

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)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	114	1	0	115	Toronto	1	0	0	1
British Columbia	1	0	0	1	Ottawa - Gatineau	71	1	0	72
Total Employees in Canada				116	Kelowna	1	0	0	1
					Ont. less CMAs	42	0	0	42
					Total Employees in Canada				116

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	5										
	Total	5	5										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	22	17	5							2	2	
	Total	22	17	5							2	2	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	14	7							2	2	
	Total	21	14	7							2	2	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	8	4							2	2	
	Total	12	8	4							2	2	

Med-Eng Holdings ULC (certificate # 061099)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National

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

006363

Occupational Group Salary Range Cd. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	3										
	Total	3	3										
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	4	4							1	1	
	Total	8	4	4							1	1	
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	3	2	1									
	Total	3	2	1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	8	2	6							1		1
	Total	8	2	6							1		1
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2		2									
	Total	2		2									
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	28	2	26				1		1			
	Total	28	2	26				1		1			
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	2	2										
	Total	2	2										

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

006365

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		115	59	56				1		1	8	7	1

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

Occupational Group Salary Range Cd. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2			1									
	1			1									
	Total	1		1									
Total Number of Employees		1		1									

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	5	5										
	Total	5	5										
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	16	5							2	2	
	Total	21	16	5							2	2	
Professionals Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	21	14	7							2	2	
	Total	21	14	7							2	2	
Semi-Professionals and Technicians Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	12	8	4							2	2	
	Total	12	8	4							2	2	

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / Ontario

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

006368

Occupational Group Salary Range Cd. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		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	
Supervisors Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	3	3											
	Total	3	3											
Supervisors: Crafts and Trades Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	1		1										
	Total	1		1										
Administrative and Senior Clerical Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	8	4	4							1	1		
	Total	8	4	4							1	1		
Skilled Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4													
	3													
	2													
	1	3	2	1										
	Total	3	2	1										

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 Salary Range Cd. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	8	2	6									1				
	Total	8	2	6									1				
Intermediate Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	2		2													
	Total	2		2													
Semi-Skilled Manual Workers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	28	2	26				1		1							
	Total	28	2	26				1		1							
Other Sales and Service Personnel Top Range: Under \$5,000 Bottom Range: Under \$5,000	4																
	3																
	2																
	1	2	2														
	Total	2	2														

Med-Eng Holdings ULC (certificate # 061099)

Form 2 A

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / Ontario

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

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

006371

Occupational Group Salary Range Cd. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities					
		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 Top Range: Under \$5,000 Bottom Range: Under \$5,000	4															
	3															
	2															
	1	1		1												
	Total	1		1												
Total Number of Employees		1		1												

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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: Under \$5,000 Bottom Range: Under \$5,000	4												
	3												
	2												
	1	1	1										
	Total		1	1									
Total Number of Employees		1	1										



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

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	114	58	56				1		1	8	7	1
Total Number of Employees	114	58	56				1		1	8	7	1



Med-Eng Holdings ULC (certificate # 061099)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Part-Time / Ontario
 Reporting Period 2015-01-08 to 2018-01-01

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



Med-Eng Holdings ULC (certificate # 061099)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / British Columbia
Reporting Period 2015-01-08 to 2018-01-01

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	1	1										
Total Number of Employees	1	1										



Med-Eng Holdings ULC (certificate # 061099)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

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

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



Med-Eng Holdings ULC (certificate # 061099)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

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

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



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

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

**Med-Eng Holdings ULC (certificate # 061099)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2015-01-08 to 2018-01-01**

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



Med-Eng Holdings ULC (certificate # 061099)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Full-Time / National

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

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



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

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



FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Med-Eng Holdings ULC (certificate # 061099)
Full-Time / Ontario
Reporting Period 2015-01-08 to 2018-01-01

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



Med-Eng Holdings ULC (certificate # 061099)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Ontario

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

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



Workplace Equity Information Management System - Med-Eng Holdings ULC

Workforce Analysis - Detailed Report

Date: 2018-02-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	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
05 : 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



Workplace Equity Information Management System - Med-Eng Holdings ULC

Workforce Analysis - Detailed Report

Date: 2018-02-25

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		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

Date: 2018-02-25

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	Representation %	Availability #	Availability %		
01 : Senior Managers	National	5	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	3	0	0.0 %	0.7 %	0	0	National
2141 : Industrial and manufacturing engineers	National	3	0	0.0 %	0.8 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	2	0	0.0 %	1.0 %	0	0	National
2171 : Information systems analysts and consultants	National	1	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	1	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	8	0	0.0 %	1.1 %	0	0	Ontario
2252 : Industrial designers	Ontario	1	0	0.0 %	0.6 %	0	0	Ontario
2282 : User support technicians	Ontario	1	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		3	0	0.0 %	3.5 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	1	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		1	0	0.0 %	0.0 %	0	0	
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	1	0	0.0 %	0.0 %	0	0	Ontario
07 : Administrative and Senior Clerical Personnel		8	0	0.0 %	3.4 %	0	0	
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	4.1 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	6	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau



Workplace Equity Information Management System - Med-Eng Holdings ULC

Workforce Analysis - Detailed Report

Date: 2018-02-25

Aboriginal Peoples

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



Workplace Equity Information Management System - Med-Eng Holdings ULC

Workforce Analysis - Detailed Report

Date: 2018-02-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
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
04 : Semi-Professionals and Technicians		12	2	16.7 %	31.1 %	4	-2	
2233 : 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
2282 : User support technicians	Ontario	1	0	0.0 %	35.9 %	0	0	Ontario
4211 : Paralegal and related occupations	Ontario	2	0	0.0 %	22.3 %	0	0	Ontario
05 : 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
06 : Supervisors: Crafts and Trades		1	0	0.0 %	38.5 %	0	0	
9217 : Supervisors, textile, fabric, fur and leather products processing and manufacturing	Ontario	1	0	0.0 %	38.5 %	0	0	Ontario
07 : 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

Workforce Analysis - Detailed Report

Date: 2018-02-25

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation %	%			
08 : Skilled Sales and Service Personnel							
6221 : Technical sales specialists - wholesale trade	Ontario	3	0	20.8 %	1	-1	Ontario
10 : Clerical Personnel							
Employment Equity Occupational Group	Ont. less CMAs	9	1	11.1 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	6	0	0.0 %	0	0	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel							
Employment Equity Occupational Group	Ottawa - Gatineau	3	1	33.3 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Ottawa - Gatineau	2	0	0.0 %	1	-1	Ottawa - Gatineau
12 : Semi-Skilled Manual Workers							
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0	0	Toronto
Employment Equity Occupational Group	Ont. less CMAs	28	0	0.0 %	1	-1	Ont. less CMAs
Employment Equity Occupational Group	Ottawa - Gatineau	26	0	0.0 %	0	0	Ottawa - Gatineau
13 : Other Sales and Service Personnel							
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	0	0	Ont. less CMAs
Total		116	8	6.9 %	19	-11	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Med-Eng Holdings ULC

Workforce Analysis - Detailed Report

Date: 2018-02-25

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	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	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



Workforce Analysis - Detailed Report

Date: 2018-02-25

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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



Workplace Equity Information Management System - Med-Eng Holdings ULC

Workforce Analysis - Summary Report

Date: 2018-02-25

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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.



Workplace Equity Information Management System - Med-Eng Holdings ULC

Workforce Analysis - Summary Report

Date: 2018-02-25

Aboriginal Peoples

Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees	Representation		Availability		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 LLC
Workforce Analysis - Summary Report
 Date: 2018-02-25

Members of Visible Minorities

Employment Equity Occupational Group	All Employees		Members of Visible Minorities		Members of Visible Minorities		Gap #
	#	%	#	%	Availability #	Gap #	
01 : Senior Managers	5	0.0 %	0	0.0 %	1	-1	
02 : Middle and Other Managers	22	9.1 %	2	15.0 %	3	-1	
03 : Professionals	21	9.5 %	2	30.1 %	6	-4	
04 : Semi-Professionals and Technicians	12	16.7 %	2	31.1 %	4	-2	
05 : Supervisors	3	0.0 %	0	10.4 %	0	0	
06 : Supervisors: Crafts and Trades	1	0.0 %	0	38.5 %	0	0	
07 : Administrative and Senior Clerical Personnel	8	12.5 %	1	9.5 %	1	0	
08 : Skilled Sales and Service Personnel	3	0.0 %	0	20.8 %	1	-1	
10 : Clerical Personnel	9	11.1 %	1	6.0 %	1	0	
11 : Intermediate Sales and Service Personnel	2	0.0 %	0	35.5 %	1	-1	
12 : Semi-Skilled Manual Workers	28	0.0 %	0	3.0 %	1	-1	
13 : Other Sales and Service Personnel	2	0.0 %	0	2.7 %	0	0	
Total	116	6.9 %	8	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

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
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.



Workforce Analysis - Summary Report

Date: 2018-02-25

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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

Federal Contractors Program Achievement Report

Part 1 : Workforce Analysis

Med-Eng Holdings LLC

Date: 2018-03-08

Data from First/Previous Workforce Analysis

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis			
YYYY	MM	DD	
2015	01	08	

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓ ↓

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

Employment Equity Occupational Group (EEOG)

	Table 2: Aboriginal Peoples		
	First/Previous Workforce Analysis		Availability*
	All Employees	Aboriginal Peoples	
	#	#	%
01 Senior Managers	6	0	2.90
02 Middle & Other Managers	42	0	2.20
03 Professionals	51	1	0.90
04 Semi-Professionals & Technicians	24	0	1.10
05 Supervisors	6	0	4.20
06 Supervisors: Crafts & Trades	4	0	0.00
07 Administrative & Senior Clerical Personnel	9	0	3.40
08 Skilled Sales & Service Personnel	5	0	1.00
09 Skilled Crafts & Trades Workers	0	0	0.00
10 Clerical Personnel	14	0	3.80
11 Intermediate Sales & Service Personnel	2	0	1.80
12 Semi-Skilled Manual Workers	63	2	4.30
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
Total	226	3	2.5

* Source:

0

Table 6: Aboriginal Peoples

	Subsequent/Current Workforce Analysis		
	Aboriginal Peoples		Availability*
	All Employees	Representation	
	#	#	%
	5	0	2.9
	22	0	2.2
	21	0	0.9
	12	0	1.1
	3	0	3.5
	1	0	0.0
	8	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

* Source:

2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Med-Eng Holdings ULC

Date: 2018-03-08

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	01	08

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

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

Table 3: Members of Visible Minorities

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Members of Visible Minorities	
			Representation	Availability*
		#	#	%
01	Senior Managers	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: Members of Visible Minorities

Subsequent/Current Workforce Analysis

All Employees		Members of Visible 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	0	3.0	
2	0	2.7	
0	0	0.0	
116	8	15.6	

*** Source:**
0

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Med-Eng Holdings ULC

Date: 2018-03-08

Start Date of Flow Data		
YYYY	MM	DD
2015	01	08

End Date of Flow Data		
YYYY	MM	DD
2018	01	01

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Employment Equity Occupational Group (EEOG)	Table 1: Women			
	Full-time / National		Part-time / National	
	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
Total	20	6	0	0

	Table 5: Women			
	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
	1	1	0	0
	0	0	0	0
	0	0	0	0
Total	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
Total	31	11	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Med-Eng Holdings LLC

Date: 2018-03-08

006404

Start Date of Flow Data			
YYYY	MM	DD	
2015	01	08	

End Date of Flow Data			
YYYY	MM	DD	
2018	01	01	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples				Table 6: Aboriginal Peoples				Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	1	0	0	0	1	0	0	0	0	0	0	0
02 Middle & Other Managers	4	0	0	0	8	0	0	0	10	0	0	0
03 Professionals	3	0	0	0	4	0	0	0	8	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0	0	0	0	0	2	0	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	1	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	0	0	4	0	0	0	3	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	1	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	1	0	0	0
10 Clerical Personnel	2	0	0	0	1	0	0	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	2	0	0	0	1	0	0	0	5	0	0	0
13 Other Sales & Service Personnel	2	0	0	0	0	0	0	0	1	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	20	0	0	0	20	0	0	0	31	10	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Med-Eng Holdings ULC

Date: 2018-03-08

Start Date of Flow Data		
YYYY	MM	DD
2015	01	08

End Date of Flow Data		
YYYY	MM	DD
2018	01	01

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	4	0	0	0
03 Professionals	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
14 Other Manual Workers	0	0	0	0
Total	20	0	0	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 7: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	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	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	20	0	0	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	0	0	0
03 Professionals	8	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	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	5	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	31	0	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Med-Eng Holdings ULC

Date: 2018-03-08

Start Date of Flow Data		
YYYY	MM	DD
2015	01	08

End Date of Flow Data		
YYYY	MM	DD
2018	01	01

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 4: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#

01 Senior Managers	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	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
14 Other Manual Workers	0	0	0	0
Total	20	2	0	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
	#	#	#	#

01 Senior Managers	1	0	0	0
02 Middle & Other Managers	8	1	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	1	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	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	20	2	0	0

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 12: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
	#	#	#	#

01 Senior Managers	0	0	0	0
02 Middle & Other Managers	10	1	0	0
03 Professionals	8	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	3	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	5	0	0	0
13 Other Sales & Service Personnel	1	0	0	0
14 Other Manual Workers	0	0	0	0
Total	31	2	0	0

Federal Contractors Program Achievement Report

Part 3: Goals

Med-Eng Holdings ULC

Date: 2018-03-08

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2015
	2015-01-08	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-01-08	Annually	Over 3 Years	2015	2018	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	#	%	#	%	%	#	#	%	%		
01 Senior Managers	6	-5.9%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	2	0	27.4%	27.4%	-2	-2	0.0%	0.0%	
02 Middle & Other Managers	42	-19.4%	0.0%	0	31.3%	2.0%	3	3	6	2.0%	0	10	1	38.9%	38.9%	-10	-9	14.3%	16.7%	
03 Professionals	51	-25.6%	0.0%	0	22.2%	2.0%	3	3	12	2.0%	1	-1	0	18.9%	18.9%	2	1	23.5%	21.6%	
04 Semi-Professionals & Tech	24	-20.6%	0.0%	0	11.1%	2.0%	1	1	8	2.0%	0	0	0	33.1%	33.1%	0	0	33.3%	33.3%	
05 Supervisors	6	-20.6%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	4	0	50.0%	58.8%	-4	-4	0.0%	0.0%	
06 Supervisors: Crafts & Trades	4	-37.0%	0.0%	0	0.0%	2.0%	0	0	4	2.0%	0	-2	0	44.1%	44.1%	2	2	100.0%	100.0%	
07 Administrative & Sr Clerical	9	-3.9%	0.0%	0	35.3%	2.0%	1	1	5	2.0%	0	2	1	50.0%	79.4%	-2	-1	55.6%	66.7%	
08 Skilled Sales & Service	5	-15.7%	0.0%	0	25.0%	2.0%	0	0	2	2.0%	0	-1	0	28.7%	28.7%	1	1	40.0%	40.0%	
09 Skilled Crafts & Trades	0	0.0%	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!	
10 Clerical Personnel	14	-13.7%	0.0%	0	0.0%	2.0%	1	1	11	2.0%	1	0	0	69.1%	69.1%	1	0	78.6%	71.4%	
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	1.0%	0	0	2	1.0%	0	-1	0	62.9%	62.9%	1	1	100.0%	100.0%	
12 Semi-Skilled Manual	63	-23.7%	0.0%	0	11.0%	3.0%	6	6	60	3.0%	5	-42	0	20.4%	20.4%	47	42	95.2%	87.3%	
13 Other Sales & Service	0	0.0%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	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	226	-19.9%	0.0%	0	18.1%		0	0	110	0.0%	0	-37	0	32.4%	32.4%	37	37	48.7%	48.7%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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	0.0	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

006407

Federal Contractors Program Achievement Report

Part 3: Goals

Med-Eng Holdings LLC

Date: 2018-03-08

14	Other Manual Workers	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
Total		2		14		

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

006409

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Occupational Group (EOG)	All Employees										Aboriginal Peoples													
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2015-01-08	#	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Years	#	2015-01-08	#	Actual Annually	Projected Annually	Over 3 Years	Years	From - To	2015	2018					
01 Senior Managers	6	-5.9%	0.0%	0	0.0%	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	42	-19.4%	0.0%	0	31.3%	2.0%	3	3	0	0	0	2.0%	0	0	0	0	0	0	0	2.2%	-1	-1	0.0%	0.0%
03 Professionals	51	-25.6%	0.0%	0	22.2%	2.0%	3	3	0	0	0	2.0%	-1	0	0	0	0	0	0.9%	0	1	1	2.0%	2.0%
04 Semi-Professionals & Tech	24	-20.6%	0.0%	0	11.1%	2.0%	1	1	0	0	0	2.0%	0	0	0	0	0	0	1.1%	0	0	0	0.0%	0.0%
05 Supervisors	6	-20.6%	0.0%	0	0.0%	2.0%	0	0	0	0	0	2.0%	0	0	0	0	0	0	4.2%	0	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	4	-37.0%	0.0%	0	0.0%	2.0%	0	0	0	0	0	2.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	9	-3.9%	0.0%	0	35.3%	2.0%	1	1	0	0	0	2.0%	0	0	0	0	0	0	3.4%	0	0	0	0.0%	0.0%
08 Skilled Sales & Service	5	-15.7%	0.0%	0	25.0%	2.0%	0	0	0	0	0	2.0%	0	0	0	0	0	0	1.0%	0	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	2.0%	0	0	0	0	0	2.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
10 Clerical Personnel	14	-13.7%	0.0%	0	0.0%	2.0%	0	0	0	0	0	2.0%	0	0	0	0	0	0	3.8%	0	-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	1.0%	0	0	0	0	0	0	1.8%	0	0	0	0.0%	0.0%
12 Semi-Skilled Manual	63	-23.7%	0.0%	0	11.0%	3.0%	6	6	0	0	0	3.0%	1	0	0	0	0	0	4.3%	-1	-1	0	3.2%	3.2%
13 Other Sales & Service	0	0.0%	0.0%	0	100.0%	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	0.0%	0	0	0	0.0%	0.0%
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	0	0.0%	0	0	0	0.0%	0.0%
Total	226	-19.9%	0.0%	0	18.1%	0.0%	0	0	0	0	0	0.0%	0	0	0	0	0	0	2.5%	-3	-3	0	1.3%	1.3%

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals		Comments
	#	%	#	%	
01 Senior Managers	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
02 Middle & Other Managers	0	0.0	1	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	0.0	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	0.0	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	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
06 Supervisors: Crafts & Trades	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
07 Administrative & Sr Clerical	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
08 Skilled 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
09 Skilled Crafts & Trades	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
10 Clerical Personnel	0	0.0	1	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	0.0	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	1	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	0.0	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
14 Other Manual Workers	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

Federal Contractors Program Achievement Report

Part 3: Goals

Med-Eng Holdings ULC

Date: 2018-03-08

14	Other Manual Workers	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
	Total	1		2		

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

006411

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Occupational Group (EOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2015						2018
		%	%	#	%	%	#			%	%	#		%	%						%
01/02 Managers	48	-12.6%	0.0%	0	15.6%	0.0%	0	0	0.0%	0	0	2	0	0	3.8%	3.8%	-2	-2	0.0%	0.0%	
03 Professionals	51	-25.6%	0.0%	0	22.2%	2.0%	3	0	2.0%	0	0	0	0	0	4.6%	4.6%	0	0	3.9%	3.9%	
04 Semi-Professionals & Tech	24	-20.6%	0.0%	0	11.1%	2.0%	1	1	2.0%	0	0	1	0	0	13.9%	13.9%	-1	-3	0.0%	0.0%	
05 Supervisors	6	-20.6%	0.0%	0	0.0%	0.0%	0	0	2.0%	0	0	0	0	0	7.8%	7.8%	-1	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	4	-37.0%	0.0%	0	0.0%	0.0%	0	0	2.0%	0	0	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	9	-3.9%	0.0%	0	35.3%	2.0%	1	1	2.0%	0	0	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	5	-15.7%	0.0%	0	25.0%	2.0%	0	0	2.0%	0	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
09 Clerical Personnel	14	0.0%	0.0%	0	0.0%	0.0%	0	0	2.0%	0	0	0	0	0	7.0%	7.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	2	-13.7%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	5.6%	5.6%	0	0	7.1%	7.1%	
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	2.0%	0	0	2.0%	0	0	0	0	0	4.8%	4.8%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	63	-23.7%	0.0%	0	11.0%	1.0%	2	2	1.0%	0	0	1	0	0	0.0%	0.0%	-1	2	3.2%	3.2%	
13 Other Sales & Service	0	0.0%	0.0%	0	100.0%	3.0%	0	0	3.0%	0	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0	4.8%	4.8%	0	0	#DIV/0!	#DIV/0!	
Total	226	-19.9%	0.0%	0	18.1%	0.0%	0	0	0.0%	5	0	0	0	0	#REF!	#REF!	-6	#REF!	2.2%	2.2%	

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

Table 6: Persons with Disabilities

Occupational Group (EOG)	Persons with Disabilities		Comments		
	Short-term Goals	Long-term Goals			
	#	%			
01/02 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
03 Professionals	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
04 Semi-Professionals & Tech	1	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%	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
06 Supervisors: Crafts & Trades	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
07 Administrative & Sr Clerical	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
08 Skilled 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
09 Clerical Personnel	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
10 Clerical Personnel	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
11 Intermediate 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
12 Semi-Skilled Manual	0	0.0%	1	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	0.0%	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
14 Other Manual Workers	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
Total	2	0.0%	3	0.0%	

Federal Contractors Program Achievement Report

Part 3: Goals

Med-Eng Holdings ULC

Date: 2018-03-08

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

006413

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Occupational Group (EOG)	All Employees										Members of Visible Minorities									
	Growth (New Positions)					Turnover (Replacement of Terminated Employees)					Turnover (Replacement of Terminated Employees)					3 Year Goals				
	Number	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Number	Turnover (Replacement of Terminated Employees)	Over 3 Years	Hires Required Over 3 Years	From - To	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
01 Senior Managers	6	-5.9%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	1	0	10.1%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	42	-19.4%	0.0%	0	31.3%	2.0%	3	0	2.0%	0	15.0%	0	3	0	15.0%	-3	-3	7.1%	7.1%	
03 Professionals	51	-25.6%	0.0%	0	22.2%	2.0%	3	0	2.0%	0	29.7%	0	13	1	29.7%	-13	-12	3.9%	5.9%	
04 Semi-Professionals & Tech	24	-20.6%	0.0%	0	11.1%	2.0%	1	0	2.0%	0	30.8%	0	5	0	30.8%	-5	-5	8.3%	8.3%	
05 Supervisors	6	-20.6%	0.0%	0	0.0%	2.0%	0	0	2.0%	0	6.1%	0	0	0	6.1%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	4	-37.0%	0.0%	0	0.0%	2.0%	0	0	2.0%	0	38.5%	0	2	0	38.5%	-2	-2	0.0%	0.0%	
07 Administrative & Sr Clerical	9	-3.9%	0.0%	0	35.3%	2.0%	1	0	2.0%	0	9.8%	0	1	0	9.8%	-1	-1	11.1%	11.1%	
08 Skilled Crafts & Trades	5	-15.7%	0.0%	0	25.0%	2.0%	0	0	2.0%	0	20.8%	0	1	0	20.8%	0	0	0.0%	0.0%	
09 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	2.0%	0	0	2.0%	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	14	-13.7%	0.0%	0	0.0%	2.0%	1	0	2.0%	0	8.2%	0	1	0	8.2%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	1.0%	0	0	1.0%	0	35.5%	0	0	0	35.5%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	63	-23.7%	0.0%	0	11.0%	3.0%	6	0	3.0%	1	2.5%	0	1	0	2.5%	-1	-1	1.6%	1.6%	
13 Other Sales & Service	0	0.0%	0.0%	0	100.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%	
Total	226	-19.9%	0.0%	0	18.1%	0.0%	0	0	0.0%	9	16.2%	0	28	0	16.2%	-28	-28	4.0%	4.0%	

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01 Senior Managers	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
02 Middle & Other Managers	1	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	4	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	1	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	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
06 Supervisors: Crafts & Trades	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	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	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	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	1	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	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	1	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

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
14	Other Manual Workers	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
Total		8		20		

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

006415

Data for Subsequent/Current Goals

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

Table 9: Women

Occupational Group (EOC)	All Employees										Subsequent/Current Short-term Goals										Women					
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2018-01-01	Annual	Annual	Projected	Actual	Projected	Over 3 Years	Annual	Annual	Projected	Over 3 Years	Annual	Projected	Over 3 Years	2018	2021	%	%	#	%	#	%	#	%	#	%
01 Senior Managers	5	-5.9%	0.0%	0	0.0%	0	0	0	0	0.0%	0	1	0	0	27.4%	27.4%	27.4%	27.4%	-1	-1	-1	0.0%	0.0%	0	0.0%	
02 Middle & Other Managers	22	-19.4%	0.0%	0	2.0%	1	1	1	5	2.0%	0	4	0	0	38.9%	38.9%	38.9%	38.9%	-4	-4	-4	22.7%	22.7%	4	22.7%	
03 Professionals	21	-25.6%	0.0%	0	2.0%	1	1	1	7	2.0%	0	-3	0	0	20.6%	20.6%	20.6%	20.6%	3	3	3	33.3%	33.3%	3	33.3%	
04 Semi-Professionals & Tech	12	-20.6%	0.0%	0	2.0%	1	1	1	4	2.0%	0	0	0	0	31.1%	31.1%	31.1%	31.1%	0	0	0	33.3%	33.3%	0	33.3%	
05 Supervisors	3	-20.6%	0.0%	0	0.0%	0	0	0	0	2.0%	0	2	0	0	50.0%	50.0%	50.0%	50.0%	-2	-2	-2	0.0%	0.0%	-2	0.0%	
06 Supervisors: Crafts & Trades	1	-37.0%	0.0%	0	2.0%	0	0	0	1	2.0%	0	-1	0	0	44.1%	44.1%	44.1%	44.1%	1	1	1	100.0%	100.0%	1	100.0%	
07 Administrative & Sr Clerical	8	-3.9%	0.0%	0	2.0%	0	0	0	4	2.0%	0	2	0	0	79.6%	79.6%	79.6%	79.6%	-2	-2	-2	50.0%	50.0%	2	50.0%	
08 Skilled Sales & Service	3	-15.7%	0.0%	0	2.0%	0	0	0	1	2.0%	0	0	0	0	28.7%	28.7%	28.7%	28.7%	0	0	0	33.3%	33.3%	0	33.3%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0.0%	
10 Clerical Personnel	9	-13.7%	0.0%	0	2.0%	1	1	1	7	2.0%	0	-1	0	0	70.2%	70.2%	70.2%	70.2%	1	1	1	77.8%	77.8%	1	77.8%	
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	0	0	0	2	1.0%	0	-1	0	0	62.9%	62.9%	62.9%	62.9%	1	1	1	100.0%	100.0%	1	100.0%	
12 Semi-Skilled Manual	28	-23.7%	0.0%	0	3.0%	3	3	3	26	3.0%	2	-18	0	0	20.3%	20.3%	20.3%	20.3%	20	20	18	92.9%	92.9%	18	85.7%	
13 Other Sales & Service	2	0.0%	0.0%	0	0.0%	0	0	0	0	0.0%	0	1	0	0	50.0%	50.0%	50.0%	50.0%	-1	-1	-1	0.0%	0.0%	-1	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%	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0.0%	
Total	116	-19.9%	0.0%	0	0.0%	0	0	0	57	0.0%	0	-15	0	0	36.0%	36.0%	36.0%	36.0%	15	15	15	49.1%	49.1%	15	49.1%	

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

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

Table 10: Women

Occupational Group (EOC)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.3	0.3	
02 Middle & Other Managers	0.4	0.4	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.
03 Professionals	0.0	0.2	The gap will be addressed over the long term. With the anticipated growth and terminations at a low rate, there is no full opportunity to address the gap. Succession planning and outreach to networks.
04 Semi-Professionals & Tech	0.0	0.3	
05 Supervisors	0.5	0.5	The gap will be addressed over the long term. With the anticipated growth and terminations at a low rate, there is no full opportunity to address the gap. Succession planning and outreach to networks.
06 Supervisors: Crafts & Trades	0.0	0.4	
07 Administrative & Sr Clerical	0.0	0.5	
08 Skilled Sales & Service	0.0	0.3	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	0.0	0.5	
11 Intermediate Sales & Service	0.0	0.5	
12 Semi-Skilled Manual	0.0	0.2	
13 Other Sales & Service	0.5	0.5	Over the long term, with the anticipated growth 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 will be used.
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

006416

Part 3: Goals

Med-Eng Holdings LLC

Date: 2018-03-08

Total		0.0	0.4
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Federal Contractors Program Achievement Report

Part 3: Goals

Med-Eng Holdings ULC

Date: 2018-03-08

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2018-01-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-01-01	Annually	Over 3 Years	#	%	2018	2021	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	%	#	%	#	%	%	#	#	%	%
01 Senior Managers	5	-5.9%	0.0%	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%	0	0	0.0%	0.0%		
06 Supervisors: Crafts & Trades	1	-37.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0.0%	0	0	0.0%	0.0%		
07 Administrative & Sr Clerical	8	-3.9%	0.0%	0	35.3%	2.0%	0	0	0	2.0%	0	0	0	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	3	-15.7%	0.0%	0	25.0%	2.0%	0	0	0	2.0%	0	0	0	1.0%	0	0	0.0%	0.0%		
09 Skilled Crafts & Trades	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!		
10 Clerical Personnel	9	-13.7%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	0	0	4.1%	0	0	0.0%	0.0%		
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	1.8%	0	0	0.0%	0.0%		
12 Semi-Skilled Manual	28	-23.7%	0.0%	0	11.0%	3.0%	3	3	0	3.0%	0	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%	0	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%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
		%		%	
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 terms is low and we do not anticipate a great deal of hiring. We will put in place measures to reach out to a
13 Other Sales & Service		0.0		0.1	
14 Other Manual Workers		0.0		0.0	

Federal Contractors Program Achievement Report

006418

Part 3: Goals

Med-Eng Holdings LLC

Date: 2018-03-08

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

006419

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals													
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	2018-01-01	#	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Years	2018-01-01	#	Actual Annually	Projected Annually	Over 3 Years	Years	2018	2021							
01/02 Managers	27	-12.6%	0.0%	0.0%	0	15.6%	2.0%	2	2	0	2.0%	0	0	0	1	0	4.3%	4.3%	-1	-1	0.0%	0.0%	0.0%	0.0%
03 Professionals	21	-25.6%	0.0%	0.0%	0	22.2%	2.0%	1	1	0	2.0%	0	0	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%	0.0%	0.0%
04 Semi-Professionals & Tech	12	-20.6%	0.0%	0.0%	0	11.1%	2.0%	1	1	0	2.0%	0	0	0	1	0	4.6%	4.6%	-1	-1	0.0%	0.0%	0.0%	0.0%
05 Supervisors	3	-20.6%	0.0%	0.0%	0	0.0%	2.0%	0	0	0	2.0%	0	0	0	0	0	7.8%	7.8%	0	0	0.0%	0.0%	0.0%	0.0%
06 Supervisors: Crafts & Trades	1	-37.0%	0.0%	0.0%	0	35.3%	2.0%	0	0	0	2.0%	0	0	0	0	0	3.4%	3.4%	0	0	0.0%	0.0%	0.0%	0.0%
07 Administrative & Sr Clerical	8	-3.9%	0.0%	0.0%	0	25.0%	2.0%	0	0	0	2.0%	0	0	0	0	0	3.5%	3.5%	0	0	0.0%	0.0%	0.0%	0.0%
08 Skilled Sales & Service	3	-15.7%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%
09 Skilled Crafts & Trades	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	7.0%	7.0%	-1	-1	0.0%	0.0%	0.0%	0.0%
10 Clerical Personnel	9	-13.7%	0.0%	0.0%	0	0.0%	2.0%	1	1	0	2.0%	0	0	0	0	0	7.0%	7.0%	0	0	0.0%	0.0%	0.0%	0.0%
11 Intermediate Sales & Service	2	0.0%	0.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	0	0	0	0	5.6%	5.6%	0	0	0.0%	0.0%	0.0%	0.0%
12 Semi-Skilled Manual	28	-23.7%	0.0%	0.0%	0	11.0%	3.0%	3	3	1	3.0%	0	0	0	0	0	4.8%	4.8%	0	0	3.6%	3.6%	0.0%	3.6%
13 Other Sales & Service	2	0.0%	0.0%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	6.3%	6.3%	0	0	0.0%	0.0%	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%
Total	116	-19.9%	0.0%	0.0%	0	18.1%	0.0%	0	0	1	0.0%	0	0	0	5	0	4.8%	4.8%	-5	-5	0.9%	0.9%	0.9%	0.9%

+ Calculated by using the following formula: ((Current nu - 0) / Current nu) 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) x 100

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
01/02 Managers	0.0	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
03 Professionals	0.0	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
04 Semi-Professionals & Tech	0.0	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
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	0.1	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
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Med-Eng Holdings ULC

Date: 2018-03-08

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		From - To	YYYY - YYYY					
	2018-01-01	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-01-01	Annually	Over 3 Years		2018	2021	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%
01 Senior Managers	5	-5.9%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	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%	0	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%	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%	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	0	10.4%	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	2.0%	0	0	0	38.5%	38.5%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	8	-3.9%	0.0%	0	35.3%	2.0%	0	0	1	2.0%	0	0	0	9.5%	9.5%	0	0	12.5%	12.5%	
08 Skilled Sales & Service	3	-15.7%	0.0%	0	25.0%	2.0%	0	0	0	2.0%	0	1	0	20.8%	20.8%	-1	-1	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%	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!	
10 Clerical Personnel	9	-13.7%	0.0%	0	0.0%	2.0%	1	1	1	2.0%	0	0	0	6.0%	6.0%	0	0	11.1%	11.1%	
11 Intermediate Sales & Service	2	0.0%	0.0%	0	0.0%	1.0%	0	0	0	1.0%	0	1	0	35.5%	35.5%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	28	-23.7%	0.0%	0	11.0%	3.0%	3	3	0	3.0%	0	1	0	3.0%	3.0%	-1	-1	0.0%	0.0%	
13 Other Sales & Service	2	0.0%	0.0%	0	100.0%	0.0%	0	0	0	0.0%	0	0	0	2.7%	2.7%	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%	0	0	#DIV/0!	#DIV/0!	
Total	116	-19.9%	0.0%	0	18.1%		0	0	8	0.0%	0	10	0	15.6%	15.6%	-10	-10	6.9%	6.9%	

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		0.1		0.0	There is no growth or projected 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 visible
02 Middle & Other Managers		0.2		0.0	There 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		0.0	There 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		0.0	There 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
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	There 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	There 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	There 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	
14 Other Manual Workers		0.0		0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Med-Eng Holdings LLC

Date: 2018-03-08

Total		0.2	0.0
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Federal Contractors Program Achievement Report

**Part 4: Results - Women
Med-Eng Holdings LLC**

Date: 2018-03-08

006422

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

Occupational Group (EEOG)	Year	Workforce Analysis										Hires					Flow Data Analysis					Terminations				
		All					Women					All					Women									
		Employees	Representation %	Availability %	Gap #	EE Result %	Employees	Actual #	Expected #	Difference #	Employees	Actual #	Expected #	Difference #	Employees	Actual #	Expected #	Difference #	Employees	Actual #	Expected #	Difference #				
01 Senior Managers	2015	6	0.0	27.4	2	-2	0.0	1	0	0	0	0	0	1	0	0.0	0	0	0	0	0	0	0	0		
	2018	5	0.0	27.4	1	-1	0.0	0	0	0	0	0	0	1	0	0.0	0	0	0	0	0	0	0	0		
02 Middle & Other Managers	2015	42	14.3	38.9	16	-10	36.7	4	1	25.0	1	2	-1	8	3	37.5	1	2	10	2	20.0	1	1	1		
	2018	22	5	22.7	9	-4	58.4	4	1	25.0	1	2	-1	4	3	37.5	1	2	10	2	20.0	1	1	1		
03 Professionals	2015	51	12	23.5	10	2	124.5	3	1	33.3	1	1	0	4	1	25.0	1	0	8	1	12.5	2	-1	-1		
	2018	21	7	33.3	4	3	161.8	1	1	33.3	1	1	0	4	1	25.0	1	0	8	1	12.5	2	-1	-1		
04 Semi-Professionals & Technicians	2015	24	8	33.3	8	0	100.7	2	0	0.0	1	1	0	0	0	0.0	0	0	2	0	0.0	1	1	-1		
	2018	12	4	33.3	4	0	107.2	2	0	0.0	1	1	0	0	0	0.0	0	0	2	0	0.0	1	1	-1		
05 Supervisors	2015	6	0.0	58.8	4	-4	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0		
	2018	3	0.0	54.8	2	-2	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0		
06 Supervisors: Crafts & Trades	2015	4	4	100.0	2	2	226.8	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0		
	2018	1	1	100.0	0	1	226.8	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0		

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; Part 3: E + D x 100 Goals; Part 3: E - G x 100 Goals; Part 3: E + H x 100 Goals; Part 3: E + K x 100 Goals; Part 3: E + M x 100 Goals

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		All			Women			Women				
		Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
01 Senior Managers	2018	2	0	0.0	0	0.0	2	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	
	2021	2	0	0.0	0	0.3	0.3	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	
02 Middle & Other Managers	2018	2	2	100.0	1	200.0	9	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	
	2021	2	2	100.0	1	200.0	9	0.4	25706.9	0.4	25706.9	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form
03 Professionals	2018	-1	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	
	2021	-1	1	-100.0	0	0.0	0	0.2	-48543.7	0.2	-48543.7	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form
04 Semi-Professionals & Technicians	2018	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	
	2021	0	0	0.0	0	0.0	0	0.3	0.0	0.3	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form
05 Supervisors	2018	0	0	0.0	1	0.0	3	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	
	2021	0	0	0.0	1	0.0	3	0.5	0.0	0.5	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form
06 Supervisors: Crafts & Trades	2018	1	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	
	2021	1	1	100.0	0	0.0	0	0.4	0.0	0.4	22675.7	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form

Federal Contractors Program Achievement Report

Part 4: Results - Women

Med-Eng Holdings ULC

Date: 2018-03-08

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	%	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	9	5	55.6	79.4	7	-2	70.0																	
	2018	8	4	50.0	79.6	6	-2	62.8	4	1	25.0	3	-2	4	2	50.0	2	0	3	1	33.3	2	-1		
08 Skilled Sales & Service Personnel	2015	5	2	40.0	28.7	1	1	139.4																	
	2018	3	1	33.3	28.7	1	0	116.1	0	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	0	1		
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0		
10 Clerical Personnel	2015	14	11	78.6	69.1	10	1	113.7																	
	2018	9	7	77.8	70.2	6	1	110.8	2	2	100.0	1	1	1	1	100.0	1	0	0	1	0.0	0	1		
11 Intermediate Sales & Service Personnel	2015	2	2	100.0	62.9	1	1	159.0																	
	2018	2	2	100.0	62.9	1	1	159.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
12 Semi-Skilled Manual Workers	2015	63	60	95.2	20.4	13	47	466.9																	
	2018	28	26	92.9	20.3	6	20	457.4	2	1	50.0	0	1	1	1	100.0	1	0	5	5	100.0	5	0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	2	40.0	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	
	2021	5	2	40.0			0.0	0.0		0.5	8000.0			
08 Skilled Sales & Service Personnel	2018	-1	-1	100.0	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	
	2021	-1	-1	100.0			0.0	0.0		0.3	34843.2			
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	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	
	2021	-1	0	0.0			0.0	0.0		0.0	0.0			
10 Clerical Personnel	2018	3	2	66.7	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	
	2021	3	2	66.7			0.0	0.0		0.5	13333.3			
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	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	
	2021	0	0	0.0			0.0	0.0		0.5	0.0			
12 Semi-Skilled Manual Workers	2018	-2	-3	150.0	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	
	2021	-2	-3	150.0			0.0	0.0		0.2	73891.6			

Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
Med-Eng Holdings ULC

Date: 2018-03-08

006425

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

Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce					Hires					Promotions			Terminations									
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #						
01 Senior Managers	2015	6	0.0	2.9	0	0.0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	5	0.0	2.9	0	0.0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	2015	42	0.0	2.2	1	-1	0	0	0.0	4	0	0	0	0	8	0	0	0	0	10	0	0	0	0
	2018	22	0.0	2.2	0	0	0	0	0.0	4	0	0	0	0	0	0	0	0	0	10	0	0	0	0
03 Professionals	2015	51	1	2.0	0.9	0	1	217.9	0	3	0	0	0	0	4	0	0	0	0	8	0	0	0	0
	2018	21	0	0.9	0	0	0	0	0	3	0	0	0	0	4	0	0	0	0	8	0	0	0	0
04 Semi-Professionals & Technicians	2015	24	0	1.1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
	2018	12	0	1.1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0
05 Supervisors	2015	6	0	4.2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2018	3	0	3.5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	2015	4	0	0.0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
	2018	1	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; E + D x 100; Part 3: Goals; E - G x 100; Part 3: Goals; E + H x 100; Part 3: Goals; E + K x 100; Part 3: Goals; F + M x 100; Part 3: Goals

Employment Equity Occupational Group (EOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments
		All Employees	Aboriginal Peoples	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
		#	#	%	#	%	#	%	#	%	
01 Senior Managers	2018	2	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
	2021	2	0	0.0	0	0.0	0	0.0	0	0.0	
02 Middle & Other Managers	2018	2	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
	2021	2	0	0.0	0	0.0	0	0.0	0	0.0	
03 Professionals	2018	-1	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
	2021	-1	0	0.0	0	0.0	0	0.0	0	0.0	
04 Semi-Professionals & Technicians	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
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	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
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	2018	1	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
	2021	1	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Med-Eng Holdings ULC

Date: 2018-03-08

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis															
		Workforce								Hires				Promotions				Terminations							
		All Employees	Aboriginal Peoples							All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples						
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference								
#	#	%	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
07 Administrative & Senior Clerical	2015	9	0	0.0	3.4	0	0	0.0																	
	2018	8	0	0.0	3.4	0	0	0.0	4	0	0.0	0	0	4	0	0.0	0	0	3	0	0.0	0	0	0	0
08 Skilled Sales & Service Personnel	2015	5	0	0.0	1.0	0	0	0.0																	
	2018	3	0	0.0	1.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	0
10 Clerical Personnel	2015	14	0	0.0	3.8	1	-1	0.0																	
	2018	9	0	0.0	4.1	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0	0
11 Intermediate Sales & Service Personnel	2015	2	0	0.0	1.8	0	0	0.0																	
	2018	2	0	0.0	1.8	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	0
12 Semi-Skilled Manual Workers	2015	63	2	3.2	4.3	3	-1	73.8																	
	2018	28	0	0.0	4.3	1	-1	0.0	2	0	0.0	0	0	1	0	0.0	0	0	5	10	200.0	0	0	10	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	0	0.0	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	
	2021	5	0	0.0										
08 Skilled Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form	
	2021	-1	0	0.0										
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	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	
	2021	-1	0	0.0										
10 Clerical Personnel	2018	3	0	0.0	0	0.0	0.0	0.0	1	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	
	2021	3	0	0.0										
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	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										
12 Semi-Skilled Manual Workers	2018	-2	-10	500.0	1	-1000.0	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	
	2021	-2	-10	500.0										

Federal Contractors Program Achievement Report
Part 5: Results - Aboriginal Peoples
Med-Eng Holdings ULC

Date: 2018-03-08

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A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y			
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X			
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓			
Employment Equity Occupational Group (EEOG)																											
Workforce Analysis																											
			All Employees	Representation %	Aboriginal Peoples Availability %	Gap #	EE Result %	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #
13	Other Sales & Service Personnel	2018	0	0.0	0.0	0	0	0	0.0	2	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	0	0
13	Other Sales & Service Personnel	2021	2	0.0	6.8	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
14	Other Manual Workers	2018	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
14	Other Manual Workers	2015	0	0.0	0.0	0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0
Total		2015	226	3	1.3	2.5	6	-3	53.1	0	0	0.0	0	0	0	0	0.0	0	0	0	31	10	32.3	0	0	0	0
Total		2018	116	0	0.0	2.7	3	-3	0.0	20	0	0.0	1	-1	20	0	0.0	0	0	0	31	10	32.3	0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments															
		Flow Data		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples		Aboriginal Peoples																	
		All Employees	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met																
13	Other Sales & Service Personnel	2018	1	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.1	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		
13	Other Sales & Service Personnel	2021	1	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.1	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	
14	Other Manual Workers	2018	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	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
14	Other Manual Workers	2021	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form
Total		2018	9	-10	-111.1	1	-1000.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form
Total		2021	9	-10	-111.1	1	-1000.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Med-Eng Holdings ULC

Date: 2018-03-08

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires			Promotions			Terminations							
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	9	0	0.0	3.4	0	0	0.0																
	2018	8	0	0.0	3.4	0	0	0.0	4	0	0.0	0	0	4	0	0.0	0	0	3	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	5	0	0.0	3.5	0	0	0.0																
	2018	3	0	0.0	3.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
10 Clerical Personnel	2015	14	1	7.1	7.0	1	0	102.0																
	2018	9	0	0.0	7.0	1	-1	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2015	2	0	0.0	5.6	0	0	0.0																
	2018	2	0	0.0	5.6	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	63	2	3.2	4.8	3	-1	66.1																
	2018	28	1	3.6	4.8	1	0	74.4	2	0	0.0	0	0	1	0	0.0	0	0	5	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	0	0.0	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	
	2021	5	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form	
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	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	
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	3	0	0.0	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	
	2021	3	0	0.0			0.1	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	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	0.0		
12 Semi-Skilled Manual Workers	2018	-2	0	0.0	0	0.0	0.0	0.0	1	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	
	2021	-2	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Med-Eng Holdings ULC

Date: 2018-03-08

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	9	1	11.1	9.8	1	0	113.4																
	2018	8	1	12.5	9.5	1	0	131.6	4	0	0.0	0	0	4	1	25.0	0	1	3	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	5	0	0.0	20.8	1	-1	0.0																
	2018	3	0	0.0	20.8	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0
10 Clerical Personnel	2015	14	0	0.0	8.2	1	-1	0.0																
	2018	9	1	11.1	6.0	1	0	185.2	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	0
11 Intermediate Sales & Service Personnel	2015	2	0	0.0	35.5	1	-1	0.0																
	2018	2	0	0.0	35.5	1	-1	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	63	1	1.6	2.5	2	-1	63.5																
	2018	28	0	0.0	3.0	1	-1	0.0	2	0	0.0	0	0	1	0	0.0	0	0	5	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	5	1	20.0	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	
	2021	5	1	20.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	1	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	
	2021	-1	0	0.0			0.2	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	-1	0	0.0	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	
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	3	0	0.0	1	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	
	2021	3	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	1	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	
	2021	0	0	0.0			0.4	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	-2	0	0.0	1	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	
	2021	-2	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Med-Eng Holdings ULC

Date: 2018-03-08

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities							All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	2	0	0.0	2.7	0	0	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	1	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Total	2015	226	9	4.0	16.2	37	-28	24.6																
	2018	116	8	6.9	15.6	18	-10	44.2	20	2	10.0	3	-1	20	2	10.0	1	1	31	2	6.5	1	1	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form	
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	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	
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	9	2	22.2	8	25.0	0.0	0.0	20	10.0	0.0	0.0	Our First Compliance Assessment was not an accurate reflection of the organization as it still included data from the form	
	2021	9	2	22.2			0.2	14245.0			0.0	0.0		

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 Contractors Program.

Required measures:

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

Other measures:

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

- Kept all staff, including new employees and managers, informed of the purpose of employment equity, the steps taken to implement it and the progress made in its implementation.
- Put in place a strategy to ensure a barrier-free workplace.
- Undertook initiatives to increase representation where gaps in representation were found.
- Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
- Other (please describe):

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Business remain stable but not in a growth industry

- 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.

- 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).

- Other.

Because the company is US owned and headquartered in the US, roles and responsibilities are reviewed globally to determine the appropriate allocation and alignment. This means we continue to look at ways to find efficiency and centralize functions at its headquarters.

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, Program Officer. In this subsequent 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:

Yes No

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%)
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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 goals

- 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 the employer be found:

in compliance in non-compliance

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

- 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/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Name of Analyst: Marie-Josée 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 Federal Contractors Program (FCP) under the Employment Equity Act.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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): https://equity.esdc.gc.ca/sgiemt-weims/emp/W.2.3msM.1intInf.4%40-eng.jsp?&cid=aide-help&_ga=2.252268041.1845905918.1519931408-1912045188.1507820070.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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



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

**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

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.