Emploi et Développement social Canada OFFICIAL USE ONLY Agreement N°:

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

✓ New Agreement				
Revised Agreement				
ORGA	NIZATION			
Legal Name of Organization		Parent company is	located outsid	e Canada
Motorola Solutions Canada Inc.		/	Yes	No
Operating Name (if different from Legal Name of Organization)		Procurement Busi	ness Numbe	T
Motorola Solutions		Total number of em		162
Organization's North American Industry Classification System (NAICS) Code	e Nº	To find your organiz	ation's NAICS	Code Number please bjects-sujets/standard-
541510		norme/naics-scian/	2002/naics-sci	an02I-eng.htm
Official use only (If information above is incorrect)	employees in Canad	a	Organization	s NAICS Code No
Procurement Business Number Total number of	employees in Canau	d	Organization	MAICE Code No
	D OFFICE		T =	
Address (building number, street, suite, etc.)	City		Province	Postal Code
8133 Warden Avenue, 6th floor	Markham		On Fax Number	L6G 1B3
water wender our reer	Telephone Number		905 948-	
	905-948-520	0	905 948	-3270
EMPLOYMENT	EQUITY CONT	ACT		
Name (print)	Title			
Josée Despatie	Senior Human	n resources S	pecialis	t
Telephone Number	E-mail Address			
514-394-7726	josee.despat	ie@motorolas	olutions	.com
	IFICATION			
The above-named organization: having a combined workforce of 100 or more permanent full-tim 12 weeks or more in Canada, AND	e, permanent part-	time and temporar	y employees	having worked
 intending to bid on, or being in receipt of, a federal government Supply Arrangement, valued at \$1,000,000 or more (including a) 	goods or services pplicable taxes).	contract, standing	offer or contr	act issued under a
Hereby certifies its commitment to implement or maintain employme instrument, in keeping with the Federal Contractors Program requiriplease refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.	ements. For more	-going basis, beyor information on how	nd the period to impleme	I of the procurement nt employment equity
Important note: If an audit of the Agreement to Implement Employr the procurement instrument(s) with the Government of Canada may	ment Equity uncover be terminated.	ers misrepresentati	on on the pa	art of the organization,
0.00	NATORY			
	NATORY			
NOTE: The signatory must be the Chief Executive Officer OR an autonitract on behalf of the organization.		an executive posi	tion with lega	al authority to sign a
Name (print)	Title	totomolo Colu	tions Ca	nada Inc
George Krausz Telephone Number	E-mail Address	Motorola Solu	CIUIIS Ca	nada Inc.
905-948-5300	1	sz@motorolaso	lutions.	com
	Date			
Signature GENGLE KNOWSKY	February	7 25, 2014		
RFTIIRNI	NSTRUCTIONS			
IMPORTANT				

The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca



Federal Contractors Program (FCP)

Contractors who are awarded an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) are required to implement employment equity, and if representation gaps exist, to make all reasonable efforts within the context of their specific organizational environment and structural needs to close the gaps. This obligation is on-going and not only subject to the period of a specific contract.

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a selfidentification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where underrepresentation exists.

Contractors are required to submit to ESDC-Labour:

- a. One year after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes):
 - Self-identification questionnaire used to collect workforce information;
 - Initial WFA; and
 - Annual short-term numeric goals for a period of three years and long-term numeric goals where underrepresentation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table.

ESDC-Labour will assess contractors on a risk-based basis, one year and four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter. Assessments are based on the achievement of representation results and measured against the requirements set out for the FCP.

Contractors found to be in non-compliance will be ineligible for future goods and services contracts, standing offer agreements, or supply agreements of any value with the federal government. In addition, contractors will be placed on a public list of non-compliant contractors. A finding of non-compliance may result in the termination of the contract.

For information on the detailed requirements as well as the framework and standards for assessment of results, please refer to the website: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml



Questions and Answers

Subsidiary vs. Division/Branch

Q1 Does the Agreement to Implement Employment Equity (Agreement) apply to the whole organization or only to the part carrying out the contract?

A1 The signed Agreement applies to the whole organization named in the Agreement and its entire Canadian workforce including all of its components (divisions, branches, etc.), with the exception of subsidiary corporations.

Division: A division is part of the primary business, not separate, and the

primary business is legally responsible for the obligations and debts of

the division.

Branch: A branch is an office that is not located at/with the company's

corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent

company), but it is a separate legal entity.

Q2 If an organization that is not subject to the Federal Contractor Program (FCP) is taken over by (or merged with) an organization that is subject to the Program, does it become subject to the FCP as well?

A2 An organization is subject to the FCP if it becomes part of the acquiring company. However, if the organization remains a subsidiary and still operates as a separate legal entity from the acquiring company, it does not become subject to the FCP.

For the purpose of the FCP, subsidiaries require a separate Agreement (and Agreement number) because they are separate legal entities. Divisions are part of an organization and are included as part of the whole organization.

- Q3 When should a new Agreement be completed and signed?
 - A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

- Q1 Who is considered to be a permanent full-time employee under the FCP?
 - A1 A permanent full-time employee is employed for an indeterminate period of time to work the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs. The standard number of hours cannot be less than the usual number of hours worked by full-time employees in the same occupational group.
- Q2 Who is considered to be a permanent part-time employee under the FCP?
 - A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

Generally, what is standard or usual for a group of employees is considered full-time; anything less is considered part-time. For example, in a case where the standard, usual way of working for the company is to work eight (8) hours per day for three (3) days per week, employees who fit this work pattern would be considered full-time, and employees who do not would be considered part-time.

Q3 Who is considered to be a temporary employee under the FCP?

A3 A temporary employee is employed on a temporary basis for any number of hours within a fixed period or periods (start and end date) totalling 12 weeks or more during a calendar year. This does not include a person in full-time attendance at a secondary or post-secondary educational institution who is employed during a school break. Whether the hours are regular or irregular is not a factor to consider in determining temporary employment status.

The total number of weeks worked by temporary employees is calculated according to the cumulative number of weeks worked, not by the cumulative number of days. For example, an employee may be called to work two days one week, three days the following week and one day per week for ten other weeks during the calendar year. This employee would be considered a temporary employee for employment equity purposes.

The most significant distinction between temporary staff and permanent staff is job security, where permanence usually means employment for an indefinite duration. The duration of employment or the benefits received do not indicate employment status. Even if an employee is hired for a length of employment that is long term, the employee does not have permanent status if the duration of employment can be defined.

Q4 How are students counted under the FCP?

A4 Students employed during a school break, even if this period exceeds 12 weeks, and who are returning to school, are not counted as employees for employment equity purposes.

Co-operative education (Co-op) students working during the summer period are not considered to be on a school break since this work experience forms part of their education. Co-op students who work more than 12 weeks during their work placements should be reported as temporary employees. In addition, students working on a permanent part-time basis throughout the year are counted provided they worked 12 weeks or more.

Q5 How are casual or other employees counted under the FCP?

A5 Casual employees are emloyed to work less than 12 weeks during a calendar year and whose contracts have designated start and end dates.

Other employees are those who are on unpaid leave (often temporary layoff or long-term leave) but who otherwise fulfil the definitions of permanent full-time, permanent part-time or temporary employees and maintain the right to return to work.

FEDERAL CONTRACTORS PROGRAM: TOTAL CATEGORIES BY EMPLOYMENT STATUS AND GEOGRAPHICAL AREA Reporting Period 2014-11-25 to 2017-11-13

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	I	Province				Cens	us Metropolitan	Areas	
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Numbe of Employees
Ontario	79	0	0	79	Calgary	17	0	0	17
Québec	30	0	0	30	Halifax	5	0	0	;
Nova Scotia	5	0	0	5	Montréal	29	0	0	29
Manitoba	1	0	0	1	Toronto	71	0	0	7′
British Columbia	5	0	0	5	Vancouver	5	0	0	;
Prince Edward Island	1	0	0	1	Winnipeg	1	0	0	•
Saskatchewan	1	0	0	1	Québec	1	0	0	•
Alberta	17	0	0	17	Ottawa - Gatineau	8	0	0	8
Total Employees in Ca	nada 🕨			139	Saskatoon	1	0	0	•
					P.E.I.	1	0	0	,
					Total Employ	yees in Canada	•		13



Employment and Social Emploi et Développement Development Canada social Canada

Motorola Solutions Canada Inc. (certificate # 060122) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		F	All Employee	S		original Peo	oles		ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	18	17	1							2	1	1
	Total	18	17	1							2	1	1
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	67	55	12				2	2		21	17	4
	Total	67	55	12				2	2		21	17	- 2
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	19	19								7	7	
	Total	19	19								7	7	

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Employment and Social Emploi et Développement Development Canada social Canada

Motorola Solutions Canada Inc. (certificate # 060122) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		,	All Employee:	s	Al	original Peo	ples	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	8	3	5							2		2
	Total	8	3	5							2		2
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	23	14	9				1	1		3	2	1
	Total	23	14	9				1	1		3	2	1
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Total Number of Employees		139	112	27				3	3		35	27	8

Employment and Social Emploi et Développement Development Canada social Canada

Motorola Solutions Canada Inc. (certificate # 060122) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		F	All Employee	S		original Peop	oles		ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	13	12	1							2	1	1
	Total	13	12	1							2	1	1
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	36	28	8				1	1		15	13	2
	Total	36	28	8				1	1		15	13	2
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	7	7								5	5	
	Total	7	7								5	5	

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Employment and Social Emploi et Développement Development Canada social Canada

Motorola Solutions Canada Inc. (certificate # 060122) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		A	All Employee:		Ab	original Peo _l	ples	Perso	ns with Disa	bilities	Member	s of Visible M	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	6	2	4							1		1
	Total	6	2	4							1		1
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	13	9	4				1	1		1		1
	Total	13	9	4				1	1		1		1
Semi-Skilled Manual Workers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Total Number of Employees		79	62	17				2	2		24	19	5

Employment and Social Emploi et Développement
Development Canada social Canada

Motorola Solutions Canada Inc. (certificate # 060122) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		F	All Employee:	S		original Peo	oles		ns with Disa	bilities	Membe	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
•	1	19	16	3				1	1		3	2	1
	Total	19	16	3				1	1		3	2	1
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	5	5										
	Total	5	5										
Administrative and Senior Clerical Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Québec

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ons with Disa	bilities	Membe	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	3	1	2									
	Total	3	1	2									
Total Number of Employees		30	25	5				1	1		3	2	1

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Nova Scotia

Reporting Period 2014-11-25 to 2017-11-13

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

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Manitoba

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		,	All Employee:	S	Ab	original Peop	les	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1								1	1	
	Total	1	1								1	1	
Total Number of Employees		1	1								1	1	

Motorola Solutions Canada Inc. (certificate # 060122) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / British Columbia Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		,	All Employee	S	Ab	original Peo	ples	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1	1										
	Total	1	1										
Semi-Professionals and Technicians	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	2										
	Total	2	2										
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1							1	1	
	Total	2	1	1							1	1	
Total Number of Employees		5	4	1							1	1	

Canadä

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Prince Edward Island

Reporting Period 2014-11-25 to 2017-11-13

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

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Saskatchewan

Reporting Period 2014-11-25 to 2017-11-13

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

Employment and Social Emploi et Développement Development Canada social Canada

Motorola Solutions Canada Inc. (certificate # 060122) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2014-11-25 to 2017-11-13

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

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FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

Reporting Period 2014-11-25 to 2017-11-13

Occupational Group		,	All Employees	3	Ab	original Peor	oles	Perso	ns with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Sales and Service Personnel	4												
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	2	1	1									
	Total	2	1	1									
Total Number of Employees		17	14	3							6	4	2

Form 3 A

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	139	112	27				3	3		35	27	8
Total Number of Employees	139	112	27				3	3		35	27	8

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Ontario

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	79	62	17				2	2		24	19	5
Total Number of Employees	79	62	17				2	2		24	19	5

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Québec

Reporting Period 2014-11-25 to 2017-11-13

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	30	25	5				1	1		3	2	1
Total Number of Employees	30	25	5				1	1		3	2	1

Form 3 A

Motorola Solutions Canada Inc. (certificate # 060122)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Nova Scotia

Reporting Period 2014-11-25 to 2017-11-13

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

Form 3 A

Motorola Solutions Canada Inc. (certificate # 060122)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Manitoba

Reporting Period 2014-11-25 to 2017-11-13

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

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

Reporting Period 2014-11-25 to 2017-11-13

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Prince Edward Island

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

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Saskatchewan

Reporting Period 2014-11-25 to 2017-11-13

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

Form 3 A

Motorola Solutions Canada Inc. (certificate # 060122)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

Reporting Period 2014-11-25 to 2017-11-13

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	17	14	3							6	4	2
Total Number of Employees	17	14	3							6	4	2

Canadä

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	3	3										
Professionals	22	20	2				1	1		9	8	1
Semi-Professionals and Technicians	5	5								3	3	
Administrative and Senior Clerical Personnel	2	2										
Skilled Sales and Service Personnel	6	3	3							2	2	
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Hired	39	34	5				1	1		14	13	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

	All Employees			А	boriginal Peop	les	Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Professionals	12	11	1				1	1		6	6	
Semi-Professionals and Technicians	2	2								2	2	
Administrative and Senior Clerical Personnel	1	1										
Skilled Sales and Service Personnel	4	2	2							1	1	
Semi-Skilled Manual Workers	1	1										
Total Number of Employees Hired	21	18	3				1	1		9	9	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Québec

	All Employees			Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Professionals	2	2										
Semi-Professionals and Technicians	2	2										
Administrative and Senior Clerical Personnel	1	1										
Total Number of Employees Hired	6	6										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / British Columbia

	All Employees			Al	Aboriginal Peoples			ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	1	1								1	1	
Total Number of Employees Hired	1	1								1	1	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Saskatchewan

	All Employees			Aboriginal Peoples			Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Skilled Sales and Service Personnel	1		1									
Total Number of Employees Hired	1		1									

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

	All Employees			А	boriginal Peopl	es	Pers	ons with Disab	ilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1	1										
Professionals	8	7	1							3	2	1
Semi-Professionals and Technicians	1	1								1	1	
Total Number of Employees Hired	10	9	1							4	3	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group	All Employees			Α	Aboriginal Peoples			ons with Disal	oilities	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
	Coi. i	C01. 2	C01. 3	C01. 4	Coi. 5	Coi. 6	C01. 7	C01. 6	Coi. 9	Col. 10	C01. 11	C01. 12
Middle and Other Managers	2	2										
Professionals	9	7	2							5	5	
Semi-Professionals and Technicians	4	4								2	2	
Administrative and Senior Clerical Personnel	1		1							1		1
Skilled Sales and Service Personnel	3	2	1									
Total Number of Employees Promoted	19	15	4							8	7	1
Total Number of Promotions	20	16	4							8	7	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

	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											
Occupational Group		All Employees		Α	Aboriginal Peoples			ons with Disab	oilities	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	2	2										
Professionals	7	5	2							4	4	
Semi-Professionals and Technicians	1	1								1	1	
Skilled Sales and Service Personnel	2	2										
Total Number of Employees Promoted	12	10	2							5	5	
Total Number of Promotions	13	11	2							5	5	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Québec

	Employ	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.)													
Occupational Group	All Employees			A	Aboriginal Peoples			ons with Disab	ilities	Members of Visible Minorities					
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women			
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12			
Professionals	2	2								1	1				
Semi-Professionals and Technicians	1	1													
Skilled Sales and Service Personnel	1		1												
Total Number of Employees Promoted	4	3	1							1	1				
Total Number of Promotions	4	3	1							1	1				

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Nova Scotia

	Employ	ees promoted (Employees pro	omoted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Coounational Croup		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Professionals and Technicians	1	1										
Total Number of Employees Promoted	1	1										
Total Number of Promotions	1	1										

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Alberta

	Employ	ees promoted (Employees pro	moted during	the year are to	be reported or	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Coourational Croun		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Semi-Professionals and Technicians	1	1								1	1	
Administrative and Senior Clerical Personnel	1		1							1		1
Total Number of Employees Promoted	2	1	1							2	1	1
Total Number of Promotions	2	1	1							2	1	1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

		All Employees		А	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	6	4	2							1	1	
Professionals	12	12								4	4	
Semi-Professionals and Technicians	1	1										
Skilled Sales and Service Personnel	10	10					1	1		2	2	
Total Number of Employees Terminated	29	27	2				1	1		7	7	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / National

		All Employees	;	Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	inorities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1							1		1
Total Number of Employees Terminated	1		1							1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	4	2	2									
Professionals	9	9								4	4	
Skilled Sales and Service Personnel	5	5					1	1		1	1	
Total Number of Employees Terminated	18	16	2				1	1		5	5	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Temporary / Ontario

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Professionals	1		1							1		1
Total Number of Employees Terminated	1		1							1		1

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / Québec

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Nova Scotia

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / British Columbia

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

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

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-11-13

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repre	sentation	Avail	ability	Sap Recruitment Area
		#	#	%	%	#	#
01 : Senior Managers	National	2	0	0.0 %	27.4 %	1	-1 National
02 : Middle and Other Managers	National	18	1	5.6 %	38.9 %	7	-6 National
03 : Professionals		67	12	17.9 %	28.0 %	19	-7
1111 : Financial auditors and accountants	National	1	1	100.0 %	55.1 %	1	0 National
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0 National
1122 : Professional occupations in business management consulting	National	18	5	27.8 %	42.0 %	8	-3 National
2133 : Electrical and electronics engineers	National	18	1	5.6 %	11.3 %	2	-1 National
2171 : Information systems analysts and consultants	National	15	2	13.3 %	28.3 %	4	-2 National
2173 : Software engineers and designers	National	10	1	10.0 %	17.4 %	2	-1 National
1112 : Lawyers and Quebec notaries	National	1	0	0.0 %	42.5 %	0	0 National
4163 : Business development officers and marketing researchers and consultants	National	3	1	33.3 %	50.7 %	2	-1 National
04 : Semi-Professionals and Technicians		19	0	0.0 %	10.1 %	2	-2
2241 : Electrical and electronics engineering technologists and technicians	Alberta	3	0	0.0 %	9.9 %	0	0 Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	2	0	0.0 %	11.6 %	0	0 British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	2	0	0.0 %	4.2 %	0	0 Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	7	0	0.0 %	12.1 %	1	-1 Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	5	0	0.0 %	9.1 %	0	0 Québec
77 : Administrative and Senior Clerical Personnel		8	5	62.5 %	79.9 %	6	-1
Employment Equity Occupational Group	Calgary	1	1	100.0 %	80.5 %	1	0 Calgary
Employment Equity Occupational Group	Montréal	1	0	0.0 %	80.8 %	1	-1 Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	77.2 %	1	0 Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	3	60.0 %	80.1 %	4	-1 Toronto
08 : Skilled Sales and Service Personnel		23	9	39.1 %	26.5 %	6	3
6221 : Technical sales specialists - wholesale trade	Alberta	2	1	50.0 %	20.5 %	0	1 Alberta



Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-11-13

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres #	Representation # %	Availability %#	bility #	Gap #	Recruitment Area
6221 : Technical sales specialists - wholesale trade	British Columbia	2	_	50.0 %	26.3 %	<u> </u>	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	_	0	0.0 %	27.8 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	13	4	30.8 %	28.7 %	4	0	Ontario
6221 : Technical sales specialists - wholesale trade	Prince Edward Island	_	0	0.0 %	0.0 %	0	0	Prince Edward Island
6221 : Technical sales specialists - wholesale trade	Québec	ω	2	66.7 %	29.1 %	<u> </u>	<u></u>	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	_	_	100.0 %	28.0 %	0	<u> </u>	Saskatchewan
12 : Semi-Skilled Manual Workers		N	0	0.0 %	22.0 %	0	0	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	22.0 %	0	0	Toronto
Total		139	27	19.4 %	29.6 %	41	-14	

Total may not equal sum of components due to rounding.

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



2017-11-13

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

006650

Workforce Analysis - Detailed Report

Date: 2017-11-13

Aboriginal Peoples

				Aborig	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Representation # %	intation %	Availability %#	ability #	#	Recruitment Area
01 : Senior Managers	National	2	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	18	0	0.0 %	2.2 %	0	0	National
03 : Professionals		67	0	0.0 %	1.1 %	_	<u>.</u>	
1111 : Financial auditors and accountants	National	_	0	0.0 %	1.3 %	0	0	National
1121 : Human resources professionals	National	_	0	0.0 %	2.7 %	0	0	National
1122 : Professional occupations in business management consulting	National	18	0	0.0 %	1.6 %	0	0	National
2133 : Electrical and electronics engineers	National	18	0	0.0 %	0.7 %	0	0	National
2171 : Information systems analysts and consultants	National	15	0	0.0 %	1.1 %	0	0	National
2173 : Software engineers and designers	National	10	0	0.0 %	0.6 %	0	0	National
4112 : Lawyers and Quebec notaries	National	_	0	0.0 %	1.6 %	0	0	National
4163: Business development officers and marketing researchers and consultants	National	ω	0	0.0 %	2.0 %	0	0	National
04 : Semi-Professionals and Technicians		19	0	0.0 %	1.6 %	0	0	
2241 : Electrical and electronics engineering technologists and technicians	Alberta	ω	0	0.0 %	2.1 %	0	0	Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	2	0	0.0 %	2.1 %	0	0	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	N	0	0.0 %	1.6 %	0	0	Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	7	0	0.0 %	1.8 %	0	0	Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	5	0	0.0 %	0.8 %	0	0	Québec
07 : Administrative and Senior Clerical Personnel		œ	0	0.0 %	1.3 %	0	0	
Employment Equity Occupational Group	Calgary	_	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Montréal	_	0	0.0 %	0.7 %	0	0	Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	3.2 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	Sī	0	0.0 %	0.8 %	0	0	Toronto
08 : Skilled Sales and Service Personnel		23	0	0.0 %	1.7 %	0	0	
6221 : Technical sales specialists - wholesale trade	Alberta	N	0	0.0 %	2.0 %	0	0	Alberta

2017-11-13

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

006651

Workforce Analysis - Detailed Report

Date: 2017-11-13

Aboriginal Peoples

				Aborig	Aboriginal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees	Representation	entation	Avail	Availability	Gap	Recruitment Area
		#	#	%	%	#	#	
6221 : Technical sales specialists - wholesale trade	British Columbia	N	0	0.0 %	2.5 %	0	0	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	_	0	0.0 %	6.3 %	0	0	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	13	0	0.0 %	1.0 %	0	0	Ontario
6221 : Technical sales specialists - wholesale trade	Prince Edward Island	_	0	0.0 %	0.0 %	0	0	Prince Edward Island
6221 : Technical sales specialists - wholesale trade	Québec	ω	0	0.0 %	1.0 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	_	0	0.0 %	8.2 %	0	0	Saskatchewan
12 : Semi-Skilled Manual Workers		2	0	0.0 %	0.7 %	0	0	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	0.7 %	0	0	Toronto
Total		139	0	0.0 %	1.4 %	_	-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 - Motorola Solutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-11-13

Members of Visible Minorities

Resilient Facility Opening to and Carrie	2	All Essalation		Wembers of	Members of Visible Minorities	•	
Emproyment Equity Coorporation Croup		#	# 5	# %	% #		# 7
01 : Senior Managers	National	22	0	0.0 %	10.1 %	0	0 National
02 : Middle and Other Managers	National	18	2	11.1 %	15.0 %	ω	National
03: Professionals		67	21	31.3 %	30.0 %	20	
1111 : Financial auditors and accountants	National	_	_	100.0 %	27.5 %	0	1 National
1121 : Human resources professionals	National	_	0	0.0 %	14.1 %	0	0 National
1122 : Professional occupations in business management consulting	National	18	4	22.2 %	21.6 %	4	0 National
2133 : Electrical and electronics engineers	National	18	9	50.0 %	34.9 %	6	3 National
2171 : Information systems analysts and consultants	National	15	4	26.7 %	31.4 %	5	National
2173 : Software engineers and designers	National	10	ω	30.0 %	40.5 %	4	National
4112 : Lawyers and Quebec notaries	National	_	0	0.0 %	12.5 %	0	0 National
4163 : Business development officers and marketing researchers and consultants	National	ω	0	0.0 %	21.9 %		National
04 : Semi-Professionals and Technicians		19	7	36.8 %	20.9 %	4	ယ
2241 : Electrical and electronics engineering technologists and technicians	Alberta	ω	2	66.7 %	22.2 %	_	1 Alberta
2241 : Electrical and electronics engineering technologists and technicians	British Columbia	2	0	0.0 %	29.5 %	1	British Columbia
2241 : Electrical and electronics engineering technologists and technicians	Nova Scotia	2	0	0.0 %	2.3 %	0	0 Nova Scotia
2241 : Electrical and electronics engineering technologists and technicians	Ontario	7	Ŋ	71.4 %	31.4 %	2	3 Ontario
2241 : Electrical and electronics engineering technologists and technicians	Québec	5	0	0.0 %	9.5 %	0	0 Québec
07 : Administrative and Senior Clerical Personnel		œ	2	25.0 %	28.4 %	2	0
Employment Equity Occupational Group	Calgary	_	_	100.0 %	16.5 %	0	1 Calgary
Employment Equity Occupational Group	Montréal	_	0	0.0 %	12.2 %	0	0 Montréal
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	12.2 %	0	0 Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	5	_	20.0 %	37.3 %	2 -	Toronto
08 : Skilled Sales and Service Personnel		23	ω	13.0 %	16.4 %	4	
6221 : Technical sales specialists - wholesale trade	Alberta	2	0	0.0 %	11.3 %	0	0 Alberta

Page 5 of 9

2017-11-13

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-11-13

Members of Visible Minorities

				Members of	Members of Visible Minorities	rities		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	Representation # %	Availability %#		Gap #	Recruitment Area
6221 : Technical sales specialists - wholesale trade	British Columbia	2	_	50.0 %	24.7 %	0	<u> </u>	British Columbia
6221 : Technical sales specialists - wholesale trade	Manitoba	_	_	100.0 %	7.8 %	0	<u> </u>	Manitoba
6221 : Technical sales specialists - wholesale trade	Ontario	13	_	7.7 %	20.8 %	ω	۵	Ontario
6221 : Technical sales specialists - wholesale trade	Prince Edward Island	_	0	0.0 %	0.0 %	0	0	Prince Edward Island
6221 : Technical sales specialists - wholesale trade	Québec	ω	0	0.0 %	8.5 %	0	0	Québec
6221 : Technical sales specialists - wholesale trade	Saskatchewan	_	0	0.0 %	2.7 %	0	0	Saskatchewan
12 : Semi-Skilled Manual Workers		N	0	0.0 %	57.5 %	_	7	
Employment Equity Occupational Group	Toronto	2	0	0.0 %	57.5 %	<u> </u>	<u>.</u>	Toronto
Total		139	35	25.1 %	24.6 %	34	1	

Total may not equal sum of components due to rounding.

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



2017-11-13

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

006654

Workforce Analysis - Detailed Report

Date: 2017-11-13

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Perso Representation # %	Persons ventation %	Persons with Disabilities station Availability #	# ĬŸ	Gap #	Recruitment Area
01/02 : Managers	National	20	0	0.0 %	4.3 %	1	-1	National
03 : Professionals	National	67	2	3.0 %	3.8 %	ω	7	National
04 : Semi-Professionals and Technicians	National	19	0	0.0 %	4.6 %	4	<u>.</u>	National
07 : Administrative and Senior Clerical Personnel	National	œ	0	0.0 %	3.4 %	0	0	National
08 : Skilled Sales and Service Personnel	National	23	_	4.3 %	3.5 %	_	0	National
12 : Semi-Skilled Manual Workers	National	2	0	0.0 %	4.8 %	0	0	National
Total		139	ဒ	2.2 %	3.9 %	6	۵	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Motorola Solutions Canada Inc.

006655

Workforce Analysis - Detailed Report

Date: 2017-11-13

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Detailed Report

Date: 2017-11-13

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Summary Report

Date: 2017-11-13

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	entation	Avai	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	2	0	0.0 %	27.4 %	1	-1	
02 : Middle and Other Managers	18	1	5.6 %	38.9 %	7	-6	
03 : Professionals	67	12	17.9 %	28.0 %	19	-7	
04 : Semi-Professionals and Technicians	19	0	0.0 %	10.1 %	2	-2	
07 : Administrative and Senior Clerical Personnel	8	5	62.5 %	79.9 %	6	-1	
08 : Skilled Sales and Service Personnel	23	9	39.1 %	26.5 %	6	3	
12 : Semi-Skilled Manual Workers	2	0	0.0 %	22.0 %	0	0	
Total	139	27	19.4 %	29.6 %	41	-14	
Total	139	21	10.7 /0	20.0 /0	71	-1-7	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Summary Report

006658

Date: 2017-11-13

Aboriginal Peoples

			Aborig	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees	Representation	entation	Availability	bility	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	18	0	0.0 %	2.2 %	0	0
03 : Professionals	67	0	0.0 %	1.1 %	_	<u>.</u>
04 : Semi-Professionals and Technicians	19	0	0.0 %	1.6 %	0	0
07 : Administrative and Senior Clerical Personnel	œ	0	0.0 %	1.3 %	0	0
08 : Skilled Sales and Service Personnel	23	0	0.0 %	1.7 %	0	0
12 : Semi-Skilled Manual Workers	2	0	0.0 %	0.7 %	0	0
Total	139	0	0.0%	1.4 %	_	1

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

006659

Workforce Analysis - Summary Report

Date: 2017-11-13

Members of Visible Minorities

			Members o	Members of Visible Minorities	ities	
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability	bility	Gap
	#	#	%	%	#	#
01 : Senior Managers	2	0	0.0 %	10.1 %	0	0
02 : Middle and Other Managers	18	2	11.1 %	15.0 %	ω	-1
03: Professionals	67	21	31.3 %	30.0 %	20	
04 : Semi-Professionals and Technicians	19	7	36.8 %	20.9 %	4	ω
07 : Administrative and Senior Clerical Personnel	8	2	25.0 %	28.4 %	2	0
08 : Skilled Sales and Service Personnel	23	ω	13.0 %	16.4 %	4	•
12 : Semi-Skilled Manual Workers	N	0	0.0 %	57.5 %	_	
Total	139	35	25.1 %	24.6 %	34	1

Total may not equal sum of components due to rounding.

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Summary Report

Date: 2017-11-13

Persons with Disabilities

			Persons	Persons with Disabilities	Š	
Employment Equity Occupational Group	All Employees	Representation	entation	Availability	bility	Gap
	#	#	%	%	#	#
01/02 : Managers	20	0	0.0 %	4.3 %	1	-1
03 : Professionals	67	N	3.0 %	3.8 %	ω	-
04 : Semi-Professionals and Technicians	19	0	0.0 %	4.6 %	1	<u>.</u>
07 : Administrative and Senior Clerical Personnel	8	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	23	_	4.3 %	3.5 %	_	0
12 : Semi-Skilled Manual Workers	2	0	0.0 %	4.8 %	0	0
Total	139	3	2.2 %	3.9 %	6	-3

Total may not equal sum of components due to rounding.

2017-11-13

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

006661

Workforce Analysis - Summary Report

Date: 2017-11-13

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

Workplace Equity Information Management System - Motorola Solutions Canada Inc.

Workforce Analysis - Summary Report

Date: 2017-11-13

WFA Defaults - Persons with Disabilities

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



Federal Contractors Program Achievement Table

Part 1: Workforce Analysis

Motorola Solutions Canada Inc.

November 22, 2017

Data from Previous Workforce Analysis

Date of P	revious Workforc	e Analysis
YYYY	MM	DD
2014	11	28

Date of C	Eurrent Workforce	Analysis
YYYY	MM	DD
2017	11	13

			Table 1: Womei	1			
		Previous Workforce Analysis					
Emale	www.ant.Fauity.Occupational.Cycup.(FFOC)	All Employees	Women				
Empi	oyment Equity Occupational Group (EEOG)		Representation	Availability*			
		#	#	%			
01	Senior Managers	2	0	27.4			
02	Middle & Other Managers	23	3	38.9			
03	Professionals	56	10	27.7			
04	Semi-Professionals & Technicians	14	0	9.8			
05	Supervisors	2	0	50.8			
06	Supervisors: Crafts & Trades	0	0	0.0			
07	Administrative & Senior Clerical Personnel	2	1	78.6			
08	Skilled Sales & Service Personnel	24	6	27.0			
09	Skilled Crafts & Trades Workers	0	0	0.0			
10	Clerical Personnel	3	2	66.9			
11	Intermediate Sales & Service Personnel	2	2	63.9			
12	Semi-Skilled Manual Workers	0	0	0.0			
13	Other Sales & Service Personnel	0	0	0.0			
14	Other Manual Workers	0	0	0.0			
Total		128	24	30.3			

7	Table 5: Women	l
Curr	ent Workforce Ana	ılysis
All Employees	Won	nen
	Representation	Availability*
#	#	%
2	0	27.4
18	1	38.9
67	12	28.0
19	0	10.1
0	0	0.0
0	0	0.0
8	5	79.9
23	9	26.5
0	0	0.0
0	0	0.0
0	0	0.0
2	0	0.0
0	0	0.0
0	0	22.0
139	27	29.6

* Source:		
Workforce	nalysis - Sumamry Report 28-nov. 2014	

* Source:
Workforce Analysis - Summary Report 13-nov. 2017

Federal Contractors Program Achievement Table Motorola Solutions Canada Inc. Part 1: Workforce Analysis November 22, 2017

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Date of Previous Workforce Analysis

Employment Equity Occupational

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	Table	Table 2: Aboriginal Peoples	eoples
	Previ	Previous Workforce Analysis	alysis
	All Employees	Aboriginal Peoples	l Peoples
Group (EEGG)		Representation	Availability*
	#	#	0%
	2	0	2.9
	23	0	2.2
	56	0	1.2
cians	14	0	1.4
	2	0	0.8
	0	0	0.0
ical Personnel	2	0	2.0
nnel	24	0	1.5
kers	0	0	0.0
	3	0	1.5
Personnel	2	0	1.5
ν.	0	0	0.0
inel	0	0	0.0
	0	0	0.0

01 02 03 03 04 05 06 06 07 07 09

Supervisors

Semi-Professionals & Technic

Middle & Other Managers

Professionals

Senior Managers

139	0	0	2	0	0	0	23	8	0	0	19	67	18	2	#		All Employees	Curre	Table
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Representation	Aboriginal Peoples	Current Workforce Analysis	Sable 6: Aboriginal Peoples
1.4	0.0	0.0	0.0	0.0	0.7	0.0	1.7	1.3	0.0	0.0	1.6	1.1	2.2	2.9	%	Availability*	il Peoples	alysis	eoples

* Source:
Workforce Analysis - Sumamry Report 28-nov. 2014

128

1.5

Total

Other Manual Workers

11 12 13 14

Semi-Skilled Manual Workers

Intermediate Sales & Service

Clerical Personnel

Other Sales & Service Person

Supervisors: Crafts & Trades
Administrative & Senior Cleri
Skilled Sales & Service Perso
Skilled Crafts & Trades Work

* Source:
Workforce Analysis - Summary Report 13-nov. 2017

Federal Contractors Program Achievement Table Motorola Solutions Canada Inc. Part 1: Workforce Analysis November 22, 2017

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Table 7: Members of Visible Minorities

23.3	27	128	
0.0	0	0	Other Manual Workers
0.0	0	0	Other Sales & Service Personnel
0.0	0	0	Semi-Skilled Manual Workers
48.9	<u> </u>	2	Intermediate Sales & Service Personnel
40.2	1	ဒ	Clerical Personnel
0.0	0	0	Skilled Crafts & Trades Workers
16.7	دی	24	Skilled Sales & Service Personnel
24.7	0	2	Administrative & Senior Clerical Personnel
0.0	0	0	Supervisors: Crafts & Trades
16.7	0	2	Supervisors
19.3	4	14	Semi-Professionals & Technicians
29.4	13	56	Professionals
15.0	5	23	Middle & Other Managers
10.1	0	2	Senior Managers
%	#	#	
Availability*	Representation		by ment Equity Occupational Oloup (EEOO)
ible Minorities	Members of Visible Minorities	All Employees	wment Fauity Occupational Craus (FFOC)
alysis	Previous Workforce Analysis	Previo	
e Minorities	Table 3: Members of Visible Minorities	Table 3: Mer	

01 02 03 03 04 05 06 06 07 07 09

139	0	0	2	0	0	0	23	8	0	0	19	67	18	2	#		All Employees	Curr
35	0	0	0	0	0	0	دی	2	0	0	7	21	2	0	#	Representation	Members of Visible Minorities	Current Workforce Analysis
24.6	57.5	0.0	0.0	0.0	0.0	0.0	16.4	28.4	0.0	0.0	20.9	30.0	15.0	1.01	%	Availability*	sible Minorities	alysis

Workforce Analysis - Sumamry Report 28-nov. 2014 * Source: Workforce Analysis - Summary Report 13-nov. 2017

* Source:

Total

11 12 13 14

Federal Contractors Program Achievement Table Motorola Solutions Canada Inc. Part 1: Workforce Analysis November 22, 2017

3 3.9	139	3 4.2	128		Total	To
0 4.8	0	0.0	0		14 Other Manual Workers	1
0.0	0	0.0	0		Other Sales & Service Personnel	_
0.0	2	0.0	0		12 Semi-Skilled Manual Workers	
0.0	0	0 5.6	2		11 Intermediate Sales & Service Personnel	_
0.0	0	0 7.0	ယ		10 Clerical Personnel	
0.0	0	0.0	0		09 Skilled Crafts & Trades Workers	
1 3.5	23	2 3.5	24		08 Skilled Sales & Service Personnel	
0 3.4		0 3.4	2		07 Administrative & Senior Clerical Personnel	_
0.0	0	0.0	0		06 Supervisors: Crafts & Trades	
0.0	0	0 13.9	2		05 Supervisors	
0 4.6	19	0 4.6	14		04 Semi-Professionals & Technicians	
2 3.8	67	3.8	56		03 Professionals	_
0 4.3	20	0 4.3	25		01/02 Managers	01
# 9%	#	9%	# #	1		
Representation Availability*		tion Availability*	Representation		Embio) mene Edució Occupational Otoub (EEOO)	
Persons with Disabilities	All Employees	Persons with Disabilities	All Employees Person		Employment Family Occupational Crown (FFOC)	X]
Current Workforce Analysis	Currer	ce Analysis	Previous Workforce Analysis			
Table 8: Persons with Disabilities	Table 8: P	th Disabilities	Table 4: Persons with Disabilities	T		
		·				
11 13	2017	28	2014 11	20		
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Date of Current Workforce Analysis	Date of Cu	kforce Analysis	Date of Previous Workforce Analysis			
	•	•	•			
	_	—				
Data from Current Workforce Analysis	Data from Cu	orkforce Analysis	Data from Previous Workforce Analysis	Data		

* Source:

* Source:

Start Date of Flow Data End Date of Flow Data	November 22, 2017	Motorola Solutions Canada Inc.	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Table
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Data from Form 4 - Employees

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

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		Table 1: Women	Women		
	Full-time / National	/ National	Part-time / National	/ National	
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired	A
	#	#	#	#	
01 Senior Managers	0	0	0	0	
02 Middle & Other Managers	_ω	0	0	0	
03 Professionals	22	2	0	0	
04 Semi-Professionals & Technicians	O ₁	0	0	0	
05 Supervisors	0	0	0	0	
06 Supervisors: Crafts & Trades	0	0	0	0	
07 Administrative & Senior Clerical Personnel	2	0	0	0	
08 Skilled Sales & Service Personnel	6	رن دن	0	0	
09 Skilled Crafts & Trades Workers	0	0	0	0	
10 Clerical Personnel	0	0	0	0	
11 Intermediate Sales & Service Personnel	0	0	0	0	
12 Semi-Skilled Manual Workers		0	0	0	
13 Other Sales & Service Personnel	0	0	0	0	
14 Other Manual Workers	0	0	0	0	
Total	39	5	0	0	

	Table 5:	Women	
Full-time / National	/ National	Part-time / National	'National
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
0	0	0	0
2	0	0	0
9	2	0	0
4	0	0	0
0	0	0	0
0	0	0	0
	_	0	0
ري	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0

	0	0	0	0
#	#	#	#	
Won Termir	All Employees Terminated	Women Terminated	All Employees Terminated	
Natio	Part-time / Natio	National	Full-time / National	
	Table 9: Women	Table 9:		
←	←	←	←	

0	0	2	29
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
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	
0	0	0	12
0	0	2	6
0	0	0	0
#	#	#	#
Women Terminated	All Employees Terminated	Women Terminated	Employees minated

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Motorola Solutions Canada Inc.

November 22, 2017

Start	Date of Flow	Data
YYYY	MM	DD
2014	11	28

2017	11	13
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End l	Date of Flow	Data

Data from Form 4 - Employees Hired

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			mote		

Data from Form 6 - Employees Terminated

		Ψ	Ψ.	Ψ.	Ψ
		Tab	ole 2: Abor	iginal Peo	ples
		Full-time	/ National	Part-time	/ National
	ployment Equity Occupational Group EOG)	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
		#	#	#	#
01	Senior Managers	0	0	0	0
02	Middle & Other Managers	3	0	0	0
03	Professionals	22	0	0	0
04	Semi-Professionals & Technicians	5	0	0	0
05	Supervisors	0	0	0	0
06	Supervisors: Crafts & Trades	0	0	0	0
07	Administrative & Senior Clerical Personnel	2	0	0	0
08	Skilled Sales & Service Personnel	6	0	0	0
09	Skilled Crafts & Trades Workers	0	0	0	0
10	Clerical Personnel	0	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
Tot		39	0	0	0

Tab	le 6: Aboı	iginal Peor	oles
Full-time	National	Part-time	/ National
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
0	0	0	0
2	0	0	0
9	0	0	0
4	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
3	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
19	0	0	0

Tab	le 10: Abo	riginal Peo	ples
Full-time	/ National	Part-time	/ National
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
0	0	0	0
6	0	0	0
12	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
10	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
29	0	0	0

Federal Contractors Program Achievement Table

Part 2: Flow Data Analysis

Motorola Solutions Canada Inc.

November 22, 2017

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←	oyees

Fable 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted
	#	#	#	#	#
01 Senior Managers	0	0	0	0	0
02 Middle & Other Managers	3	0	0	0	2
03 Professionals	22	1	0	0	9
04 Semi-Professionals & Technicians	5	0	0	0	4
05 Supervisors	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0	
08 Skilled Sales & Service Personnel	6	0	0	0	3
09 Skilled Crafts & Trades Workers	0	0	0	0	0
10 Clerical Personnel	0	0	0	0	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0
Total	39	1	0	0	19

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Full-time / National Table 7: Persons with Disabilities Persons with Disabilities Promoted All Employees Promoted Part-time / National Persons with Disabilities Promoted

# 6 12	All Employees Terminated	Full-time	9 1 9
# 0	Persons with Disabilities Terminated	Full-time / National	Table Tereone with Disabilities
#	All Employees Terminated	Part-time	e with Diss
# 0	Persons with Disabilities Terminated	Part-time / National	

Full-time / National	/ National	Part-time / National	/ National
ll Employees Ferminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
6	0	0	0
12	0	0	0
	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
10		0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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Motorola Solutions Canada Inc. Part 2: Flow Data Analysis

November 22, 2017

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2017	End I
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Data from Form 4 - Employees Hired

Table 4: Members of Visible Minori

ities	Table 8: I	Members (Table 8: Members of Visible Minorities	inorities
onal	Full-time / National	/ National	Part-time / National	' National
bers of ible rities	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
‡	#	#	#	#
0	0	0	0	0
0	2	0	0	0
0	9	(A	0	0
0	4	2	0	0
0	0	0	0	0
0	0	0	0	0
0	1	1	0	0
0	3	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

01 Senior Managers
02 Middle & Other Managers
03 Professionals
04 Semi-Professionals & Technicians
05 Supervisors

Employment Equity Occupational Group

All Employee

Full-time / National

Part-time / Natio

Members of Minorities Visible Hired

All Employees

Memb

Hired

06 Supervisors: Crafts & Trades07 Administrative & Senior Cler

Administrative & Senior Clerical Personnel

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08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

10 Clerical Personnel11 Intermediate Sales & Service Personnel

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

19

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Data from Form 5 - Employees Promoted

Data from Form 6 - Employees

Terminated

AII Te Table 12: Members of Visible Minorities

7ull-time	ull-time / National	Part-time	Part-time / National
	Members of		Members of
Employees	Visible	All Employees	Visible
rminated	Minorities	Terminated	Minorities
	Terminated		Terminated
#	#	#	#
0	0	0	0
6	1	0	0
12	4	0	0

Page 8 of 32

Federal Contractors Program Achievement Table Motorola Solutions Canada Inc. November 22, 2017 Part 3: Goals

		Dai	Data from Previous Goals	evious Go	als	Da	ita from Ci	Data from Current Goals	ls
		←	←	←	←	←	←	←	←
		T.	Duration of Previous Goals	revious Goal	S	1	uration of C	Duration of Current Goals	
		Short-term	term	Long-term	term	Short-term	-term	Long-term	erm
		From	To	From	To	From	To	From	To
		YYYY	YYYY	YYYY	AAAA	YYYY	YYYY	YYYY	AAAA
		2014	2018	2014	2019	2017	2020	2017	2022
			Table 1: Women	Women			Table 5:	Cable 5: Women	
			Women	nen			Women	nen	
Emplo	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	Short-ter	Short-term Goals	Long-term Goals	n Goals
		#	%	#	0/0	#	9/0	#	0/0
01	Senior Managers	0	0.0	0	0.0	0	0.0	0	0.0
02	Middle & Other Managers	-	50.0	ري د	50.0	2	80.0	4	60.0
03	Professionals	2	50.0	4	50.0	درا	70.0	6	40.0
04	Semi-Professionals & Technicians	1	80.0		60.0	2	80.0	(J)	70.0
05	Supervisors	0	0.0		0.0	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	<u></u>	0.0	0	0.0		10.0
08	Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0	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	0	0.0	0	0.0	0	0.0	0	0.0
13	Other Sales & Service Personnel	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
Total		5	0.0	10	0.0	7	0.0	20	0.0

Federal Contractors Program Achievement Table Motorola Solutions Canada Inc. November 22, 2017 Part 3: Goals

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(

Data from Current Goals

Data from Previous Goals

Short-term

Long-term

Short-term

Long-term

To

To

Duration of Current Goals

To

To

Duration of Previous Goals

		Tab	le 2: Abor	Cable 2: Aboriginal Peoples	ples	Tab	able 6: Abor	boriginal Peoples	ples
			Aboriginal Peoples	I Peoples			Aboriginal Peoples	I Peoples	
Employment	Employment Equity Occupational Group (EEOG)	Short-term Goals	m Goals	Long-term Goals	m Goals	Short-term Goals	m Goals	Long-term Goals	m Goals
		#	%	#	%	#	%	#	%
01 Senior	Senior Managers	0	0.0	0	0.0	0	0.0	0	0.0
02 Middl	Middle & Other Managers	0	0.0	0	0.0	0	0.0	0	0.0
03 Profes	Professionals	1	10.0	_	10.0	0	0.0	_	15.0
04 Semi-	Semi-Professionals & Technicians	0	0.0	0	0.0	0	0.0	0	0.0
05 Supervisors	visors	0	0.0	0	0.0	0	0.0	0	0.0
06 Super	Supervisors: Crafts & Trades	0	0.0	0	0.0	0	0.0	0	0.0
07 Admii	Administrative & Senior Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
08 Skille	Skilled Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
09 Skille	Skilled Crafts & Trades Workers	0	0.0	0	0.0	0	0.0	0	0.0
10 Cleric	Clerical Personnel	0	0.0	0	0.0	0	0.0	0	0.0
11 Intern	Intermediate Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
12 Semi-	Semi-Skilled Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
13 Other	Other Sales & Service Personnel	0	0.0	0	0.0	0	0.0	0	0.0
14 Other	Other Manual Workers	0	0.0	0	0.0	0	0.0	0	0.0
Total		1	0.0	1	0.0	0	0.0	- 1	0.0

Federal Contractors Program Achievement Table Motorola Solutions Canada Inc. November 22, 2017 Part 3: Goals

1 0.0	0.0		0.0	1	Total Total
0 0.0			0.0	0	
0.0	0.0	0	0.0	0	12 Semi-Skilled Manual Workers
0.0	0.0	0	0.0	0	11 Intermediate Sales & Service Personnel
0.0	0.0)	0.0	0	10 Clerical Personnel
0.0	0.0	0	0.0	0	09 Skilled Crafts & Trades Workers
0.0	0.0	0	0.0	0	08 Skilled Sales & Service Personnel
0.0	0.0	0	0.0	0	07 Administrative & Senior Clerical Personnel
0.0	0.0		0.0	0	06 Supervisors: Crafts & Trades
0.0	0.0)	0.0	0	05 Supervisors
0.0	10.0		0.0	0	04 Semi-Professionals & Technicians
1 10.0	0.0)	10.0	_	03 Professionals
0.0	0.0	0	0.0	0	01/02 Managers
# %	9/6	#	%	#	
Short-term Goals	Long-term Goals	Long-te	Short-term Goals	Short-ter	Employment Equity Occupational Group (EEOG)
Persons with Disabilities	es	h Disabilitie	Persons with Disabilities		
Table 7: Persons with Disabilities	abilities	with Dis	Fable 3: Persons with Disabilities	Table	
2017 2020 2017	2019	2014	2018	2014	
	YYYY	YYYY	YYYY	YYYY	
From To	To	From	To	From	
Short-term	Long-term	Long	Short-term	Short	
Duration of Current Goals	als	revious Go	Duration of Previous Goals	O.	
←	←	←	←	←	
Data from Current Goals	oals	revious G	Data from Previous Goals	Da	

Federal Contractors Program Achievement Table

Part 3: Goals

Motorola Solutions Canada Inc.

November 22, 2017

Data from Previous Goals ↓ ↓ ↓ ↓ ↓

D	uration of P	revious Goa	ls
Short	-term	Long	-term
From	To	From	To
YYYY	YYYY	YYYY	YYYY
2014	2018	2014	2019

D	uration of C	Current Goa	ls
Short	-term	Long	-term
From	То	From	То
YYYY	YYYY	YYYY	YYYY
2017	2020	2017	2022

		a																																	

		Me	mbers of Visi	ble Minoriti	es
Emplo	yment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-tern	ı Goals
		#	%	#	%
01	Senior Managers	0	0.0	0	0.0
02	Middle & Other Managers	0	0.0	0	0.0
03	Professionals	2	50.0	3	40.0
04	Semi-Professionals & Technicians	0	0.0	0	0.0
05	Supervisors	0	0.0	0	0.0
06	Supervisors: Crafts & Trades	0	0.0	0	0.0
07	Administrative & Senior Clerical Personnel	0	0.0	0	0.0
08	Skilled Sales & Service Personnel	1	25.0	1	25.0
09	Skilled Crafts & Trades Workers	0	0.0	0	0.0
10	Clerical Personnel	0	0.0	0	0.0
11	Intermediate Sales & Service Personnel	0	0.0	0	0.0
12	Semi-Skilled Manual Workers	0	0.0	0	0.0
13	Other Sales & Service Personnel	0	0.0	0	0.0
14	Other Manual Workers	0	0.0	0	0.0
Total		3	0.0	4	0.0

Table 8: M			
Mem Short-term		ble Minoritie Long-term	
#	%	#	%
0	0.0	0	0.0
o	0.0	0	0.0
2	50.0	3	50.0
0	0.0	0	0.0
o	0.0	0	0.0
0	0.0	0	0.0
ol	0.0	0	0.0
1	25.0	2	25.0
0	0.0	0	0.0
o	0.0	0	0.0
0	0.0	0	0.0
ol	0.0	0	0.0
ol	0.0	o	0.0
o	0.0	ol	0.0
3	0.0	5	0.0

F + M x 100 Comments Percent of Gall Met (Coal Met	0.0 0.0 0.0 0.0 0.0 50.0 0.0 60.0		0.0							2017	
F+ N	0.0			80.0	0.0	2	0.0	<u>۷</u>	0	2020	
F + M x 100 100 Percent of Gaal Met # 0.0 0.0	0.0			50.0				5 (7	2017	Middle & Other
F + M x 100 100 Percent of Goal Met #	0.0	0	0.0	0.0	0.0	0	0.0	0 0	0	2020	
F + M x 100 100 Percent of Goal Met #		0	0.0	0.0	0.0	0	0.0	0 0	7	2017	01 Senior Managers
F+Mx 100 100 Percent of Goal Met	Wildelight Control of	#	%	9,6	%	#	9,6	#	#	#	
F+Mx 100	Percent of Goal Goal Met	Goal Pe	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Actual		Employees		(EEOG)
	Women			nen	Women		Women	¥	T All	Year	Occupational Group
F+Mx 100	Long-term Goals	L		m Goals	Short-term Goals		motions	Hires and Promotions			Employment Equity
F+Mx 100		als	Goals				ants	New Entrants	z		
F+Mx 100	↓ ↓	←	←	←	<u>_</u>	-	←	←	←		
	E + K x Part 3:	Part 3: I Goals	F÷I x 100	Part 3: Goals	E+Gx 100	Part 3: Goals	E + D x 100	Part 2: tta Flow Data is Analysis	Part 2: Flow Data Analysis		Data sources:
6 -4 9 2 22.2 2 0	2 9.1	22	64.0	-7	19	28.0	17.9	67 12		2017	03 FIOIESSIOIAIS
			64.5	-6		27.7	17.9	56 10		2014	
1 -1 2 0 0.0 0	0 0.0	3	14.3	-6	7	38.9	5.6	18 1		2017	Managers
			33.5	-6	9	38.9	13.0	23 3		2014	Middle & Other
0 0 0 0 0 0.0 0	0.0	0	0.0	-1	1	27.4	0.0	2 0	7	2017	
			0.0		_	27.4	0.0	2 0	4	2014	01 Senior Managere
# # # # % # #	# %	#	%	#	#	%	9,6	*	*	#	
Expected Difference Employees Actual Expected Difference	Actual	Employees	EE Result	Gap	Availability	Avail	Representation		Employees	Г	(EEOG)
Women All Women	W _t	≜			Women	W ₀			<u></u>		Occupational Group
Promotions	Hires				ြိ	Workforce	_		Ī	Year	Employment Equity
Flow Data Analysis					nalysis	Workforce Analysis	Work				
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	Part 2: Flow Data L+K Analysis x 100	Part 2: Flow Data Fl Analysis A	E+H x 100	Е-Н	D x G + 100	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: cc Workforcc is Analysis	Part 1: Workforce Analysis		Data sources:
N O P Q R S T		X	J	I	Н	G	F	E	D	С	$\text{\tiny Hermite definition of the property of $
2, 2017	November 22, 2017										
Motorola Solutions Canada Inc.	rola Solution	Motor									
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(EEOG)		All Employees	Represe	entation	Wor Availa		Gap	EE Result	All Employees	Act	tual	men Expected	Difference	All Employees	Ac	tual	men Expected	Difference	All Employees	Act		Francisco	Difference	Turnover Rate
1	#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	9/6
10 Clerical Personnel	2014	3	2	66.7	66.9	2	0	99.7																
	2017	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
11 Intermediate Sales & Service Personnel	2014	2	2	100.0	63.9 0.0		1	156.5 0.0	0	0	0.0			0	0	0.0		0	1	0	0.0	0		0.0
Semi-Skilled Manual	2017	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	1 0	0	0.0
Workers Wandar	2017	2	0	0.0	0.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
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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÷Kx 100	Part 3: Goals	F÷ M x 100												
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		Net	w Entra	ints				Go	oals															
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(EEOG)		Employees	Act	ual	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met												
T	#	#	#	%	#	%	%	%	#	#	%	#												
10 Clerical Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Intermediate Sales &	2017	0	- 1	0.0	0	0.0	0.0		Ů	_	0.0	0.0												
Service Personnel	2020	0	0	0.0	0	0.0	0.0		0	0.0	0.0	0.0												
12 Semi-Skilled Manual Workers	2017	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
WOLKEIS	2020	I	L 0	0.0	1 0	0.0	0.0	L 0.0	L 0	0.0	0.0	L 0.0	l											

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	0.0	0.0	0.0	0	0.0	0.0	0.0		0.0	0	0	2017	14 Other Manual
	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2020	Personnel
	0.0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0	0	2017	Other Sales & Service
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	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	ual I	Actual	Employees		(EEOG)
Comments		nen	Women			ren	Women		ien	Women	<u> </u>	rear	Occupational Group
		Long-term Goals	Long-ter			m Goals	Short-term Goals		otions	Hires and Promotions	Hires		Employment Equity
				Goals	Go				nts	w Entrants	New		
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	F÷Mx 100	Part 3: Goals	E + K x 100	Part 3: Goals	F÷I x 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	E + D x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis		Data sources:
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-7 19 4 21.1 4 0 29 2 6.9 5	12	12.8	5	39	65.6	-14	41	29.6	19.4		139	2017	Total
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	(0.0	0	0		0.0	0	0	2014	
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Difference Employees Actual Expected Difference Employees Actual Expected Difference	Expected D	ual	Actual	Employees	EE Result	Gap	bility	Availability	ntation	Representation	Employees		(EEOG)
All Women All Women		Women		AH			nen	Women			All		Occupational Group
Promotions Terminations		Hires					e	Workforce				Year	Employment Equity
Flow Data Analysis							nalysis	Workforce Analysis	Work				
	←	-	←	-	-	—	←	←	 	←	-		
Part 2:	K x G÷	L+K x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷H x 100	Е-Н	D x G + 100	Part 1: Workforce Analysis	E ÷ D x 100	Part 1: Workforce Analysis	Part 1: Workforce Analysis		Data sources:
O P Q R S T U V W X Y	Z	N	L	K	J	I	H	G	Ŧ	E	D	С	$\mathbf{A}_{\mathbb{R}}^{\mathbb{R}}$
	November 22, 2017	mber 2	Nove										
Inc.	Motorola Solutions Canada Inc.	olution	orola S	Mot									
	Part 4: Results - Women	Results	Part 4:										
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 November 22, 2017	Motorola Solutions Canada Inc.	Part 5: Results - Aboriginal Peoples	Federal Contractors Program Achievement Table

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1 1016331011013	03 Drofessionals	Managers	Middle & Other	OI Scinoi ivianageis	Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:	B
2017	2014	2017	2014	2017	2014	#			Year				С
67	56	18	23	2	2	#	Employees	IIV			←	Part 1: Workforce Analysis	D
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	1	0		0	0	#	Availability	Aboriginal Peoples	ce	nalysis	←	D x G + 100	H
	-1	0	-1	0	0	#	Gap				←	E-H	I
0.0	0.0	0.0	0.0	0.0	0.0	%	EE Result				←	E+H x100	J
) 22)					#	Employees	<u>`</u>			←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	K
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)		0		#	Expected	Aboriginal Peoples			←	K x G + 100	Z
0		0		0		#	Difference				←	L-N	0
0		0		0		#	Em	<u>`</u>			←	Part 2: Flow Data Analysis	P
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0		0		0		#	Expected	Aboriginal Peoples	ons	Flow Data Analysis	←	Part 2: Part 2: Flow Data Flow Data Q + P x 100 P x F + 100 Analysis Analysis	S
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03	0		5	2		(EE	Occ	Ŧ			Data
03 Professionals	Managers	Middle & Other	or permor managers	Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:
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31	5	5	0	0	#	Employees	è	Hires :	Nev	←	Part 2: Flow Data Analysis
0 0	0	0	0	0	#	Actual	Aboriginal Peoples	Hires and Promotions	New Entrants	←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis
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0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met	Aboriginal Peoples	Short-term Goals		←	E+Gx 100
10.0	0.0	0.0	0.0	0.0	%	Goal	l Peoples	m Goals			Part 3: Goals
0.0	0.0	0.0	0.0	0.0	9,6	Percent of Goal Met			Goals		F÷I x 100
	0	0	0	0	#	Goal			als	←	Part 3: Goals
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Aboriginal Peoples	Long-term Goals		←	E+Kx 100
10.0 15.0	0.0	0.0	0.0	0.0	9/6	Goal	l Peoples	m Goals		4	Part 3: Goals
0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met				4	F + M x 100
							Comments				

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B C D E F G H I J K L M N O P Q R S T U V W X Y Z	A
November 22, 2017	
Motorola Solutions Canada Inc.	
Part 5: Results - Aboriginal Peoples	
Federal Contractors Program Achievement Table	

	os Si	Ç	20	_	20 Se		(EEOG)	Occu	Empl			Data sources:	A				
Trades	Supervisors: Crafts &	apertions	05 Supervisors	Technicians	Semi-Professionals &		<i>G</i>	Occupational Group	Employment Equity	1		irces:	B				
2017	2014	2017	2014	2017	2014	#			Year				C				
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						#					←	Part 1: Part 1: Workforce Workforce Analysis Analysis	E				
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0		0		0		#	Expected	l Peoples			←	K x G ÷	Z	November 22, 2017	Motorola Solutions Canada Inc.	rigina	Federal Collinacions Frogram Acineve
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	<u>S</u>	3	<u>5</u>		2		(EEOG)	Осси	Empl	
Trades	Supervisors: Crafts &	op pubcivisors	inervieore	Technicians	Semi-Professionals &		90)	Occupational Group	Employment Equity	
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0.0	0.0	0.0	0.0	0.0	0.0	%	ual	Peoples	otions	nts
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Data sources:

Part 2: Part 2: E + D x
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Analysis Analysis 100

Part 3: Goals

E ÷ G x 100

Part 3: F+I x 100 Goals

Part 3: Goals

E + K x 100

Part 3: Goals

F + M x 100

Trades Workers	No Skilled Crafts &	Service Personnel	Os Skilled Sales &		Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &		Administrative &		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
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onal Group		AII.			Aboriginal Peoples	l Peoples			ΑH		Aboriginal Peoples	Peoples		IIV.		Aboriginal Peoples	Peoples		IIV.		Aboriginal Peoples	Peoples	1	Furnover
(BDG33)		Employees	Representation	entation	Availability	bility	Gap	EE Result	Employees	Actual		Expected	Difference Employees	Employees	Actual		Expected Difference Employees	Difference 1	Imployees	Actual		Expected Difference	ifference	Rate
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Service Personnel	2017	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
Semi-Skilled Manual	2014	0	0	0.0	0.0	0	0	0.0																
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Total	Total	WOLKELS	14 Workers		Personnel	Other Sales & Service		(EEOG)	Occupational Group	Occurrent Count	Employment Faulty			Data sources:		1000	Total	Workers	Other Manual	Personnel	Other Sales & Service		(EEOG)	Occupational Group	Employment Equity			Data sources:	A B					
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Federal Contractors Program Achievement Table Part 6: Results - Persons with Disabilities Motorola Solutions Canada Inc. November 22, 2017 V Z В C D E F G Η I K L M N 0 P Q R S Т U W X Y Part 1: Part 1: Part 1: Part 2: Part 2: Part 2: Part 2: Part 2: Part 2: K x G÷ $V \div U x$ ((DYear1 - $L \div K$ $E \div \mathbf{D}$ D x G $E \div H$ Workforce E - H Flow Data Flow Data L-N Flow Data O ÷ P x 100 P x F ÷ 100 Flow Data Flow Data U x F ÷ 100 V - X Data sources: Workforce Workforce Flow Data x 100 ÷ 100 x 100 x 100 100 100 DYear2) -Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis Analysis 2) x 100 Ţ 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions **Terminations** Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All AII All All Turnover (EEOG) Employees **Employee** Employee: Employees Availability Expected Difference Expected Difference Actual Expected Difference Representation Gap EE Result Actual Actual 2014 0.0 0.0 25 4.3 & Managers 0.0 0.0 2017 20 0.0 0.0 0.0 26.7 02 4.3 0 56 3.8 47.0 2014 1.8 03 Professionals 78.6 0.0 19.5 2017 67 3.0 3.8 22 4.5 0.0 Part 2: Part 2: $E \div Dx$ Part 3: $E \div G x$ Part 3: Part 3: $E \div K x$ Part 3: $F \div M x$ Data sources: Flow Data Flow Data F ÷ I x 100 100 Goals 100 Goals Goals 100 Goals 100 Analysis Analysis **New Entrants** Goals **Hires and Promotions Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities (EEOG) Employee Percent of Percent of Percent of Percent of Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met % % % % % 2017 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 & Managers 2020 0.0 0.0 0.0 0.0 0.0 0.0 0.0 02 2017 31 3.2 100.0 10.0 32.3 0.0 0.0 0.0 03 Professionals 2020 31 3.2 100.0 10.0 32.3 0.0 0.0 0.0

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(EEOG)		Employees	Representation	tation	Availability	ility	Gap E	EE Result En	Employees	Actual	Ex	Expected Dif	Difference Em	Employees	Actual	Ехря	Expected Difference	ence Employees	yees	Actual	Ехре	Expected Difference		Rate
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Other Sales & Service Personnel	2017	0 0	0 0	0.0	0 0	0.0	0.0	0.0	0 0	0.0	0.0	0.0												
nual	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0												
Total	2017	58		1.7		100.0	0.0	0.0	1	100.0	0.0	0.0												
	2020	58		1.7	<u></u>	100.0	0.0	0.0	<u> </u>	100.0	0.0	0.0												

1 101031011413		Managers	Middle & Other		01 Senior Managers		(EEOG)	Occupational Group	Employment Equity			Data sources:		03 Professionals	Managers	Middle & Other	OI SCHIOLIVIANASCIS			(EEOG)	Occupational Group	Employment Equity			Data sources:	A B				
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31	31	5		0		#	Employees	<u> </u>	П	Ne Ne	<u></u>	Part 2: Flow Data Analysis	67	56	18	23		2	#	Employees	4			←	Part 1: Workforce Analysis	D				
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November 22, 2017	Motorola Solutions Canada Inc.	Part 7: Results - Members of Visible Minorities	Federal Contractors Program Achievement Table
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onal Group		À.			Visible	Visible Minorities			A.		Visibh	Visible Minorities		AII		Visil	Visible Minorities	35		AII		Visible Minorities	norities	
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Data sources:

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kers	řs &	onnel	s &	cal	ive &			Group	quity								
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0.0	200.0	200.0	0.0	0.0	%	Percent of Goal Met	Visible !	Short-term Goals		←	E+Gx 100
0.0	25.0	25.0	0.0	0.0	9,6	Goal	Visible Minorities	rm Goa		←	Part 3: Goals
0.0	88.9	88.9	0.0	0.0	%	Percent of Goal Met		S	G	←	F+1 x 100
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0.0	2 100.0	1 200.0	0.0	0.0	#	Percent of Goal Met	Visible	Long-t		←	E + K x 100
0.0	0 25.0	0 25.0	0.0	0.0	9,6	Goal	Visible Minorities	Long-term Goals		←	Part 3: Goals
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							Comments				

N B C D E F G H I J K L M N O P Q R S T U V W X Y Z	November 22, 2017	Motorola Solutions Canada Inc.	Part 7: Results - Members of Visible Minorities	Federal Contractors Program Achievement Table
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										Į.	Nov	ember	November 22, 2017	7	.											
A B	C	D	E	F	G		H	I	J.	K	L	M	Z	0	P	<u> </u>	2	R	S	T	U	V	W	X	Y	
Data sources:	выни предин	Part 1: Part 1: Workforce Workforce Analysis Analysis	Part 1: e Workfon Analysi	2c E+D 8 x 100	Part 1: D Workforce Analysis	1	D x G I	Е-Н	E÷H I	Part 2: Part 2: Flow Data Flow Data Analysis Analysis	Part 2: Flow Data Analysis	L+K x 100	K x G ÷	L-Z	Part : Flow D Analy	2: Pari 2: Pari 2: Pari 3: Anal	Part 2:	x 100 P x	F÷100		Part 2: Part 2: V + U x Flow Data Flow Data Analysis Analysis 100	Part 2: Flow Data Analysis	V + U x	UxF÷100	W-X 00	((DYear1 + DYear2) + 2) x 100
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Employment Equity	Year				Workforce	force						Hires					Pron	Promotions					Term	Ferminations		
Occupational Group		<u> </u>			Vis	Visible Minorities	ties			È		Visible	Visible Minorities		<u></u>		Vi	Visible Minorities	rities		<u> </u>		Visible	Visible Minorities		Turnover
(EEOG)		Employees		Representation	,	Availability		Gap E	EE Result Employees	imployees	Ac	Actual	Expected	d Differe	Difference Employees	rees	Actual	Ex	pected D	ifference	Expected Difference Employees	Ac	Actual	Expected	Expected Difference	ace Rate
	#	#	#	0,0	- %	1100004001	#	#	%	#	#	9/9	#	#	#	#		%	#	#	#	#	9/6	#	#	%
10 Clarical Derconnel	2014		3	1 3:	33.3	40.2	1	0	82.9														ninemin			
TO CICICAL I CISOMICI	2017		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
Intermediate Sales &	2014		2	1 5	50.0	48.9	1	0	102.2			munici					жоник						MANAGEMENT			
Service Personnel	2017		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
Semi-Skilled Manual	2014		0	0	0.0	0.0	0	0	0.0								***********									
	2017		2	2	0	0.0	,	0	0.0	1	0	0.0	2_	2	2_	0_	2	0.0	0	0	0	0	0.0	٥	0	0

	5	1.1	=	5	10		(EE	Occ	Εm			Data
Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales &	Civilent cisomici	10 Clarical Personnel		(EEOG)	Occupational Group	Employment Equity			Data sources:
2020	2017	2020	2017	2020	2017	#		1621				
1	1	0	0	0	0	#	Employees	A III	Hires	Ne	←	Part 2: Flow Data Analysis
						#	>	Visible	and Pro	New Entrants	 ←	Part 2: Part 2: Flow Data Flow Data Analysis Analysis
0	0	0	0	0	0 0	%	Actual	Visible Minorities	Hires and Promotions	ants.	←	E+Dx 100
0.0	0.0	0.0	0.0	0.0	0.0	#	Goal				←	c Part 3: Goals
0	0	0	0	0	0			V.	Sho			
0.0	0.0	0.0	0.0	0.0	0.0	%		Visible Minorities	Short-term Goals			E+Gx P
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal P	rities	Goals		←	Part 3: F Goals F
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			Goals	←	F+I x 100
0	0	0	0	0	0	#	Goal			als	←	Part 3: Goals
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met	Visible	Long-te		←	E + K x 100
0.0	0.0	0.0	0.0	0.0	0.0	9/0	Goal	Visible Minorities	Long-term Goals		←	Part 3: Goals
0.0	0.0	0.0	0.0	0.0	0.0	#	Percent of Goal Met		S		←	F÷Mx 100
0	0	0	0	0	0							
								Com				
								Comments				

									Feder	al Con	tractor	s Progr	am Ach	ievemo	ent Tab	ole									
									Part	7: Res	ults - M	lember	s of Vis	ible Mi	noritie	S									
										Mot	orola S	Solution	ıs Cana	da Inc.											
											Nov	ember 2	22, 2017	7											
A	В	C	D	E	F	G	Н	Ι	J	K	L	M	N	0	Р	Q	R	S	Т	U	V	W	X	Y	Z
Data	sources:	HI 113396381 H 123463831 H 12	Part 1: Workforce Analysis	Part 1: Workforce Analysis	E÷ D x 100	Part 1: Workforce Analysis	D x G ÷ 100	Е - Н	E÷ H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L÷K x 100	K x G ÷	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	U ÷ ((DYear1 + DYear2) ÷ 2) x 100
I			1		1	Ψ.	1	1	Ţ	1	1	Τ Τ	1	1	Τ	<u> </u>	1	<u> </u>	Ψ.	<u> </u>	1		↓	1	2) X 100
					Work	force A	nalysis									Fle	ow Dat	a Analy	'sis						
	ployment Equity	Year			1	Vorkforc	e					Hires				P	romotio	ns				Termi	inations		
	cupational Group		All				linorities			All			dinorities		All			dinorities		All			Minorities		Turnover
(EE	COG)		Employees	Represe		Avail	ability	Gap	EE Result	Employees	Ac	tual	Expected	Difference	Employees	Act		Expected	Difference		Act		Expected	Difference	Rate
	Out C-1 0 C	# 2014	#	# ()	0.0	%	# 0	#	% 0.0	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	%
13	Other Sales & Service Personnel	2014	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	l .	<u> </u>	0.0	0	0		0	0.0		l	0.0
	Other Manual	2017	0	0		0.0	0	0	0.0	0	-	0.0	0	0		,	0.0	0		1 0	Ü	0.0	1 0		0.0
14	Workers	2017	0	0	0.0	57.5	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0.0
Tota	ol .	2014	128	27		23.3	30	-3	90.5																
Liou	41	2017	139	35	25.2	24.6	34	1	102.4	39	14	35.9	10	4	19	8	42.1	4	4	29	7	24.1	6	1	21.7
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												
L			Ţ		Ţ	ļ. J	1	\	Ţ	Ţ	. .	<u> </u>	.												
			Ne	w Entra	nnts				Go	als															
Em	ployment Equity		Hires	and Pron	notions		Short-tei	m Goals	š		Long-te	rm Goals	S												
Oce	cupational Group	Year	All	Visible N	linorities		Visible N	linorities			Visible N	Minorities							Com	ments					
(EE	EOG)		Employees	Act	tual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met												
	lo, a, aa .	#	# ^	#	%	#	%	%	%	Ħ	#	%	#												
13	Other Sales & Service Personnel	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	1	0.0												
\vdash	Other Manual	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0														
14	Workers	2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0		0.0												
Tota	al.	2017	58	22		3	733.3	0.0	0.0	4	550.0		0.0												
Tota	11	2020	58	22	37.9	3	733.3	0.0	0.0	5	440.0	0.0	0.0												

	Short-term Goal Setting Tool	
	<u> </u>	
	Motorola Solutions Canada Inc.	
	13-Nov-17	
	13-1909-17	

A	В	C	D	Е	F	G	H	Ĭ	J	K	L	M	N	0	P	Q	R
	Data entry from from Workforce Analysis	Date entry	BxCx3	Data entry	BxEx3	D + F	Data entry from from Workforce Analysis	Equivalent to E	HxIx3	(D x N) - O + J	GxM	Data entry	Data entry from from Workforce Analysis	Data entry from from Workforce Analysis	(H - J + L) - ((B + D) x N)	Η÷Β	(H - J + L) ÷ (B + D)

Employment Equity	All	Grov	/th	Termina	tions	Anticipated						WOMEN					
Occupational Group	Employees	Annually	Over 3	Annually	Over 3	Hires Over	Number	Termina	ations	Hires	3 Yea	ır Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017/11/13		Years	I .	Years	3 Years		Annually	Over 3	Required	2015	5-2018	Availability			Representation	Representation
									Years				_				in 3 Years
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	2	0.0%	0	0.0%	0	0	0	0.0%	(1		0.0%	27.4%	-1	-1	0.0%	0.0%
Middle & Other Managers	18	1.0%	1	1.0%	1	2	1	1.0%	(6		2 80.0%	38,9%	-6	-4	5.6%	15.8%
Professionals	67	1.0%	2	1.0%	2	4	12	1.0%	(8		3 70.0%	28.0%	-7	-4	17.9%	21.7%
Semi-Professionals & Technicians	19	1.0%	1	1.0%	1	2	0	1.0%	(2		2 80.0%	10.1%	-2	0	0.0%	10.0%
Administrative & Senior Clerical Personnel	8	0.0%	C	0.0%	0	0	5	0.0%	(1		0.0%	79.9%	-1	-1	62.5%	62.5%
Skilled Sales & Service Personnel	23	1.0%	1	1.0%	1	2	9	1.0%	(-3		0.0%	26.5%	. 3	3	39.1%	37.5%
Semi-skilled Manual workers	2	0.0%	0	1.0%	0	0	0	1.0%	(0		0.0%	22.0%	.1 0	0	0.0%	0.0%

September 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program

Intermediate Sales & Service Personnel	Skilled Sales & Service Personnel	Administrative & Senior Clerical Personnel	Semi-Professionals & Technicians	Professionals	Middle & Other Managers	Senior Managers		Occupational Group (EEOG)	Employment Equity				A	
ervice Personnel	Personnel	vr Clerical Personnel	echnicians		ers			nal Group)G)	nt Equity				***************************************	
2	23	∞	19	67	18	2	#	Employees 2017-11-13	All		from Workforce Analysis	Data entry from	В	
0.0%	1.0%	0.0%	1.0%	1.0%	1.0%	0.0%	%	Annually	Growth	***************************************		Date entry	C	
0	_	0	_	2	_	0	#	Over 3 Years	#			BxCx3	D	
1.0%	1.0%	0.0%	1.0%	1.0%	1.0%	0.0%	%	Annually	Terminations			Date entry	E	
0	_	0	_	2	_	0	#	Over 3 Years	tions			BxEx3	F	
0	2	0	2	4	2	0	#	Hires Over 3 Years	Anticipated			D+F	G	
0	0	0	0	0	0	0	#	Number			from Workforce Analysis	Data entry from	H	Motorola Solutions Canada Inc. 13-Nov-17
1.0%	1.0%	0.0%	1.0%	1.0%	1.0%	0.0%	%	Terminations Annually O			to E	Equivalent	I	Solutions Canad 13-Nov-17
0	0	0	0	0	0	0	Years #	Over 3				HxIx3	J	a Inc.
0	0	0	0	_	0	0	#	Hires Required		111111111111111111111111111111111111111	-0+J	(D x N)	K	
0	0	0	0	_	0	0	#	3 Year Goals 2015-2018	ABOI			GxM	L	
0.0%	0.0%	0.0%	0.0%	15.0%	0.0%	0.0%	%		ABORIGINAL PEOPLES			Data entry	M	
0.6%	1.5%	2.0%	1.4%	1.2%	2.2%	2.9%	%	Present Availability	ES		from Workforce Analysis	Data entry from	Z	
0	0	0	0	<u>.</u>	0	0	#	Present Gap			from from - Workforce Workforce Analysis Analysis	Data entry from	0	
0	0	0	0	0	0	0	#	Projected Gap			-((B+D) x N)	(H-J+L)	P	
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Present Projected Representation				H+B	Q	
0.0%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	in 3 Years %	Projected Representation			÷ (B + D)	(H - J + L)	R	

September 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program

Semi-skilled Manual workers	Skilled Sales & Service Personnel	Administrative & Senior Clerical Personnel	Semi-Professionals & Technicians	Professionals	Managers		Occupational Group (EEOG)	Employment Equity				A	
2	23	mel 8	19	67	20	#	Employees 2017-11-13	All	Analysis	Workforce	Data entry from	В	
0.0%	1.0%	0.0%	1.0%	1.0%		%	Annually	Growth			Date entry	С	
0	_	0	_	2	0	#	Over 3 Years	1			ВхСх3	D	
1.0%	1.0%	0.0%	1.0%	1.0%	1.0%	%	Annually	Termi			Date entry	E	
0	_	0	_	2	1	#	Over 3 Years	Terminations			BxEx3	F	
_						#	Hires Over 3 Years	Anticipated			D+F	G	
-	2		2 (-		#	Number		Analysis	Workforce	Data entry from	Н	Motorola So
1.0%	1.0%	0.0%	1.0%	1.0%	1.0%	%	Annually			100	д		Motorola Solutions Canada Inc. 13-Nov-17
		0	0	0	0	Years #	lly Over 3				HxIx3	J	ida Inc.
0	-	0	_		1	#	Required	!		-0+J	(DxN)	K	
0	0	0	0		0	#	3 Year Goals 2015-2018	PERSO			GxM	L	
0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	%	-2018	PERSONS WITH DISABILITIES			Data entry	X	
5.6%	3.5%	3.4%				%	Present Availability	ILITIES	Analysis	Workforce	Data entry from	z	
_		_				#	Present Gap		 Analysis	Workforce	Data entry from	0	
)	-	-1		-1	#	Projected Gap			-((B+D)XN)	(H-J+L)	P	
0.0%	4.3%	0.0%	0.0%	3.0%	0.0%	%					H÷B	Q	
0.0%	4.2%	0.0%				in 3 Years %	Representation Representation			÷(B+D)	(H-J+L)	R	

	Short-term Goal Setting Tool	
	Motorola Solutions Canada Inc. 13-Nov-17	

A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R
	Data entry from	Date entry	BxCx3	Date entry	BxEx3	D+F	Data entry from	Equivalent	HxIx3	(D x N)	GxM	Data entry	Data entry from	Data entry from	(H - J + L)	H÷B	(H - J + L)
	from	-		,			from	to E		- O + J		·	from	from	- ((B + D) x N)		÷ (B + D)
	Workforce						Workforce						Workforce	Workforce			
	Analysis						Analysis						Analysis	Analysis			
							1										1

Employment Equity	All	Gro	wth	Termi	nations	Anticipated					MEMBER	S OF VISIBLE M	IINORITIES				
Occupational Group	Employees	Annually	Over 3	Annually	Over 3	Hires Over	Number	Termin	ations	Hires	3 Yea	r Goals	Present	Present Gap	Projected Gap	Present	Projected
(EEOG)	2017-11-13		Years	1	Years	3 Years		Annually	Over 3	Required	2015	5-2018	Availability	1		Representation	Representation
									Years	1			1				in 3 Years
	#	%	#	%	#	#	#	%	#	#	#	%	%	#	#	%	%
Senior Managers	2	0.0%		0.0%		0 ((0.0%	(0	(0.0%	6 10.1%	5 () C	0.0%	0.0%
Middle & Other Managers	18	1.0%		1 1.0%		1 2	2 2	1.0%	() 1	(0.0%	6 15.0%	-	-1	11.1%	10.5%
Professionals	67	1.0%		2 1.0%		2 4	21	1.0%	1	1 1	2	50.0%	6 30.0%	,	1	31.3%	31.9%
Semi-Professionals & Technicians	19	1.0%		1 1.0%		1 2	2	1.0%	(-3	(0.0%	6 20.9%		3	36.8%	35.0%
Administrative & Senior Clerical Personnel	8	0.0%		0.0%		0 () 2	0.0%	(0	(0.0%		5 (0	25.0%	25.0%
Skilled Sales & Service Personnel	23	1.0%		1 1.0%		1 2	2 3	1.0%	() 1	1	25.0%	6 16.4%		C	13.0%	16.7%
Semi-Skilled Manual workers	2	0.0%		1.0%		0 () (1.0%	() 1	(0.0%	6 57.5%		-1	0.0%	0.0%

September 2014 Goal Setting Tool Workplace Equity Division Federal Programs Directorate Labour Program

Summary of Goals

Motorola Solutions Canada Inc Nov. 13, 2017

Women

	Workforce Analysis Res	ults		Goals	
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
01	Senior Managers	-1	0	0	
02	Middle & Other Managers	-6	2	4	
03	Professionals	-7	3	6	
04	Semi-Professionals & Technicians	-2	2	3	
07	Administrative & Senior Clerical	-1	0	1	

Aboriginal Peoples

	Workforce Analysis Res	sults		Goals	
E	mployment Equity Occupational Group (EEOG)	Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
03	Professionals	-1	1	0	

Persons with Disabilities

Workforce Analysis Results			Goals		
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3 years or more)	Comments
#	Description	#	# or %	# or %	
02	Managers	-1	0	0	
03	Professionals	-1	1	0	
04	Semi-Professionals & Technicians	-1	0	1	

Members of Visible Minorities

Workforce Analysis Results			Goals			
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term Long-term (1 to 3 years) (3 years or more)			Comments e)
#	Description	#	# or %	# or %		
03	Professionals	-1	2	3		
08	Skilled Sales & Service Personnel	-1	1	2		
12	Semi-skilled Manual Workers	-1	0	0		

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Motorola Solutions Canada Inc.

Primary Location: Toronto, Ontario (50 % of employees work at this location)

Other locations include:

- Québec (21%)
- o Alberta (12%)
- Nova Scotia and British Columbia (3% each)
- Manitoba, Prince Edward Island and Saskatchewan (less than 1% each)

Number of Employees: 139

Organization Overview:

Sector 54 – Professional, scientific and technical services

Motorola Solutions Canada Inc. designs and develops communications devices as well as the technology to support them. Their Canadian operations focus on sales, marketing and engineering.

Key Dates - First Year Assessment

Initiated: 2015-02-03 Received: Unknown Closed: 2015-11-17 WFA: 2014-11-28

Key Dates – Subsequent Assessment

Initiated: 2017-11-28 Received: 2017-11-23 WFA: 2017-11-13

DATA VERIFICATION

I have verified that the data provided as part of the subsequent assessment package is consistent with that provided during the previous submission:

Comments:

- The data from the previous workforce analysis included in the Achievement Table is consistent with that found in the database.
- The data from the current workforce analysis included in the Achievement Table is consistent with that found in Forms 1 to 6 from WEIMS.
- There were some discrepancies found in the short term goals between what was included in the Achievement Table and what was indicated in the database, however, these were minor and would not significantly impact the assessment of reasonable progress.

ASSESSMENT OF REASONABLE PROGRESS

Women

1.	Senior Managers	Goal not met (0%)
2.	Middle & Other Managers	Goal not met (0%)
3.	Professionals	Goal met at 200%
4.	Semi-Professionals & Technicians	Goal not met (0%)
5.	Supervisors	Goal not met (0%)
7.	Administrative & Senior Clerical Personnel	Goal not required

Assessment/Observations

- Only one out of five required goals were met.
- There were no hires in EEOG 01 between 2014 and 2017.
- Out of five hires in EEOG 02, none were women. With an availability rate of 38.9%, at least one woman would have been expected.
- Out of nine hires in EEOG 04, none were women. With an availability rate of 10.1%, this is to be expected.
- The two employees in EEOG 05 seem to have been reclassified; there are no longer any employees within this EEOG.

Aboriginal Peoples

2.	Middle & Other Managers	Goal was not set
3.	Professionals	Goal not met (0%)

Assessment/Observations

- In EEOG 02, although a goal was not set, the gap has since been closed due to a reduction of personnel.
- In EEOG 03, out of 31 new entrants, none were Aboriginal. With an availability of 1.2%, this is to be expected.

Person with Disabilities

1./2.	Managers	Goal was not set
3.	Professionals	Goal met at 100%
4.	Semi-Professionals & Technicians	Goal was not set

Assessment/Observations

- In the Managers EEOG, a goal was not set despite a gap of -1.
- In EEOG 04, a goal was not set to address the gap of -1.

Members of Visible Minorities

3.	Professionals	Goal met at 700%
8.	Skilled Sales & Service Personnel	Goal met at 200%

Assessment/Observations

Although each goal set for EEOGs 03 and 08 were set quite low (2 and 1, respectively), this would have been accepted during the previous compliance review.

ASSESSMENT OF REASONABLE EFFORTS

An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.

Except for members of visible minorities, the organization has not made reasonable progress in most areas. However, for many other areas where goals were not met, the EEOGs in question did not see sufficient new entrants to expect reasonable progress to occur. This is the case for women in EEOG 01, 04 and 05 as well as for Aboriginal peoples in EEOG 03. In other areas, no goals were set despite a gap being observed in the workforce analysis. Given that this would have been accepted during the previous assessment, it can only be addressed in the future.

It is also worth noting that the organization has only had two years since the closing of the first assessment and having to submit for the current. Should they have had a full three year period, it is possible that additional progress could have been made.

In its submission, the organization included details of three programs that it supports via grants. The three are related to increasing the exposure and interest of youth (including youth from underrepresented groups) to STEM fields.

In sum, we can conclude that the organization has made reasonable progress in areas where it was able to do so and can point to lack of opportunities or time in other EEOGs where progress was not achieved. The organization has demonstrated efforts in terms of outreach to under-represented groups via the universities; however, it is perhaps advisable that the organization also undertake more targeted efforts to recruit and retain qualified designated group members in areas of under-representation.

ASSESSMENT OF SHORT-TERM GOALS

For all new and outstanding gaps, a short-term goal was set and is at least equal to availability.
For four out of 12 outstanding gaps, a short-term goal was not set and/or goals were not set at availability.

In many instances, particularly for women (EEOGs 02, 03, 04), Aboriginal peoples (EEOG 03) and persons with disabilities (EEOG 03), goals were set at levels well above availability. In these situations, it is recommended that the matter be raised in the closing letter.

The company has indicated that they do not foresee significant growth or turnover in the immediate future but indicates that they will target under-represented groups should a position become available.

Women

It is recommended that a goal of 27.4% be set for EEOG 01 Senior Managers. Although no growth or turnover is expected, the goal can be considered should a vacancy occur.

- It is recommended that the goal of 80% set for EEOG 02 Middle and Other Managers be revised downwards to better reflect the labour market availability of women in this occupational group (38.9%). A goal ranging between 40 to 50% may be more attainable.
- It is recommended that the goal of 70% set for EEOG 03 Professionals be revised downwards to better reflect the labour market availability of women in this occupational group (28.0%). A goal ranging between 30 to 45% may be more attainable.
- It is recommended that the goal of 80% set for EEOG 04 Semi-Professionals & Technicians be revised downwards to better reflect the labour market availability of women in this occupational group (10.1%). A goal ranging between 10 to 25% may be more attainable.
- A goal is not required to address the gap of -1 in EEOG 07 Administrative & Senior Clerical given that representation is currently at 62.5%.

Aboriginal Peoples

It is recommended that the goal of 15% set for EEOG 03 Professionals be revised downwards to better reflect the labour market availability of Aboriginal peoples in this occupational group (1.1%). A goal ranging between 1.1 to 3.0% may be more attainable.

Persons with disabilities

- It is recommended that a goal of 4.3% be set for EEOG 01 Senior Managers. Although no growth or turnover is expected, the goal can be considered should a vacancy occur.
- It is recommended that the goal of 10% set for EEOG03 Professionals be revised downwards to better reflect the labour market availability of persons with disabilities in this occupational group (3.8%). A goal ranging between 3.8 to 5.0% may be more attainable.
- It is recommended that a goal of 4.6% be set for EEOG 04 Semi-Professionals & Technicians in order to address the gap of -1

Members of visible minorities

- It is recommended that a goal of at least 15.0% be set for EEOG 02 Middle and Other Managers to address the new gap of -1.
- A goal of 25% was set for EEOG 08 Skilled Sales & Service Personnel. Although a bit high given the availability of 16.4%, this is considered acceptable given that the availability for members of visible minorities is expected to increase following the release of updated availability data.

RECOMMENDATION

I recommend that	the employer be	e found:
⊠in compliance	□in non-com	pliance

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:

- We note that many short-term goals were set at levels that are well above labour market availability. We would recommend that these be revised downward to ensure that goals remain attainable, to be cognizant of the effects of the goals on non-designated group members and to ensure that they do not promote the hiring and promotion of unqualified persons. Here are specific areas that we recommend be reconsidered:
 - The goal of 80% set for women in EEOG 02 Middle and Other Managers. A goal ranging between 40 to 50% may be more attainable given availability of 38.9%.

- o The goal of 70% set for women in EEOG 03 Professionals. A goal ranging between 30 to 45% may be more attainable given availability of 28.0%
- The goal of 80% set for women EEOG 04 Semi-Professionals & Technicians. A goal ranging between 10 to 25% may be more attainable given availability of 10.1%.
- The goal of 15% set for Aboriginal peoples in EEOG 03 Professionals. A goal ranging between 1.1 to 3.0% may be more attainable given availability of 1.1%.
- The goal of 10% set for persons with disabilities in EEOG03 Professionals. A goal ranging between 3.8 to 5.0% may be more attainable given availability of 3.8%.
- We also noted other areas where goals were not set despite a gap being revealed in the workforce analysis. For these areas, we recommend that a goal be set. We understand that, in some of the areas noted below, no growth or turnover is expected. However, the goal can be considered should a vacancy occur.
 - It is recommended that, for EEOG 01 Senior Managers, a goal of 27.4% be set for women and of 4.3% for persons with disabilities. .
 - It is recommended that a goal of 4.6% be set for persons with disabilities in EEOG 04 Semi-Professionals & Technicians in order to address the gap of -1
 - It is recommended that a goal of at least 15.0% be set for members of visible minorities in EEOG 02 Middle and Other Managers in order to address the new gap of -1.
- We were pleased to note the financial support that Motorola provides to many programs geared to increase the exposure and interest of youth (including under-represented youth) in STEM fields. If not done already, it may be beneficial for Motorola to leverage its existing relationships with universities to identify qualified students that are part of a designated group as potential employees through the use of internships or permanent employment where vacancies arise.

Name of Analyst: Annick Léger

Date: January 18, 2018

From: Yakibonge, Maurice [NC] On Behalf Of EE-EME

Sent: February 4, 2018 1:08 PM

To: 'george.krausz@motorolasolutions.com' <george.krausz@motorolasolutions.com>

Cc: 'Josee Despatie' < josee.despatie@motorolasolutions.com>

Subject: Government of Canada Agreement Number: 060122 - Notification of Compliance with the

Federal Contractors Program

Dear Mr. Krausz:

I am writing to inform you that the subsequent compliance assessment initiated on November 28, 2017 has been completed. As a result of the assessment, Motorola Solutions Canada Inc. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

- We note that many short-term goals were set at levels that are well above labour market
 availability in many Employment Equity Occupational Groups (EEOG). We would recommend
 that these be revised downward to ensure that goals remain attainable, to be cognizant of the
 effects of the goals on non-designated group members and to ensure that they do not promote
 the hiring and promotion of unqualified persons. Here are specific areas that we recommend be
 reconsidered:
 - The goal of 80% set for women in EEOG 02 Middle and Other Managers. A goal ranging between 40 to 50% may be more attainable given availability of 38.9%.
 - The goal of 70% set for women in EEOG 03 Professionals. A goal ranging between 30 to 45% may be more attainable given availability of 28.0%.
 - The goal of 80% set for women EEOG 04 Semi-Professionals & Technicians. A goal ranging between 10 to 25% may be more attainable given availability of 10.1%.
 - The goal of 15% set for Aboriginal peoples in EEOG 03 Professionals. A goal ranging between 1.1 to 3.0% may be more attainable given availability of 1.1%.
 - The goal of 10% set for persons with disabilities in EEOG03 Professionals. A goal ranging between 3.8 to 5.0% may be more attainable given availability of 3.8%.
- We also noted other areas where goals were not set despite a gap being revealed in the
 workforce analysis. For these areas, we recommend that a goal be set. We understand that, in
 some of the areas noted below, no growth or turnover is expected. However, the goal can be
 considered should a vacancy occur.
 - It is recommended that, for EEOG 01 Senior Managers, a goal of 27.4% be set for women and of 4.3% for persons with disabilities.
 - It is recommended that a goal of 4.6% be set for persons with disabilities in EEOG 04 Semi-Professionals & Technicians in order to address the gap of -1.
 - It is recommended that a goal of at least 15.0% be set for members of visible minorities in EEOG 02 Middle and Other Managers in order to address the new gap of -1.
- We were pleased to note the financial support that Motorola provides to many programs geared
 to increase the exposure and interest of youth (including under-represented youth) in STEM
 fields. If not done already, it may be beneficial for Motorola to leverage its existing relationships
 with universities to identify qualified students that are part of a designated group as potential
 employees through the use of internships or permanent employment where vacancies arise.

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 November 28, 2020. 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, Motorola Solutions Canada Inc. will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Motorola Solutions Canada Inc. continued success in achieving a diverse and inclusive workplace.

Sincerely,

Workplace Equity Team

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



Joignez-vous au Forum de l'équité, la diversité et l'inclusion en milieu de travail (FEDIMT) en ligne, un espace collaboratif pour employeurs. Envoyez-nous un courriel pour vous joindre!

Join the online Workplace Equity, Diversity and Inclusion Forum (WEDIF), a collaborative space for employers. Send us an email to join!



November 23, 2017

Re: Motorola Solutions Canada Inc. - Federal Contractors Program - 2nd year assessment

Motorola Solutions is a global communications leader powered by a passion to invent and an unceasing commitment to advancing the way the world connects. For over 85 years, our communication solutions have allowed people, businesses and governments to be more connected and more mobile.

Motorola Solutions Overview

Motorola Solutions connects people through technology. Public safety and commercial customers around the world turn to Motorola Solutions innovations when they want highly connected teams that have the information they need throughout their workdays and in the moments that matter most to them. Motorola Solutions serves more than 50,000 public safety and commercial customers in more than 100 countries. As an industry leader, we design and develop devices including radios and the infrastructure that supports them. Our mission-critical design philosophy led to our new High Velocity Human Factors investigation, an area of cognitive research that helps us develop products for first responders by working with them in crisis situations to study their communication needs. We take what we learn in the field and bring it back to the lab to create products that will function under extreme conditions and networks that will reliably support those products.

Motorola Solutions Canada Inc. is a wholly-owned and operated subsidiary of Motorola Solutions, Inc., a publicly traded company headquartered in the United States. Motorola Solutions Canada Inc. is a large and diverse company that includes sales, marketing and engineering - serving markets around the world. In the 1990s, we transformed into a knowledge-based company, leveraging Canada's unique blend of engineering expertise and social diversity. Motorola operates in major urban centers across Canada.

Canada Federal Contractor Program

Following the launch of the new redesigned Canada Federal Contractor Program in June 2013 and the award of contracts valued at \$ 1 million or more in November 2013, a new agreement to implement employment equity was signed by Motorola Solutions Canada Inc. (Motorola Solutions) on February 25, 2014 and first year assessment was completed in March 2015.

Motorola Solutions has been selected for a 2nd year compliance assessment, to be completed by November 27, 2017.

As required, attached you will find the following documents:

- Workforce Analysis summary and detailed reports
- Short & long-tem numerical goals worksheets
- Achievement results table



Self-Identification survey

Motorola Solutions' self-ID survey is administered on an ongoing basis to all employees and new hires since 2007. The previous workforce analysis was taken in November 2014, at that time 128 employees were part of Motorola Solutions. Motorola Solutions currently employs 139 employees in Canada

Results for current population @ November 13, 2017: Surveys returned 100%, completed 98.57% (2 surveys returned blank).

Workforce Analysis

Since the last workforce analysis on November 24, 2014, there were a total of 29 terminations. 17 were a result of internal reorganization, 6 retirements, 4 transfers to Motorola outside Canada and 2 resignations.

The following EEOG's were impacted with terminations:

EEOG 02: Middle & other Managers: 6,

EEOG 03: Professionals: 12,

EEOG 04: Semi-Professionals and Technicians: 1, EEOG 08: Skilled Sales & Service Personnel: 10.

Of the 29 terminations, 2 were from the Women's group; 7 were from the Visible Minorities group and 1 from the Persons with Disabilities group.

Motorola Solutions Canada Inc. hired a total of 39 employees since November 24, 2014. Of these new hires, 14 new employees identified themselves as part of Visible Minorities group and 5 are from the Women's group. 1 person hired identified himself as a person with disabilities.

We hired in the following EEOG's:

EEOG 02: Middle & other Managers: 3,

EEOG 03: Professionals: 22,

EEOG 04: Semi-Professionals & Technicians: 5,

EEOG 07: Administrative and Senior Clerical Personnel: 3,

EEOG 08: Skilled Sales & Service Personnel: 6

EEOG 12: Semi-Skilled Manual Workers: 1

As a result of the changes described above, the total number of Canadian Motorola Solutions employees as of November 13, 2017, is 139.

The Workplace Equity Information Management System (WEIMS) was used to complete the workforce analysis. The recommended defaults were chosen to compare the internal representation data with external availability data from the 2011 Canada Census.

Most employees are found in the following EEOGs:

EEOG 02, Middle and Other Managers: 18,

EEOG 03, Professionals: 67,

EEOG 04, Semi-Professionals and Technicians: 19,

EEOG 08, Skilled Sales & Service Personnel: 23.

The current Workforce Analysis revealed significant gaps for women in EEOG 02: Middle and Other Managers (-6); and EEOG 03: Professionals (-7). Women's representation was increased in EEOG 07: Administrative and Senior Clerical personnel (+4) as well as EEOG 08: Skilled Sales & Service Personnel (+3). The goal to hire 3 women in EEOG 03 Professionals was met but is still underrepresented due to the significant hires in this group. Total overall gap for women is now -14 compared to -15 in 2014. 35.8% of our new hires identified themselves as part of the visible minorities group. The goal to hire 2 persons of the visible minorities group in EEOG 03: Professionals was achieved – 9 hired. The goal to hire 1 in EEOG 08: Skilled Sales & Service Personnel was also achieved – 2 were hired. Total overall gap for visible minorities is now +1 compared to -1 in 2014. Significant representation of visible minorities group in EEOG03: Professionals and EEOG04: Semi-Professionals and technicians.

Establishment of short and long-term goals

Motorola Solutions considered the degree of underrepresentation of designated group members, the availability of qualified persons in designated groups, the anticipated rates of growth and turnover in the workforce to develop short and long term goals to increase the representation of designated group members with the overall expectation that over the next few years, there will be slight change to the current employee population. No significant growth and minimal turnover is anticipated but if a position becomes available Motorola will target underrepresented groups.

Motorola Solutions in the community

In 2017, Motorola Solutions, through Motorola Solutions Foundation awarded grants to the following university programs:

Ryerson University Research Opportunity Program in Engineering (ROPE):

The Research Opportunity Program in Engineering (ROPE) at Ryerson University welcomes highly motivated and talented high school students to explore engineering at the University level. ROPE is an intensive four-week internship summer program that combines sophisticated theory with hands-on practical experience in cutting-edge technologies. Students work with leading faculty and graduate students and connect with new friends from across the city. The program is designed for female high school students who have completed their Grade 11 year by the start of the program. The summer internship program runs for four weeks in July and culminates with a final report and poster presentation where students share their research findings. At the start of the program, students are partnered with mentor researchers (professors and graduate students) with expertise in the student's area of interest. Each week students work closely with their mentors, learning about the latest research techniques and developing teamwork, problem-solving, analytical and communication skills. Students are assigned a research problem and through experiential learning are challenged to apply innovation to how they approach their solutions. Once a week, students have the opportunity to interact with other

program participants in a workshop. Each workshop is designed to explore life as an engineer, from university and beyond, with a focus on the global and societal implications of engineering. Students have a workshop in the Design Zones where they meet current engineering students working on team designs, and the Digital Media Zone (DMZ) where they meet our engineering alumni who have founded their own companies. The DMZ at Ryerson is one of Canada's largest business incubators and co-working spaces for entrepreneurs. The top-ranked university incubator in Canada and third in the world, it helps startups succeed by connecting them with customers, advisors, influencers and other entrepreneurs. In addition, students visit our local Engineers Without Borders (EWB) chapter in downtown Toronto where they will skype with teams currently working in Africa. The final day of the program is an Open House celebration where the students share their research findings in a report and poster presentation. Out of 150 applications sent, 30 were selected, mostly women to participate in the 2017 program.

Science Alberta Foundation geekStarter: Fueling Youth Entrepreneurship through STEM (Pilot):

Developed in 2009, geekStarter began supporting Alberta undergraduate students to acquire and develop research skills, initially in the newly emerging field of synthetic biology, and to prepare them for the international Genetically Engineered Machines (iGEM) competition held annually in Boston, Massachusetts. Today geekStarter engages students (middle, high school and postsecondary levels) in solving authentic real world problems and building solutions based on cutting-edge STEM fields, now including robotics, synthetic biology, nanotechnology & machine learning. The project-based learning experiences also culminate in prestigious international competitions and events, where students share their research and innovations with other young scientists as well as leaders within STEM. Through emphasis on public presentations and networking, these events provide students with opportunities to celebrate their successes and build a community of peers across Alberta and the world. With support from Motorola we plan to extend geekStarter participation by inviting the student research teams specifically from underrepresented communities, and offer them an equal opportunity to launch their own projects that would address real-world problems, work with their mentors, present their work at workshops and receive feedback from experienced scientists, engineers and entrepreneurs. Projects like these allow for students to delve deeply into specific topics based on interest, as well as develop new areas of research. The complexity and interdisciplinary nature of the projects provide teams and their members the opportunity to pursuit a variety of interests and skills. geekStarter helps students develop a variety of skills that will serve them well for their future employment opportunities:

<u>University of Waterloo Engineering Outreach Youth Makerspace:</u>

The WEO Makerspace will be hosted on campus and be used in a variety of programs aimed primarily at K-12 youth. For two months of the year, elements of the space will be taken on the road and used in rural and Indigenous locations in Southwestern Ontario. Programming will be created and tailored to a variety of audiences and age groups as well as linked to specific curriculum topics (i.e. inquiry-based learning). WEO plans to have the space ready by Fall 2018 to align with the launch of the newly dedicated outreach space. WEO will showcase the Makerspace at the grand opening of E7, the latest engineering building established as an innovative hub for educating future engineers. The space will host a variety of traditional Makerspace equipment such as 3D printers, interactive wall installations, and other experiential learning tools. WEO will also focus on creating a positive environment in the space wich will empower and inspire youth to further pursue a career in a STEM field. Equipment in the space will range from traditional hand tools and soldering irons to more advanced tools such as laser



cutters. Once the space is fully established, it is planned to incorporate it into existing programs alongside new programs that will target traditionally under-represented groups in STEM (such as women and Indigenous youth). After the program is fully operational it is estimated that WEO will reach a minimum of 1,000 youth a year. The second phase of the project will be the establishment of 'public hours' where youth from the community can use the space for a modest one-time annual fee. This fee will help cover consumable materials and will be waived for previous participants of the outreach programs.

We thrust this information is complete. Please do not hesitate to contact the undersigned should you have any questions or require more information.

Sincerely,

Josée Despatie Senior Human Resources Specialist Motorola Solutions Canada Inc.