Emplei et Développement social Canada OFFICIAL USE OXLY Agreement N°:

Labour Program Federal Contractors Program

## Agreement to implement Employment Equity

Mew Agreement				
Revised Agreement				
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	ANIZATION	~		
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(4.3)	D OFFICE		***************************************	***************************************
Address (building combon, street, rolle, (du.)	100v		\$450000	Postel Code
2800 St. Emerent Slyd.	Ottowa		08	X16603
	Tetephone Nosebe	 :	Fixed Neutrofixed	\$
	613~288~553	·}	613~482	-4993
EMPLOYMEN	FEQUETY CONT	act		
Name (print)	3.88			
Siane Dore	Senior SE 3	g 		
Yelephone Wester	Element Addresses			
613-288-5537	diane.dozed	satariland, co	98.	
CEX	TEIGATION			
The above-named injunication:  • having a combined workforce of 16% or more parmation his-far 12 weeks or more in Careda, AND	se, permeneni pest	क्षेत्रक भारत् स्वतंत्रका	y ampioyaes	- kaving werked
<ul> <li>Impeding to hist on, or being is receipt of, a federal government Supply Avangement, valued at \$1,000,000 or more (including a</li> </ul>	පුරුවන වැ. නොල්වයන කුරුවන්න කාලය).	contract, standing a	offer or comb	දැව (ප්රධාලේ වැලේසර ව
Hazeby conflict its commitment to implement or malmini employers instrument, in keeping with the Federal Confractors Program require please rates to little/innex.codc.gc.us/sug/isbour/squality/icolinoks.	remente. Per more	-going besis, teyer istoriustich un trus	nd the pecies to anykome	I of the producement of coupboyment equity
Important subs. If an audit of the Agreement to Implement Employ the pracurement instrument(s) with the Government of Calleds may	ment Equity canov v be terminated.	ers misropæsæmii	ion con #es no	at of the organization,
SIE	NATORY	•••••	·····	
NOTE: The signatury must be the Olibit Executive Officer CR on a contract on behalf of the organization.	utherizes person b	an executive posi	Bon with log:	ak angawayé sa ayda a
Kene (reli)	78ke			*****
Marc Ganbhiar	Discotor of	<u> Xinance</u>		, , ,
Telephono Number 613-21	E-most architects	engsaffakittand	L. James	
2800000	Ma	, 37/1º	1	
RETURN	NSTRUCTIONS	2		•••••
MPORTANT	***************************************	·····		
<ul> <li>The original copy of the signed Agraement to implement E at: (816) 963-8768 or by e-mail at: co-ama@hrado-itidoo.go</li> </ul>		; form must by 60	n( ta tho t.a	bour Program fax,



## Med-Eng Holdings ULC (certificate # 061099)

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

## Reporting Period 2015-01-08 to 2018-01-01

## **GEOGRAPHICAL AREAS**

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	I	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario	114	1	0	115	Toronto	1	0	0	1
British Columbia	1	0	0	1	Ottawa - Gatineau	71	1	0	72
Total Employees in Ca	nada 🕨			116	Kelowna	1	0	0	1
					Ont. less CMA	s 42	0	0	42
					Total Employe	es in Canada	<b>→</b>		116



## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

## Reporting Period 2015-01-08 to 2018-01-01

Occupational Group			All Employee:			original Peop			ns with Disa	bilities		s of Visible N	
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 Cdl. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	5										
	Total	5	5										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	22	17	5							2	2	
	Total	22	17	5							2	2	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	21	14	7							2	2	
	Total	21	14	7							2	2	
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	12	8	4							2	2	
	Total	12	8	4							2	2	

Page 1 of 11 Canada

# Med-Eng Holdings ULC (certificate # 061099) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2015-01-08 to 2018-01-01

Occupational Group Salary Range	QTR		All Employees			Aboriginal Peoples	eoples	Persons	Persons with Disabilities	bilities Women	Membe Total	Members of Visible Minorities  Total Men Wome	Minorities Women
Salary Range Col. 1	 2 7	Total Cd. 2	Cd. 3	Women Cd. 4	Cd. 5	Cd. 6	Cd. 7	Total Cd. 8	Cd. 9	Women Cal. 10	Total Cd. 11	Men Cd. 12	Cd. 13
Supervisors	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
		3	3										
	Total	3	3										
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	_	1		1									
	Total	_		-4									
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	8	4	4							1		
	Total	8	4	4	ļ.						1		->
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2												
	_	3	2	1									
	Total	3	2	1									

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## Med-Eng Holdings ULC (certificate # 061099)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

## Reporting Period 2015-01-08 to 2018-01-01

Occupational Group			All Employee			original Peop			ns with Disa	bilities		s of Visible I	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Cdl. 7	Total Col. 8	Men Col. 9	Women Cdl. 10	Total Col. 11	Men Col. 12	Women Cdl. 13
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	8	2	6							1		1
	Total	8	2	6							1		1
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2		2									
	Total	2		2									
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	28	2	26				1		1			
	Total	28	2	26				1		1			
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										

Page 3 of 11 Canada

Form 2 A

# Med-Eng Holdings ULC (certificate # 061099) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National Reporting Period 2015-01-08 to 2018-01-01

H-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1	Salary Range Col. 1	Occupational Group						
malowas:	QTR							
ž X	Total Cd. 2	All Employees  Total Men  Col. 2 Col. 3						
ħ D								
'n	Women Cd. 4							
	Total Cd. 5	Abori						
	Men Cd. 6	ginal Peoples						
	Women Cd. 7							
2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	Total Cd. 8	Persons						
	Men V Cd. 9 C	Persons with Disabilition						
<b>.</b>	Women Col. 10	es						
	Total Cd. 11	Members of						
4	Men \ Cd. 12	Members of Visible Minoritie						
_	Women Cd. 13	orities						

Form 2 B

## Med-Eng Holdings ULC (certificate # 061099)

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National Reporting Period 2015-01-08 to 2018-01-01

Occupational Group			All Employees	s	ĄŁ	Aboriginal Peoples	oles	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	/linorities
Salary Range	QTR	Total	د اMen	Women	Total	Men	Women	Total	Men Women	Women	Total	Total Men Women	Women
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	_		_									
	Total	<b>-</b>		4									
Total Number of Employees		-		-									

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

## Reporting Period 2015-01-08 to 2018-01-01

Occupational Group			All Employee	s	Al	original Peo	ples	Perso	nswith Disa	abilities	Member	s of Visible I	√linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Cdl. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	5										
	Total	5	5										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	21	16	5							2	2	
	Total	21	16	5							2	2	
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	21	14	7							2	2	
	Total	21	14	7							2	2	
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	12	8	4							2	2	
	Total	12	8	4							2	2	

Page 6 of 11 Canada

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario Reporting Period 2015-01-08 to 2018-01-01

Occupational Group Salary Range Col. 1	QTR	Total Col. 2	All Employees Men Cd. 3	Women Cd. 4	Total Cd. 5	Aboriginal Peoples  Men  Cd. 6	Women Cd. 7	Per Total Col. 8	Persons with Disabilities al Men Wo Cd. 9 Cd	sabilities Women Col. 10	bers c	Men Cd. 12	1=-1
Supervisors	4												
Top Range: Under \$5,000	ω											- 1	
Bottom Range: Under \$5,000	2												
	_	3	3										
	Total	3	3										
Supervisors: Crafts and Trades	4												
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2											i	
	_	1		1									
	Total	1		-4									
Administrative and Senior Clerical Personnel	4											i	
Top Range: Under \$5,000	ω											l	
Bottom Range: Under \$5,000	2											ı	
	_	8	4	4							1	l	_1
	Total	8	4	4							-4		
Skilled Sales and Service Personnel	4											1	
Top Range: Under \$5,000	ယ												
Bottom Range: Under \$5,000	2											ı	
	_	3	2	1								i	
	Total	3	2	1								9900000	

Occupational Group		A	All Employees		Ab	Aboriginal Peoples	iles	Pers	Persons with Disabilities	bilities	Member	Members of Visible Minorities	/linorities
Salary Range Col. 1	QTR	Total Cd. 2	Men Cd. 3	Women Cd. 4	Total Cd. 5	Men Cd. 6	Women Cd. 7	Total Cd. 8	Men Cd. 9	Women Cd. 10	Total Cd. 11	Men Cd. 12	Women Cd. 13
Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	8	2	6							_		_
	Total	8	2	6							1		-4
Intermediate Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	_	2		2									
	Total	2		2									
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	28	2	26				1		1			
	Total	28	N	26				<u>.</u>		_			
Other Sales and Service Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										

Form 2 A

## Med-Eng Holdings ULC (certificate # 061099)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

## Full-Time / Ontario

Reporting Period 2015-01-08 to 2018-01-01

Occupational Group		,	All Employees	6	Ab	original Peop	les	Perso	ns with Disal	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Cal. 2	Cdl. 3	Cd. 4	Cdl. 5	Cal. 6	Cd. 7	Cal. 8	Cd. 9	Cdl. 10	Cd. 11	Cdl. 12	Cal. 13
Total Number of Employees		114	58	56				1		1	8	7	1

# FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario Reporting Period 2015-01-08 to 2018-01-01

Occupational Group		,	All Employees	S	At.	Aboriginal Peoples	oles	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	/linorities
Salary Range	QTR	- 1	Men	Women	Total	Men	Women	Total	Men Women	Women	Total	Total Men Women	Women
<u>Q</u> . 1		Cd. 2	Cd. 3	Cd. 4	Cd. 5	Cd. 6	Cd. 7	Cal. 8	Cd. 9	Cd. 10	Cd. 11	Cd. 12	Cd. 13
Clerical Personnel	4												
Top Range: Under \$5,000	ω												
Bottom Range: Under \$5,000	2												
	_	1		1									
	Total	4		1									
Total Number of Employees		-											

Employment and Soulid Employet Ofeveloppement Sevelopment Canada social Canada

## Med-Eng Holdings ULC (certificate # 061099)

## FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / British Columbia

## Reporting Period 2015-01-08 to 2018-01-01

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

## Form 3 A

## Med-Eng Holdings ULC (certificate # 061099)

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

## Reporting Period 2015-01-08 to 2018-01-01

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible M	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	114	58	56				1		1	8	7	1
Total Number of Employees	114	58	56				1		1	8	7	1

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario

Reporting	
Period	
2015-01	
-08 to 2018-0	
1-01	

		All Employees		A	Aboriginal Peoples	les	Pers	Persons with Disabilities	ilities	Member	Members of Visible Minorities	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$5,000	1		1									
Total Number of Employees	1		Ļ									

Employment and Social Emploi et Développement Development Canada social Canada

## Form 3 A

## Med-Eng Holdings ULC (certificate # 061099)

## FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / British Columbia

## Reporting Period 2015-01-08 to 2018-01-01

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

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

## Reporting Period 2015-01-08 to 2018-01-01

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Middle and Other Managers	4	3	1							1	1	
Professionals	3	2	1							1	1	
Semi-Professionals and Technicians	2	2										
Administrative and Senior Clerical Personnel	4	3	1									
Clerical Personnel	2		2									
Semi-Skilled Manual Workers	2	1	1									
Other Sales and Service Personnel	2	2										
Total Number of Employees Hired	20	14	6							2	2	

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

## Reporting Period 2015-01-08 to 2018-01-01

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Middle and Other Managers	4	3	1							1	1	
Professionals	3	2	1							1	1	
Semi-Professionals and Technicians	2	2										
Administrative and Senior Clerical Personnel	4	3	1									
Clerical Personnel	2		2									
Semi-Skilled Manual Workers	2	1	1									
Other Sales and Service Personnel	2	2										
Total Number of Employees Hired	20	14	6							2	2	

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

## Reporting Period 2015-01-08 to 2018-01-01

	Employe	ees promoted (	Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Croup		All Employees		А	boriginal Peop	les	Pers	ons with Disat	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	1	1										
Middle and Other Managers	8	5	3							1	1	
Professionals	4	3	1									
Supervisors: Crafts and Trades	1		1									
Administrative and Senior Clerical Personnel	4	2	2							1	1	
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	1		1									
Total Number of Employees Promoted	20	11	9							2	2	
Total Number of Promotions	21	12	9							2	2	

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

Reporting Period 2015-01-08 to 2018-01-01

	Employ	ees promoted (	Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to v	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)	e been last pro	moted.)
		All Employees		IA	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Senior Managers	_											
Middle and Other Managers	8	5	3							1	1	
Professionals	4	3	1									
Supervisors: Crafts and Trades	1		1									
Administrative and Senior Clerical Personnel	4	2	2							1	1	
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	1		1									
<b>Total Number of Employees Promoted</b>	20	11	9							2	2	
Total Number of Promotions	21	12	9							2	2	

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

## Reporting Period 2015-01-08 to 2018-01-01

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	10	8	2							1		1
Professionals	8	7	1							1	1	
Semi-Professionals and Technicians	2	2										
Administrative and Senior Clerical Personnel	3	2	1									
Skilled Sales and Service Personnel	1		1									
Clerical Personnel	1		1									
Semi-Skilled Manual Workers	5		5	1		1						
Other Sales and Service Personnel	1	1										
Total Number of Employees Terminated	31	20	11	1		1				2	1	1

Form 6 B

## Med-Eng Holdings ULC (certificate # 061099)

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National Reporting Period 2015-01-08 to 2018-01-01

		All Employees		Al	Aboriginal Peoples	es	Pers	Persons with Disabilities	lities	Membe	Members of Visible Minorities	norities
Occupational Group	Total	Men	Women	Total	Men	Women		Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10		Col. 12
Professionals	1	1					1	1				
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	3	2					-	1				

Page 2 of 4

- 6

006382

# FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

Reporting Period 2015-01-08 to 2018-01-01

Total Number of Employees Terminated	Other Sales and Service Personnel	Semi-Skilled Manual Workers	Clerical Personnel	Skilled Sales and Service Personnel	Administrative and Senior Clerical Personnel	Semi-Professionals and Technicians	Professionals	Middle and Other Managers	Occupational Group lotal Col. 1	
31	1	5	1	1	ယ	2	8	10	1"	
20	1				2	2	7	8	Men Col. 2	All Employees
11		5	1	1			1	2	Col. 3	
1		1							l otal Col. 4	1 1
									Men Col. 5	Aboriginal Peoples
J		1							Col. 6	
									l otal Col. 7	Pers
									Men Col. 8	Persons with Disabilities
									Women Col. 9	lities
2								1	Col. 10	Member
1							_1_		Men Col. 11	Ĭ <u>ĕ</u>
1								1	Col. 12	orities

## FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ontario

## Reporting Period 2015-01-08 to 2018-01-01

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	1	1					1	1				
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	1	1										
Total Number of Employees Terminated	3	2	1				1	1				

## **Workforce Analysis - Detailed Report**

Date: 2018-02-25

## Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Availa %	ability G #	ap Recruitment Area #
01 : Senior Managers	National	5	0	0.0 %	27.4 %	1	-1 National
02 : Middle and Other Managers	National	22	5	22.7 %	38.9 %	9	-4 National
03 : Professionals		21	7	33.3 %	20.6 %	4	3
1112 : Financial and investment analysts	National	2	2	100.0 %	50.1 %	1	1 National
2132 : Mechanical engineers	National	7	2	28.6 %	9.0 %	1	1 National
2133 : Electrical and electronics engineers	National	3	0	0.0 %	11.3 %	0	0 National
2141 : Industrial and manufacturing engineers	National	3	0	0.0 %	17.0 %	1	-1 National
2148 : Other professional engineers, n.e.c.	National	2	0	0.0 %	15.8 %	0	0 National
2171 : Information systems analysts and consultants	National	1	1	100.0 %	28.3 %	0	1 National
2172 : Database analysts and data administrators	National	2	1	50.0 %	35.2 %	1	0 National
5121 : Authors and writers	National	1	1	100.0 %	54.9 %	1	0 National
04 : Semi-Professionals and Technicians		12	4	33.3 %	31.1 %	4	0
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	2	25.0 %	19.9 %	2	0 Ontario
2252 : Industrial designers	Ontario	1	0	0.0 %	26.5 %	0	0 Ontario
2282 : User support technicians	Ontario	1	0	0.0 %	24.2 %	0	0 Ontario
4211 : Paralegal and related occupations	Ontario	2	2	100.0 %	82.0 %	2	0 Ontario
D5 : Supervisors		3	0	0.0 %	54.8 %	2	-2
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	62.9 %	1	-1 Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	50.7 %	1	-1 Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		1	1	100.0 %	44.1 %	0	1
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	1	1	100.0 %	44.1 %	0	1 Ontario
07 : Administrative and Senior Clerical Personnel		8	4	50.0 %	79.6 %	6	-2
Employment Equity Occupational Group	Ont. less CMAs	2	2	100.0 %	87.1 %	2	0 Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	6	2	33.3 %	77.2 %	5	-3 Ottawa - Gatineau



## **Workforce Analysis - Detailed Report**

Date: 2018-02-25

## Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avai	lability	Gap	Recruitment Area
		#	#	%	%	#	#	
08 : Skilled Sales and Service Personnel		3	1	33.3 %	28.7 %	1	0	
6221 : Technical sales specialists - wholesale trade	Ontario	3	1	33.3 %	28.7 %	1	0	Ontario
10 : Clerical Personnel		9	7	77.8 %	70.2 %	6	1	
Employment Equity Occupational Group	Ont. less CMAs	6	4	66.7 %	72.4 %	4	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	3	3	100.0 %	65.8 %	2	1	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		2	2	100.0 %	62.9 %	1	1	
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	61.8 %	1	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	1	100.0 %	63.9 %	1	0	Toronto
12 : Semi-Skilled Manual Workers		28	26	92.9 %	20.3 %	6	20	
Employment Equity Occupational Group	Ont. less CMAs	26	24	92.3 %	20.7 %	5	19	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	2	100.0 %	14.6 %	0	2	Ottawa - Gatineau
13 : Other Sales and Service Personnel		2	0	0.0 %	61.8 %	1	-1	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	61.8 %	1	-1	Ont. less CMAs
Total		116	57	49.1 %	36.0 %	41	16	

Total may not equal sum of components due to rounding.

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



## Workforce Analysis - Detailed Report

006386

Date: 2018-02-25

## **Aboriginal Peoples**

Resolutions Facility Openings and Capital		A II		Aborig	Aboriginal Peoples	T.	3	
Employment Equity Occupational Group	internal Location	All Employees	mepresentation # %	%	Availability %#	# #	# B	Recruitment Area
01 : Senior Managers	National	Oi Oi	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	22	0	0.0 %	2.2 %	0	0	National
03 : Professionals		21	0	0.0 %	0.9 %	0	0	
1112 : Financial and investment analysts	National	2	0	0.0 %	0.9 %	0	0	National
2132 : Mechanical engineers	National	7	0	0.0 %	0.7 %	0	0	National
2133 : Electrical and electronics engineers	National	ω	0	0.0 %	0.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	ω	0	0.0 %	0.8 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	N	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	_	0	0.0 %	1.1 %	0	0	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	1.3 %	0	0	National
5121 : Authors and writers	National	_	0	0.0 %	1.9 %	0	0	National
04 : Semi-Professionals and Technicians		12	0	0.0 %	1.1 %	0	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	œ	0	0.0 %	1.1 %	0	0	Ontario
2252 : Industrial designers	Ontario	_	0	0.0 %	0.6 %	0	0	Ontario
2282 : User support technicians	Ontario	_	0	0.0 %	1.6 %	0	0	Ontario
4211 : Paralegal and related occupations	Ontario	2	0	0.0 %	1.5 %	0	0	Ontario
05 : Supervisors		ω	0	0.0 %	3.5 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	_	0	0.0 %	4.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	2.7 %	0	0	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		_	0	0.0 %	0.0 %	0	0	
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	_	0	0.0 %	0.0 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		œ	0	0.0 %	3.4 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	N	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	O	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau

## **Workforce Analysis - Detailed Report**

Date: 2018-02-25

## **Aboriginal Peoples**

				Abori	ginal Peoples	;		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
08 : Skilled Sales and Service Personnel		3	0	0.0 %	1.0 %	0	0	
6221 : Technical sales specialists - wholesale trade	Ontario	3	0	0.0 %	1.0 %	0	0	Ontario
10 : Clerical Personnel		9	0	0.0 %	4.1 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	6	0	0.0 %	4.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	3	0	0.0 %	2.8 %	0	0	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		2	0	0.0 %	1.8 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0.6 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		28	0	0.0 %	4.3 %	1	-1	
Employment Equity Occupational Group	Ont. less CMAs	26	0	0.0 %	4.4 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	3.3 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		2	0	0.0 %	6.8 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	6.8 %	0	0	Ont. less CMAs
Total		116	0	0.0 %	2.7 %	1	-1	

Total may not equal sum of components due to rounding.

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



## **Workforce Analysis - Detailed Report**

Date: 2018-02-25

## **Members of Visible Minorities**

				Members o	f Visible Mino	rities		
Employment Equity Occupational Group	Internal Location	All Employees	-	entation		ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	5	0	0.0 %	10.1 %	1	-1	National
02 : Middle and Other Managers	National	22	2	9.1 %	15.0 %	3	-1	National
03 : Professionals		21	2	9.5 %	30.1 %	6	-4	
1112 : Financial and investment analysts	National	2	0	0.0 %	35.4 %	1	-1	National
2132 : Mechanical engineers	National	7	0	0.0 %	28.6 %	2	-2	National
2133 : Electrical and electronics engineers	National	3	0	0.0 %	34.9 %	1	-1	National
2141 : Industrial and manufacturing engineers	National	3	1	33.3 %	31.5 %	1	0	National
2148 : Other professional engineers, n.e.c.	National	2	1	50.0 %	27.3 %	1	0	National
2171 : Information systems analysts and consultants	National	1	0	0.0 %	31.4 %	0	0	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	32.3 %	1	-1	National
5121 : Authors and writers	National	1	0	0.0 %	10.7 %	0	0	National
4 : Semi-Professionals and Technicians		12	2	16.7 %	31.1 %	4	-2	
233 : Industrial engineering and manufacturing technologists and technicians	Ontario	8	2	25.0 %	33.3 %	3	-1	Ontario
2252 : Industrial designers	Ontario	1	0	0.0 %	25.5 %	0	0	Ontario
282 : User support technicians	Ontario	1	0	0.0 %	35.9 %	0	0	Ontario
211 : Paralegal and related occupations	Ontario	2	0	0.0 %	22.3 %	0	0	Ontario
5 : Supervisors		3	0	0.0 %	10.4 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	1	0	0.0 %	1.9 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	14.7 %	0	0	Ottawa - Gatineau
6 : Supervisors: Crafts and Trades		1	0	0.0 %	38.5 %	0	0	
217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	1	0	0.0 %	38.5 %	0	0	Ontario
7 : Administrative and Senior Clerical Personnel		8	1	12.5 %	9.5 %	1	0	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	1.6 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	6	1	16.7 %	12.2 %	1	0	Ottawa - Gatineau



# Workplace Equity Information Management System - Med-Eng Holdings ULC

## Workforce Analysis - Detailed Report

006389

Date: 2018-02-25

## **Members of Visible Minorities**

Employment Equity Occupational Group	Internal Location	All Employees	Members Representation	embers o	Members of Visible Minorities entation  Availability		Gap R	Recruitment Area
employment equity companional croup		#	# 20	%	%			
08 : Skilled Sales and Service Personnel		ω	0	0.0 %	20.8 %		<u>.</u>	
6221 : Technical sales specialists - wholesale trade	Ontario	ω	0	0.0 %	20.8 %	_	<u>.</u>	Ontario
10 : Clerical Personnel		Ø	_	11.1 %	6.0 %	<b>-</b>	0	
Employment Equity Occupational Group	Ont. less CMAs	O	0	0.0 %	1.7 %	0	0 0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	ω	<u> </u>	33.3 %	14.7 %	0	1 0	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		N	0	0.0 %	35.5 %	_	<u>.</u>	
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	22.0 %	0	0 0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	_	0	0.0 %	48.9 %	0	0 T	Toronto
12 : Semi-Skilled Manual Workers		28	0	0.0 %	3.0 %	_	<u>.</u>	
Employment Equity Occupational Group	Ont. less CMAs	26	0	0.0 %	1.6 %	0	0 0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	Ν	0	0.0 %	19.9 %	0	0 0	Ottawa - Gatineau
13 : Other Sales and Service Personnel		2	0	0.0 %	2.7 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	2.7 %	0	0 0	Ont. less CMAs
Total		116	œ	6.9 %	15.6 %	19 *		
Total may not equal sum of components due to rounding								

Total may not equal sum of components due to rounding.

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



## **Workforce Analysis - Detailed Report**

Date: 2018-02-25

## **Persons with Disabilities**

				Persons	with Disabilit	ies		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	27	0	0.0 %	4.3 %	1	-1	National
03 : Professionals	National	21	0	0.0 %	3.8 %	1	-1	National
04 : Semi-Professionals and Technicians	National	12	0	0.0 %	4.6 %	1	-1	National
05 : Supervisors	National	3	0	0.0 %	13.9 %	0	0	National
06 : Supervisors: Crafts and Trades	National	1	0	0.0 %	7.8 %	0	0	National
07 : Administrative and Senior Clerical Personnel	National	8	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	3	0	0.0 %	3.5 %	0	0	National
10 : Clerical Personnel	National	9	0	0.0 %	7.0 %	1	-1	National
11 : Intermediate Sales and Service Personnel	National	2	0	0.0 %	5.6 %	0	0	National
12 : Semi-Skilled Manual Workers	National	28	1	3.6 %	4.8 %	1	0	National
13 : Other Sales and Service Personnel	National	2	0	0.0 %	6.3 %	0	0	National
Total		116		0.0.9/	4 9 9/	E 1		
Total		116	1	0.9 %	4.8 %	5	-4	

Total may not equal sum of components due to rounding.

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



# Workplace Equity Information Management System - Med-Eng Holdings ULC

## Workforce Analysis - Detailed Report

Date: 2018-02-25

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Page 8 of 9

## **Workforce Analysis - Detailed Report**

Date: 2018-02-25

## 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
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



## **Workforce Analysis - Summary Report**

Date: 2018-02-25

## Women

				Women		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avai	lability	Gap
	#	#	%	%	#	#
01 : Senior Managers	5	0	0.0 %	27.4 %	1	-1
02 : Middle and Other Managers	22	5	22.7 %	38.9 %	9	-4
03 : Professionals	21	7	33.3 %	20.6 %	4	3
04 : Semi-Professionals and Technicians	12	4	33.3 %	31.1 %	4	0
05 : Supervisors	3	0	0.0 %	54.8 %	2	-2
06 : Supervisors: Crafts and Trades	1	1	100.0 %	44.1 %	0	1
07 : Administrative and Senior Clerical Personnel	8	4	50.0 %	79.6 %	6	-2
08 : Skilled Sales and Service Personnel	3	1	33.3 %	28.7 %	1	0
10 : Clerical Personnel	9	7	77.8 %	70.2 %	6	1
11 : Intermediate Sales and Service Personnel	2	2	100.0 %	62.9 %	1	1
12 : Semi-Skilled Manual Workers	28	26	92.9 %	20.3 %	6	20
13 : Other Sales and Service Personnel	2	0	0.0 %	61.8 %	1	-1
Total	116	57	49.1 %	36.0 %	41	16

Total may not equal sum of components due to rounding.



## **Workforce Analysis - Summary Report**

Date: 2018-02-25

## **Aboriginal Peoples**

			Aboriç	ginal Peoples			
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	5	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	22	0	0.0 %	2.2 %	0	0	
03 : Professionals	21	0	0.0 %	0.9 %	0	0	
04 : Semi-Professionals and Technicians	12	0	0.0 %	1.1 %	0	0	
05 : Supervisors	3	0	0.0 %	3.5 %	0	0	
06 : Supervisors: Crafts and Trades	1	0	0.0 %	0.0 %	0	0	
07 : Administrative and Senior Clerical Personnel	8	0	0.0 %	3.4 %	0	0	
08 : Skilled Sales and Service Personnel	3	0	0.0 %	1.0 %	0	0	
10 : Clerical Personnel	9	0	0.0 %	4.1 %	0	0	
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	1.8 %	0	0	
12 : Semi-Skilled Manual Workers	28	0	0.0 %	4.3 %	1	-1	
13 : Other Sales and Service Personnel	2	0	0.0 %	6.8 %	0	0	
Total	116	0	0.0 %	2.7 %	1	-1	

Total may not equal sum of components due to rounding.



# Workplace Equity Information Management System - Med-Eng Holdings ULC

006395

## **Workforce Analysis - Summary Report**

Date: 2018-02-25

## **Members of Visible Minorities**

			Members of	Members of Visible Minorities	ties	
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	ility Gap	
	#	#	%	%	#	
01 : Senior Managers	5	0	0.0 %	10.1%	1 -1	
02 : Middle and Other Managers	22	2	9.1 %	15.0 %	3 -1	
03 : Professionals	21	2	9.5 %	30.1 %	6 4	
04 : Semi-Professionals and Technicians	12	2	16.7 %	31.1 %	4-2	
05 : Supervisors	ω	0	0.0 %	10.4 %	0 0	
06 : Supervisors: Crafts and Trades	_	0	0.0 %	38.5 %	0 0	
07 : Administrative and Senior Clerical Personnel	œ	_	12.5 %	9.5 %	1 0	
08 : Skilled Sales and Service Personnel	ω	0	0.0 %	20.8 %	_	
10 : Clerical Personnel	9	_	11.1 %	6.0 %	1 0	
11 : Intermediate Sales and Service Personnel	N	0	0.0 %	35.5 %	_	
12 : Semi-Skilled Manual Workers	28	0	0.0 %	3.0 %	<u>.</u>	
13 : Other Sales and Service Personnel	2	0	0.0 %	2.7 %	0 0	
Total	116	œ	6.9 %	15.6 %	19 -11	

Total may not equal sum of components due to rounding.



## Workplace Equity Information Management System - Med-Eng Holdings ULC

## **Workforce Analysis - Summary Report**

Date: 2018-02-25

## **Persons with Disabilities**

			Persons	with Disabilit	ies	
Employment Equity Occupational Group	All Employees	Repres	entation	Availa	ability	Gap
	#	#	%	%	#	#
01/02 : Managers	27	0	0.0 %	4.3 %	1	-1
03 : Professionals	21	0	0.0 %	3.8 %	1	-1
04 : Semi-Professionals and Technicians	12	0	0.0 %	4.6 %	1	-1
05 : Supervisors	3	0	0.0 %	13.9 %	0	0
06 : Supervisors: Crafts and Trades	1	0	0.0 %	7.8 %	0	0
07 : Administrative and Senior Clerical Personnel	8	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	3	0	0.0 %	3.5 %	0	0
10 : Clerical Personnel	9	0	0.0 %	7.0 %	1	-1
11 : Intermediate Sales and Service Personnel	2	0	0.0 %	5.6 %	0	0
12 : Semi-Skilled Manual Workers	28	1	3.6 %	4.8 %	1	0
13 : Other Sales and Service Personnel	2	0	0.0 %	6.3 %	0	0
Total	116	1	0.9 %	4.8 %	5	-4

Total may not equal sum of components due to rounding.



# Workplace Equity Information Management System - Med-Eng Holdings ULC

006397

## **Workforce Analysis - Summary Report**

Date: 2018-02-25

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

## Workplace Equity Information Management System - Med-Eng Holdings ULC

## **Workforce Analysis - Summary Report**

Date: 2018-02-25

## 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
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



Part 1: Workforce Analysis

**Med-Eng Holdings ULC** 

Date: 2018-03-08

## Data from First/Previous Workforce Analysis

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	01	08

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2018	01	01

***************************************		-	Table 1: Women	l
		First/Pr	evious Workforce	Analysis
Emplo	oyment Equity Occupational Group (EEOG)	All Employees	Wor	nen
Embic	by ment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	27.40
02	Middle & Other Managers	42	6	38.90
03	Professionals	51	12	18.90
04	Semi-Professionals & Technicians	24	8	33.10
05	Supervisors	6	0	58.80
06	Supervisors: Crafts & Trades	4	4	44.10
07	Administrative & Senior Clerical Personnel	9	5	79.40
08	Skilled Sales & Service Personnel	5	2	28.70
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	11	69.10
11	Intermediate Sales & Service Personnel	2	2	62.90
12	Semi-Skilled Manual Workers	63	60	20.40
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total	•	226	110	32.4

]	Table 5: Women	
Subsequent	/Current Workfore	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
5	0	27.40
22	5	38.90
21	7	20.60
12	4	31.10
3	0	54.80
1	1	44.10
8	4	79.60
3	1	28.70
0	0	0.00
9	7	70.20
2	2	62.90
28	26	20.30
2	0	61.80
o	0	0.00
116	57	36.0

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* Source:			
2011 Nation	al Household Su	rvey	

## Federal Contractors Program Achievement Report Part 1: Workforce Analysis Med-Eng Holdings ULC Date: 2018-03-08

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		Data from First/Previous Workforce Analysis  J. J
	YYYY MM DD	om First/Previous Workforce Ai

2018	YYYY	Data from Subse	<b>←</b>	
01	MM	Data from Subsequent/Current Workforce Analysis	<b>←</b>	Analysis
01	DD	orkforce Analysis	<b>←</b>	

Data from Subsequent/Current Workforce

	Table	Table 2: Aboriginal Peoples	eoples
	First/Pro	First/Previous Workforce Analysis	vnalysis
	All Employees	Aboriginal Peoples	l Peoples
oyment Educy Occupational Group (EEOG)		Representation	Availability*
	#	#	0/0
Senior Managers	6	0	2.90
Middle & Other Managers	42	0	2.20
Professionals	51	1	0.90
Semi-Professionals & Technicians	24	0	1.10
Supervisors	6	0	4.20
Supervisors: Crafts & Trades	4	0	0.00
Administrative & Senior Clerical Personnel	9	0	3.40
Skilled Sales & Service Personnel	5	0	1.00
Skilled Crafts & Trades Workers	0	0	0.00
Clerical Personnel	14	0	3.80
Intermediate Sales & Service Personnel	2	0	1.80
Semi-Skilled Manual Workers	63	2	4.30
Other Sales & Service Personnel	0	0	0.00
Other Manual Workers	0	0	0.00
	226	<u>3</u>	2.5

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

Employment

Table	2010
Table 6: Aboriginal P	01
Peoples	01

All Employees	mployees Aboriginal Peoples	l Peoples
	Representation	Availability*
#	#	9%
5	0	2.9
22	0	2.2
21	0	0.9
12	0	1.1
3	0	3.5
	0	0.0
<b>∞</b>	0	3.4
3	0	1.0
0	0	0.0
9	0	4.1
2	0	1.8
28	0	4.3
2	0	6.8
0	0	0.0
116	0	2.7

2011 National Household Survey	Source.

\* Source:

**Part 1: Workforce Analysis** 

**Med-Eng Holdings ULC** 

Date: 2018-03-08

## Data from First/Previous Workforce Analysis

<del>\</del>

2015	01	08
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

## Data from Subsequent/Current Workforce Analysis

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	01	01

	าล																		

		First/Pr	evious Workforce A	Analysis
Emplo	ryment Equity Occupational Crown (EEOC)	All Employees	Members of Vis	sible Minorities
cmbio	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	<sup>0</sup> / <sub>0</sub>
01	Senior Managers	6	0	10.10
02	Middle & Other Managers	42	3	15.00
03	Professionals	51	2	29.70
04	Semi-Professionals & Technicians	24	2	30.80
05	Supervisors	6	0	6.10
06	Supervisors: Crafts & Trades	4	0	38.50
07	Administrative & Senior Clerical Personnel	9	1	9.80
08	Skilled Sales & Service Personnel	5	0	20.80
09	Skilled Crafts & Trades Workers	0	0	0.00
10	Clerical Personnel	14	0	8.20
11	Intermediate Sales & Service Personnel	2	0	35.50
12	Semi-Skilled Manual Workers	63	1	2.50
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		226	9	16.2

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees	Members of Visi	ble Minorities
	Representation	Availability*
#	#	%
5	0	10.1
22	2	15.0
21	2	30.0
12	2	31.1
3	0	10.4
1	0	38.5
8	1	9.5
3	0	20.8
0	0	0.0
9	1	6.0
2	0	35.5
28	o	3.0
2	0	2.7
0	0	0.0
116	8	15.6

* Source:	
0	

* Source:	
2011 National Household Survey	

**Part 1: Workforce Analysis** 

**Med-Eng Holdings ULC** 

Date: 2018-03-08

## Data from First/Previous Workforce Analysis

Data from Sub	osequent/Curro Analysis	ent Workforce
<b>\</b>	<b>↓</b>	<b>\</b>

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	01	08

Data from Subse	equent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	01	01

			Persons with Di			
	AF I O II IG (FFOC)	All Employees		Persons with Disabilities		
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*		
		#	#	%		
01/02	Managers	48	0	4.30		
03	Professionals	51	2	3.80		
04	Semi-Professionals & Technicians	24	0	4.60		
05	Supervisors	6	0	13.90		
06	Supervisors: Crafts & Trades	4	0	7.80		
07	Administrative & Senior Clerical Personnel	9	0	3.40		
08	Skilled Sales & Service Personnel	5	0	3.50		
09	Skilled Crafts & Trades Workers	0	0	0.00		
10	Clerical Personnel	14	1	7.00		
11	Intermediate Sales & Service Personnel	2	0	5.60		
12	Semi-Skilled Manual Workers	63	2	4.80		
13	Other Sales & Service Personnel	0	0	0.00		
14	Other Manual Workers	0	0	0.00		
Total		226	5	4.8		

Table 8: Persons with Disabilities				
Subsequent/Current Workforce Analysis				
All Employees	Persons with	Disabilities		
	Representation	Availability*		
#	#	%		
27	0	4.3		
21	0	3.8		
12	0	4.6		
3	0	13.9		
1	0	7.8		
8	0	3.4		
3	0	3.5		
0	0	0.0		
9	0	7.0		
2	0	5.6		
28	1	4.8		
2	0	6.3		
0	0	0.0		
116	1	4.8		

* Source:			
2012 Canadian	Survey on Disabi	lity	

## Part 2: Flow Data Analysis

**Med-Eng Holdings ULC** 

Date: 2018-03-08

Start	Date of Flow	V Data
YYYY	MM	DD
2015	01	08

End l	Date of Flow	Data
YYYY	MM	DD
2018	01	01

**Data from Form 4 - Employees** Hired

 $\downarrow$  $\overline{\downarrow}$  **Data from Form 5 - Employees** Promoted

**Data from Form 6 - Employees** Terminated

		Table 1: Women				
		Full-time	/ National	Part-time / National		
Employment Equity Occupational Group (EEOG)		All Employees Hired	Women Hired	All Employees Hired	Women Hired	
		#	#	#	#	
01	Senior Managers	1	0	0	0	
02	Middle & Other Managers	4	1	0	0	
03	Professionals	3	1	0	0	
04	Semi-Professionals & Technicians	2	0	0	0	
05	Supervisors	0	0	0	0	
06	Supervisors: Crafts & Trades	0	0	0	0	
07	Administrative & Senior Clerical Personnel	4	1	0	0	
08	Skilled Sales & Service Personnel	0	0	0	0	
09	Skilled Crafts & Trades Workers	0	0	0	0	
10	Clerical Personnel	2	2	0	0	
11	Intermediate Sales & Service Personnel	0	0	0	0	
12	Semi-Skilled Manual Workers	2	1	0	0	
13	Other Sales & Service Personnel	2	0	0	0	
14	Other Manual Workers	0	0	0	0	
To	zal	20	6	0	0	

Full-time /	National	Part-time / National		
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
#	# #		#	
1	0	0	0	
8	3	0	0	
4	1	0	0	
0	0	0	0	
0	0	0	0	
1	1	0	0	
4	2	0	0	
0	0	0	0	
0	0	0	0	
1	1	0	0	
0	0	0	0	
1	1	0	0	
0	0	0	0	
0	0	0	0	
20	9	0	0	

	Table 9:	Women	
Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
0	0	0	0
10	2	0	0
8	1	0	0
2	0	0	0
0	0	0	0
0	0	0	0
3	1	0	0
1	1	0	0
1	0	0	0
0	1	0	0
0	0	0	0
5	5	0	0
1	0	0	0
0	0	0	0
31	11	0	0

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## Part 2: Flow Data Analysis

Med-Eng Holdings ULC

Date: 2018-03-08

	Total	14 Other Manual Workers	13 Other Sales & Service Personnel	12 Semi-Skilled Manual Workers	11 Intermediate Sales & Service Personnel	10 Clerical Personnel	09 Skilled Crafts & Trades Workers	08 Skilled Sales & Service Personnel	07 Administrative & Senior Clerical Personnel	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Technicians	03 Professionals	02 Middle & Other Managers	01 Senior Managers			(EEOG)	Employment Equity Occupational Group							
	20															#	Hired	Employees	A	Full-tim	Ta	<b> </b> ←		Date		
	0	0	2	2	0	2	0	0	4	0	0	2	3	4	1	#	-	Peonles Hired	-	Full-time / National	ble 2: Ab	<b> </b> ←		ı from Fo	2015	Sta
	0	0	0	0	0	<u> </u>	<u> </u>	0	<u> </u>	0	0	0	0	0	0	#	Hired	Employees	<u>.</u>		Fable 2: Aboriginal Peoples	<b>←</b>	Hired	Data from Form 4 - Employees	01	rt Dat
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	-	es Peoples Hired		Part-time / National	eoples	<b>-</b>		nployees	08	low Data
[	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Promoted	Employees	<u>-</u>			] ]  ←		-	2018	
-	20	0	0		0		0	0	4	1	0	0	4	8	1			yees Peop	Abori	Full-time / Natio	Table 6:	_		Data from		d Date
	0	0	0	0	0	0	<u> </u>	0	0	0	0	0	0	0	0	#	Promoted H	oles	riginal	nal		<b>←</b>	Promoted	n Form 5 -	01	of Flow Data
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Promoted	Employees	<u> </u>	Part-time / Nationa	<b>Aboriginal Peoples</b>	<b>←</b>	ted	s - Employees	01	
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Promoted	Peoples	Aboriginal	'National	oles	<b>←</b>		oyees		
	س															#	Terminated	Employees	A	Full-tim	Ta	<b> </b> ←		Dat		
-	31	0	1	5	0	0	1	1	ω	0	0	2	8	0	0	#	d Terminated		Aboriginal	Full-time / National	Fable 10: Aboriginal Peoples	<b> </b> ←	Ter	Data from Form 6 - Employees		
	10	0	0	10	0	0	0	0	0	<u> </u>	0	<u>0</u>	<u> </u>	0	0	#	ed Terminated	Employees	al All		boriginal	<b>←</b>	Ferminated	ırm 6 - Eı		
	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	ted Terminated		Aboriginal	Part-time / National	Peoples	←		nployees		

## Part 2: Flow Data Analysis

**Med-Eng Holdings ULC** 

Date: 2018-03-08

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Start	Date of Flov	v Data
YYYY	MM	DD
2015	01	08

2018	01	01
YYYY	MM	DD
End I	Date of Flow	Data

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

	Table 3: Persons with Disabilities									
	Full-time	/ National	Part-time / National							
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired						
	#	#	#	#						
01 Senior Managers	T 1	0	0	0						
02 Middle & Other Managers	4	0	0	0						
03 Professionals	3	0	0	0						
04 Semi-Professionals & Technicians	2	0	0	0						
05 Supervisors	0	0	0	0						
06 Supervisors: Crafts & Trades	0	0	0	0						
07 Administrative & Senior Clerical Personnel	4	0	0	0						
08 Skilled Sales & Service Personnel	0	0	0	0						
09 Skilled Crafts & Trades Workers	0	0	0	0						
10 Clerical Personnel	2	0	0	0						
11 Intermediate Sales & Service Personnel	0	0	0	0						
12 Semi-Skilled Manual Workers	2	0	0	0						
13 Other Sales & Service Personnel	2	0	0	0						

20

14 Other Manual Workers

Total

Full-time	/ National	Part-time / National							
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted						
#	#	#	#						
1	0	0	0						
8	0	0	0						
4	0	0	0						
0	0	0	0						
0	0	0	0						
1	0	0	0						
4	0	0	0						
0	0	0	0						
0	0	0	0						
1	0	0	0						
0	0	0	0						
1	0	0	0						
0	0	0	0						
0	0	0	0						
20	0	0	0						

Table 11: Persons with Disabilities											
Full-time	/ National	Part-time	/ National								
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated								
#	#	#	#								
0	0	0	0								
10	0	0	0								
8	0	0	0								
2	0	0	0								
0	0	0	0								
0	0	0	0								
3	0	0	0								
1	0	0	0								
1	0	0	0								
0	0	0	0								
0	0	0	0								
5	0	0	0								
1	0	0	0								
0	0	0	0								
31	0	0	0								

## Part 2: Flow Data Analysis

**Med-Eng Holdings ULC** 

Date: 2018-03-08

Start	Date of Flov	v Data
YYYY	MM	DD
2015	01	08

2018	0.1	01
VVVV	Date of Flow	Data

 $\overline{\downarrow}$ 

**Data from Form 4 - Employees** Hired

**Data from Form 5 - Employees** Promoted

**Data from Form 6 - Employees** Terminated  $\overline{\downarrow}$ 

		Table 4:	Members o	of Visible N	<b>Tinorities</b>		
		Full-time	/ National	Part-time / National			
	ployment Equity Occupational Group EOG)	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired		
		#	#	#	#		
01	Senior Managers	1	0	0	0		
02	Middle & Other Managers	4	1	0	0		
03	Professionals	3	1	0	0		
04	Semi-Professionals & Technicians	2	0	0	o		
05	Supervisors	0	0	0	0		
06	Supervisors: Crafts & Trades	0	0	0	o		
07	Administrative & Senior Clerical Personnel	4	0	0	0		
08	Skilled Sales & Service Personnel	0	0	0	o		
09	Skilled Crafts & Trades Workers	0	0	0	o		
10	Clerical Personnel	2	0	0	0		
11	Intermediate Sales & Service Personnel	0	0	0	o		
12	Semi-Skilled Manual Workers	2	0	0	0		
13	Other Sales & Service Personnel	2	0	0	o		
14	Other Manual Workers	0	0	0	o		
Tot	al	20	2	0	0		

Total

Full-time	/ National	Part-time / National							
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted						
#	#	#	#						
1	0	0	0						
8	1	0	0						
4	0	0	0						
0	0	0	0						
0	0	0	0						
1	0	0	0						
4	1	0	0						
0	0	0	0						
0	0	0	0						
1	0	0	0						
0	0	0	0						
1	0	0	0						
0	0	0	0						
0	0	0	0						
20	2	0	0						

Table 12:	Members	of Visible I	Minorities					
Full-time	/ National	Part-time / National						
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated					
#	#	#	#					
0	0	0	0					
10	1	0	0					
8	1	0	0					
2	0	0	0					
0	0	0	0					
0	0	0	0					
3	0	0	0					
1	0	0	0					
1	0	0	0					
0	0	0	0					
0	0	0	0					
5	0	0	0					
1	0	0	0					
0	0	0	0					
31	2	0	0					

## Part 3: Goals

## Med-Eng Holdings ULC

Date: 2018-03-08

									Data f	or First/F	Previous (	Goals							
A B	C	D	Е	F	G	Н	I	J	K	L	M	N	O	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
<u> </u>	<b>J</b>	<b></b>	<b></b>	<b>↓</b>	<b>\</b>	<b>↓</b>	<b></b>	<b></b>	<u> </u>	<b></b>	<b></b>	······································	<b>\</b>	<b></b>	<b>V</b>	↓	<b>\</b>	<b>↓</b>	<u> </u>
		Table 1: Women  First/Previous Short-term Goals																	
									First/	iort-term G									
				All En	aployees				Women										
	Number	umber Growth (New Positions)			Turnover (Replacement of Terminated Employees)		Anticipated	Number Turnover (Replaced			Hires	3 Year Goals From - To		H				Projected	
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Pro	jected	Actual	Proj	ected	Hires Over 3	YYYY-MM-DD	Lerminated	Employees)	Required Over 3	YYYY	- YYYY	Present Availability	Present Gap	Projected Gap	Present Representation	Representation in 3
Occupanional Group (EEOG)	2015-01-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2015-01-08	Annually	Over 3 Years	Years	2015	2018			Сар	пертежниция	Years
	#	%	67	<del> </del>	<del>                                     </del>	07	.,			<b></b>			**						67
01 Senior Managers	77	70	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
or Schiol Managers	6	-5.9%	0.0%	#	0.0%	0.0%	# 0	# 0	# 0	0.0%	# 0	# 2	# 0	% 27.4%	% 27.4%	# -2	<b>#</b> -2	<b>%</b> 0.0%	0.0%
02 Middle & Other Managers	6 42		•	, (			# 0 3	0 3	# 0 6		0 0	# 2 10	# 0 1			# -2 -10	# -2 -9		
	6 42 51	-5.9%	0.0%	1	0.0%	0.0% 2.0% 2.0%	# 0 3 3	# 0 3 3	# 0 6 12	0.0%	# 0 0 1	# 2 10 -1	# 0 1 0	27.4%	27.4%		# -2 -9 1	0.0%	0.0%
02 Middle & Other Managers	6 42	-5.9% -19.4% -25.6% -20.6%	0.0% 0.0% 0.0% 0.0%	1	0.0% 31.3% 22.2% 11.1%	0.0% 2.0% 2.0% 2.0%	# 0 3 3 1	# 0 3 3 1	# 0 6 12 8	0.0% 2.0% 2.0% 2.0%	# 0 0 1 0	2 10 -1 0	# 0 1 0 0	27.4%	27.4% 38.9% 18.9% 33.1%		# -2 -9 1 0	0.0% 14.3% 23.5% 33.3%	0.0% 16.7% 21.6% 33.3%
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors	6 42 51	-5.9% -19.4% -25.6% -20.6%	0.0% 0.0% 0.0% 0.0%		0.0% 31.3% 22.2% 11.1% 0.0%	0.0% 2.0% 2.0% 2.0% 2.0%	# 0 3 3 1 0	# 0 3 3 1 0	# 0 6 12 8 0	0.0% 2.0% 2.0% 2.0% 2.0%	# 0 0 1 0 0	2 10 -1 0 4	# 0 1 0 0 0	27.4%	27.4% 38.9% 18.9% 33.1% 58.8%		-2 -9 1 0 -4	0.0% 14.3% 23.5% 33.3% 0.0%	0.0% 16.7% 21.6% 33.3% 0.0%
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors 06 Supervisors: Crafts & Trades	6 42 51	-5.9% -19.4% -25.6% -20.6% -37.0%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%		0.0% 0 31.3% 0 22.2% 11.1% 0 0.0% 0 0.0%	0.0% 2.0% 2.0% 2.0% 2.0% 2.0%	# 0 3 3 1 0 0	# 0 3 3 1 0 0	# 0 6 12 8 0 4	0.0% 2.0% 2.0% 2.0% 2.0% 2.0%	# 0 0 1 0 0	# 2 10 -1 0 4 -2	# 0 1 0 0 0 0	27.4% 38.9% 50.0%	27.4% 38.9% 18.9% 33.1% 58.8% 44.1%		-2 -9 1 0 -4 2	0.0% 14.3% 23.5% 33.3% 0.0% 100.0%	0.0% 16.7% 21.6% 33.3% 0.0% 100.0%
02 Middle & Other Managers 03 Professionals 04 Semi-Professionals & Tech 05 Supervisors	6 42 51	-5.9% -19.4% -25.6% -20.6%	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%		0.0% 31.3% 22.2% 11.1% 0.0%	0.0% 2.0% 2.0% 2.0% 2.0% 2.0% 2.0%	# 0 3 3 1 0 0	# 0 3 3 1 1 0 0	# 0 6 12 8 0 4 5	0.0% 2.0% 2.0% 2.0% 2.0%	# 0 0 1 0 0 0	# 2 10 -1 0 4 -2 2	# 0 1 0 0 0 0 0	27.4% 38.9%	27.4% 38.9% 18.9% 33.1% 58.8%		-2 -9 1 0 -4 2	0.0% 14.3% 23.5% 33.3% 0.0%	0.0% 16.7% 21.6% 33.3% 0.0%

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0.0%

0.0%

-19.9%

-13.7%

-23.7%

14

63

226

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

0.0%

Skilled Crafts & Trades

Clerical Personnel Intermediate Sales & Service

Semi-Skilled Manual

Other Sales & Service

14 Other Manual Workers

12

13

Total

110

0.0%

2.0%

1.0%

3.0%

0.0%

0.0%

0.0%

-37

0.0%

69.1%

62.9%

20.4%

0.0%

32.4%

				Table 2: Women						
F 1 4 F 14		Women								
Employment Equity Occupational Group (EEOG)	Short-tei	m Goals Loi	ig-term Goals	Comments						
Occupational Group (EEOG)	#	% #	4 %							
01 Senior Managers	0	0.0	2 0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
02 Middle & Other Managers	1	0.0	9 0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
03 Professionals	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
04 Semi-Professionals & Tech	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
05 Supervisors	1	0.0	3 0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
06 Supervisors: Crafts & Trades	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
07 Administrative & Sr Clerical	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
08 Skilled Sales & Service	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
09 Skilled Crafts & Trades	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
10 Clerical Personnel	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
11 Intermediate Sales & Service	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
12 Semi-Skilled Manual	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng						
13 Other Sales & Service	0	0.0	0.0	When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcoun 006407						

#DIV/0!

100.0%

95.2%

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#DIV/0!

48.7%

78.6%

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48.7%

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

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

0 0.0 0 0.0 When these goals were established the		Total
Date: 2018-03-08	dcount that	14 Ot
	Date: 2018-03-08	
Med-Eng Holdings ULC	Med-Eng Holdings ULC	
Part 3: Goals		
Federal Contractors Program Achievement Report	it Report	

Date: 2018-03-08	Med-Eng Holdings ULC	Part 3: Goals	Federal Contractors Program Achievement Report

Data for First/Previous Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerica	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EEOG)						Data sources:	A B
2:				ice				al_	les		<u>ь</u>				#	2015-01-08	YYYY-MM-DD	Number				<b>←</b>	From Workforce Analysis	С
226 -19.9%	0 0.0%	0 0.0%	63 -23.7%	2 0.0%	14 -13.7%	0.0%	5 -15.7%	9 -3.9%	4 -37.0%	6 -20.6%	24 -20.6%	51 -25.6%	42 -19.4%	6 -5.9%	9/6	8 Annually	D Actual	Gre				<b>←</b>		D
0.0%	0.0%	0.0%	0.0%	6 0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				<b>←</b>	From Workforce Data Entry C x E x 3	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	cted		All Employees			<b>←</b>		Ŧ
18.1%	0.0%	100.0%	11.0%	0.0%	0.0%	0.0%	25.0%	35.3%	0.0%	0.0%	11.1%	22.2%	31.3%	0.0%	%	Annually A	Actual	Turnover (Replacement of Terminated Employees)	oyees			←	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	G
	0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	0.0%	%	Annually V	Projected	placement of Tern Employees)				<b>←</b>	Data C x	Н
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0	0	0	6	0	_	0	0	_	0	0	_	ω	u	0	#	20		Anticipated				<b>←</b>	F+I W	J
3	0	0	2	0	0	0	0	0	0	0	0	_	0	0	Ħ	2015-01-08	AAAA-WW-DD	Number Ti		First/Pri	Table 3	<b>←</b>	From E Workforce Analysis	К
0.0%	0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	0.0%	%	Annually		Turnover (Replacement o		evious Short	able 3: Aborigii	<b>←</b>	Equivalent K	L
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သ	0	0	_	0	_	0	0	0	0	0	0	<u>-</u>	_	0	#		Over 3	Hires			8	<b>←</b>	(F x Q) - R + M J	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	# %	2015 2018	1111-1111	3 Year Goals From - To	4			<b>↓</b>	J x P Data	0 P
2.5%			4.3%		3.8%								2.2%					7	Aboriginal Peoples			`	Fr Data Entry Word Ana	ļ
2.5%	0.0%	0.0%	4.3%	1.8%	3.8%	0.0%	1.0%	3.4%	0.0%	4.2%	1.1%	0.9%	2.2%	2.9%	%		Availability Pres		oples			←	nrce sis	Q
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చ	0	0	<u>.</u>	0	<u>-</u>	0	0	0	0	0	0	_	<u>.</u>	0	#		Gap Rej		_			↓		s
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1.3%	#DIV/0!	#DIV/0!	3.2%	0.0%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	9%	rears	Representation in 3	Projected				←	(K - M + O) + (C + F)	T U

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

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

0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0 00	13   Other Sales & Service
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	1 0.0	12 Semi-Skilled Manual
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0.0	11 Intermediate Sales & Service
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	<u> </u>	0.0	10 Clerical Personnel
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0 0.0	09 Skilled Crafts & Trades
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0.0	08 Skilled Sales & Service
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0 00	07 Administrative & Sr Clerical
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0.0	06 Supervisors: Crafts & Trades
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0 0.0	05 Supervisors
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0.0	04 Semi-Professionals & Tech
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0.0	03 Professionals
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	<del>-</del> 0	0 0.0	02 Middle & Other Managers
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0 0	0 0.0	01 Senior Managers
	# %	# %	Care particular case of particular
Comments	Long-term Goals	Short-term Goals	Communication (FFOC)
	Peoples	Aboriginal Peoples	E
Table 4: Aboriginal Peoples			

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Med-Eng Holdings ULC
	Date: 2018-03-08
14 Other Manual Workers	0 0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng
Total	1 2

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Coals	Acilieve
Coals	Am Acmever
Coals	Alli Acilieveli
Coals	изуантом шк.
Coals	иш Асшечени
Coals	яш Асшечеше
Coak	яш Асшечеше
Coals	Ham Achievemen
Coals	изшауэшэх шк.
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Part 3: Coals	am Acmevement Report
Coals	'am Acmevement Report
Coals	'am Acmevement Report
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Med-Eng Holdings ULC

Date: 2018-03-08

Data for First/Previous Goals

Total	14	13	12	=	10	09	08	07	06	05	04	03	01/02									Data :	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	01/02 Managers			national Grown (FFOC	T					Data sources:	В
				ervice		<b>v</b> ,	-	erical	[rades		[ech					<u>لا</u>				I	,		
226	0	0	63	2	14	0	5	9	4	6	24	51	48	#	2015-01-08	AAAA-WW-DD	Number				<b>←</b>	From Workforce Analysis	С
-19.9%	0.0%	0.0%	-23.7%	0.0%	-13.7%	0.0%	-15.7%	-3.9%	-37.0%	-20.6%	-20.6%	-25.6%		9/6	Annually	Actual	Grow				<b>←</b>		D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				<b>←</b>	From Workforce Data Entry Analysis <sup>†</sup>	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	cted		All Employees			<b>←</b>	CxEx3	E F G
18.1%	0.0%	100.0%	11.0%	0.0%	0.0%	0.0%	25.0%	35.3%	0.0%	0.0%	11.1%	22.2%	15.6%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	doyees			<b>←</b>	From Flow Data Analysis & Workforce Analysis‡	G
0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	0.0%	%	Annually	Projected	placement of Employees)				<b>←</b>	Data Entry	Н
0	0	0	2	0	0	0	0	_	0	0	_	ယ	0	#	Over 3 Vears	cted	Terminated				<b>←</b>	СхНх3	-
					_									#	Years	Hires Over 3	Anticipated				<b>←</b>	F + I	I J
0	)							_			_		0	#	2015-01-08	DD-WW-YAAA	Number		First	Table 5	<b>←</b>	From Workforce Analysis	К
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0	0	0	0	0	0	0	0	0	0	0	0	0	0	Ħ	Over 3 Years		Turnover (Replacement of Terminated Employees)		ort-term (		<b>←</b>	KxLx3	M
#REF!	0	0		0	0	0	0	0	0	1	1	0	2	H	Years	Over 3	Hires		oals	th Disabilities	<b>←</b>	(F x Q) - R + M	N N
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2015	AAAA - AAAA	3 Year Goals From - To				<b>←</b>	JхР	0
										7.8%	13.9%		3.8%	%	2018	YYYY	Goals -To	Persons wit			<b>←</b>	Data Entry	P
#REF!	4.8%	0.0%	0.0%	4.8%	5.6%	7.0%	0.0%	3.5%	3.4%	7.8%	13.9%	4.6%	3.8%	%		Availability	2	Persons with Disabilities			<b>←</b>	From Data Entry Workforce Analysis	Q
-6	0	0	-	0	0	0	0	0	0	-1	-1	0	-2	#		Present Gap		S			<b>←</b>	From Workforce Analysis	R
#REF!	0	0	2	0	0	0	0	0	0	0	-3	0	-2	#		Gan					<b>←</b>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
	#DIV/0!	#DIV/0!	3.	0.	7.	#DIV/0!	0.	0.	0.					%		Representation					<b>←</b>	(K - M + O) - ((C + K + C F) x Q)	0 P Q R S T U
2.2%	V/0!	V/0!	.2%	0.0%	7.1%	V/0!	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	0.0%				P						
2.2%	#DIV/0!	#DIV/0!	3.2%	0.0%	7.1%	#DIV/0!	0.0%	0.0%	0.0%	0.0%	0.0%	3.9%	0.0%	%	Years	Representation in 3	Projected				<b>←</b>	(K - M + O) ÷ (C + F)	U

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

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

14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers	Occupational Group (autoor)	Occumulational Group (FFOC:	Facility Facility	
0	0	0	rvice 0	0	0	0	rical 0	rades 0		ech I	0	0	, # %	Short-term Goals	Persons w	
0.0	0.0	1 0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0 2	#	Long-term Goals	Persons with Disabilities	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Err	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-En	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	%	oals Comments		Table 6: Persons with Disabilities

Federal Contractors Program Achievement Report
Part 3: Goals
Med-Eng Holdings ULC
Date: 2018-03-08

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Part 3: Coals	am Aemevement Report
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Med-Eng Holdings ULC

Date: 2018-03-08

Data for First/Previous Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers			Occupational Group (EEOG)	5					Data sources:	A B
				rvice				erical	rades		ech		ers		#	2015-01-08	YYYY-MNI-DD	Number				<b> </b>	From Workforce Analysis	С
226 -	0	0	63 -	2	14 -	0	5	9	4	6	24 -	51 -5	42 -	6				4						
-19.9%	0.0%	0.0%	-23.7%	0.0%	-13.7%	0.0%	-15.7%	-3.9%	-37.0%	-20.6%	-20.6%	-25.6%	-19.4%	-5.9%	%	Annually A	Actual	Growth (I				J	From Workforce Data Entry C x E x 3 Analysis*	D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				↓	a Entry C	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	*	Over 3 Years	ed		All Employees			<b>←</b>		F G
18.1%	0.0%	100.0%	11.0%	0.0%	0.0%	0.0%	25.0%	35.3%	0.0%	0.0%	11.1%	22.2%	31.3%	0.0%	%	Annually	Actual	Turnover (R	loyees			<b>←</b>	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	G
	0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%		0.0%	%	Annually	Pro	Turnover (Replacement of Terminated Employees)				<b>+</b>	Data Entry	н
0	0	0	6	0	1	0	0	1	0	0	1	<del>-</del> د	<sub>3</sub>	0	#	Over 3 Years	Projected	f Terminated				<b>←</b>	СхНх3	-
															#	icars	Hires Over 3	Anticipated				<b>←</b>	F + I	J
0	0	0	6	0	_	0	0	_	0	0	_	ယ	ယ	0	*	2015-01-08	3 YYYY-MM-DD	Number		F	Table 7	<b>←</b>	From Workforce Analysis	K
9	0	0	_	0	0	0	0	_	0	0	2	2	ယ	0			+	7		irst/Previ	able 7: Members of V			
0.0%	0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	0.0%	%	Annually		Turnover (Replacement o		First/Previous Short-term Goals		↓	Equivalent K	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	1			term Goz	isible M	↓	KxLx3	3
28	0	0	_	_	_	0	_	0	2	0	5	13	s	_	*	Years	Over 3	Hires		ils	isible Minorities	<b>←</b>	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0		0	0	#	2015	11111	3 Yea	×			<b>+</b>	JхР	0
16.2%			2.5%	35.5%	8.2%		20.8%		38.5%			29.7%	15.0%	10.1%	%	2018	7777-7777	3 Year Goals From - To	embers of			<b>←</b>	Data Entry	P
16.2%	0.0%	0.0%	2.5%	35.59	8.2%	0.0%	20.8%	9.8%	38.5%	6.1%	30.8%	29.7%	15.0%	10.1%	%		Availability	7	Members of Visible Minorities			<b>←</b>	From Workforce Analysis	Q
	%	<u>~</u>	6	<u>~</u>	<u>^</u>	<u>~</u>	<u>^</u>	6	<u> </u>	<u>^`</u>	<u> </u>		<u>^</u>	<u>^</u>	#		Present Gap		rities			<b>+</b>		R
-28	0	0	<u></u>	<u>.</u>	<u>-</u>	0	<u>-</u>	0	-2	0	-2	-13	ယ	<u>-</u>	#		Gap Gap					<b>+</b>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
-28	0	0	<u>-</u>	<u>-</u>	<u></u>	0	<u>-</u>	0	-2	0	-2	-12	ယ	<u>-</u>										
4.0%	#DIV/0!	#DIV/0!	1.6%	0.0%	0.0%	#DIV/0!	0.0%	11.1%	0.0%	0.0%	8.3%	3.9%	7.1%	0.0%	9%		Representation					<b>↓</b>	K ÷ C	T
4.0%	#DIV/0!	#DIV/0!	1.6%	0.0%	0.0%	#DIV/0!	0.0%	11.1%	0.0%	0.0%	8.3%	5.9%		0.0%	9%	reals	Representation in 3	Projected				<b>←</b>	(K - M + O) ÷ (C + F)	M N O P Q R S T U

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

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

0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0	-	0.0		12 Semi-Skilled Manual	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng		-	0.0		11 Intermediate Sales & Service	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0	-	0.0		10 Clerical Personnel	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0	-	0.0		09 Skilled Crafts & Trades	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng		-	0.0		08 Skilled Sales & Service	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0	-	0.0		07 Administrative & Sr Clerical	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	2	-	0.0		06 Supervisors: Crafts & Trades	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	0	-	0.0		05 Supervisors	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	4		0.0		04 Semi-Professionals & Tech	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	9	-	4 0.0		03 Professionals	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng	2	-	0.0		02 Middle & Other Managers	
0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng		_	0.0		01 Senior Managers	
	%	#	9%	#	Occupanional Group (EEGG)	
Comments	Long-term Goals	Long-t	Short-term Goals	Short-to	Comptional Cross (FEOC)	
	rities	ible Mino	Members of Visible Minorities	Me	F	
Table 8: Members of Visible Minorities						

				Federal Contractors Program Achievement Report
				Part 3: Goals
				Med-Eng Holdings ULC
				Date: 2018-03-08
13	Other Sales & Service	0 0.0	0	0.0 When these goals were established they were based on an organizational headcount that included Allen-Vanguard employees. This data did not reflect the accurate employee headcount for Med-Eng
	Other Sales & Service Other Manual Workers	0 0.0	1	

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Coals	AIII ACII
7097	AIII ACIII
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Coals	Am Acmey
Coals	Alli Acilleve
Coals	Am Acmeve
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Coals	am Acmever
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Med-Eng Holdings ULC

Date: 2018-03-08

Data for Subsequent/Current Goals

Total	14	13	12	11	10	09	08	07	06	05	04	03	02	01			Occur						Data s	Α
	Other Ma	Other Sal	Semi-Skil	Intermedi	Clerical Personnel	Skilled Cr	Skilled Sa	Administr	Superviso	Supervisors	Semi-Pro	Professionals	Middle &	Senior Managers		•	ational C	Fundayment Fauity					Data sources:	
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	ersonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	rs	Semi-Professionals & Tech	nals	Middle & Other Managers	anagers			Occupational Group (EEOG)	ž						В
	ers	ĕ		Service		des	ice	Clerical	& Trades		& Tech		nagers			,					ı	1		
116	0	2	28	2	9	0	3	8		3	12	21	22		#	2018-01-01	YYYY-MM-DD	Number				<b>←</b>	From Workforce Analysis	С
-19.9%	0.0%		3 -23.7%	0.0%	-13.7%	0.0%	-15.7%	3.9%	-37.0%	-20.6%	20.6%	-25.6%	-19.4%	-5.9%	%	Annually	Actual	Gro				<b>←</b>		D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Proj	Growth (New Positions)				<b>←</b>	From Workforce Data Entry CxEx3 Analysis†	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	Projected	tions)	All Em			<b>←</b>	CxEx3	Ŧ
18.1%	0.0%	100.0%	11.0%	0.0%	0.0%	0.0%	25.0%	35.3%	0.0%	0.0%	11.1%	22.2%	31.3%	0.0%	%	Annually	Actual	Turnover (R	All Employees			<b>←</b>	H	F G
	0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	0.0%	%	Annually	Proj	Turnover (Replacement of Terminated Employees)				<b>←</b>	Data Entry	Н
0	0	0	3	0	_	0	0	0	0	0	_	_	_	0	#	Over 3 Years	Projected	Terminated				<b>←</b>	C x H x 3	1
															Ħ	Years	Hires Over 3	Anticipated				<b>←</b>	F + I	J
0 57	0	0	3 26	0		0	0	0	0	0			1	0	#	2018-01-01	3 YYYY-MM-DD	Number		Subsequ		←	From Workforce Analysis	К
7 0.0%	0.0%	0.0%	6 3.0%	2 1.0%	7 2.0%	0.0%	1 2.0%	2.0%	1 2.0%	0 2.0%	2.0%	7 2.0%	2.0%	0.0%	%	Annually		Turnover (Rep		ient/Currei	Table 9: V	<b>←</b>	Equivalent to H	Т
	6		•					<u>^</u>	<u>^</u>					<u>^</u>	#	Over 3 Years		urnover (Replacement of Terminated Employees)		Subsequent/Current Short-term Goals	Women	<b>←</b>		M
0 -15	) (	<u> </u>	2 -18	<u>.</u>	<u> </u>	0	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u>.</u>			#	Years	Over 3			m Goals		<b>←</b>	(F x Q) - R + M	Z
5 0	) (	_	~	_	_			<u></u>	_	<u></u>		<del>3</del>	<del>-</del>	_	#	2018	1444	3 Yes				<b>←</b>	JχP	0
)	)	50.0%	<u> </u>	U	<u> </u>	<u> </u>				50.0%			38.9%	27.4%	%	2021	1111-1111	3 Year Goals From - To	11			<b>←</b>	Data Entry	P
36.0%	0.0%		20.3%	62.9%	70.2%	0.0%	28.7%	79.6%	44.1%	54.8%	31.1%	20.6%	38.9%	27.4%	%		Availability	P	Women			<b>←</b>	From Workforce Analysis	0 P Q
15	0	<u>.</u>	20				0	-2		-2	0	<del>ن</del>	-4	<u>-</u>	#		Present Gap					<b>←</b>	From Workforce Analysis	R
15	0	-1	18	_	_	0	0	-2	_	-2	0	3	-4		#		Gap	P				<b>←</b>		s
				100	73	#D1	33		100						%		Representation	P				<b>←</b>		
49.1%	#DIV/0!	0.0%	92.9%	100.0%	77.8%	#DIV/0!	33.3%	50.0%	100.0%	0.0%	33.3%	33.3%	22.7%	0.0%				P						TU
49.1%	#DIV/0!	0.0%	85.7%	100.0%	77.8%	#DIV/0!	33.3%	50.0%	100.0%	0.0%	33.3%	33.3%	22.7%	0.0%	9/0	Tears	Representation in 3	Projected				<b>←</b>	(K - M + O) ÷ (C + F)	U

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + (Total number of employees from Previous Workforce Analysis + Total number of employees from Current

Workforce Analysis) + 2) x 100.

Page 17 of 38	0.0	Other Manual Workers	14
0.5 yer the long term. With the anticipated gorwth and terminations at a low rate, there is no full opportunity to address the gap. Succession planning and outreach to networks geared to attract women with the long term.	0.5	Other Sales & Service	13 (
	0.0	Semi-Skilled Manual	12 \$
	0.0	Intermediate Sales & Service	Ξ
	0.0	10 Clerical Personnel	10
	0.0	Skilled Crafts & Trades	9
	0.0	Skilled Sales & Service	08
	0.0	Administrative & Sr Clerical	07 /
	0.0	06 Supervisors: Crafts & Trades	06
0.5 The gap will be addressed over the long term. With the anticipated gorwth and terminations at a low rate, there is no full opportunity to address the gap. Succession planning and outreach to network	0.5	05 Supervisors	05
	0.0	04 Semi-Professionals & Tech	04
	0.0	03 Professionals	03 I
0.4 The gap will be addressed over the long term. With the anticipated gorwth and terminations at a low rate, there is no full opportunity to address the gap. Succession planning and outreach to network	0.4	02 Middle & Other Managers	02
0.3 There is no anticipated short term growth or turnover for this level at Med-Eng. As a result, where possible, the gap will be addressed over the long term as part of the company's succession planning	0.3	01 Senior Managers	01
		Occupational Group (EEOG)	Occup
Comments	m Goals Long-term Goals	Employment Equity Short-term Goals	Emplo
	Women		
Table 10: Women			

Page 18 of 38

## Part 3: Goals

## Med-Eng Holdings ULC

Date: 2018-03-08

									Data for	Subseque	nt/Currei	nt Goals							
A B	С	D	Е	F	G	Н	I	J	K	L	M	N	О	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
		<b>1</b>	<b>1</b>	↓	<b>↓</b>	1	<b>↓</b>	<b>\</b>	<b>↓</b>	<b>↓</b>	<b>1</b>	1	↓	<b></b>	<b>1</b>	1	↓	<u>↓</u>	<b></b>
											iginal Ped								
				40.0					Subsequ	ent/Current	Short-tern	n Goals			ial Peoples				
				All En	ployees								3.87	A borigii r Goals	ial Peoples			ı	1
	Number	Grev	vth (New Posit	ions)	Turnover (Re	eplacement of Employees)	f Terminated		Number	Turnover (Re		Hires		r Goais n - To					
Employment Equity	YYYY-MM-DD	Actual	Proje	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)	1111-950-555	Actual	,	Over 3		<u>-</u>	Over 3	Years	1111-000-00		Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-01-01	Annually	Annually	Years	Annually	Annually	Years		2018-01-01	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	5	-5.9%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0		2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	22	-19.4%	0.0%	0	31.3%	2.0%	1	1	0	2.0%	0	0	0		2.2%	0	0	0.0%	0.0%
03 Professionals	21	-25.6%	0.0%	0	22.2%	2.0%	1	1	0	2.0%	0	0	0		0.9%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	12	-20.6%	0.0%	0	11.1%	2.0%	1	1	0	2.0%	0	0	0		1.1%	0	0	0.0%	0.0%
05 Supervisors	3	-20.6%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0		3.5%	1 0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical		-37.0% -3.9%	0.0%	0	0.0% 35.3%	2.0% 2.0%	1 1	0	"	2.0% 2.0%	١	0	0		0.0% 3.4%	1 %	0	0.0% 0.0%	0.0% 0.0%
08 Skilled Sales & Service	8 2	-3.9% -15.7%	0.0%	0	25.0%	2.0%		0	"	2.0%	١	0	0		3.4% 1.0%	1 %	0	0.0%	0.0%
09 Skilled Crafts & Trades	آ آ	0.0%	0.0%	0	0.0%	0.0%	]	0	١	0.0%	١	0	0		0.0%	] ,	١	#DIV/0!	#DIV/0!
10 Clerical Personnel	9	-13.7%	0.0%	0	0.0%	2.0%	3 1	1	٥	2.0%	ا ا	0	0		4.1%	] ,	٥	0.0%	0.0%
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	1.0%	3 1	0	ا ٥	1.0%		0	0		1.8%	] ,	0	0.0%	0.0%
12 Semi-Skilled Manual	28	-23.7%	0.0%	0	11.0%	3.0%		3	0	3.0%	ا ا	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%
13 Other Sales & Service	2	0.0%	0.0%	0	100.0%	0.0%	3 1	0	0	0.0%	0	0	0		6.8%	. 0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	. 0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!
Total	116	-19.9%	0.0%	0	18.1%		0	0	0	0.0%	0	3	0	2.7%	2.7%	-3	-3	0.0%	0.0%

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

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

				Table 12: Aboriginal Peoples
Employment Equity Occupational Group (EEOG)	Short-ter	Aboriginal Peoples m Goals   Long	term Goals	Comments
Occupational Group (EEGG)		%	%	
01 Senior Managers		0.0	0.0	
02 Middle & Other Managers		0.0	0.0	
03 Professionals		0.0	0.0	
04 Semi-Professionals & Tech		0.0	0.0	
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.0	0.0	
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.0	0.0	
12 Semi-Skilled Manual		0.0	0.0	The gap will be addressed in the long term. The anticipated growth and turnover in the short tems is low and we do not anticipate a great deal of hiring. We will put inplace measures to reach out to a
13 Other Sales & Service		0.0	0.1	006417
14 Other Manual Workers		0.0	0.0	

Page 20 of 38

Federal Contractors Program Achievement Report  Part 3: Goals  Med-Eng Holdings ULC  Date: 2018-03-08				
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Data for Subsequent/Current Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers			Occupational Group (EEOG)	5					Data sources:	A B
	Vorkers	Service	anual	les & Service	nel	t Trades	Service	& Sr Clerical	afts & Trades		nals & Tech				,						1		
116	0	2	28	2	9	0	3	~	_	3	12	21	27	#	2018-01-01	AAAAWW-DD	Number				←	From Workforce Analysis	C
-19.9%	0.0%	0.0%	-23.7%	0.0%	-13.7%	0.0%	-15.7%	-3.9%	-37.0%	-20.6%	-20.6%	-25.6%	-12.6%	9%	Annually	Actual	Grow				<b>←</b>	From Workforce   Analysis <sup>†</sup>	D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				←	Data Entry	R
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	ted		An employees			<b>←</b>	C x E x 3 A	F
18.1%	0.0%	100.0%	11.0%	0.0%	0.0%	0.0%	25.0%	35.3%	0.0%	0.0%	11.1%	22.2%	15.6%	%	Annually	Actual	Turnover (Replacement of Terminated Employees)	loyees			←	From Flow Data Analysis & Workforce Analysis	G
0.0%	0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	%	Annually	Projected	Employees)				←	Data C	Н
0	0	0	ω	0		0	0	0	0	0	_	_	2	#	Over 3 Years						←	СхНх3	
0	0	0	ယ	0	_	0	0	0	0	0	_	_	2	#	Terrs		Anticipated				<b>←</b>	F + I	ļ
1	0	0	_	0	0	0	0	0	0	0	0	0	0	Ħ	2018-01-01	GG-WW-AAAA	Number		Subseque	Table 13	<b>←</b>	From Equivalent Workforce to H	К
0.0%	0.0%	0.0%	3.0%	1.0%	2.0%	0.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	%	Annually		Turnover (Replacement of Terminated Employees)		Subsequent/Current Short-term Goals	able 13: Persons wi	←	ļ	Т
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	L			Short-term	with Disabilities		KxLx3	4
5	0	0	0	0	_	0	0	0	0	0	_	_	_	*	Years	Over 3	Hires		Goals	ollities	<b>←</b>	(F x Q) - R + M	Z
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	2018	1777-1777	From - To	T Vance	5		←	J x P D	
4.8%					7.0%						4.6%	3.8%	4.3%	%	2021		Fo	Contraction Disabilities	<u>:</u>		←	Data Entry V	: :
4.8%	0.0%	6.3%	4.8%	5.6%	7.0%	0.0%	3.5%	3.4%	7.8%	13.9%	4.6%	3.8%	4.3%	9%		Availability		Disabilities	7.		←		Q
-5	0	0	0	0		0	0	0	0	0	<u>_</u>	<u>.</u>	<u>.</u>	#		Present Gap					<b>←</b>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-5	0	0	0	0	<u>.</u>	0	0	0	0	0	느	<u>.</u>	<u>.</u>	#		Gap					←	(K - M + O) - ((C + F) x Q)	s
0.9%	#DIV/0!	0.0%	3.6%	0.0%	0.0%	#DIV/0!	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%		Representation	,				4	K ÷ C	S
6 0.9%	#DIV/0!	0.0%	6 3.6%	6 0.0%		#1				0.0%	0.0%	0.0%	0.0%	%	rears	Representation in 3	Projected				<b>←</b>	(K - M + O) + (C + F)	R S T U

<sup>++</sup> Calculated by using the following formula: ((Current nu 0 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.

0.0		0.0	Total
0.0		0.0	14 Other Manual Workers
0.0		0.0	13 Other Sales & Service
0.0		0.0	12 Semi-Skilled Manual
0.0		0.0	11 Intermediate Sales & Service
0.0 [The gap will be addressed over the long term. The anticipated growth and turnover at this level is very low and we do not anticipate a great deal of hiring. We will put in place measures to attract personal transfer of the property o		0.1	10 Clerical Personnel
0.0		0.0	09 Skilled Crafts & Trades
0.0		0.0	08 Skilled Sales & Service
0.0		0.0	07 Administrative & Sr Clerical
0.0		0.0	06 Supervisors: Crafts & Trades
0.0		0.0	05 Supervisors
0.0 The gap will be addressed over the long term. The anticipated growth and turnover at this level is very low and we do not anticipate a great deal of hiring. We will put in place measures to attract periods the property of the property		0.0	04 Semi-Professionals & Tech
0.0 [The gap will be addressed over the long term. The anticipated growth and turnover at this level is very low and we do not anticipate a great deal of hiring. We will put in place measures to attract periods the property of the propert		0.0	03 Professionals
0.0 The gap will be addressed over the long term. The anticipated growth and turnover at this level is very low and we do not anticipate a great deal of hiring. We will put in place measures to attract pe		0.0	01/02 Managers
6	%	%	Occupational Group (EEOG)
als Comments	Long-term Goals	Short-term Goals	Committee of Control o
	isabilities	Persons with Disabilities	E. J. Company
Table 14: Persons with Disabilities			

## Part 3: Goals

## Med-Eng Holdings ULC

Date: 2018-03-08

	Data for Subsequ	ent/Currer	A Casta							
		che Currer	n Goais							
A B C D E F G H I J	K L	M	N	О	P	Q	R	S	T	U
Data sources:    From Workforce Analysis   From Workforce Analysis   From Elow Data   Data Entry   C x E x 3   From Flow Data   Data   Entry   C x H x 3   F+1   F	From Workforce Analysis Equivale to H	<sup>nt</sup> KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
<u> </u>	<b>V</b>		<b></b>	<u>:</u> ↓	<b></b>	<b></b>	<b>\</b>	<b>.</b>	<b></b>	······································
T	able 15: Members	of Visible	Minoritie	es .						
	Subsequent/Curre	nt Short-tern	ı Goals							
All Employees				Me	embers of V	isible Minor	ities			
Number Growth (New Positions) Turnover (Replacement of Terminated	Number Turnover	Replacement of		3 Year	Goals					
Employment Fauity Employees) Anticipated	Terminat	ed Employees)	Hires Required	Fron		Present		Projected	Present	Projected
Occupational Group (EEOG)  YYYY-MM-DD Actual Projected Actual Projected Hires Over 3 Years	YYYY-MM-DD		Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
2018-01-01 Annually Annually Over 3 Years Annually Annually Over 3 Years Items	2018-01-01 Annually	Over 3 Years	Years	2018	2021					Tears
# % % # % % # #	# %	#	#	#	%	%	#	#	%	%
01 Senior Managers 5 -5.9% 0.0% 0 0.0% 0.0% 0 0	0.0	1 1	1	0	10.1%	10.1%	-1	-1	0.0%	0.0%
02 Middle & Other Managers 22 -19.4% 0.0% 0 31.3% 2.0% 1 1	2 2.0	1 1	1	0	15.0%	15.0%	-1	-1	9.1%	9.1%
03 Professionals 21 -25.6% 0.0% 0 22.2% 2.0% 1 1	2 2.0		4	0	30.0%	30.0%	-4	-4	9.5%	9.5%
04   Semi-Professionals & Tech   12   -20.6%   0.0%   0   11.1%   2.0%   1   1	2 2.0		2	0	31.1%	31.1%	-2	-2	16.7%	16.7%
05 Supervisors 3 -20.6% 0.0% 0 0.0% 2.0% 0 0	0 2.0		0	0		10.4%	0	0	0.0%	0.0%
06   Supervisors: Crafts & Trades   1   -37.0%   0.0%   0   0.0%   2.0%   0   0   0   0   0   0   0   0   0	0 2.0	1	0	0		38.5%		0	0.0%	0.0%
The state of the s	1 2.00	1	1	0	20.8%	9.5% 20.8%	1 1	0	12.5% 0.0%	12.5% 0.0%
08         Skilled Sales & Service         3         -15.7%         0.0%         0         25.0%         2.0%         0           09         Skilled Crafts & Trades         0         0.0%         0.0%         0         0.0%         0.0%         0	0 2.0	1	1	0	20.8%	0.0%	-1	-1	#DIV/0!	#DIV/0!
10   Clerical Personnel   9   -13.7%   0.0%   0   0.0%   2.0%   1   1	1 2.0	1 1	0	١		6.0%	] "		#D1 v/0: 11.1%	#DIV/0: 11.1%
11 Intermediate Sales & Service 2 0.0% 0.0% 0 0.0% 1.0% 0 0	0 1.0		1	١	35.5%	35.5%	1 1	1	0.0%	0.0%
11   Intermediate Sales & Service   2   0.0%   0.0%   0   0.0%   1.0%   0   0   0   0   0   0   0   0   0	0 3.0	- 1	1	ا ا	3.0%	33.3%	] -1		0.0%	0.0%
13 Other Sales & Service 2 0.0% 0.0% 0 100.0% 0.0% 0	0 0.0	1	0	۰ ا	5,070	2.7%	] 0	0	0.0%	0.0%
	٥.٠	· • 1	v	ı		2.770	ı	ľ	1 0.070	1 0.070

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

18.1%

-19.9%

0.0%

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

				Table 16: Members of Visible Minorities
Employment Equity Occupational Group (EEOG)	Men Short-ter	nbers of Visible Minor om Goals Long-to	erm Goals	Comments
01 Senior Managers		0.1		here is no growth or projectived turnover in this group. If there is an opportunity, we will look to address this gap through succession planning efforts and outreach to networks geared to attract vis
02 Middle & Other Managers		0.2	<u></u>	here is no growth projected and we anticipate little turnover. If there is an opportunity, we will look to address this gap through succession planning efforts and outreach to networks geared to attra
03 Professionals		0.3		here is no growth projected and we anticipate little turnover. If there is an opportunity, we will look to address this gap through succession planning efforts and outreach to networks geared to attra
04 Semi-Professionals & Tech		0.3		growth projected and we anticipate little turnover. If there is an opportunity, we will look to address this gap through succession planning efforts and outreach to networks geared to attract visible i
05 Supervisors		0.0	0.0	
06 Supervisors: Crafts & Trades		0.0	0.0	
07 Administrative & Sr Clerical		0.0	0.0	
08 Skilled Sales & Service		0.2	0.0 T	here is no growth projected and we anticipate little turnover. If there is an opportunity, we will look to address this gap through succession planning efforts and outreach to networks geared to attra
09 Skilled Crafts & Trades		0.0	0.0	
10 Clerical Personnel		0.0	0.0	
11 Intermediate Sales & Service		0.4	0,0 T	here is no growth projected and we anticipate little turnover. If there is an opportunity, we will look to address this gap through succession planning efforts and outreach to networks geared to attra
12 Semi-Skilled Manual		0.0	0.0 T	here is no growth projected and we anticipate little turnover. If there is an opportunity, we will look to address this gap through succession planning efforts and outreach to networks geared to attra
13 Other Sales & Service		0.0	0.0	006420
14 Other Manual Workers		0.0	0.0	

6.9%

6.9%

Tota				
Total 0.2 0.0 0.0	Date: 2018-03-08	Med-Eng Holdings ULC	Part 3: Goals	Federal Contractors Program Achievement Report

он таза острание в комозавит назаву на весенае телеовного от не огранизацион но и она высветства пот пот пот п	22675.7	0.4			0.0	0.0		100.0		1	2021	Trades
First Commission Assessment was not an expured and action of the accommenter as it still included data from the form		0.0	0.0	0		0.0	0.0	100.0		_	2018	Oc. Supervisors: Crafts &
Out Filst compliance Assessment was not an accurate reflection of the organization as it sufficience data from the form		0.5				0.5		0.0	0	0	2021	OS Supervisors
First Compliance Assessment ups not an occurate reflection of the organization os it still included data from the form			0.0	3			1 0.0	0.0	0	0	2018	
Our first compliance assessment was not an accurate renection of the organization as it still included data from the form		0.3		)		0.0		0.0	0	0	2021	U4 Technicians
First Compliance Assessment was not an assessment and orders of the assessment on it will included data from the form	0.0	0.0	0.0	0	0.0	0.0	0.0	0.0	0	0	2018	Semi-Professionals &
Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form								-100.0		느	2021	03 Professionals
		0.0	0.0	0	0.0	0.0	0.0	-100.0	<u></u> .	-1	2018	_
Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form		0.4			2570			100.0		2	2021	02 Managers
		0.0	) 22.2	9			1 200.0	100.0		2	2018	Middle & Other
Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form	0.0 Our	0.3	0.0			0.3	0.0	0.0	0 0	2	2021	01 Senior Managers
	0.0	0.0	00	7	0.0	ì	0 00	0 0		, J	2018	
	9%		ŗ		0/2		# 0%		*	#	#	
	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Goal Met	Goal	Goal Percent of Goal Met		Actual	Employees		(EEOG)
Comments		ien -	Women			Women			Women	<b>*</b>		Occupational Group
		m Goals	Long-term Goals		8	Short-term Goals	Short-to	$\frac{1}{1}$	Flow Data	Flow	Vigit	Employment Equity
				Goals			2		New Entrants	New E		
	<b>←</b>	←	+	• -		+	<b>←</b>		.	, <del> </del>		
	-	-!	-	-	-	-	-	-	ļ	ļ.	ļ.,	
	F + M x 100	Part 3: Goals	E + K x 100	F÷1x100 Part 3: Goals	F + I x 100	Part 3: Goals	Part 3: E + G x Goals 100	E + D x Pa 100 Go	Part 2: E + Flow Data II	Part 2: Flow Flo Data Analysis A		Data sources:
0 1 1 1 100.0 1 0 0 0 0 0 0	0	0.0	0	0	226.8		44.1 0	100.0	1		2018	Trades
					226.8	2			4	4	2015	06 Supervisors: Crafts &
0 0 0.0 0 0 0 0 0 0 0 0	0	0.0	0	0	0.0	-2	54.8 2	0.0	0	3	2018	
				)	0.0	-4	58.8 4	0.0	0	6	2015	05 Supervisors
-1 0 0 0.0 0 0 2 0 0.0 1 -1	1	0.0	0	2	107.2	. 0	31.1 4	33.3	4	12	2018	_
				,	100.7	0	33.1 8	33.3	∞.	24	2015	OA Semi-Professionals &
0 4 1 25.0 1 0 8 1 12.5 2 -1	1	33.3	1	<u>ω</u>	161.8	· ·		33.3		21	2018	U5 Professionals
				<u> </u>	124.5	2	18.9 10		12	51	2015	_
-1 8 3 37.5 1 2 10 2 20.0 1 1	2	25.0		4						22	2018	02 Managers
				7	36.7	-10	38.9 16	14.3	6	42	2015	Middle & Other
0 1 0 0.0 0 0 0 0.0 0	0	0.0	0	_	0.0	-2	27.4 2 27.4 1	0.0	0 0	5 6	2015 2018	01 Senior Managers
# # # # # # # # #	#	9/6	#	#	9,0	#	% #		T	#	#:	
ence Employees Actual Expected Difference Employees Actual Exp	ted	Actual	Ac	Ī	EE Result	Gap	Availability	5	Representation	Employees		(mmod)
All Women All Women	-						Women	-		i i		(FFOC)
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## Federal Contractors Program Achievement Report Part 4: Results - Women Med-Eng Holdings ULC Date: 2018-03-08 В $\mathbf{C}$ F G V W D E Н K M N О P 0 R S Т U Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Flow Ε÷D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow $Q \div P \; x$ Part 2: Flow $V \div U x$ L - N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data UxF ÷ 100 V - X Workforce Data sources Data Analysis Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Women Women All All All All (EEOG) Employees Representation Availability Employees Employees Employees Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # % % # % % % Administrative & 2015 5 55.6 79.4 70.0 Senior Clerical 2018 4 50.0 79.6 62.8 25.0 2 50.0 33.3 2015 2 28.7 139.4 Skilled Sales & 40.0 08 Service Personnel 2018 1 33.3 28.7 116.1 0 0.0 0 0.0 100.0 2015 0.0 0 Skilled Crafts & 0 0.0 0.0 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 14 11 78.6 69.1 10 113.7 10 Clerical Personnel 2018 7 77.8 70.2 110.8 100.0 100.0 0.0 2 100.0 62.9 159.0 Intermediate Sales & 2015 Service Personnel 2018 2 100.0 62.9 159.0 0.0 0 0.0 0 0.0 2015 63 60 95.2 20.4 13 47 466.9 Semi-Skilled Manual Workers 2018 28 26 92.9 20.3 20 457.4 50.0 100.0 100.0 Part 2: Part 2: Flow $E \div Dx$ Part 3 $E \div G \; x$ Part 3: Part 3: $F \div L_{\mathbf{Y}} = 100$ Part 3: Goals + M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Women Women Women Occupational Group Comments (EEOG) Percent o Percent of Percent o Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % Administrative & 2018 2 40.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Senior Clerical 2 40.0 0.0 8000. 2021 0.0 0.5 Skilled Sales & 2018 -1 100.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Service Personnel 2021 34843. -1 100.0 0.0 0.0 0.3 -1 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0 0.0 0.0 09 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 -1 2 0.0 2018 66.7 0.0 0.0 0.0 0.0 10 Clerical Personnel Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form 2021 2 66.7 0.0 0.0 0.5 13333. Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Service Personnel 2021 0 0.0 0.0 0.0 0.5 0.0 -3 Semi-Skilled Manual 2018 -2 150.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Workers -3 150.0 0.0 0.0 0.2

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## Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Med-Eng Holdings ULC Date: 2018-03-08 В $\mathbf{C}$ F G V W D E Н K M N О P 0 R S Т U Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Ε÷D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P \; x$ Part 2: Flow $V \div U x$ L - N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce Data sources Data Analysis Data Analysis Data Analysis x 100 x 100 x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples **Aboriginal Peoples** All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # % # % # % % % Administrative & 2015 0 0.0 3.4 0.0 Senior Clerical 2018 0 0.0 3.4 0.0 0 0.0 0 0.0 0.0 2015 0.0 Skilled Sales & 0 1.0 0 0.0 08 Service Personnel 2018 0 0.0 1.0 0 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 0.0 0.0 Skilled Crafts & 0 Trades Workers 2018 0 0.0 0.0 0 0.0 0.0 0 0.0 0 0.0 2015 14 0 0.0 3.8 -1 0.0 Clerical Personnel 2018 0 0.0 4.1 0.0 0.0 0.0 0 0.0 0 0 0.0 Intermediate Sales & 2015 0 1.8 0.0 Service Personnel 2018 0 0.0 1.8 0.0 0 0.0 0 0.0 0 0.0 2015 63 2 3.2 4.3 73.8 Semi-Skilled Manual Workers 2018 28 0 0.0 4.3 0.0 0.0 0 0.0 10 200.0 Part 2: Part 2: Flow $E \div Dx$ Part 3 $E \div G \; x$ Part 3 Part 3: $F \div L_{\mathbf{Y}} = 100$ Part 3: Goals + M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity Aboriginal Peoples Aboriginal Peoples Aboriginal Peoples** Occupational Group Comments (EEOG) Percent o Percent o Percent o Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % Administrative & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Senior Clerical 0.0 0.0 0.0 2021 0 0.0 0.0 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form 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 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 -1 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 10 | Clerical Personnel Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form 2021 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 -2 -10 500.0 -1000.00.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Workers 2021 -10 500.0

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## Federal Contractors Program Achievement Report Part 6: Results - Persons with Disabilities Med-Eng Holdings ULC Date: 2018-03-08 $\mathbf{C}$ F G V W В D E Н K L M N О P 0 R S U Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Ε÷D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P \; x$ Part 2: Flow $V \div U x$ L - N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce Data sources Data Analysis Data Analysis x 100 x 100 Data Analysis x 100 $\div 100$ Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Promotions Workforce Hires Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % # % # % % # % % Administrative & 2015 0 0.0 3.4 0.0 Senior Clerical 2018 0 0.0 3.4 0.0 0 0.0 0 0.0 0.0 2015 0.0 3.5 Skilled Sales & 0 0.0 08 Service Personnel 2018 0 0.0 3.5 0 0.0 0 0.0 0 0.0 0 0.0 0.0 0.0 0.0 Skilled Crafts & 2015 0 Trades Workers 2018 0 0.0 0.0 0.0 0.0 0 0.0 0 0.0 2015 14 7.1 7.0 102.0 Clerical Personnel 2018 0 0.0 7.0 0.0 0.0 0.0 0 0.0 0 0 0.0 5.6 Intermediate Sales & 2015 0 0.0 Service Personnel 2018 0 0.0 5.6 ٥ 0.0 0 0.0 0 0.0 0 0.0 2015 63 3.2 4.8 66.1 Semi-Skilled Manual Workers 2018 28 3.6 4.8 74.4 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3 $E \div G \; x$ Part 3: Part 3: $F \div L_{\mathbf{Y}} = 100$ Part 3: Goals + M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employees Percent of Percent of Percent of Percent of Actual Goal Goal Me Goal Met Goal Met Goal Met % % % % % % 9/4 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Administrative & Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Senior Clerical 2021 0.0 0.0 0 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Service Personnel 2021 0.0 0.0 0.0 0.0 0 0.0 -1 0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & 2018 0.0 0.0 09 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 -1 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 10 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Clerical Personnel 0.0 0.1 0.0 0.0 2021 0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Service Personnel 2021 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 Semi-Skilled Manual 2018 -2 0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Workers 0.0 0.0 2021 0.0 0.0 0.0 0

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#### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Med-Eng Holdings ULC Date: 2018-03-08 В $\mathbf{C}$ F G V W D E Н K M N О P 0 R S U Part 1 Part 1: Part 1: Part 2: Part 2: Part 2: Ε÷D DxG $\mathbf{E} \div \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \div P \; x$ Part 2: Flow $V \div U x$ L - N Workforce Workforce E - H Flow Data K x G ÷ 100 Flow Data P x F ÷ 100 Q - S Flow Data U x F ÷ 100 V - X Workforce Data sources Data Analysis Data Analysis Data Analysis x 100 ÷ 100 x 100 x 100 Analysis Analysis Analysis Analysis Analysis Analysis Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires **Promotions** Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % # % # % # % % Administrative & 2015 11.1 9.8 113.4 Senior Clerical 2018 12.5 9.5 131.6 0.0 25.0 0.0 2015 20.8 Skilled Sales & 0 0.0 -1 0.0 08 Service Personnel 2018 0 0.0 20.8 -1 0.0 0 0.0 0 0.0 0 0.0 2015 0.0 0.0 0.0 Skilled Crafts & 0 0 Trades Workers 2018 0 0.0 0.0 0 0.0 0.0 0 0.0 0 0.0 2015 14 0 0.0 8.2 -1 0.0 10 Clerical Personnel 2018 1 11.1 6.0 185.2 0.0 0.0 0 0.0 0 0 0.0 35.5 Intermediate Sales & 2015 0 0.0 Service Personnel 2018 0 0.0 35.5 0.0 0 0.0 0 0.0 0 0.0 2015 63 2.5 63.5 Semi-Skilled Manual 1.6 Workers 2018 28 0 0.0 3.0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow $E \div Dx$ Part 3 $E \div G \; x$ Part 3: Part 3: $F \div L_{\mathbf{Y}} = 100$ Part 3: Goals + M x 100 Data sources Flow Data Data Analysis 100 100 Goals Goals 100 Goals Analysis 1 1 **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments (EEOG) Percent o Percent o Percent o Percent of Employees Actual Goal Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % Administrative & 2018 20.0 0.0 0.0 0.0 0.0 0.0 1 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Senior Clerical 0.0 0.0 0.0 2021 20.0 0.0 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Service Personnel 2021 0.0 0.0 0 0.0 0.2 0.0 Skilled Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 09 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Trades Workers 2021 0 0.0 0.0 0.0 0.0 0.0 -1 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 10 Clerical Personnel Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form 2021 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Service Personnel 2021 0 0.0 0.4 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 -2 0 0.0 0.0 0.0 0.0 0.0 Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form Workers 0 0.0 0.0 0.0

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# **Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Med-Eng Holdings ULC** Date: 2018-03-08

# **Efforts**

Please check the appropriate boxes next to the efforts that your organization made to implement the Federal Co

Rea	mired	measures:
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equity.

Contra	ctors Program.
Requi	red measures:
✓	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>√</b>	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.
<b>/</b>	Adjusted survey results to reflect hires, promotions and terminations.
✓	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
✓	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
<b>√</b>	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>✓</b>	Ensured that any new gaps identified are addressed accordingly.
<b>✓</b>	Maintained appropriate records in all required areas.
Other	measures:
7	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.
<b>J</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
<b>/</b>	Ensured ongoing senior-level support for employment equity and its implementation.
	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>✓</b>	Communicated the goals to relevant managers as well as monitored and recorded the results.
	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.
<b>7</b>	Consulted employee/union representatives on communication and implementation of employment

✓	Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
<b>✓</b>	Put in place a strategy to ensure a barrier-free workplace.
<b>/</b>	Undertook initiatives to increase representation where gaps in representation were found.
<b>V</b>	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
<b>✓</b>	Other (please describe):
	Med-Eng cares about its employees and has programs and initiatives in place to offer support. Some examples are initiatives are as follows: The physical space of Med-Eng has been modified to accommodate persons with disabilities. Med-Eng supports and has put in place flexible work arrangements and working at home to support our employees and provide work life balance. Med-Eng has lunch and learn sessions which covers wellness initiatives such as healthy lifestyle, stress management, work life balance, etc. Med-Eng has an Employee and Family Assistance Program
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
<b>√</b>	Impact of economic and industrial conditions on the organization.
	Business remain stable but not in a growth industry
<b>✓</b>	Any reorganization or other corporate structural changes.
	In 2013, Med-Eng was acquired by the Safariland Group. Med-Eng was previously part of Allen-Vanguard Corporation and Safariland only acquired a portion of that business. The employee headcount was 150 upon acquisition. When we submitted our first compliance assessment we did not realize that the Allen-Vanguard data was still represented in the WEIMS database and this falsely affected our short and long term goal establishment. Since the acquisition, the company has not grown and there have been other smaller restructurings. In 2014. Med-Eng restructured a portion of
	Acquisitions, mergers or transfers of employees.
J	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	In 2013, Med-Eng was acquired by the Safariland Group. Med-Eng was previously part of Allen-Vanguard Corporation and Safariland only acquired a portion of that business. The employee

	headcount was 150 upon acquisition. When we submitted our first compliance assessment we did not realize that the Allen-Vanguard data was still represented in the WEIMS database and this falsely affected our short and long term goal establishment. Since the acquisition, the company has not
	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
<b>√</b>	Other.
	Because the company is US owned and headquarted in the US, roles and responsibilities are reviewed globally to determine the appropriate allocation and alignment. This means we continue to look at

# **Additional Details**

Please provide any additional information (optional):

Our first compliance assessment and goal setting was based on some overinflated numbers. At the time, we uploaded the data to WEIMS we did not realize that it still contained the previous organizational data for Allen-Vanguard. We should have overwritten this data rather than updating. This came to light in speaking with Ward Normandin, Progam Officer. In this subsquent compliance assessment, our data reflects accurately the changes and headcount of Med-Eng for the reporting

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

**Employer Name:** Med-Eng Holdings ULC

**Primary Location:** Ottawa, Ontario

**Number of Employees: 116** 

Ontario - 115 employees British Columbia - 1 employee

**Organization Overview:** 

NAICS 3391: Medical equipment and supplies manufacturing

Med-Eng Holdings ULC is a manufacturer of protective products and equipment for law-enforcement and the military. The company offers explosive disposal equipment, demining suits and helmets as well as remotely operated vehicles and thermal management solutions.

# **Key Dates – First Year Assessment**

Initiated: 2015-04-07 Received: 2015-01-15 Closed: 2015-11-17 WFA: 2015-01-08

# **Key Dates – Subsequent Assessment**

Initiated: 2018-04-07 Received: 2018-04-02 WFA: 2018-01-01

#### **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:

#### Comments:

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

#### ASSESSMENT OF REASONABLE PROGRESS

- The organization had set its hiring and promotion goals in hard numbers format. To note, the previous compliance assessment accepted that the company be found in compliance without setting goals at least equal to availability for each area of under-representation.
- Furthermore, in the Achievement Report for their subsequent assessment, the organization has mentioned that their first compliance assessment was not an accurate reflection of the organization as it still included data from the former company, Allen-Vanguard.

#### Women

2.	Middle & Other Managers	Goal met (400%)
5.	Supervisors	Goal not met (0%)

#### Assessment/Observations

- EEOG 05: There were no new entrants for this EEOG. However, when factoring growth and turnover, the gap has been reduced, from -4 to -2.
- EEOG 01: In 2015, the organization had also a gap of -2 in this EEOG. However, no short term goal was set to address this gap. The organization had instead set a long-term goal of hiring two women. From 2015 to 2018, there were two new entrants in this EEOG, and none were women.

# **Aboriginal Peoples**

12.	Semi-Skilled Manual Workers	Goal not met (0%)

# Assessment/Observations

- EEOG 12: There were three new entrants, and none were Aboriginal persons. This may be explained by the labour market availability of 4.3% for this EEOG.
- In 2015, the organization had gaps of -1 for Aboriginal Peoples in EEOG 02 and EEOG 10. However, no short term goals were set to address these gaps and this was accepted during the previous compliance assessment. The organization had instead set long-term goals of hiring one Aboriginal person in each of these EEOGs.

For EEOG 02, from 2015 to 2018, there were 12 new entrants, and none Aboriginal persons.

For EEOG 10, from 2015 to 2018, there were three new entrants, and none Aboriginal persons.

#### Persons with Disabilities

4.	Semi-Professionals & Technicians	Goal not met (0%)
5.	Supervisors	Goal not met (0%)

#### Assessment/Observations

- EEOG 04: There were two new entrants, and none were persons with disabilities. This may be explained by the labour market availability of 4.6% for this EEOG.
- For EEOG 05, there were no new entrants. However, when factoring growth and turnover, the gap has now currently closed and stands at zero.
- In 2015, the organization had also gaps in EEOG 01/02 (-2) and EEOG 12 (-1) for persons with disabilities. However, no short term goals were set to address these gaps and this was accepted during the previous compliance assessment. The organization had instead set long-term goals of hiring two persons with disabilities in EEOG 01/02 and one person with a disability in EEOG 12.

For EEOG 01/02: From 2015 to 2018, there were 14 new entrants, and none were persons with disabilities.

For EEOG 12: From 2015 to 2018, there were three new entrants, and none were persons with disabilities.

# **Members of Visible Minorities**

2.	Middle & Other Managers	Goal met (200%)
3.	Professionals	Goal not met (25%)
4.	Semi-Professionals & Technicians	Goal not met (0%)
10.	Clerical Personnel	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal not met (0%)

# Assessment/Observations

- EEOG 03: There were seven new entrants, and none were members of visible minorities.
- EEOG 04: There were two new entrants, and none were members of visible minorities. The labour market availability for this EEOG is 4.6%
- EEOG 10: Although there was no gap in 2015, the organization had still set a goal of hiring one member of a visible minority in this EEOG. From 2015 to 2018, there were three new entrants, and none were members of visible minorities.
- EEOG 12: There were three new entrants, and none were members of visible minorities. However, when factoring growth and turnover, the gap has now currently closed and stands at zero.
- In 2015, the organization had also gaps in EEOG 01 (-1); 06 (-2); 08 (-1); and 11 (-1) for members of visible minorities. However, no short term goals were set to address these gaps and this was

accepted during the previous compliance assessment. The organization had instead set long-term goals to address these gaps.

For EEOG 01, there were two new entrants, and none were members of visible minorities. The long-term goal that the organization had set was hiring two members of visible minorities.

For EEOG 06, there was one new entrant, and it was not a member of a visible minority. The long-term goal that the organization had set was hiring two members of visible minorities.

For EEOG 08, there were no new entrants. The long-term goal that the organization had set was hiring one member of a visible minority.

For EEOG 11, there were no new entrants. The long-term goal that the organization had set was hiring one member of a visible minority.

#### ASSESSMENT OF REASONABLE EFFORTS

This assessment covers the period of January 2015 to January 2018. Of the ten goals that the organization had set during their first compliance assessment, eight have been met and two have not.

An assessment of reasonable progress and a traditional assessment of reasonable effort is not possible given that the previous compliance assessment accepted that the company be found in compliance without setting goals at least equal to availability for each area of under-representation. It is recommended that focus be on the current workforce analysis and ensuring that appropriate goals be set for the next three years.

#### **ASSESSMENT OF GOALS**

#### Short-term aoals

• For all new and outstanding gaps, a short-term goal was set in number and percentages and is at least equal to availability.

# Long-term goals

- A long-term goal has been set for every gap uncovered by the most recent workforce analysis.
- To note, the organization has set its long-term goals at labour market availability. Given that the anticipated growth and turnover is very low, it seems reasonable that the current gaps will be addressed over the long-term.

#### **RECOMMENDATION**

I recommend that t	the employer be found:
oxtimes in compliance	$\square$ in non-compliance

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

Given that Med-Eng Holdings has a number of gaps for Women, Persons with Disabilities and Visible Minorities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these three groups. Guidance on the conduct of 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: Marie-Josee Lemery	
Date: June 4, 2018	

From: Dobney, Alicia A On Behalf Of EE-EME

Sent: October 4, 2018 2:16 PM

To: 'brennanp@gilmore.ca' <brennanp@gilmore.ca>

Cc: EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>

Subject: Government of Canada Agreement Number: 060965 - Notification of Compliance with the

**Federal Contractors Program** 

Cette information est également disponible en français sur demande.

Dear Robert E. Gilmore:

I am writing to inform you that the subsequent compliance assessment initiated on February 25, 2018 has been completed. As a result of the assessment, R.E. Gilmore Investments Corporation 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 R.E. Gilmore Investments Corporation's employment equity program.

• Given that R.E. Gilmore has a number of gaps for Women, Aboriginal Peoples, Persons with Disabilities and Visible Minorities, the company may want to consider conducting an employment systems review to identify any potential barriers to the recruitment and retention of these four groups. Guidance on the conduct of an employment systems review is available on the Labour Program website (Step 2-2 of the modules): <a href="https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070.">https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&ga=2.252268041.1845905918.1519931408-1912045188.1507820070.</a>

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 February 25, 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, R.E. Gilmore Investments Corporation 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 quidance. You may also visit our website to access a number of tools and a series of training modules. In particular, we encourage your organization to continue using the Workplace Equity Information Management System (WEIMS) which can assist you in generating your workforce data and analysis.

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

Your cooperation during the course of this compliance assessment was appreciated and we wish R.E. Gilmore Investments Corporation continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program Employment and Social Development Canada / Government of Canada ee-eme@hrsdc-rhdcc.gc.ca



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

# Briefing Note re: Subsequent Compliance Assessment Federal Contractor's Program Update Med-Eng Holdings ULC March 18, 2018

We were advised by the Program Officer for the Workplace Equity Division of the Labour Program to provide some additional background regarding the data for Med-Eng Holdings ULC (Med-Eng).

# Background:

In May 2014 Med-Eng received a notice of obligation to implement Employment Equity under the Federal Contractor's Program (FCP) after having been awarded a Government of Canada contract in excess of \$1M. The Agreement number is: 061099.

A First Year Compliance Assessment was conducted in April 2015 and Med-Eng received notification that the assessment was completed.

Med-Eng was advised in November 2017 that they would be contacted to complete the subsequent compliance assessment by April 2018.

#### Analysis and steps taken:

Med-Eng undertook the process to prepare the information in accordance with the requirements under the FCP which include the following information:

- Current workforce analysis
- Forms 1-6 covering the workforce data
- Revised goals for any remaining gaps in representation
- A completed Achievement table that includes new short term and long term goals
- A completed reasonable efforts for the subsequent compliance assessment form

Upon undertaking the Subsequent Compliance Assessment and reviewing the data for Med-Eng with the Program Officer, Ward Normandin; we became aware of an issue with the data reported for the First Compliance Assessment. In 2013, Med-Eng was acquired by the Safariland Group. Med-Eng was previously part of Allen-Vanguard Corporation and Safariland only acquired a portion of that business. The employee headcount was 150 upon acquisition. When we submitted our first compliance assessment we did not realize that the Allen-Vanguard data was still represented in the WEIMS database and this falsely affected our short and long term goal establishment. Since the acquisition, Med-Eng has not grown and there have other smaller restructurings. In 2014 Med-Eng restructured a portion of our production portfolio which

Confidential 1

impacted roughly 10 employees. There were some additional restructuring in 2016 to further align the organizational structure. In 2017, the company restructured again which impacted an additional 5 employees. The company does not anticipate growth but looks to maintain its current structure and headcount. Every vacancy will be looked at carefully to determine whether or not it will be backfilled. These changes have impacted roles in various occupational groups.

Confidential 2