Manitoba	ហ	- 4.	20.0 %	18.0 %	1 0	Manitoba

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Members of Visible Minorities

				Members o	Members of Visible Minorities	rities	
Employment Equity Occupational Group	Internal Location	All Employees	Repres	Representation	Avail	ត្ត	Recruitment Area
		#	#	%	%	#	
7237 : Welders and related machine operators	Ontario	4	0	0.0 %	22.5 %	1	Ontario
7241 : Electricians (except industrial and power system)	Manitoba	ω	_	33.3 %	6.7 %	0 1	Manitoba
7241 : Electricians (except industrial and power system)	Ontario	6	0	0.0 %	13.1%		Ontario
7242 : Industrial electricians	Ontario	2	0	0.0 %	13.4 %	0 0	Ontario
7251 : Plumbers	Manitoba	თ	0	0.0 %	3.4 %	0 0	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Manitoba	7	4	57.1 %	9.1 %	ا د	Manitoba
7261 : NOC 2006 - Sheet Metal Workers	Ontario	16	_	6.3 %	15.3 %	2	Ontario
7265 : NOC 2006 - Welders and Related Machine Operators	Manitoba	_	_	100.0 %	9.1 %	0 1	Manitoba
7265 : NOC 2006 - Welders and Related Machine Operators	Ontario	6	_	16.7 %	15.3 %	1 0	Ontario
7271 : Carpenters	Manitoba	<u> </u>	0	0.0 %	4.8 %	0 0	Manitoba
7294 : Painters and decorators (except interior decorators)	Manitoba	80	0	0.0 %	9.1 %	-	Manitoba
7311 : Construction millwrights and industrial mechanics	Manitoba	6	_	16.7 %	9.3 %	1 0	Manitoba
7311 : Construction millwrights and industrial mechanics	Ontario	80	0	0.0 %	14.1%	1	Ontario
7315 : Aircraft mechanics and aircraft inspectors	Manitoba	<u> </u>	_	100.0 %	14.4 %	0 1	Manitoba
7315 : Aircraft mechanics and aircraft inspectors	Ontario	15	2	13.3 %	26.4 %	4	Ontario
73 16 : Machine fitters	Ontario	_	0	0.0 %	8.8 %	0 0	Ontario
7351 : NOC 2006 - Stationary Engineers and Auxiliary Equipment Operators	Manitoba	2	_	50.0 %	9.1 %	0 1	Manitoba
9231 : Central control and process operators, mineral and metal processing	Manitoba	12	4	33.3 %	7.0 %	1 3	Manitoba
9231 : Central control and process operators, mineral and metal processing	Ontario	ω	0	0.0 %	11.5%	0 0	Ontario
9241 : Power engineers and power systems operators	Manitoba	7	0	0.0 %	4.5 %	0 0	Manitoba
9243 : Water and waste treatment plant operators	Ontario	<u> </u>	0	0.0 %	10.5 %	0 0	Ontario
10 : Clerical Personnel		89	⇉	12.4 %	24.4 %	22	
Employment Equity Occupational Group	Ont. less CMAs	7	0	0.0 %	1.7 %	0 0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	17	0	0.0 %	14.7 %	2 2	Ottawa - Gatineau

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Members of Visible Minorities

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

Total may not equal sum of components due to rounding.

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



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Persons with Disabilities

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

Total may not equal sum of components due to rounding.

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



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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



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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



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Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	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	***	
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	***************************************	
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	
Total	1513	255	16.9 %	21.3 %	324	-59	

Total may not equal sum of components due to rounding.



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Aboriginal Peoples

			Abori	ginal Peoples	;		
Employment Equity Occupational Group	All Employees	Repres	entation		ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	50	0	0.0 %	2.9 %	1	i	
02 : Middle and Other Managers	107	0	0.0 %	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	•	
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 8888	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	
Total	1513	35	2.3 %	4.5 %	66	31	

Total may not equal sum of components due to rounding.



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Members of Visible Minorities

			Members o	of Visible Min	norities		
Employment Equity Occupational Group	All Employees	Repres	entation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	50	6	12.0 %	10.1 %	5	1	
02 : Middle and Other Managers	107	7	6.5 %	15.0 %	16	- 49	
03 : Professionals	171	29	17.0 %	28.3 %	48	÷19	
04 : Semi-Professionals and Technicians	190	24	12.6 %	17.6 %	33	•	
05 : Supervisors	26	5	19.2 %	31.7 %	8		
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 👹	7	
14: Other Manual Workers	335	1	0.3 %	11.2 %	38	37	
Total	1513	179	11.8 %	19.1 %	288	-109	

Total may not equal sum of components due to rounding.



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Persons with Disabilities

			Persons w	Persons with Disabilities	
Employment Equity Occupational Group	All Employees #	Representation # %	ntation %	Availability % #	lity Gap # #
01/02 : Managers	157	_	0.6 %	4.3 %	7
03 : Professionals	171	0	0.0 %	3.8 %	o Ø
04 : Semi-Professionals and Technicians	190		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 2
07 : Administrative and Senior Clerical Personnel	49	0	0.0 %	3.4 %	2
08 : Skilled Sales and Service Personnel	<u>.</u>	0	0.0 %	3.5 %	0 0
09 : Skilled Crafts and Trades Workers	301	2	0.7 %	3.8 %	11
10 : Clerical Personnel	89	_	1.1 %	7.0 %	G da
11 : Intermediate Sales and Service Personnel	<u>.</u>	0	0.0 %	5.6 %	0 0
12 : Semi-Skilled Manual Workers	134	ω	2.2 %	4.8 %	6
13 : Other Sales and Service Personnel	7	0	0.0 %	6.3 %	0 0
14 : Other Manual Workers	335	4	1.2 %	5.3 %	18 森
Total	1513	14	0.9 %	4.9 %	73

Total may not equal sum of components due to rounding.



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Workplace Equity Information Management System - Magellan Aerospace Limited

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

that are willing to move if they were not living in the CMA currently in these 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 Magellan does not expand it's scope of recruitment provincially for the following employment equity occupation 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

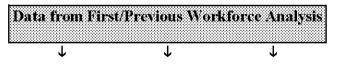
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WFA Defaults - Persons with Disabilities

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





Data from S	ubsequent/Curr Analysis	ent Workforce
<u> </u>	J.	1

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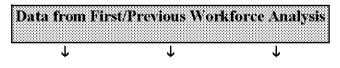
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]	Table 1: Women	1
		First/Pro	vious Workforce ?	Analysis
rr.		All Employees	Wor	nen
rubio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/0
01	Senior Managers	24	2	24.20
02	Middle & Other Managers	108	14	39.10
03	Professionals	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. 7 0
13	Other Sales & Service Personnel	8	1	53.80
14	Other Manual Workers	125	16	15.40
Total		1,437	247	23.0

7	lable 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ten
	Representation	Availability*
#	#	%
50	9	27.40
107	17	38.90
171	36	25.30
190	23	15. 7 0
26	2	52.80
52	8	9. 7 0
49	29	80.70
1	0	26.30
301	15	2.50
89	32	6 7 .10
1	0	63.90
134	19	18.50
7	1	54.90
335	64	11.40
1,513	255	21.3

* S	ur	ce:								*			*			*		*		*	*			*	*		*	w	░	
200	6 C	ens	us	0	f (៊	ar	a	d			333	83	83	333	88	33	33	83		83	88	88		88	33		88		

* Sourc	e;				
2011 Na	itional H	ousehold	l Survey	7	



Data from 5	Subsequent/Curr Analysis	ent Workforce
1	7	<u> </u>

		orce Analysis
MAYY	MM	DD
2014	04	28

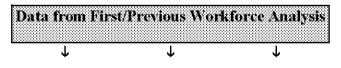
Data from Subsc	quent/Current Wo	rkforce Analysis
YYYY	MM	DĐ
2018	03	01

			2: Aboriginal Po evious Workforce A	
.	F & S & JC EPOC	All Employees	Aborigina	l Peoples
rmpo	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	9/0
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
Γotal		1,437	60	3.5

	6: Aboriginal P	
	/Current Workfor	
All Employees	Aborigina	
	Representation	Availability*
#	#	9/4
50	0	2.9
10 7	0	2.2
171	2 7	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
1,513	35	4.5

* Source:	
2006 Census	Canada

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Data from S	ubsequent/Curre Analysis	nt Workforce
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	rst/Previous Workl	411 C X 1121 Y 212
YYYY	MM	DD
2014	04	28

Data from Subsc	quent/Current Wo	rkforce Analysis
YYYY	MM	DĐ
2018	03	01

88888888888			mbers of Visible	
		All Employees	vious Workforce A Members of Vis	
Empic	yment Equity Occupational Group (EEOG)		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
Γotal		1,437	166	19.9

Table 7: Me	Table 7: Members of Visible Minorities											
Subsequent	/Current Workford	e Analysis										
All Employees	Members of Visi	ble Minorities										
	Representation	Availability*										
#	#	%										
50	6	10.1										
10 7	7	15.0										
171	29	28.3										
190	24	17.6										
26	5	31.7										
52	5	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										
1,513	179	19.1										

* Source:	
2006 Census	f Canada

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Data from S	subsequent/Curr Analysis	ent Workforce
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1/44144 11 1/111 1/11	st/Previous Work!	orec rimitals
YYYY	MM	DD
2014	04	28

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DĐ
2018	03	01

		Table 4:	Persons with Dis	sabilities							
		First/Previous Workforce Analysis									
D		All Employees	Persons with	Disabilities							
շութոս	yment Equity Occupational Group (EEOG)		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							
Cotal		1,437	66	4.9							

Table 8: Persons with Disabilities									
Subsequent	/Current Workford	e Analysis							
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		3.8							
89	2 1	7.0							
1	0	5.6							
134	3	4.8							
7	0	6.3							
335	4	5.3							
1,513	14	4.9							

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Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Magellan Aerospace Limited

[Date: 2018-03-01]

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Data from Form 4 - Employees Hired

<u>*</u>

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

			Table 1:	Women	
		Full-time	/National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Women Hired	All Employees Hired	Women Elired
		#	#	#	#
01	Senior Managers	5	0	0	0
02	Middle & Other Managers	16	3	0	0
03	Professionals	60	19	0	0
04	Semi-Professionals & Technicians	54	7	0	0
05	Supervisors	1	0	0	0
06	Supervisors: Crafts & Trades	23	3	0	0
07	Administrative & Senior Clerical Personnel	29	17	0	0
08	Skilled Sales & Service Personnel	1	0	0	0
09	Skilled Crafts & Trades Workers	64	3	0	0
10	Clerical Personnel	37	14	0	0
11	Intermediate Sales & Service Personnel	0	0	0	0
12	Semi-Skilled Manual Workers	36	3	0	0
13	Other Sales & Service Personnel	1	0	0	0
14	Other Manual Workers	108	22	0	0
Tot	al	435	91	0	0

	Table 5:	Women							
Full-time /	National	Part-time / National							
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted						
#	#	#	#						
5	1	0	0						
12	3	0	0						
6	1	0	0						
5	1	0	0						
0	0	0	0						
7	3	0	0						
6	3	0	0						
0	0	0	0						
	0	0	0						
6	2	0	0						
0	0	0	0						
2	0	0	0						
0	0	0	0						
5	2	0	0						
55	16	0	0						

Ψ	Ψ	Ψ	Ψ
	Table 9:	Women	
Full-time	/National	Part-time	/National
All Employees Terminated		All Employees Terminated	
#	#	#	#
13	0	0	C
22	2	0	C
84	22	0	C
74	4	0	C
2	0	0	C
30	7	0	(
39	30	0	C
0	0	0	· · · · · · · · (
72	7	0	C
57	20	0	C
0	0	0	C
32	5	0	C
2	0	0	C
148	35	0	
575	132	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Magellan Aerospace Limited

[Date: 2018-03-01]

Start	Date of Flow	Data
YYYY	MM	ÐÐ
2014	09	01

End l	ate of Flow	Data
YYYY	MM	DĐ
2018	03	01

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

	_	Ψ	Ψ	Ψ
	Tat	ole 2: Abor	iginal Peo	ples
	Full-time	/National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	5	0	0	0
02 Middle & Other Managers	16	0	0	0
03 Professionals	60	1	0	0
04 Semi-Professionals & Technicians	54	3	0	C
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	23	1	0	0
07 Administrative & Senior Clerical Personnel	29	2	0	C
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	64	1	0	0
10 Clerical Personnel	37	0	0	Ç
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
Total	435	10	0	0

Full-time		iginal Peo Part-time	
All Employees Promoted	Aberiginal Proples Premoted	All Employees Promoted	Aboriginal Peoples Premeted
#	#	#	#
5	0	0	0
12	0	0	C
6	0	0	0
5	0	0	C
0	0	0	0
7	0	0	C
6		0	C
0	0	0	· · · · · · · · · · · · (
1	0	0	C
6	0	0	C
0	0	0	C
2	0	0	C
0	0	0	C
5	0	0	C
55	1	0	0

Tabl	e 10: Abo	riginal Peo	ples
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
3 9		0	0
0	0	0	0
72	5	0	0
57		0	0
0	0	0	0
32	0	0	0
2	0	0	0
148	2	0	0
575	15	0	0

0 0	575 1	0 0	0	55	0	435 1		Total
			C	2	Ų	801		14 Other Manual Workers
	2	0	•	0	0	<u> </u>	mei	13 Other Sales & Service Personnel
0	32	0	0	2	0	36 0	rs	12 Semi-Skilled Manual Workers
			C	_		U	Personnel	11 Intermediate Sales & Service Personnel
) ·			· ·	o c			
			2	7				
	72 0		<u>o</u>			64 0	kers	09 Skilled Crafts & Trades Workers
0 0	0 0	0	0	0	0	0	onnel	08 Skilled Sales & Service Personnel
	39		c	6		29	rical Personnel	07 Administrative & Semor Clerical Personnel
	30) C						
			5 C	1 0	> C			
			9.	> (
			O	<u></u>	0		icians	
0	84 1	0	0	6	0	60		03 Professionals
0	22 0	0	Q	12	0	16 0		02 Middle & Other Managers
			o	5				
# #	#	*	#	*	#	# #	#	
Terminated Terminated	Terminated		Promoted Premoted	Prometed Pro			Hfred	(EE/OG)
All Employees Disabilities	Disabilities	Disabilities.	72	3	ptoyees Disabilities	Disabilities All	<u>-</u>	radio) as a contract of the co
Port some to Mily	Passancein	Dere one with	Days are with		Part and the second	Daysons with		Franksimort Fauth Ossumutis
Part-time / National	Full-time / National	Part-time / National	vational Part-ti	Full time / Nat	Part-time/National	Full-time/National Par	Full	
Persons with Disabilities	Table II: Persons	With Disabilities	Persons with Di	Table /: Fe	With Disabilities	Fable 3: Persons with		
+		+	+	:1	+	•	•	
	_	-		-	-	-	0000000000	
nated	Terminated	aprojeco	5. 1	Dam Hop	ranjavýces			
r 6 Faralogops	Pata from Form 6 Francoses	Kinnelousses	om Boem & Ba	Data Bon	THAT I WAS TO SEE THE SECOND S	Data from Borm d		
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			-	-				
			te of Flow Data	End Date of	Start Date of Flow Data YY NIM DD	Start Date o		
				Date: 2018-03-01]	[Date: 20			
				Magellan Aerospace Limited	Magellan Aer			
				Data Analysis	Part 2: Flow Data Analys			
			ement Report		Federal Contractors Program Achiev	Federal		
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Data for Hrst-Previous Gouls	[Date: 2018-03-01]	Magellan Aerospace Limited	Part 3: Goals	Federal Contractors Program Achievement Report	6068

A B	С	Œ	Е	F	G	Н	I	J	Ж	Т	M	N	0	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	Data Entry	From Flow From Flow Workforce Data Entry Cx Ex 3 Analysis & Data Entry Cx H x 3 Analysis † Analysis †	From Flow Data Analysis & J Workforce Analysis †	Data Entry	СхНхЗ	$\mathbf{F} + \mathbf{I}$	From Workforce Analysis	Equivalent to H	K x L ;	(Fx Q) - R+ M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K · M+ 0) · ((C+ F) x Q)	K ÷ C	$(K - M + O) \div (C + F)$
	←	←	←	←	←	←	←	←	←	+ 7.43 de	1	+	←	←	←	←	←	+	←
										Table 1	Fable 1: Women								
									The	First Previous Short-fer	hort-ferm	m Ceals							
				All Employees	lovees									W	W omen				
5 -	Number	Carpe	Growth (New Positions)	Š	Tamover (Replacement of Terminalet Employees)	ilacement af T Cinjiloyees)	ernmated	America de la composition della Number	- Servorting	Тигроуег (Керјаселен) об	T .	Fu di	3 Year Gods Forgi Tu					Printerior	
Carpin (RECC)	TTT MM DO	Actual	Projected	e and	Actual	Proferred	菱	Hires Over 3	TYYY MM DD	1000		***	445.5	****	Addition	Fresent Gap	Cap da	Representation	Representation in S
	2014-04-28	Amioally	Asomeally	Over 3 Years	Australity	Asmoethy	Over 3 Years	1	2014-04-28	Assumelly	Over 5 Vers	Years	2014	2017					TEMAX
01 Senior Managers	# 24	₩6 27.7%	0.0%	0	35.1%	0.0%	0		<u> </u>	2 0.0%	*		4 0	9% 24.2%	24.2%	4	4	96 8.3%	8.3%
02 Middle & Other Managers	108	-0.3%	1.8%	6	20.5%	0.0%	0	•	<u>.</u>		%	0 3:	2		39.1%		-29		
03 Professionals	154	3.6%	1.0%	5	51.7%	1.0%	ر. ن	10			%	1 4	3	27.6%	26.8%		Ļ	26.0%	6 26.4%
	206	-2.7%	1.0%	. 6	37.4%	0.5%	·ω	9			- %·	0 17	2			-16			
05 Supervisors: Crafts & Trades	χ y,	-9.4% -14.4%	2.8% - 10%	ພພ	6.6% 44.4%	11%	ω O	5, ω		5 0.0%		0 14 0 2	1 2	53.2% 8.4%	52.9% 8.3%		-12 -1	17.1%	% 21.1% 7.0%
	37	9.8%	2.5%	ω	90.7%	2.5%	ω	6		27 2.5%			<u>,</u>	79.4°°	79.3%			73.0%	
08 Skilled Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0			-	0 0	0	0.0%	28.5%			0.0%	
09 Skilled Crafts & Trades	322	-2.2%	0.0%	0	23.1%	0.0%	0	0			<u>~</u>	0 0	0	0.0%	4.6%	0	0	4.7%	
10 Clerical Personnel	87	0.8%	1.0%	3	64.8%	1.0%	ω	6			<u>%</u>	1 24	4	70.0%	69.9%	6 -21	-20		
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0				<u>~</u>	0 0	0	0.0%	0.0%	0	0	#DIV/0!)! #DIV/0!
12 Semi-Skilled Manual	247	-18.4%	0.9%	0	16.8%	0.0%	0	0		58 0.0%		.9		0.0%	19.7%	9	9	23.5%	% 23.5%
13 Other Sales & Service	8	-4.4%	2.9%	0	26.7%	2.0%	0	0		1 2.0%		0 3		53,7%	53.8%	<u>.</u> ن	చ	12.5%	
14 Other Manual Workers	125	38.9%	0.5%	2	64.3%	0.5%	2	4				0 4		15.9%	15.4%	<u>ه</u> ن	÷	12.8%	
Total	1,437	1.7%		0	39.0%		0	0		247 = 0.0%		0 84	0		23.0%	-84	-84	17.2%	6 17.2%

Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) 13.1) x 100.

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

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

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06 Supervisors: Crafts & Trades	52	-14.4%		0	44.4%	10.6%	17	17		10.6%	0	7	ω	15,6%	15.4%	-7	-4	1.9%	7.7%
07 Administrative & Sr Clerical	49	9.8%	6.0%	0	90.7%	12.5%	18	18	10	12.5%			0		16.3%	2	-2	20.4%	
08 Skilled Sales & Service		0.0%		0	0.0%	0.0%	0	0		0.0%	0		0	24.9%	24.7%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	301	-2.2%		0	23.1%	6.6%	60	60	63	6.6%	12	-7	0		14.7%	19	7	20.9%	
10 Clerical Personnel	89	0.8%	6 0.0%	0	64.8%	14.7%	39	39	11	14.7%	ر. دن		10	24.8%	24.4%	÷	<u>ه</u>	12.4%	18.0%
11 Intermediate Sales & Service		0.0%	6.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0,0%	48.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	134	-18.4%	0.0%	0	16.8%	3.8%	15	15	21	3.8%	2	36	6	40,8%	40.7%	-34	-30	15.7%	18.7%
13 Other Sales & Service	7	-4.4%	0.0%	0	26.7%	7.4%	2	2		7.4%	0	2	_	42,8%	42.6%	-2	÷	14.3%	28.6%
14 Other Manual Workers	335	38.9%	0.0%	0	64.3%	16.8%	169	169		16.8%	1	38	19	11.3%	11.2%	-37	-19	0.3%	
Total	1,513	1.7%	6	0	39.0%		0	0	179	9 0.0%	0	110	0		19.1%	-110	-110	11.8%	11.8%

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Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Magellan Aerospace Limited [Date: 2018-03-01] B С D E. F G H K M N O P R IJ v W S Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow V + U x E+D Part 2: Flow Part 2: Flow Part 2: Flow DxG E+ H L+K v - x Workforce Workforce Workforce E - H Data K x G ÷ 100 Data O+Px100 PxF+100 Data U×F÷100 Data course x 100 ÷ 100 x 100 Data Analysis × 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Alcoriginal Penales Aloriginal Peoplex Aborteloal:Pemtes Abmiginal Peoples ŒEOGI All Employ It Employes Kaprawatatian Availability Gao FF Result Ar bial Expected Difference Actual. Experted Difference Acmai Experted Priference ψ_a 251.4 2014 10.8 Administrative & 37 4 4.3 2018 Senior Clerical 12.2 6.2 197.5 29 2 6.9 1 16.7 39 2.6 2014 0 0.0 0.6 0 Skilled Sales & 0.0 08 Service Personnel 2018 0 0.0 2.5 0 0 0.0 0 1 0.0 0 1 0.0 0 أ 0.0 Skilled Crafts & 2014 322 13 4.0 6.2 20 65.1 Trades Workers 2018 301 8 2.7 9.7 29 -21 27.4 64 1 1.6 0 0.0 72 5 6.9 2014 87 2.3 5.6 41.1 Clerical Personnel 2018 89 1 1.1 5.4 20.8 37 0 0.0 -2 0 0.0 57 1.8 2014 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 0 2018 0.0 0.6 Λ 0.0 0 0.0 0 0 0.0 0 0 0.0 Semi-Skilled Manual 2014 247 16 6.5 2.8 231.3 Workers 2018 134 5.2 3.7 141.2 36 2 5.6 0 0.0 32 0 0.0 Part 2: Flow Part 2: Flow Part 3: E ÷ G x Part 3: Part 3: + I x 100 Part 3: Goals E+ K x 100 + M x 100 Data sources: Goals 100 Goals Goale Data Analysis Analysis T New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Year Aburiginal Peoples Alcoctoma (Perode Altoriologi Pembes Occupational Group Comments All Employs (EEOG) er cent of Percent of Percent of Percent of Ceal Gnat Actival Cost Cost Goal Met Goal Met Goal Met Coal Met # 0/6 d 0/0 0/0 • 9/4 0/4 90 2018 2 -50.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Senior Clerical 2021 2 -50.0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 0 } 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 2018 -4 57.1 0.0 0.0 0.0 Skilled Crafts & 0.0 -200.0 Trades Workers 2021 -4 57.1 0.1 58309.0 0.1 58309.0 -1 7.1 0.0 0.0 -100.0 0.0 2018 -14 0.0 0.0 10 Clerical Personnel 2021 -14 7.1 0.1 13227.: 13227. -1 0.1 Intermediate Sales & 2018 0 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 1 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 6 2 33.3 0.0 0.0 0.0 0.0 0.0 Workers 2021 2 33.3 0.0 0.0 0.0 0.0

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											[Date	: 2018-	03-01]											
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14 Othe	er Manual Workers	2014	335	4	1.2	3.2			37.3	108	0	0.0	3	-3		5	0 0.	0	0	0 148	2	1.4	13	-11
T-4-1		2014	1,437	60	4.2	3.5			119.3															
Total		2018	1,513	35	2.3	4.5	68	-33	51.4	435	10	2.3	20	-10	5.5	5	1 1.	8	2 -	1 575	15	2.6	24	-9
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100000000000000000000000000000000000000	tional Group	Year		Alviriginal	Peoples		Aborton	atPeoples			Aboriginal	Peoples							Comme	ıts				
ŒEOG)		All Employees	Assua	al	Gool	Percent of Goal Met	Goal	Percent of Coal Met	Gest	Percent of Coat Met	Geat	Percent of Goal Mer											
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1131	er Sales & Service	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0												
Pers	sonnel	2021	-1	0	0.0			0.1	0.0		0.0	0.1												
14 Othe	er Manual Workers	2018 2021	-35 -35	-2 -2	5.7 5.7	0	0.0	0.0	0.0 17316.0	0	0.0	0.0												
T. ()		2018	-85	-4	4.7	0	0.0	0.0	0.0	4	-100.0	0.0												
Total		2021	-85	-4	4.7		80 (80)	0.0	0.0			0.0												

Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Magellan Aerospace Limited [Date: 2018-03-01] В С D E. F G H K M N O P IJ v W Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow E+D Part 2: Flow Part 2: Flow Part 2: Flow V + U x DxG E+ H L+K v - x Workforce Workforce Workforce E - H Data K x G + 100 Data O+Px100 PxF+100 Data U×F÷100 Data comme x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Persons with Dischillies: Persons with Disabilities Persons with Disabilities Persons with Disabilities ŒEOGI All Employ It Employes Kaprawatatian Assilability Gao FF Result Ar biál Expected Difference Actual. Experted Difference Acmai Expected Priference 2014 132 2 1.5 3.2 & Managers 2018 157 0.6 21 0 0.0 0 0.0 0 1 0.0 02 4.3 14.8 17 2014 154 2 4.5 28.9 1.3 03 Professionals 2018 171 0 0.0 3.8 60 1.7 0.0 84 0.0 1 1 0 1 3 1.2 206 3 4.8 30.3 2014 1.5 10 Semi-Professionals & Technicians 2018 190 1 1 0.5 4.6 9 11.4 54 0 0.0 -2 0 0.0 74 0 0.0 2014 35 0 0.0 9.5 0.0 Supervisors 2018 26 0 0.0 13.9 0.0 0 0.0 0 -0.0 0 0.0 Supervisors: Crafts & 2014 83 8 9.6 4.6 209.5 Trades 2018 52 2 3.8 7.8 49.3 23 0 0.0 30 0.0 0 0.0 -2 0 : Part 2: Flow Part 2: Flow Part 3: E ÷ G x Part 3: E+ Dx 100 F + I x 100 Part 3: Goals E + K x 100 Data F + M x 100 Data sources Data Analysis Goals 100 Gnals Gnals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals Employment Equity Year Personswiff Person swith Disabilities Occupational Group Comments Disabilities (EEOG) Percent of Percent of Coal Coat Armal Cóál Gea1 Gnal Met Coal Met Goal Met Goat Met u, 01 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 & Managers 2021 0.0 0 0.0 0.0 0.0 0.0 02 2018 -18 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 -18 0 0.0 0.0 0.0 0.0 0.0 2018 -15 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & Technicians -15 0 0.0 0.0 0.0 0.0 0.0 2018 -1 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.1 0.0 0.1 0.0 -1 0.0 0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Magellan Aerospace Limited [Date: 2018-03-01] B С D E. F G H K M N O P IJ v W Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow Part 2: Flow Part 2: Flow Part 2: Flow V + U x E+D DxG E+ H L+K Workforce Workforce Workforce E - H Data K x G ÷ 100 Data O + P × 100 P × F + 100 Data U×F÷100 v - x Data course x 100 ÷ 100 x 100 Data Analysis × 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Dafa Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Persons with Dischillies: Persons with Disabilities Persons with Disabilities P.er.son's with Disab Risles ŒFOGI All Employ It Employes Kaprawatatian Assilability Gao FF Result Ar biál Expected Difference Actual. Experted Difference Acmai Experted Difference 2014 Administrative & 37 0 0.0 2.6 -1 0.0 2018 Senior Clerical 0 0.0 3.4 -2 29 0 0.0 0 0.0 39 0 0.0 2014 0 0.0 0 0.0 Skilled Sales & 5.6 08 Service Personnel 2018 0 0.0 3.5 0 0.0 0 0.0 0 1 0.0 0 أ 0.0 Skilled Crafts & 2014 322 21 6.5 5.3 17 123.1 Trades Workers 2018 301 2 0.7 3.8 11 -9 17.5 64 0 0.0 -2 0 0.0 72 0 0.0 2014 87 4 4.6 4.4 104.5 Clerical Personnel 2018 89 1 1.1 7.0 16.1 37 0 0.0 -3 0 0.0 57 0.0 0 2014 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 5.6 Λ 0.0 0 0.0 0 0 0.0 0 0 0.0 Semi-Skilled Manual 2014 247 19 7.7 5.5 14 139.9 Workers 2018 134 3 2.2 4.8 46.6 36 0 0.0 -2 0 0.0 32 0 0.0 Part 2: Flow Part 2: Flow Part 3: E ÷ G x Part 3: Part 3: Data + I x 100 Part 3: Goals E+ K x 100 + M x 100 Data sources: Goals 100 Goals Goale Data Analysis Analysis Goats New Entrants Flow Data Short-term Goals Long-term Goals Employment Equity Year Personswith Persons with Disabilities Persons with Disabilities Occupational Group Comments Di sa falities all Employs (EEOG) Percent of Percent of Percentol Percent of Actual Goal Gaal Met Goal Met Goel Met Gual Met 0.6 8,6 a, 4. 0.4 Administrative & 2018 0 -0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 09 Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 2018 -14 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel 2021 -14 0 0.0 0.1 0.0 0.1 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0.0 0.1 0.0 0.1 0.0 0 2018 0.0 0.0 Semi-Skilled Manual 0 } 0.0 0.0 0.0 0.0 0.0 Workers 2021 0 0.0 0.1 0.0 0.1 0.0

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									Part 6: R	esults -	Person	is with D	isabiliti	es									
									Ma	gellan .	Aerosp	ace Lim	ited										
										[Date	e: 2018	-03-01]											
AB	C	D	E	F	G	Н	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 x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L+K	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		PxF÷100	Q-S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	UxF÷100	V - X
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(EEQG)		All Eniployees	Represen	·····	Persons with Avails	Disoloilities labe		EE Result	All Employee	,	Persons w	ton Disabilitie Experient	Difference	All Employee	4.	Persons:s wal	ith Disabilitie Expected	S Difference	All Employees	Ae	**********	th Disabilitie Experted	s Difference
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Other Sales & Service	2014	8	0	0.0	6.5	1	-1	0.0															
Personnel	2018	7	0	0.0	6.3		0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0
14 Other Manual Workers	2014	125	7 E	5.6	5.2		1	107.7	100		1 01					0.0			1.10		0.0		
	2018	335 1,437	66	1.2 4.6	5.3 4.9		-14 -4	22.5 93.7	108	0	0.0	0	-6	3	0	0.0	0		148	0	0.0	8	-8
Total	2018	1,513	14	0.9	4.9		-60	18.9	435	1	0.2	21	-20	5.5	0	0.0	3	-3	575	1	0.2	26	-25
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Data sources:		Part 2: Flow Data Analysis	Part 2: Flow Data E Analysis	÷ Dx 100	Part 3: Goals	E+Gx 100	Part 3: Goals	F + I x 100	Part 3: Goals	E+ Kx 100	Part 3: Goals	F ÷ M x 100											
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		New	Entran	is				G	oals														
Employment Equity		FI	ow Data			Short-tei	m Goals			Long-ter	m Goals												
Occupational Group	Year		Persons Disabil			Personswift	Disabilities			Personswitte	Disabilities						(ommen	ts .				
(EEOG)		All Employees	Actu	ú	Geat	Percent of	Geal	Percent of	Goal	Percent of	Goal	Percent of											
	*	*	#	0/4	*	Good Met	0/6	Goel Met	#	Goat Met	%	Good Met											
Other Sales & Service	*********	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	<u> </u>											
Personnel	2021	-1	0	0.0		W W	0.1	0.0	\$2000 CO \$200 CO \$20.		0.1	_											
14 Other Manual Workers	2018	-35	0	0.0	0	0.0	0.0	0.0		0.0													
	2021	-35 -85	0	0.0	n	0.0	0.1	0.0		0.0	0.1												
Total	2021	-85	0	0.0	U	0.0	0.0	0.0	F	0.0	0.0												
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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Magellan Aerospace Limited [Date: 2018-03-01] B С D E. F G H K M N O P IJ v W S Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow E+D Part 2: Flow Part 2: Flow Part 2: Flow V + U x DxG E+ H L+K v - x Workforce Workforce Workforce E - H Data K x G ÷ 100 Data O+Px100 PxF+100 Data U x F ÷ 100 Data course x 100 ÷ 100 x 100 Data Analysis × 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Visible Minorities Visible Minorities Visible Winnerities Visible Minorities All Employ ŒFOGI It Employes Kaprawatatian Availability Gao FF Result Ar bial Expected Difference Actual. Experted Difference Acmai Experted Priference ψ_e 95.8 2014 2.4 2 8.3 8.7 0 01 Senior Managers 2018 50 6 12.0 10.1 118.8 20.0 0 0.0 13 15.4 2014 108 12 11.1 14.0 15 79.4 Middle & Other 02 Managers 2018 107 7 6.5 15.0 16 5 43.6 16 3 18.8 12 0 1 0.0 22 1 4.5 2014 154 24 15.6 24.1 37 -13 64.7 03 Professionals 2018 171 29 17.0 28.3 48 -19 59.9 60 16 26.7 17 1 16.7 84 13 15.5 13 2014 206 20 9.7 19.5 40 -20 49.8 Semi-Professionals & Technicians 2018 190 24 12.6 17.6 33 -9 71.8 54 13 24.1 10 3 1 20.0 74 10 13.5 2014 35 4 11.4 23.8 48.0 Supervisors 26 5 60.7 2018 19.2 31.7 8 -3 0 0.0 ol 0 0 0.0 0 0.0 Supervisors: Crafts & 2014 83 7 8.4 24.5 20 -13 34.4 Trades 2018 1 1.9 15.4 12.5 23 4.3 -3 0 0.0 30 3.3 1 Part 2: Flow Part 2: Flow Part 3: E ÷ G x Part 3: Part 3: Data + I x 100 Part 3: Goals E+ K x 100 + M x 100 Data sources: Goals 100 Goals Gnale Data Analysis Analysis T New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Year Visible Minorities Visible Mionvitte Visitle Minmitles Occupational Group Comments All Employs (EEOG) er cent of Percent of Percent of Percent of Coal Gnat Actival r na i Cost Goal Met Goal Met Goal Met Coal Net # 0/6 d 0/0 0/0 • 9/4 0/4 90 2018 -1 33.3 0.0 0.0 0.0 0.0 0.0 0.0 Senior Managers 2021 -3 -1 33.3 0.0 0.0 0.0 0.0 Middle & Other 2018 2 33.3 0.0 0.0 0.0 200.0 0.0 0.0 Managers 2021 2 33.3 0.2 21786.5 0.2 21786.5 0.0 2018 -18 4 -22.2 0.0 400.0 0.0 200.0 0.0 03 Professionals 2021 -18 4 -22.2 0.3 -7852.4 0.3 -7852.4 2018 -15 -26.7 0.0 0.0 133.3 0.0 Semi-Professionals & 4 400.0 0.0 Technicians 2021 -15 -14981.3 0.2 -14981.3 4 -26. 0.2 2018 -1 0 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 -1 0 1 0.0 0.3 0.0 0.3 0.0 Supervisors: Crafts & 0.0 2018 0 0 0.0 0.0 0.0 0.0 0.0 0.0

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Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Magellan Aerospace Limited [Date: 2018-03-01] B С D E. F G H K M N O P IJ v W Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow E+D Part 2: Flow Part 2: Flow Part 2: Flow V + U x DxG E+ H L+K v - x Workforce Workforce Workforce E - H Data K x G ÷ 100 Data O + P × 100 P × F + 100 Data U×F÷100 Data course x 100 ÷ 100 × 100 Data Analysis × 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis Employment Equity Promotions Workforce Hires Terminations Occupational Group Visible Migorities Visible Minorities Visible Winnerities Visible Minorities ŒFOGI All Employ It Employes Kaprawatatian Availability Gao FF Result Ar bial Expected Difference Actual. Experted Difference Acmai Experted Priference ψ_a 2014 13.1 41.3 Administrative & 37 2 5.4 -3 2018 Senior Clerical 10 20.4 16.3 125.2 29 9 31.0 0 0.0 39 6 15.4 2014 0 -0.0 17.0 0 0.0 Skilled Sales & 08 Service Personnel 2018 0 0.0 24.7 0 0.0 0 1 0.0 0 1 0.0 0 أ 0.0 Skilled Crafts & 2014 322 54 16.8 16.8 54 0 99.8 Trades Workers 2018 301 63 20.9 14.7 44 19 142.4 64 28 43.8 19 0 0.0 72 20 27.8 12 2014 87 113 20.4 18 62.0 12.6 Clerical Personnel 2018 89 11 12.4 24.4 22 -11 50.7 37 10 27.0 1 57 17.5 16.7 10 2014 0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2018 0 0.0 48.9 0 0.0 13 0.0 13 0 0.0 0 0 0.0 Semi-Skilled Manual 2014 247 25 10.1 27.1 67 -42 37.3 Workers 2018 134 21 15.7 40.7 55 -34 38.5 36 0 0.0 15 -15 0 0.0 32 11 34.4 Part 2: Flow Part 2: Flow Part 3: E ÷ G x Part 3: Part 3: Data + I x 100 Part 3: Goals E+ K x 100 + M x 100 Data sources: Goals 100 Goals Gnale Data Analysis Analysis New Entrants Goats Flow Data Short-term Goals Long-term Goals Employment Equity Year Visible Minorities Visible Mionvitte Visitle Minmitles Occupational Group Comments All Employs (EEOG) er cent of Percent of Percent of Percent of Coal Gnat Actival r na i Cost Goal Met Goal Met Goal Met Coal Net # 0/6 d 0/0 0/0 • **0**/2 0/4 9.0 2018 3 -75.0 300.0 0.0 0.0 300.0 0.0 0.0 Administrative & Senior Clerical 2021 3 -75.0 0.0 0.0 0.0 0.0 Skilled Sales & 2018 0 } 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.2 0.0 0.2 0.0 2018 -114.3 0.0 0.0 0.0 0.0 Skilled Crafts & 8 0.0 0.0 Trades Workers 2021 8 -114.3 0.0 0.0 0.0 0.0 2018 -7.1 0.0 0.0 50.0 0.0 0.0 -14 1 100.0 10 Clerical Personnel 2021 -14 -7.1 0.2 -2880.2 0.2 -2880.2 1 Intermediate Sales & 2018 0 13 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 13 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 -11 -183.3 0.0 0.0 0.0 -550.0 0.0 Workers 2021 -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] w В С D G H K M N O Р IJ Part 1: Part 1: Part 1: Part 2: Flow Part 2: Flow Part 2: Flow V + U x E+D Part 2: Flow L+K Part 2: Flow DxG E+ H Workforce K x G + 100 O + P x 100 P x F + 100 v - x Data courses Workforce Workforce E - H Data Data Data U×F÷100 x 100 ÷ 100 x 100 Data Analysis x 100 Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Flow Data Analysis Workforce Analysis Employment Equity Workforce Hires Promotions Terminations Occupational Group Visible Minorities Visible Minorities Visible Winomities Visible Minorities alt Employee All Entploy ŒEOGV Kaprawatatian Availability Gan FF Result Ar trial Expected Difference Actual. Expected Difference Acmai Expected Difference ψ_e 2014 37.1 Other Sales & Service 0.0 0.0 0 -3 Personnel 2018 14.3 42.6 33.5 0 0.0 0 0.0 0 0.0 2014 125 5 4.0 12.6 16 -11 31.7 14 Other Manual Worker 2018 335 1 0.3 11.2 38 -37 2.7 108 6 5.6 12 -6 0 -0.0 148 9 6.1 2014 1.437 166 11.6 19.9 286 -120 58.0 Total 1.513 179 11.8 19.1 289 -110 61.9 435 100 23.0 83 17 55 3 5.5 -3 575 83 14.4 66 17 Part 2: Flow Part 2: Flow E+Gx Part 3: Part 3: Part 3: E+ Dx 100 Data sources Data F + I x 100 Part 3: Goals E + K x 100 F + M x 100 Goals Data Analysis 100 Goals Goals Analysis New Entrants Goals Flow Data Short-term Goals Long-term Goals Employment Equity Visible Minorities Visible Minorities Vishle Minurities Occupational Group Comments Perent of Percent of (EEOG) Goo1 Gal Goal Met Goal Met Coal Net Goat Met 9/6 Other Sales & Service 2018 0.0 0.0 0 ! 0.0 0.0 0.0 0.0 0.0 Personnel 2021 0 0.0 0.4 0.0 0.4 0.0 2018 -35 -3 8.6 0.0 0.0 0.0 -150.0 0.0 0.0 14 Other Manual Worker 2021 -35 -3 8.6 0.1 7585.3 0.1 7585.3

-85

-85

2018

2021

Total

20

20

-23.5

-23.5

250.0

0.0

0.0

0.0

0.0

15

133.3

0.0

0.0

0.0

0.0

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

Efforts

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

Required measures:

requi	ica measures.
x.	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
v	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.
4	Adjusted survey results to reflect hires, promotions and terminations.
V	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.
V	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).
\checkmark	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.
Á.	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.
Ø.	Communicated the goals to relevant managers as well as monitored and recorded the results.
v	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
4	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.

4	Put in place a strategy to ensure a barrier-free workplace.
2	Undertook initiatives to increase representation where gaps in representation were found.
V	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance tent.
	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.
Addit	tional Details
	provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Emp	loyer I	Name:	Magel	llan <i>i</i>	Aerospace	Limited.
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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

Cannot find records Initiated:

Received: 2014/10/15 2016/01/07 Closed: 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:

\boxtimes	Yes		No
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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:

		_	
IXI	Vec		Nο

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 is 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/sgiemtweims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aidehelp& 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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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

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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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



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