

Labour Program / Federal Contractors Program

OFFICIAL USE ONLY Agreement N°: 0609sb

Agreement to Implement Employment Equity

- New Agreement (All sections must be completed)
Revised Agreement

ORGANIZATION section containing fields for Legal Name of Organization, Operating Name, NAICS Code Number, and employee counts.

HEAD OFFICE section containing fields for Address, City, Province, Postal Code, and Telephone Number.

EMPLOYMENT EQUITY CONTACT section containing fields for Name, Title, Telephone Number, E-mail Address, and Preferred Language of Correspondence.

CERTIFICATION section containing a statement of commitment to employment equity and a note about audit consequences.

SIGNATORY section containing fields for Name, Title, Telephone Number, E-mail Address, Preferred Language of Correspondence, Signature, and Date.

Privacy section containing information about data collection under the Employment Equity Act and the Privacy Act.

RETURN INSTRUCTIONS section containing an important note about sending the signed form to the Labour Program.



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Nissan Canada Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **060926**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) March 31, 2018 for the following reason(s):

(Please describe) **Kim Kessler, HR Operations Manager/HR Business Partner who reports directly to me and is responsible for working on Employment Equity for Nissan Canada Inc. was on short-term disability commencing October 10, 2017 when the request was made. She has recently returned to work and can now dedicate her time to the assignment. The incorrect email address was used for me, so I did not receive the request. Nissan Canada operates business on a fiscal year basis and our year end is March 31, 2018. We are in the process of conducting calibration sessions for each employee's performance review, planning budget and PO process for the new fiscal year, etc. We also have a new VP and Director of HR who reside in the U.S. and will be attending NCI to meet us in February. With all that is going on, we are requesting a long extension in order to prepare the required documents and review them with our leadership team.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Catherine Coburn**

Position Title: **Manager, Human Resources/HR Business Partner**

Email address: **catherine.coburn@nissancanada.com**



Employment and
Social Development Canada

Emploi et
Développement social Canada

Telephone number: 905-629-6499

Business address: 5290 Orbitor Drive, Mississauga, Ontario L4W 4Z5

Signature: _____

Date: January 22, 2018



APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

Federal Contractors Program

As per Appendix D – The Federal Contractors Program for Employment Equity of Treasury Board’s *Contracting Policy*, contractors with a resident workforce of 100 or more employees who are awarded goods and services contracts of \$1 million or more are required to implement employment equity, submit information on their workforce and undergo a compliance assessment. If an unforeseen situation arises that prevents the contractor from meeting the submission of information deadline, the organization may submit an application for an extension. The application must be completed as outlined below and signed by a senior official of the corporation (e.g., chief executive officer, president or vice-president, authorized manager). Once completed, the form must be sent by email to: ee-eme@hrsdc-rhdcc.gc.ca.

I, the undersigned, on behalf of (legal name of organization) **Nissan Canada Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **060926**, agree to the following statements:

1. I have the authority to sign on behalf of the organization. My signature has the value of legally binding this organization to the statements made in this document, and to the possible consequences of being found in non-compliance with the Federal Contractors Program.
2. I am making the claim that the organization is unable to submit the documentation for the compliance assessment within the deadline as required by the Federal Contractors Program.
3. I am therefore requesting an extension until (date) April 30, 2018 for the following reason(s):

(Please describe) **Kim Kessler, HR Operations Manager/HR Business Partner who reports directly to me and is responsible for working on Employment Equity for Nissan Canada Inc. works with our HR Specialist, Elisa Ruffolo, on this matter. Elisa was suddenly put on short term disability effective March 7, 2018 for an indefinite period of time. Kim has now needed to partner with someone else to complete the analysis. Also, as advised in our first extension request, Nissan Canada operates business on a fiscal year basis and our year end is March 31, 2018. Kim participates in many of the year end activities in tandem with working on Employment Equity. As such, we are requesting a second extension in order to prepare the required documents and review them with our leadership team prior to submission to you.**

4. As a senior official of the organization, I hereby declare that all of these statements are correct to the best of my knowledge, and I am requesting an extension.

Name: **Catherine Coburn**

Position Title: **Manager, Human Resources/HR Business Partner**

Email address: **catherine.coburn@nissancanada.com**

Telephone number: **905-629-6499**

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Employment and
Social Development Canada

Emploi et
Développement social Canada

Business address: 5290 Orbitor Drive, Mississauga, Ontario L4W 4Z5

Signature: _____



Date: March 28, 2018

From: Yakibonge, Maurice [NC]
Sent: January 24, 2018 2:40 PM
To: 'Kessler, Kim' <kim.Kessler@nissancanada.com>
Cc: Coburn, Catherine <Catherine.Coburn@nissancanada.com>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension **until March 30th 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



Rejoignez-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!

From: Kessler, Kim [<mailto:kim.Kessler@nissancanada.com>]
Sent: January-22-18 3:06 PM
To: Yakibonge, Maurice [NC]
Cc: Coburn, Catherine
Subject: Nissan Canada Inc.

Hello Maurice, please see attached.
Thank you for your consideration.

From: Yakibonge, Maurice [NC] <maurice.yakibonge@labour-travail.gc.ca> **On Behalf Of** EE-EME
Sent: April 1, 2018 12:17 PM
To: Coburn, Catherine <Catherine.Coburn@nissancanada.com>
Cc: 'Kessler, Kim' <kim.Kessler@nissancanada.com>; EE-EME <ee-eme@hrsdc-rhdcc.gc.ca>
Subject: Extension to Submit Federal Contractors Program Compliance Assessment Information - 060926

Good afternoon,

You have requested an extension to submit your organization's information for the compliance assessment under the Federal Contractors Program beyond the initial deadline set by the Labour Program of Employment and Social Development Canada.

As requested, we hereby grant you an extension until **April 30th, 2018**.

Should you have any questions regarding your compliance assessment, do not hesitate to contact us at: ee-eme@hrsdc-rhdcc.gc.ca.

Maurice Yakibonge

Acting Manager, Program Operations, Workplace Equity, Labour Program
Employment and Social Development Canada / Government of Canada
maurice.yakibonge@labour-travail.gc.ca / Tel: 819-654-6099



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!

From: Kessler, Kim [<mailto:kim.Kessler@nissancanada.com>]
Sent: March-28-18 1:39 PM
To: EE-EME
Cc: Coburn, Catherine
Subject: Nissan Canada Inc.

Please see attached application for extension to submit compliance assessment information under the Federal Contractors Program to April 30, 2018.

Thank you for your consideration.



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

Reporting Period 2016-08-10 to 2018-03-22

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	285	0	0	285	Calgary	4	0	0	4
Québec	35	0	0	35	Edmonton	1	0	0	1
Nova Scotia	3	0	0	3	Halifax	1	0	0	1
Manitoba	1	0	0	1	Montréal	6	0	0	6
British Columbia	9	0	0	9	Toronto	244	0	0	244
Alberta	6	0	0	6	Vancouver	5	0	0	5
Total Employees in Canada				339	Trois-Rivières	1	0	0	1
					Ottawa - Gatineau	2	0	0	2
					Oshawa	8	0	0	8
					Peterborough	1	0	0	1
					Hamilton	7	0	0	7
					Kitchener - Cambridge - Waterloo	4	0	0	4
					Brantford	1	0	0	1
					Guelph	2	0	0	2
					Barrie	7	0	0	7
					Alta. less CMAs	1	0	0	1



Nissan Canada Inc (certificate # 060926)

Form 1

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

Reporting Period 2016-08-10 to 2018-03-22

Census Metropolitan Areas

	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
B.C. less CMAs	4	0	0	4
Man. less CMA	1	0	0	1
N.S. less CMA	2	0	0	2
Ont. less CMAs	9	0	0	9
Que. less CMAs	28	0	0	28
Total Employees in Canada				339



Nissan Canada Inc (certificate # 060926)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / National

Reporting Period 2016-08-10 to 2018-03-22

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2								1	1	
Middle and Other Managers	14	9	5							4	2	2
Professionals	50	31	19	1		1	1		1	19	15	4
Semi-Professionals and Technicians	1		1							1		1
Supervisors	4	2	2							2	2	
Administrative and Senior Clerical Personnel	1	1								1	1	
Skilled Crafts and Trades Workers	1	1										
Clerical Personnel	9	7	2							5	3	2
Intermediate Sales and Service Personnel	24	10	14							11	5	6
Semi-Skilled Manual Workers	15	14	1	1		1				9	9	
Total Number of Employees Hired	121	77	44	2		2	1		1	53	38	15



Nissan Canada Inc (certificate # 060926)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2016-08-10 to 2018-03-22

Occupational Group	Employees promoted (Employees promoted during the year are to be reported only in the occupational groups in which or to which they have been last promoted.)											
	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	8	7	1							4	4	
Professionals	16	13	3							6	5	1
Supervisors	1	1								1	1	
Clerical Personnel	4	1	3							1	1	
Intermediate Sales and Service Personnel	9	3	6							5	1	4
Total Number of Employees Promoted	38	25	13							17	12	5
Total Number of Promotions	43	29	14							19	14	5



Nissan Canada Inc (certificate # 060926)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2016-08-10 to 2018-03-22

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2								1	1	
Middle and Other Managers	23	13	10							5	1	4
Professionals	19	14	5				1		1			
Supervisors	2	2								1	1	
Clerical Personnel	6	5	1							2	2	
Intermediate Sales and Service Personnel	14	5	9				1		1	6	1	5
Semi-Skilled Manual Workers	6	5	1	1		1				3	3	
Total Number of Employees Terminated	72	46	26	1		1	2		2	18	9	9



Workplace Equity Information Management System - Nissan Canada Inc

Workforce Analysis - Detailed Report

Date: 2018-03-22

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	20	5	25.0 %	27.4 %	5	0	National
02 : Middle and Other Managers	National	82	27	32.9 %	38.9 %	32	-5	National
03 : Professionals		127	40	31.5 %	46.4 %	59	-19	
1111 : Financial auditors and accountants	National	9	1	11.1 %	55.1 %	5	-4	National
1112 : Financial and investment analysts	National	16	6	37.5 %	50.1 %	8	-2	National
1121 : Human resources professionals	National	1	1	100.0 %	71.1 %	1	0	National
1122 : Professional occupations in business management consulting	National	83	24	28.9 %	42.0 %	35	-11	National
1123 : Professional occupations in advertising, marketing and public relations	National	13	7	53.8 %	66.4 %	9	-2	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	28.3 %	1	-1	National
2172 : Database analysts and data administrators	National	2	1	50.0 %	35.2 %	1	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	42.5 %	0	0	National
04 : Semi-Professionals and Technicians		2	2	100.0 %	82.0 %	2	0	
4211 : Paralegal and related occupations	Ontario	2	2	100.0 %	82.0 %	2	0	Ontario
05 : Supervisors		13	6	46.2 %	53.3 %	7	-1	
Employment Equity Occupational Group	Guelph	1	0	0.0 %	59.1 %	1	-1	Guelph
Employment Equity Occupational Group	Montréal	1	0	0.0 %	50.8 %	1	-1	Montréal
Employment Equity Occupational Group	Toronto	11	6	54.5 %	53.0 %	6	0	Toronto
07 : Administrative and Senior Clerical Personnel		4	2	50.0 %	80.1 %	3	-1	
Employment Equity Occupational Group	Toronto	4	2	50.0 %	80.1 %	3	-1	Toronto
09 : Skilled Crafts and Trades Workers		6	0	0.0 %	2.0 %	0	0	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	0	0.0 %	2.2 %	0	0	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	4	0	0.0 %	2.0 %	0	0	Ontario
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Québec	1	0	0.0 %	1.5 %	0	0	Québec
10 : Clerical Personnel		27	15	55.6 %	66.3 %	18	-3	



Workplace Equity Information Management System - Nissan Canada Inc

Workforce Analysis - Detailed Report

Date: 2018-03-22

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Barrie	2	0	0.0 %	69.6 %	1	-1	Barrie
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	68.5 %	1	-1	Hamilton
Employment Equity Occupational Group	Ont. less CMAs	2	1	50.0 %	72.4 %	1	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	66.8 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	Toronto	20	14	70.0 %	65.2 %	13	1	Toronto
11 : Intermediate Sales and Service Personnel		36	24	66.7 %	64.5 %	23	1	
Employment Equity Occupational Group	Barrie	1	1	100.0 %	68.8 %	1	0	Barrie
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	67.1 %	1	0	Hamilton
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	69.8 %	1	-1	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	61.8 %	1	-1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	1	100.0 %	66.9 %	1	0	Peterborough
Employment Equity Occupational Group	Toronto	30	21	70.0 %	63.9 %	19	2	Toronto
12 : Semi-Skilled Manual Workers		22	0	0.0 %	20.2 %	4	-4	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	23.0 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	4	0	0.0 %	18.4 %	1	-1	Montréal
Employment Equity Occupational Group	Que. less CMAs	6	0	0.0 %	17.3 %	1	-1	Que. less CMAs
Employment Equity Occupational Group	Toronto	10	0	0.0 %	22.0 %	2	-2	Toronto
Total		339	121	35.7 %	45.4 %	153	-32	

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 - Nissan Canada Inc

Workforce Analysis - Detailed Report

Date: 2018-03-22

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples			Gap #	Recruitment Area
			Representation #	Representation %	Availability %		
01 : Senior Managers	National	20	0	0.0 %	2.9 %	1	National
02 : Middle and Other Managers	National	82	0	0.0 %	2.2 %	2	National
03 : Professionals		127	1	0.8 %	1.5 %	2	
1111 : Financial auditors and accountants	National	9	1	11.1 %	1.3 %	0	National
1112 : Financial and investment analysts	National	16	0	0.0 %	0.9 %	0	National
1121 : Human resources professionals	National	1	0	0.0 %	2.7 %	0	National
1122 : Professional occupations in business management consulting	National	83	0	0.0 %	1.6 %	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	13	0	0.0 %	2.1 %	0	National
2171 : Information systems analysts and consultants	National	2	0	0.0 %	1.1 %	0	National
2172 : Database analysts and data administrators	National	2	0	0.0 %	1.3 %	0	National
4112 : Lawyers and Quebec notaries	National	1	0	0.0 %	1.6 %	0	National
04 : Semi-Professionals and Technicians		2	0	0.0 %	1.5 %	0	
4211 : Paralegal and related occupations	Ontario	2	0	0.0 %	1.5 %	0	Ontario
05 : Supervisors		13	0	0.0 %	1.1 %	0	
Employment Equity Occupational Group	Guelph	1	0	0.0 %	2.1 %	0	Guelph
Employment Equity Occupational Group	Montréal	1	0	0.0 %	0.8 %	0	Montréal
Employment Equity Occupational Group	Toronto	11	0	0.0 %	1.0 %	0	Toronto
07 : Administrative and Senior Clerical Personnel		4	0	0.0 %	0.8 %	0	
Employment Equity Occupational Group	Toronto	4	0	0.0 %	0.8 %	0	Toronto
09 : Skilled Crafts and Trades Workers		6	0	0.0 %	2.2 %	0	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	0	0.0 %	4.3 %	0	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	4	0	0.0 %	1.8 %	0	Ontario
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Québec	1	0	0.0 %	1.8 %	0	Québec
10 : Clerical Personnel		27	0	0.0 %	1.3 %	0	



Workplace Equity Information Management System - Nissan Canada Inc

Workforce Analysis - Detailed Report

Date: 2018-03-22

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Barrie	2	0	0.0 %	1.8 %	0	0	Barrie
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.6 %	0	0	Hamilton
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	4.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	3.2 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	20	0	0.0 %	0.7 %	0	0	Toronto
11 : Intermediate Sales and Service Personnel		36	0	0.0 %	0.9 %	0	0	
Employment Equity Occupational Group	Barrie	1	0	0.0 %	2.2 %	0	0	Barrie
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	1.6 %	0	0	Hamilton
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	1.8 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	3.0 %	0	0	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	4.3 %	0	0	Peterborough
Employment Equity Occupational Group	Toronto	30	0	0.0 %	0.6 %	0	0	Toronto
12 : Semi-Skilled Manual Workers		22	0	0.0 %	1.3 %	0	0	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	1.2 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	4	0	0.0 %	0.9 %	0	0	Montréal
Employment Equity Occupational Group	Que. less CMAs	6	0	0.0 %	2.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	10	0	0.0 %	0.7 %	0	0	Toronto
Total		339	1	0.3 %	1.6 %	5	-4	

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 - Nissan Canada Inc

Workforce Analysis - Detailed Report

Date: 2018-03-22

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	20	3	15.0 %	10.1 %	2	1	National
02 : Middle and Other Managers	National	82	26	31.7 %	15.0 %	12	14	National
03 : Professionals		127	47	37.0 %	23.5 %	30	17	
1111 : Financial auditors and accountants	National	9	3	33.3 %	27.5 %	2	1	National
1112 : Financial and investment analysts	National	16	10	62.5 %	35.4 %	6	4	National
1121 : Human resources professionals	National	1	0	0.0 %	14.1 %	0	0	National
1122 : Professional occupations in business management consulting	National	83	25	30.1 %	21.6 %	18	7	National
1123 : Professional occupations in advertising, marketing and public relations	National	13	4	30.8 %	16.9 %	2	2	National
2171 : Information systems analysts and consultants	National	2	2	100.0 %	31.4 %	1	1	National
2172 : Database analysts and data administrators	National	2	2	100.0 %	32.3 %	1	1	National
4112 : Lawyers and Quebec notaries	National	1	1	100.0 %	12.5 %	0	1	National
04 : Semi-Professionals and Technicians		2	1	50.0 %	22.3 %	0	1	
4211 : Paralegal and related occupations	Ontario	2	1	50.0 %	22.3 %	0	1	Ontario
05 : Supervisors		13	3	23.1 %	40.2 %	5	-2	
Employment Equity Occupational Group	Guelph	1	0	0.0 %	3.1 %	0	0	Guelph
Employment Equity Occupational Group	Montréal	1	1	100.0 %	16.7 %	0	1	Montréal
Employment Equity Occupational Group	Toronto	11	2	18.2 %	45.8 %	5	-3	Toronto
07 : Administrative and Senior Clerical Personnel		4	2	50.0 %	37.3 %	1	1	
Employment Equity Occupational Group	Toronto	4	2	50.0 %	37.3 %	1	1	Toronto
09 : Skilled Crafts and Trades Workers		6	2	33.3 %	17.2 %	1	1	
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Alberta	1	0	0.0 %	13.0 %	0	0	Alberta
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Ontario	4	2	50.0 %	21.1 %	1	1	Ontario
7321 : Automotive service technicians, truck and bus mechanics and mechanical repairers	Québec	1	0	0.0 %	6.0 %	0	0	Québec
10 : Clerical Personnel		27	8	29.6 %	36.6 %	10	-2	



Workplace Equity Information Management System - Nissan Canada Inc

Workforce Analysis - Detailed Report

Date: 2018-03-22

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Barrie	2	0	0.0 %	5.1 %	0	0	Barrie
Employment Equity Occupational Group	Hamilton	1	1	100.0 %	10.1 %	0	1	Hamilton
Employment Equity Occupational Group	Ont. less CMAs	2	0	0.0 %	1.7 %	0	0	Ont. less CMAs
Employment Equity Occupational Group	Que. less CMAs	2	0	0.0 %	0.6 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	20	7	35.0 %	48.1 %	10	3	Toronto
11 : Intermediate Sales and Service Personnel		36	17	47.2 %	42.8 %	15	2	
Employment Equity Occupational Group	Barrie	1	1	100.0 %	6.4 %	0	1	Barrie
Employment Equity Occupational Group	Hamilton	1	0	0.0 %	15.8 %	0	0	Hamilton
Employment Equity Occupational Group	Oshawa	2	0	0.0 %	13.0 %	0	0	Oshawa
Employment Equity Occupational Group	Ottawa - Gatineau	1	1	100.0 %	22.0 %	0	1	Ottawa - Gatineau
Employment Equity Occupational Group	Peterborough	1	0	0.0 %	3.4 %	0	0	Peterborough
Employment Equity Occupational Group	Toronto	30	15	50.0 %	48.9 %	15	0	Toronto
12 : Semi-Skilled Manual Workers		22	10	45.5 %	32.1 %	7	3	
Employment Equity Occupational Group	Kitchener - Cambridge - Waterloo	2	0	0.0 %	18.5 %	0	0	Kitchener - Cambridge
Employment Equity Occupational Group	Montréal	4	3	75.0 %	22.7 %	1	2	Montréal
Employment Equity Occupational Group	Que. less CMAs	6	0	0.0 %	0.7 %	0	0	Que. less CMAs
Employment Equity Occupational Group	Toronto	10	7	70.0 %	57.5 %	6	1	Toronto
Total		339	119	35.1 %	25.0 %	83	36	

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 - Nissan Canada Inc

Workforce Analysis - Detailed Report

Date: 2018-03-22

Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities Representation		Persons with Disabilities Availability		Gap #	Recruitment Area
			#	%	%	#		
01/02 : Managers	National	102	0	0.0 %	4.3 %	4	-4	National
03 : Professionals	National	127	1	0.8 %	3.8 %	5	-4	National
04 : Semi-Professionals and Technicians	National	2	0	0.0 %	4.6 %	0	0	National
05 : Supervisors	National	13	0	0.0 %	13.9 %	2	-2	National
07 : Administrative and Senior Clerical Personnel	National	4	0	0.0 %	3.4 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	6	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	27	0	0.0 %	7.0 %	2	-2	National
11 : Intermediate Sales and Service Personnel	National	36	0	0.0 %	5.6 %	2	-2	National
12 : Semi-Skilled Manual Workers	National	22	0	0.0 %	4.8 %	1	-1	National
Total		339	1	0.3 %	4.8 %	16	-15	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-03-22

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Detailed Report

Date: 2018-03-22

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
07 : Administrative and Senior Clerical 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 - Nissan Canada Inc

Workforce Analysis - Summary Report

Date: 2018-03-22

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	20	5	25.0 %	27.4 %	5	0
02 : Middle and Other Managers	82	27	32.9 %	38.9 %	32	-5
03 : Professionals	127	40	31.5 %	46.4 %	59	-19
04 : Semi-Professionals and Technicians	2	2	100.0 %	82.0 %	2	0
05 : Supervisors	13	6	46.2 %	53.3 %	7	-1
07 : Administrative and Senior Clerical Personnel	4	2	50.0 %	80.1 %	3	-1
09 : Skilled Crafts and Trades Workers	6	0	0.0 %	2.0 %	0	0
10 : Clerical Personnel	27	15	55.6 %	66.3 %	18	-3
11 : Intermediate Sales and Service Personnel	36	24	66.7 %	64.5 %	23	1
12 : Semi-Skilled Manual Workers	22	0	0.0 %	20.2 %	4	-4
Total	339	121	35.7 %	45.4 %	153	-32

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nissan Canada Inc

Workforce Analysis - Summary Report

Date: 2018-03-22

Aboriginal Peoples

Employment Equity Occupational Group	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #
		#	%	%	#	
01 : Senior Managers	20	0	0.0 %	2.9 %	1	-1
02 : Middle and Other Managers	82	0	0.0 %	2.2 %	2	-2
03 : Professionals	127	1	0.8 %	1.5 %	2	-1
04 : Semi-Professionals and Technicians	2	0	0.0 %	1.5 %	0	0
05 : Supervisors	13	0	0.0 %	1.1 %	0	0
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	0.8 %	0	0
09 : Skilled Crafts and Trades Workers	6	0	0.0 %	2.2 %	0	0
10 : Clerical Personnel	27	0	0.0 %	1.3 %	0	0
11 : Intermediate Sales and Service Personnel	36	0	0.0 %	0.9 %	0	0
12 : Semi-Skilled Manual Workers	22	0	0.0 %	1.3 %	0	0
Total	339	1	0.3 %	1.6 %	5	-4

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nissan Canada Inc

Workforce Analysis - Summary Report

Date: 2018-03-22

Members of Visible Minorities

Employment Equity Occupational Group	All Employees #	Members of Visible Minorities				Gap #
		Representation		Availability		
		#	%	%	#	
01 : Senior Managers	20	3	15.0 %	10.1 %	2	1
02 : Middle and Other Managers	82	26	31.7 %	15.0 %	12	14
03 : Professionals	127	47	37.0 %	23.5 %	30	17
04 : Semi-Professionals and Technicians	2	1	50.0 %	22.3 %	0	1
05 : Supervisors	13	3	23.1 %	40.2 %	5	-2
07 : Administrative and Senior Clerical Personnel	4	2	50.0 %	37.3 %	1	1
09 : Skilled Crafts and Trades Workers	6	2	33.3 %	17.2 %	1	1
10 : Clerical Personnel	27	8	29.6 %	36.6 %	10	-2
11 : Intermediate Sales and Service Personnel	36	17	47.2 %	42.8 %	15	2
12 : Semi-Skilled Manual Workers	22	10	45.5 %	32.1 %	7	3
Total	339	119	35.1 %	25.0 %	83	36

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Nissan Canada Inc

Workforce Analysis - Summary Report

Date: 2018-03-22

Persons with Disabilities

Employment Equity Occupational Group	All Employees #	Persons with Disabilities				Gap #
		Representation		Availability		
		#	%	%	#	
01/02 : Managers	102	0	0.0 %	4.3 %	4	-4
03 : Professionals	127	1	0.8 %	3.8 %	5	-4
04 : Semi-Professionals and Technicians	2	0	0.0 %	4.6 %	0	0
05 : Supervisors	13	0	0.0 %	13.9 %	2	-2
07 : Administrative and Senior Clerical Personnel	4	0	0.0 %	3.4 %	0	0
09 : Skilled Crafts and Trades Workers	6	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	27	0	0.0 %	7.0 %	2	-2
11 : Intermediate Sales and Service Personnel	36	0	0.0 %	5.6 %	2	-2
12 : Semi-Skilled Manual Workers	22	0	0.0 %	4.8 %	1	-1
Total	339	1	0.3 %	4.8 %	16	-15

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2018-03-22

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



Workforce Analysis - Summary Report

Date: 2018-03-22

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
07 : Administrative and Senior Clerical 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 Report
Part 1: Workforce Analysis
Nissan Canada Inc
[Date: 2018-04-23]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	08	09

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	22

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
01	Senior Managers	21	5	27.40
02	Middle & Other Managers	93	33	38.90
03	Professionals	88	24	44.80
04	Semi-Professionals & Technicians	1	1	82.00
05	Supervisors	9	2	53.70
06	Supervisors: Crafts & Trades	0	0	0.00
07	Administrative & Senior Clerical Personnel	3	2	80.10
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	5	0	1.90
10	Clerical Personnel	19	9	65.80
11	Intermediate Sales & Service Personnel	26	20	64.30
12	Semi-Skilled Manual Workers	13	0	20.40
13	Other Sales & Service Personnel	0	0	0.00
14	Other Manual Workers	0	0	0.00
Total		278	96	43.7

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			Representation	Availability*
#	#	%		
	20	5	27.40	
	82	27	38.90	
	127	40	46.40	
	2	2	82.00	
	13	6	53.30	
	0	0	0.00	
	4	2	80.10	
	0	0	0.00	
	6	0	2.00	
	27	15	66.30	
	36	24	64.50	
	22	0	20.20	
	0	0	0.00	
	0	0	0.00	
	339	121	45.4	

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

Nissan Canada Inc

[Date: 2018-04-23]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2016	08	09

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	03	22

Employment Equity Occupational Group (EEOG)

	Table 2: Aboriginal Peoples		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
01 Senior Managers	21	0	2.90
02 Middle & Other Managers	93	0	2.20
03 Professionals	88	0	1.50
04 Semi-Professionals & Technicians	1	0	1.50
05 Supervisors	9	0	1.10
06 Supervisors: Crafts & Trades	0	0	0.00
07 Administrative & Senior Clerical Personnel	3	0	0.80
08 Skilled Sales & Service Personnel	0	0	0.00
09 Skilled Crafts & Trades Workers	5	0	1.80
10 Clerical Personnel	19	0	1.10
11 Intermediate Sales & Service Personnel	26	0	0.90
12 Semi-Skilled Manual Workers	13	0	1.50
13 Other Sales & Service Personnel	0	0	0.00
14 Other Manual Workers	0	0	0.00
Total	278	0	1.7

* Source:

2011 National Household Survey

	Table 6: Aboriginal Peoples		
	All Employees	Aboriginal Peoples	
		Representation	Availability*
#	#	%	%
20	0	2.90	
82	0	2.20	
127	1	1.50	
2	0	1.50	
13	0	1.10	
0	0	0.00	
4	0	0.80	
0	0	0.00	
6	0	2.20	
27	0	1.30	
36	0	0.90	
22	0	1.30	
0	0	0.00	
0	0	0.00	
339	1	1.6	

* Source:

2011 National Household Survey

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Nissan Canada Inc
[Date: 2018-04-23]

Start Date of Flow Data			
YYYY	MM	DD	
2016	08	10	

End Date of Flow Data			
YYYY	MM	DD	
2018	03	22	

Data from Form 4 - Employees Hired

Table 1: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Women Hired #	All Employees Hired #	Women Hired #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	14	5	0	0
03 Professionals	50	19	0	0
04 Semi-Professionals & Technicians	1	1	0	0
05 Supervisors	4	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	9	2	0	0
11 Intermediate Sales & Service Personnel	24	14	0	0
12 Semi-Skilled Manual Workers	15	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	121	44	0	0

Data from Form 5 - Employees Promoted

Table 5: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Women Promoted #	All Employees Promoted #	Women Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	8	1	0	0
03 Professionals	16	3	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	3	0	0
11 Intermediate Sales & Service Personnel	9	6	0	0
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	38	13	0	0

Data from Form 6 - Employees Terminated

Table 9: Women

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Women Terminated #	All Employees Terminated #	Women Terminated #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	23	10	0	0
03 Professionals	19	5	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	1	0	0
11 Intermediate Sales & Service Personnel	14	9	0	0
12 Semi-Skilled Manual Workers	6	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	72	26	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Nissan Canada Inc
[Date: 2018-04-23]

Start Date of Flow Data			
YYYY	MM	DD	
2016	08	10	

End Date of Flow Data			
YYYY	MM	DD	
2018	03	22	

Data from Form 4 - Employees Hired

Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Aboriginal Peoples Hired #	All Employees Hired #	Aboriginal Peoples Hired #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	14	0	0	0
03 Professionals	50	1	0	0
04 Semi-Professionals & Technicians	1	0	0	0
05 Supervisors	4	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	9	0	0	0
11 Intermediate Sales & Service Personnel	24	0	0	0
12 Semi-Skilled Manual Workers	15	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	121	2	0	0

Data from Form 5 - Employees Promoted

Table 6: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Aboriginal Peoples Promoted #	All Employees Promoted #	Aboriginal Peoples Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	8	0	0	0
03 Professionals	16	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	0	0
11 Intermediate Sales & Service Personnel	9	0	0	0
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	38	0	0	0

Data from Form 6 - Employees Terminated

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Aboriginal Peoples Terminated #	All Employees Terminated #	Aboriginal Peoples Terminated #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	23	0	0	0
03 Professionals	19	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	0	0	0
11 Intermediate Sales & Service Personnel	14	0	0	0
12 Semi-Skilled Manual Workers	6	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	72	1	0	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

Nissan Canada Inc

[Date: 2018-04-23]

Start Date of Flow Data		
YYYY	MM	DD
2016	08	10

End Date of Flow Data		
YYYY	MM	DD
2018	03	22

Data from Form 4 - Employees Hired

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Table 3: Persons with Disabilities

Data from Form 5 - Employees Promoted

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Table 7: Persons with Disabilities

Data from Form 6 - Employees Terminated

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Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
	#	#	#	#	#	#	#	#	#	#	#	#
01 Senior Managers	2	0	0	0	0	0	0	0	2	0	0	0
02 Middle & Other Managers	14	0	0	0	8	0	0	0	23	0	0	0
03 Professionals	50	1	0	0	16	0	0	0	19	1	0	0
04 Semi-Professionals & Technicians	1	0	0	0	0	0	0	0	0	0	0	0
05 Supervisors	4	0	0	0	1	0	0	0	2	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0	0	0	0	0	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	9	0	0	0	4	0	0	0	6	0	0	0
11 Intermediate Sales & Service Personnel	24	0	0	0	9	0	0	0	14	1	0	0
12 Semi-Skilled Manual Workers	15	0	0	0	0	0	0	0	6	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	121	1	0	0	38	0	0	0	72	2	0	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
Nissan Canada Inc
[Date: 2018-04-23]

Start Date of Flow Data			
YYYY	MM	DD	
2016	08	10	

End Date of Flow Data			
YYYY	MM	DD	
2018	03	22	

Data from Form 4 - Employees Hired

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Members of Visible Minorities Hired #	All Employees Hired #	Members of Visible Minorities Hired #
01 Senior Managers	2	1	0	0
02 Middle & Other Managers	14	4	0	0
03 Professionals	50	19	0	0
04 Semi-Professionals & Technicians	1	1	0	0
05 Supervisors	4	2	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	1	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	1	0	0	0
10 Clerical Personnel	9	5	0	0
11 Intermediate Sales & Service Personnel	24	11	0	0
12 Semi-Skilled Manual Workers	15	9	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	121	53	0	0

Data from Form 5 - Employees Promoted

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Promoted #	Members of Visible Minorities Promoted #	All Employees Promoted #	Members of Visible Minorities Promoted #
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	8	4	0	0
03 Professionals	16	6	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	1	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	1	0	0
11 Intermediate Sales & Service Personnel	9	5	0	0
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	38	17	0	0

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Members of Visible Minorities Terminated #	All Employees Terminated #	Members of Visible Minorities Terminated #
01 Senior Managers	2	1	0	0
02 Middle & Other Managers	23	5	0	0
03 Professionals	19	0	0	0
04 Semi-Professionals & Technicians	0	0	0	0
05 Supervisors	2	1	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	0	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	2	0	0
11 Intermediate Sales & Service Personnel	14	6	0	0
12 Semi-Skilled Manual Workers	6	3	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	72	18	0	0

Federal Contractors Program Achievement Report
Part 3: Goals
 Nissan Canada Inc
 |Date: 2018-04-23|

006747

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals										Women			
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
	2016-08-09	#	Actual Annually	%	Projected Annually	%	Over 3 Years	#	Actual Annually	%	Projected Annually	%	Over 3 Years	#	From: 2016	To: 2018	%							
01 Senior Managers	21	-1.6%	0.0%	9.8%	6.0%	4	4	5	6.0%	1	2	1	27.4%	27.4%	-1	-1	23.8%	23.8%						
02 Middle & Other Managers	93	-4.1%	0.0%	26.3%	2.0%	6	6	33	2.0%	2	5	2	38.9%	38.9%	-3	-3	35.5%	35.5%						
03 Professionals	88	13.0%	0.0%	17.7%	2.0%	5	5	24	2.0%	1	16	2	44.8%	44.8%	-15	-14	27.3%	28.4%						
04 Semi-Professionals & Tech	1	26.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	0	0	82.0%	82.0%	0	0	100.0%	100.0%						
05 Supervisors	9	13.0%	0.0%	18.2%	10.0%	3	3	2	10.0%	1	4	2	53.7%	53.7%	-3	-2	22.2%	33.3%						
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
07 Administrative & Sr Clerical	3	10.1%	0.0%	0.0%	0.0%	0	0	2	0.0%	0	0	0	80.1%	80.1%	0	0	66.7%	66.7%						
08 Skilled Sales & Service	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
09 Skilled Crafts & Trades	5	6.3%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.9%	1.9%	0	0	0.0%	0.0%						
10 Clerical Personnel	19	12.4%	0.0%	26.1%	5.0%	3	3	9	5.0%	1	5	2	65.8%	65.8%	-4	-3	47.4%	52.6%						
11 Intermediate Sales & Service	26	11.5%	0.0%	45.2%	5.0%	4	4	20	5.0%	3	3	3	64.3%	64.3%	3	3	76.9%	76.9%						
12 Semi-Skilled Manual	13	19.2%	0.0%	34.3%	10.0%	4	4	0	10.0%	0	3	1	20.4%	20.4%	-3	-2	7.7%	7.7%						
13 Other Sales & Service	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
14 Other Manual Workers	0	0.0%	0.0%	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!						
Total	278	6.8%	0.0%	23.3%	6.0%	4	4	96	0.0%	0	25	0	43.7%	43.7%	-25	-25	34.5%	34.5%						

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Short-term Goals		Long-term Goals		Comments
	#	%	#	%	
01 Senior Managers	0	0.0	1	0.0	
02 Middle & Other Managers	0	0.0	3	0.0	
03 Professionals	1	28.4	4	31.8	Lack of expressed interest in development in a career in the automotive industry.
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	33.3	2	53.7	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	52.3	1	57.9	Low attrition causing lack of availability to open role for replacement.
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	1	7.7	0	0.0	Bona fide occupational requirements.
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	4	0.0	11	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

Nissan Canada Inc

[Date: 2018-04-23]

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2016
	2016-08-09	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2016-08-09	Annually	Over 3 Years	#	#	%	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	21	-1.6%	0.0%	0	9.8%	6.0%	4	4	0	6.0%	0	1	0	2.9%	2.9%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	93	-4.1%	0.0%	0	26.3%	2.0%	6	6	0	2.0%	0	2	0	2.2%	2.2%	-2	-2	0.0%	0.0%	
03 Professionals	88	13.0%	0.0%	0	17.7%	2.0%	5	5	0	2.0%	0	1	0	1.5%	1.5%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	1	26.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.5%	1.5%	0	0	0.0%	0.0%	
05 Supervisors	9	13.0%	0.0%	0	18.2%	10.0%	3	3	0	10.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	3	10.1%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	5	6.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	1.8%	1.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	19	12.4%	0.0%	0	26.1%	5.0%	3	3	0	5.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	26	11.5%	0.0%	0	45.2%	5.0%	4	4	0	5.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	13	19.2%	0.0%	0	34.3%	10.0%	4	4	0	10.0%	0	0	0	1.5%	1.5%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	278	6.8%		0	23.3%		0	0	0	0.0%	0	5	0	1.7%		-5	-5	0.0%	0.0%	

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

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	1	2.9	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	Based on the EE definition this may be difficult due to availability of potential candidates within the Toronto candidate pool. Another factor may be with potential candidates not identifying during the
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	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 & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	1		1		

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 Nissan Canada Inc
 |Date: 2018-04-23|

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EOOG)	All Employees										First/Previous Short-term Goals										Persons with Disabilities								
	Number		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	XXXX-MM-DD	2016-08-09	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Years	2016-08-09	Annual	Over 3 Years	Years	2016	2018	%	%	#	#	%	%	#	#	%	%	#	#	%	%
01/02 Managers	114		-2.9%	0.0%	0	18.0%	3.0%	10	10	0	3.0%	0	5	0	4.3%	4.3%	-5	-5	0.0%	0.0%	4.8%	-11	-11	0.7%	0.7%	0	0	0.0%	0.7%
03 Professionals	88		13.0%	0.0%	0	17.7%	2.0%	5	5	1	2.0%	0	2	0	3.8%	3.8%	-2	-2	1.1%	1.1%	4.6%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
04 Semi-Professionals & Tech	1		26.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	4.6%	4.6%	0	0	0.0%	0.0%	13.9%	-1	-1	0.0%	0.0%	0	0	0.0%	0.0%
05 Supervisors	9		13.0%	0.0%	0	18.2%	10.0%	3	3	0	10.0%	0	1	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
06 Supervisors: Crafts & Trades	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	3.4%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
07 Administrative & Sr Clerical	3		10.1%	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%	3.8%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
08 Skilled Crafts & Trades	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	7.0%	-1	-1	0.0%	0.0%	0	0	0.0%	0.0%
09 Skilled Crafts & Trades	5		6.3%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	3.8%	3.8%	0	0	0.0%	0.0%	3.8%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
10 Clerical Personnel	19		12.4%	0.0%	0	26.1%	5.0%	3	3	0	5.0%	0	1	0	7.0%	7.0%	-1	-1	0.0%	0.0%	5.6%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	26		11.5%	0.0%	0	45.2%	5.0%	4	4	1	5.0%	0	1	0	5.6%	5.6%	-1	-1	3.8%	3.8%	4.8%	-1	-1	0.0%	0.0%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	13		19.2%	0.0%	0	34.3%	10.0%	4	4	0	10.0%	0	1	0	4.8%	4.8%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
13 Other Sales & Service	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
14 Other Manual Workers	0		0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	4.8%	0	0	0.0%	0.0%	0	0	0.0%	0.0%
Total	278		6.8%	0.0%	0	23.3%	0.0%	0	0	2	0.0%	0	11	0	4.8%	4.8%	-11	-11	0.7%	0.7%	4.8%	-11	-11	0.7%	0.7%	0	0	0.0%	0.7%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)³ - 1) x 100.
 ‡ Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis) ÷ ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) ÷ 2) x 100.

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EOOG)	Persons with Disabilities		Comments		
	Short-term Goals	Long-term Goals			
#	%	#	%		
01/02 Managers	1	0.9	1	1.8	Based on the employment equity definition of disability, managers could not necessarily adapt to the culture and bona fide job requirements presented at the management level as defined by NCT. Ty
03 Professionals	2	3.8	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	1	13.9	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Crafts & Trades	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	7.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	1	4.8	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	6	0.0	1	0.0	

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 Nissan Canada Inc
 |Date: 2018-04-23|

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Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees										Members of Visible Minorities															
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires		3 Year Goals		Present Availability		Projected Gap		Present Representation		Projected Representation in 3 Years	
	XXXX-MM-DD	2016-08-09	Actual Annually	%	Projected Annually	%	Over 3 Years	%	Over 3 Years	%	Over 3 Years	%	Over 3 Years	%	Over 3 Years	%	From: 2016	To: 2018	%	Present Availability	Present Gap	Projected Gap	%	Present Representation	Projected Representation in 3 Years	
01 Senior Managers	21		-1.6%	0.0%	0.0%	0	9.8%	6.0%	4	4	2	6.0%	0	0	0	0	0	10.0%	10.1%	0	0	0	9.5%	9.5%		
02 Middle & Other Managers	93		-4.1%	0.0%	0.0%	0	26.3%	2.0%	6	6	2	2.0%	2	-10	1	1	15.0%	15.0%	12	12	11	28.0%	26.9%			
03 Professionals	88		13.0%	0.0%	0.0%	0	17.7%	2.0%	5	5	26	2.0%	2	-4	0	1	23.1%	23.1%	6	6	5	29.5%	28.4%			
04 Semi-Professionals & Tech	1		26.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	22.3%	22.3%	0	0	0	0.0%	0.0%			
05 Supervisors	9		13.0%	0.0%	0.0%	0	18.2%	10.0%	3	3	2	10.0%	1	3	1	1	41.0%	41.0%	-2	-2	-2	22.2%	22.2%			
06 Supervisors: Crafts & Trades	0		0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	37.3%	0.0%	0	0	0	33.3%	33.3%			
07 Administrative & Sr Clerical	3		10.1%	0.0%	0.0%	0	0.0%	0.0%	0	0	1	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	33.3%	33.3%			
08 Skilled Sales & Service	0		0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	2	5.0%	0	-1	0	0	18.1%	18.1%	1	1	1	40.0%	40.0%			
09 Skilled Crafts & Trades	5		6.3%	0.0%	0.0%	0	0.0%	0.0%	0	0	4	5.0%	1	4	1	1	38.6%	38.6%	-3	-3	-3	21.1%	21.1%			
10 Clerical Personnel	19		12.4%	0.0%	0.0%	0	26.1%	5.0%	3	3	4	5.0%	2	2	2	2	44.3%	44.3%	0	0	0	46.2%	46.2%			
11 Intermediate Sales & Service	26		11.5%	0.0%	0.0%	0	34.3%	10.0%	4	4	12	10.0%	1	1	1	1	29.6%	29.6%	0	0	0	30.8%	30.8%			
12 Semi-Skilled Manual	13		19.2%	0.0%	0.0%	0	0.0%	0.0%	0	0	4	10.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%			
13 Other Sales & Service	0		0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%			
14 Other Manual Workers	0		0.0%	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%			
Total	278		6.8%			0	23.3%		0	0	79	0.0%	0	-14	0	0	23.4%	23.4%	14	14	14	28.4%	28.4%			

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals	%	Long-term Goals	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	0	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	2	41.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	3	38.6	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	5		0		

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Part 3: Goals

Nissan Canada Inc

[Date: 2018-04-23]

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
	2018-03-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-03-22	Annually	Over 3 Years	#	#	%	%	#	#	%	%		
	#	%	%	#	%	%	#	#	%	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	20	-1.6%	0.0%	0	9.8%	10.0%	6	6	5	10.0%	2	2	0	0.0%	27.4%	0	-2	25.0%	15.0%	
02 Middle & Other Managers	82	-4.1%	0.0%	0	26.3%	10.0%	25	25	27	10.0%	8	13	9	35.4%	38.9%	-5	-4	32.9%	34.1%	
03 Professionals	127	13.0%	0.0%	0	17.7%	10.0%	38	38	40	10.0%	12	31	14	37.0%	46.4%	-19	-17	31.5%	33.1%	
04 Semi-Professionals & Tech	2	26.0%	0.0%	0	0.0%	10.0%	1	1	2	10.0%	1	1	0	0.0%	82.0%	0	-1	100.0%	50.0%	
05 Supervisors	13	13.0%	0.0%	0	18.2%	10.0%	4	4	6	10.0%	2	3	0	0.0%	53.3%	-1	-3	46.2%	30.8%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	4	10.1%	0.0%	0	0.0%	10.0%	1	1	2	10.0%	1	2	0	0.0%	80.1%	-1	-2	50.0%	25.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	6	6.3%	0.0%	0	0.0%	10.0%	2	2	0	10.0%	0	0	0	0.0%	2.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	27	12.4%	0.0%	0	26.1%	10.0%	8	8	15	10.0%	5	8	5	66.7%	66.3%	-3	-3	55.6%	55.6%	
11 Intermediate Sales & Service	36	11.5%	0.0%	0	45.2%	33.0%	36	36	24	33.0%	24	23	0	0.0%	64.5%	1	-23	66.7%	0.0%	
12 Semi-Skilled Manual	22	19.2%	0.0%	0	34.3%	33.0%	22	22	0	33.0%	0	4	2	9.1%	20.2%	-4	-2	0.0%	9.1%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	339	6.8%	0.0%	0	23.3%		0	0	121	0.0%	0	33	0		45.4%	-33	-33	35.7%	35.7%	

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

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

Table 10: Women

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	35.4	39.0	
03 Professionals	37.0	46.5	
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	66.7		
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	9.1	18.2	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

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 |Date: 2018-04-23|

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

Table 11: Aboriginal Peoples
 Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples											
	Number		Growth (New Positions)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Turnover (Replacement of Terminated Employees)		Hires Over 3 Years		3 Year Goals		Present Availability		Projected Gap		Present Representation		Projected Representation in 3 Years	
	YYYY-MM-DD	#	Actual Annually	%	Projected Annually	%	Over 3 Years	#	Actual Annually	%	Projected Annually	%	Over 3 Years	#	From: YYYY - YYYY	To: YYYY - YYYY	%	Present Gap	Projected Gap	%	%	%
01 Senior Managers	2018-03-22	20	-1.6%	0.0%	9.8%	10.0%	6	0	10.0%	0	1	0	0.0%	2.9%	-1	-1	0.0%	-1	0.0%	0.0%	0.0%	0.0%
02 Middle & Other Managers		82	-4.1%	0.0%	26.3%	10.0%	25	0	10.0%	0	2	0	1.2%	2.2%	-2	-2	0.0%	-2	0.0%	0.0%	0.0%	
03 Professionals		127	13.0%	0.0%	17.7%	10.0%	38	1	10.0%	0	1	0	0.8%	1.5%	-1	-1	0.8%	-1	0.8%	0.8%	0.8%	
04 Semi-Professionals & Tech		2	26.0%	0.0%	0.0%	10.0%	1	0	10.0%	0	0	0	0.0%	1.5%	0	0	0.0%	0	0.0%	0.0%	0.0%	
05 Supervisors		13	13.0%	0.0%	18.2%	10.0%	4	0	10.0%	0	0	0	0.0%	1.1%	0	0	0.0%	0	0.0%	0.0%	0.0%	
06 Supervisors: Crafts & Trades		0	0.0%	0.0%	0.0%	10.0%	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%	
07 Administrative & Sr Clerical		4	10.1%	0.0%	0.0%	10.0%	1	0	10.0%	0	0	0	0.0%	0.8%	0	0	0.0%	0	0.0%	0.0%	0.0%	
08 Skilled Sales & Service		0	0.0%	0.0%	0.0%	10.0%	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%	
09 Skilled Crafts & Trades		6	6.3%	0.0%	0.0%	10.0%	2	0	10.0%	0	0	0	0.0%	2.2%	0	0	0.0%	0	0.0%	0.0%	0.0%	
10 Clerical Personnel		27	12.4%	0.0%	26.1%	10.0%	8	0	10.0%	0	0	0	0.0%	1.3%	0	0	0.0%	0	0.0%	0.0%	0.0%	
11 Intermediate Sales & Service		36	11.5%	0.0%	45.2%	33.0%	36	0	33.0%	0	0	0	0.0%	0.9%	0	0	0.0%	0	0.0%	0.0%	0.0%	
12 Semi-Skilled Manual		22	19.2%	0.0%	34.3%	33.0%	22	0	33.0%	0	0	0	0.0%	1.3%	0	0	0.0%	0	0.0%	0.0%	0.0%	
13 Other Sales & Service		0	0.0%	0.0%	0.0%	10.0%	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%	
14 Other Manual Workers		0	0.0%	0.0%	0.0%	10.0%	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0	0.0%	0.0%	0.0%	
Total		339	6.8%		23.3%	10.0%	0	1	0.0%	0	4	0		1.6%	-4	-4		-4	0.3%	0.3%	0.3%	

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

Table 12: Aboriginal Peoples
 Comments

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0.0	5.0	
02 Middle & Other Managers	0.0	2.4	
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

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

Table 13: Persons with Disabilities Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees										Persons with Disabilities													
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Representation		Projected Representation in 3 Years	
	XXXX-MM-DD	2018-03-22	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Over 3 Years	XXXX-MM-DD	2018-03-22	Annually	Over 3 Years	Over 3 Years	From: 2018	To: YYYY-YYYY	2021	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation	Present Representation	Projected Representation
01/02 Managers	102		-2.9%	0.0%	0	18.0%	10.0%	31	31	0	10.0%	0	4	1	2.0%	4.3%	-4	-3	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%
03 Professionals	127		13.0%	0.0%	0	17.7%	10.0%	38	38	1	10.0%	0	4	1	3.1%	3.8%	-4	-3	0.8%	0.8%	0.0%	0.0%	1.6%	
04 Semi-Professionals & Tech	2		26.0%	0.0%	0	0.0%	10.0%	1	1	0	10.0%	0	0	0	0.0%	4.6%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
05 Supervisors	13		13.0%	0.0%	0	18.2%	10.0%	4	4	0	10.0%	0	2	0	7.7%	13.9%	-2	-2	0.0%	0.0%	0.0%	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0		0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
07 Administrative & Sr Clerical	4		10.1%	0.0%	0	0.0%	10.0%	1	1	0	10.0%	0	0	0	0.0%	3.4%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
08 Skilled Crafts & Trades	0		0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
09 Skilled Crafts & Trades	6		6.3%	0.0%	0	0.0%	10.0%	2	2	0	10.0%	0	0	0	0.0%	3.8%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
10 Clerical Personnel	27		12.4%	0.0%	0	26.1%	10.0%	8	8	0	10.0%	0	2	1	7.4%	7.0%	-2	-1	0.0%	0.0%	0.0%	0.0%	3.7%	
11 Intermediate Sales & Service	36		11.5%	0.0%	0	45.2%	10.0%	11	11	0	10.0%	0	2	1	5.6%	5.6%	-2	-1	0.0%	0.0%	0.0%	0.0%	2.8%	
12 Semi-Skilled Manual	22		19.2%	0.0%	0	34.3%	10.0%	7	7	0	10.0%	0	1	0	0.0%	4.8%	-1	-1	0.0%	0.0%	0.0%	0.0%	0.0%	
13 Other Sales & Service	0		0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
14 Other Manual Workers	0		0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%	0.0%	
Total	339		6.8%		0	23.3%		0	0	1	0.0%	0	15	0	4.8%	4.8%	-15	-15	0.3%	0.3%	0.3%	0.3%	0.3%	

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	2.0	3.9	
03 Professionals	3.1	3.9	
04 Semi-Professionals & Tech	0.0		
05 Supervisors	7.7	15.4	
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	7.4		
11 Intermediate Sales & Service	5.6		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

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[Date: 2018-04-23]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2018
	2018-03-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-03-22	Annually	Over 3 Years	#	#	%	%	#	#	%	%	
	#	%	%	#	%	%	#	#	#	%	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	20	-1.6%	0.0%	0	9.8%	10.0%	6	6	3	10.0%	1	0	0	0.0%	10.1%	1	0	15.0%	10.0%	
02 Middle & Other Managers	82	-4.1%	0.0%	0	26.3%	10.0%	25	25	26	10.0%	8	-6	0	0.0%	15.0%	14	6	31.7%	22.0%	
03 Professionals	127	13.0%	0.0%	0	17.7%	10.0%	38	38	47	10.0%	14	-3	0	0.0%	23.5%	17	3	37.0%	26.0%	
04 Semi-Professionals & Tech	2	26.0%	0.0%	0	0.0%	10.0%	1	1	1	10.0%	0	-1	0	0.0%	22.3%	1	1	50.0%	50.0%	
05 Supervisors	13	13.0%	0.0%	0	18.2%	10.0%	4	4	3	10.0%	1	3	1	30.8%	40.2%	-2	-2	23.1%	23.1%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	4	10.1%	0.0%	0	0.0%	10.0%	1	1	2	10.0%	1	0	0	0.0%	37.3%	1	0	50.0%	25.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	6	6.3%	0.0%	0	0.0%	10.0%	2	2	2	10.0%	1	0	0	0.0%	17.2%	1	0	33.3%	16.7%	
10 Clerical Personnel	27	12.4%	0.0%	0	26.1%	10.0%	8	8	8	10.0%	2	4	3	33.0%	36.6%	-2	-1	29.6%	33.3%	
11 Intermediate Sales & Service	36	11.5%	0.0%	0	45.2%	10.0%	11	11	17	10.0%	5	3	0	0.0%	42.8%	2	-3	47.2%	33.3%	
12 Semi-Skilled Manual	22	19.2%	0.0%	0	34.3%	10.0%	7	7	10	10.0%	3	0	0	0.0%	32.1%	3	0	45.5%	31.8%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	10.0%	0	0	0	10.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	339	6.8%		0	23.3%		0	0	119	0.0%	0	-34	0	25.0%	34	34	35.1%	35.1%		

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

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	0.0		
03 Professionals	0.0		
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.3	38.5	
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.3	37.0	
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		
Total	0.0		

Federal Contractors Program Achievement Report

Part 4: Results - Women

Nissan Canada Inc

[Date: 2018-04-23]

006755

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		All Employees					Women					All Employees					Women							
		#	Representation %	Availability %	Gap #	EE Result %	#	Representation %	Availability %	Gap #	EE Result %	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	
01 Senior Managers	2016	21	5	23.8	27.4	6	-1	86.9	2	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0
	2018	20	5	25.0	27.4	5	0	91.2	2	0	0.0	1	-1	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2016	93	33	35.5	38.9	36	-3	91.2	14	5	35.7	5	0	8	1	12.5	3	-2	23	10	43.5	8	2	
	2018	82	27	32.9	38.9	32	-5	84.6	14	5	35.7	5	0	8	1	12.5	3	-2	23	10	43.5	8	2	
03 Professionals	2016	88	24	27.3	44.8	39	-15	60.9	50	19	38.0	23	-4	16	3	18.8	4	-1	19	5	26.3	5	0	
	2018	127	40	31.5	46.4	59	-19	67.9	50	19	38.0	23	-4	16	3	18.8	4	-1	19	5	26.3	5	0	
04 Semi-Professionals & Technicians	2016	1	1	100.0	82.0	1	0	122.0	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	2	2	100.0	82.0	2	0	122.0	1	1	100.0	1	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	9	2	22.2	53.7	5	-3	41.4	4	2	50.0	2	0	1	0	0.0	0	0	0	2	0	0.0	0	0
	2018	13	6	46.2	53.3	7	-1	86.6	4	2	50.0	2	0	1	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	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
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments	
		All Employees		Women		All Employees		Women		All Employees		Women			
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %		
01 Senior Managers	2018	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0		
	2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
02 Middle & Other Managers	2018	-1	-4	400.0	0	0.0	0	0.0	3	-133.3	0	0.0	0	0.0	
	2021	-1	-4	400.0	0	0.0	35.4	1129.9	39.0	1025.6	0	0.0	0	0.0	
03 Professionals	2018	47	17	36.2	1	1,700.0	28.4	127.4	4	425.0	31.8	113.7	77.8		
	2021	47	17	36.2	1	1,700.0	37.0	97.8	4	425.0	31.8	113.7	77.8		
04 Semi-Professionals & Technicians	2018	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
05 Supervisors	2018	3	2	66.7	1	200.0	33.3	200.2	2	100.0	53.7	124.1			
	2021	3	2	66.7	1	200.0	0	0.0	2	100.0	53.7	124.1			
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 4: Results - Women

Nissan Canada Inc

[Date: 2018-04-23]

006756

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis											Flow Data Analysis													
		All Employees					Women					All Employees					Women									
		#	Representation %	Availability %	Gap #	EE Result %	#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #			
07	Administrative & Senior Clerical	2016	3	2	66.7	80.1	2	0	83.2	1	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0	0		
08	Skilled Sales & Service Personnel	2016	4	2	50.0	80.1	3	-1	62.4	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0		
09	Skilled Crafts & Trades Workers	2016	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0		
10	Clerical Personnel	2016	5	0	0.0	1.9	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0		
11	Intermediate Sales & Service Personnel	2016	19	9	47.4	65.8	13	-4	72.0	9	2	22.2	6	-4	4	3	75.0	2	1	6	1	16.7	3	-2		
12	Semi-Skilled Manual Workers	2016	27	15	55.6	66.3	18	-3	83.8	24	14	58.3	15	-1	9	6	66.7	7	-1	14	9	64.3	11	-2		
		2018	26	20	76.9	64.5	23	1	103.4	13	0	0.0	20.2	4	-4	15	1	6.7	3	-2	0	6	1	16.7	0	1

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Actual #	Goal %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
07	Administrative & Senior Clerical	2018	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
08	Skilled Sales & Service Personnel	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
09	Skilled Crafts & Trades Workers	2018	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
10	Clerical Personnel	2018	7	4	57.1	1	400.0	52.3	109.3	1	400.0	57.9	98.7	
11	Intermediate Sales & Service Personnel	2018	19	11	57.9	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
12	Semi-Skilled Manual Workers	2018	9	0	0.0	1	0.0	7.7	0.0	0	0.0	0.0	0.0	
		2021	9	0	0.0			9.1	0.0			18.2	0.0	

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Part 4: Results - Women

Nissan Canada Inc

[Date: 2018-04-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women			All Employees	Women			All Employees	Women			All Employees	Women									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
13 Other Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2016	278	96	34.5	43.7	121	-25	79.0																
	2018	339	121	35.7	45.4	154	-33	78.6	121	44	36.4	55	-11	38	13	34.2	13	0	72	26	36.1	25	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments		
		Flow Data				Short-term Goals				Long-term Goals						
		All Employees	Women			All Employees	Women				All Employees	Women				
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal	Percent of Goal Met		Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%					
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	0	0	0.0			0.0	0.0			0.0	0.0				
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0				
	2021	0	0	0.0			0.0	0.0			0.0	0.0				
Total	2018	87	31	35.6	4	775.0	0.0	0.0	11	281.8	0.0	0.0				
	2021	87	31	35.6			0.0	0.0			0.0	0.0				

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis												
		All					Aboriginal Peoples					All					Aboriginal Peoples							
		Employees	Representation %	Availability %	Gap #	EE Result %	Employees	Actual #	Expected %	Difference #	Employees	Actual #	Expected %	Difference #	Employees	Actual #	Expected %	Difference #	Employees	Actual #	Expected %	Difference #		
01 Senior Managers	2016	21	0.0	2.9	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
	2018	20	0.0	2.9	1	-1	0.0	2	0	0.0	0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
02 Middle & Other Managers	2016	93	0.0	2.2	2	-2	0.0	14	0	0.0	0	0	0	8	0	0.0	0	0	0	23	0	0.0	0	0
	2018	82	0.0	2.2	2	-2	0.0	14	0	0.0	0	0	0	8	0	0.0	0	0	0	23	0	0.0	0	0
03 Professionals	2016	127	1	0.8	1.5	2	-1	52.5	50	1	2.0	1	0	16	0	0.0	0	0	0	19	0	0.0	0	0
	2018	1	0.0	1.5	0	0	0.0	50	1	2.0	1	0	0	16	0	0.0	0	0	0	19	0	0.0	0	0
04 Semi-Professionals & Technicians	2016	2	0.0	1.5	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
	2018	9	0.0	1.1	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
05 Supervisors	2016	13	0.0	1.1	0	0	0.0	4	0	0.0	0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
	2018	0	0.0	1.1	0	0	0.0	4	0	0.0	0	0	0	1	0	0.0	0	0	0	2	0	0.0	0	0
06 Supervisors: Crafts & Trades	2016	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
	2018	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Goals						Comments
		Flow Data			Short-term Goals			Long-term Goals						
		All Employees	Aboriginal Peoples	Actual	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met	Goal #	Percent of Goal Met				
01 Senior Managers	2018	0	0	0.0	1	0.0	2.9	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0					5.0	0.0	0.0	0.0		
02 Middle & Other Managers	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0					2.4	0.0	0.0	0.0		
03 Professionals	2018	47	1	2.1	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	47	1	2.1					26595.7	0.0	0.0	0.0		
04 Semi-Professionals & Technicians	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0					0	0.0	0.0	0.0		
05 Supervisors	2018	3	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	0	0.0					0	0.0	0.0	0.0		
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0					0	0.0	0.0	0.0		

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Nissan Canada Inc

[Date: 2018-04-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions					Terminations					
		All Employees	Aboriginal Peoples				All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples									
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference							
#	#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#				
07 Administrative & Senior Clerical	2016	3	0	0.0	0.8	0	0	0.0																	
	2018	4	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	
09 Skilled Crafts & Trades Workers	2016	5	0	0.0	1.8	0	0	0.0																	
	2018	6	0	0.0	2.2	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	
10 Clerical Personnel	2016	19	0	0.0	1.1	0	0	0.0																	
	2018	27	0	0.0	1.3	0	0	0.0	9	0	0.0	0	0	0	4	0	0.0	0	0	6	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2016	26	0	0.0	0.9	0	0	0.0																	
	2018	36	0	0.0	0.9	0	0	0.0	24	0	0.0	0	0	0	9	0	0.0	0	0	14	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2016	13	0	0.0	1.5	0	0	0.0																	
	2018	22	0	0.0	1.3	0	0	0.0	15	1	6.7	0	1	0	0	0.0	0	0	6	1	16.7	0	1	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0										
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0										
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0										
10 Clerical Personnel	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0										
11 Intermediate Sales & Service Personnel	2018	19	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	19	0	0.0										
12 Semi-Skilled Manual Workers	2018	9	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0										

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

Nissan Canada Inc

[Date: 2018-04-23]

006760

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis											Flow Data Analysis											
		All Employees					Aboriginal Peoples					All Employees					Aboriginal Peoples							
		#	Representation %	Availability %	Gap #	EE Result %	#	Representation %	Availability %	Gap #	EE Result %	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	#	Actual %	Expected #	Difference #	
13	Other Sales & Service Personnel	2018	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0
14	Other Manual Workers	2018	0	0.0	0.0	0	0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0
Total		2018	339	0	0.0	1.6	5	-4	18.4	121	2	1.7	2	0	38	0	0.0	0	0	0	72	1	1.4	0

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		All Employees		Aboriginal Peoples		
		#	Actual %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13	Other Sales & Service Personnel	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
14	Other Manual Workers	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
Total		2018	87	1.1	1	100.0	1	100.0	1	100.0	1	100.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Nissan Canada Inc

[Date: 2018-04-23]

006761

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Flow Data Analysis											
		Workforce						Hires						Promotions						Terminations					
		All Employees	Representation %	Availability %	Gap #	EE Result %	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #	All Employees	Actual #	Expected #	Difference #			
01 & Managers	2016	114	0.0	4.3	5	-5	0.0																		
02 & Managers	2018	102	0.0	4.3	4	-4	0.0																		
03 Professionals	2016	88	1.1	3.8	3	-2	29.9																		
04 Semi-Professionals & Technicians	2016	127	1	3.8	5	-4	20.7																		
05 Supervisors	2016	1	0.0	4.6	0	0	0.0																		
06 Supervisors: Crafts & Trades	2016	2	0.0	4.6	0	0	0.0																		
	2018	9	0.0	13.9	1	-1	0.0																		
	2018	13	0.0	13.9	2	-2	0.0																		
	2016	0	0.0	0.0	0	0	0.0																		
	2018	0	0.0	0.0	0	0	0.0																		

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants						Goals						Comments
		Flow Data			Short-term Goals			Long-term Goals						
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01 & Managers	2018	-1	0.0	0.0	1	0.0	0.9	0.0	1	0.0	1.80	0.0		
02 & Managers	2021	-1	0.0	0.0			2.0	0.0			3.90	0.0		
03 Professionals	2018	47	0.0	0.0	2	0.0	3.8	0.0	0	0.0	0.00	0.0		
04 Semi-Professionals & Technicians	2021	47	0.0	0.0			3.1	0.0	0	0.0	3.90	0.0		
05 Supervisors	2018	1	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
06 Supervisors: Crafts & Trades	2021	3	0.0	0.0	1	0.0	13.9	0.0	0	0.0	15.40	0.0		
	2018	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		
	2021	0	0.0	0.0	0	0.0	0.0	0.0	0	0.0	0.00	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Nissan Canada Inc

[Date: 2018-04-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities						
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference						
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#		
07 Administrative & Senior Clerical	2016	3	0	0.0	3.4	0	0	0.0																
	2018	4	0	0.0	3.4	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
09 Skilled Crafts & Trades Workers	2016	5	0	0.0	3.8	0	0	0.0																
	2018	6	0	0.0	3.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
10 Clerical Personnel	2016	19	0	0.0	7.0	1	-1	0.0																
	2018	27	0	0.0	7.0	2	-2	0.0	9	0	0.0	1	-1	4	0	0.0	0	0	0	6	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2016	26	1	3.8	5.6	1	0	68.7																
	2018	36	0	0.0	5.6	2	-2	0.0	24	0	0.0	1	-1	9	0	0.0	0	0	0	14	1	7.1	1	0
12 Semi-Skilled Manual Workers	2016	13	0	0.0	4.8	1	-1	0.0																
	2018	22	0	0.0	4.8	1	-1	0.0	15	0	0.0	1	-1	0	0	0.0	0	0	0	6	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	7	0	0.0	1	0.0	7.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			7.4	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	19	-1	-5.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	19	-1	-5.3			5.6	-94.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	9	0	0.0	1	0.0	4.8	0.0	0	0.0	0.0	0.0		
	2021	9	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

Nissan Canada Inc

[Date: 2018-04-23]

006763

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis												Hires						Flow Data Analysis						Terminations			
		All Employees			Persons with Disabilities			Persons with Disabilities			All Employees			Persons with Disabilities			All Employees			Persons with Disabilities			All Employees			Persons with Disabilities			
		#	Representation %	Availability %	#	Gap #	EE Result %	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #		
13 Other Sales & Service Personnel	2018	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0		
14 Other Manual Workers	2018	0	0.0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0.0	0	0	0	0		
Total	2018	339	2	0.7	4.8	13	-11	15.0	6.1	121	1	0.8	6	-5	38	0	0.0	0	0	0	72	2	2.8	1	1	1			

Data sources:

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		Flow Data		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities		Persons with Disabilities				
		All Employees	Actual	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %			
13 Other Sales & Service Personnel	2018	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
14 Other Manual Workers	2018	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Total	2018	87	-1	-1.1	-1.1	6	-16.7	1	-100.0	1	-100.0	1	-100.0	

**Federal Contractors Program Achievement Report
Part 7: Results - Members of Visible Minorities**

Nissan Canada Inc

[Date: 2018-04-23]

006764

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		All Employees					Visible Minorities					All Employees					Visible Minorities								
		#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected #	Difference #	#	#	Actual #	Expected #	Difference #	#	#	Actual #	Expected #	Difference #	#				
01 Senior Managers	2016	21	2	9.5	10.1	2	0	94.3		2	1	50.0	0	1	0	0	0.0	0	0	2	2	1	50.0	0	1
	2018	20	3	15.0	10.1	2	1	148.5		1	0	0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0
02 Middle & Other Managers	2016	93	26	28.0	15.0	14	12	186.4		14	4	28.6	2	2	8	4	50.0	2	2	23	5	21.7	6	-1	
	2018	82	26	31.7	15.0	12	14	211.4		4	2	28.6	2	2	8	4	50.0	2	2	23	5	21.7	6	-1	
03 Professionals	2016	88	26	29.5	23.1	20	6	127.9		14	4	28.6	2	2	8	4	50.0	2	2	23	5	21.7	6	-1	
	2018	127	47	37.0	23.5	30	17	157.5		50	19	38.0	12	7	16	6	37.5	5	1	19	0	0.0	6	-6	
04 Semi-Professionals & Technicians	2016	1	0	0.0	22.3	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
	2018	2	1	50.0	22.3	0	1	224.2		1	1	100.0	0	1	0	0	0.0	0	0	0	0	0.0	0	0	
05 Supervisors	2016	9	2	22.2	41.0	4	-2	54.2		4	2	50.0	2	0	1	1	100.0	0	1	2	1	50.0	0	1	
	2018	13	3	23.1	40.2	5	-2	57.4		4	2	50.0	2	0	1	1	100.0	0	1	2	1	50.0	0	1	
06 Supervisors: Crafts & Trades	2016	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	
	2018	0	0	0.0	0.0	0	0	0.0		0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	

Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E + G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Visible Minorities		All Employees		Visible Minorities		All Employees		Visible Minorities		
		#	Actual #	Goal #	Percent of Goal Met %	#	Actual #	Goal #	Percent of Goal Met %	#	Actual #	Goal #	Percent of Goal Met %	
01 Senior Managers	2018	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
	2021	0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0	
02 Middle & Other Managers	2018	-1	3	-300.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2021	-1	3	-300.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
03 Professionals	2018	47	25	53.2	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2021	47	25	53.2	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
04 Semi-Professionals & Technicians	2018	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2021	1	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
05 Supervisors	2018	3	2	66.7	2	100.0	0	0.0	0	0.0	0	0.0	0.0	
	2021	3	2	66.7	2	100.0	0	0.0	0	0.0	0	0.0	0.0	
06 Supervisors: Crafts & Trades	2018	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	2021	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

Nissan Canada Inc

[Date: 2018-04-23]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis													
		Workforce									Hires				Promotions				Terminations					
		All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities									
			Representation	Availability	Gap		EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	#	%	#	#	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2016	3	1	33.3	37.3	1	0	89.4																
	2018	4	2	50.0	37.3	1	1	134.0	1	1	100.0	0	1	0	0	0.0	0	0	0	0	0	0.0	0	0
08 Skilled Sales & Service Personnel	2016	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2016	5	2	40.0	18.1	1	1	221.0																
	2018	6	2	33.3	17.2	1	1	193.8	1	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2016	19	4	21.1	38.6	7	-3	54.5																
	2018	27	8	29.6	36.6	10	-2	81.0	9	5	55.6	3	2	4	1	25.0	1	0	6	2	33.3	1	1	
11 Intermediate Sales & Service Personnel	2016	26	12	46.2	44.3	12	0	104.2																
	2018	36	17	47.2	42.8	15	2	110.3	24	11	45.8	10	1	9	5	55.6	4	1	14	6	42.9	6	0	
12 Semi-Skilled Manual Workers	2016	13	4	30.8	29.6	4	0	104.0																
	2018	22	10	45.5	32.1	7	3	141.6	15	9	60.0	5	4	0	0	0.0	0	0	6	3	50.0	2	1	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	1	1	100.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	1	100.0		0.0	0.0		0.0	0.0	0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0		0.0	0.0	0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	1	0	0.0		0.0	0.0		0.0	0.0	0.0	0.0		
10 Clerical Personnel	2018	7	4	57.1	3	133.3	38.6	148.0	0	0.0	0.0	0.0		
	2021	7	4	57.1		0.3	17316.0		37.0	154.4				
11 Intermediate Sales & Service Personnel	2018	19	10	52.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	19	10	52.6		0.0	0.0		0.0	0.0		0.0		
12 Semi-Skilled Manual Workers	2018	9	6	66.7	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	9	6	66.7		0.0	0.0		0.0	0.0		0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
Nissan Canada Inc
[Date: 2018-04-23]

Efforts

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

Required measures:

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

Other measures:

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

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

Please see summary of goals comments.

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Positive impact of growing business and allowing for some increase in roles to support.

- Any reorganization or other corporate structural changes.

Activities relating to new hires, promotions and transfers as a result of resignations, moves, succession plan development rotations.

- Acquisitions, mergers or transfers of employees.

Activities relating to new hires, promotions and transfers as a result of resignations, moves, succession plan development rotations.

- Significant layoffs (include the number of employees affected and the occupational groups of those employees).

Not applicable.

[Redacted area]

- Strikes (include dates, the number of employees affected and the occupational groups of those employees).

Not applicable.

- Other.

[Redacted area]

Additional Details

Please provide any additional information (optional):

Please see summary of goals comments.

**Nissan Canada
2018-2021 Goals
Federal Contractors Program (FCP)**

Group	2016 Goals Set				Data for 2018 Goals						2018 Analysis		2018-2021 Goals			
	2016 Gap	2016 STG	2016 LTG	2018 Gap	2018 Total	2018 Women	Representation	2018 Availabilit	Utilization	Notes	New Goals Needed	Rationale	STG %	STG #	LTG %	LTG #
Women																
Senior Managers	-1	0	1	0	20	5	25.0	27.4	91.24	Prior goal achieved completely						
Middle Managers	-3	0	2	-5	82	27	32.9	38.9	84.64	Gap remains	X	1st Filter and gap remains.	35.4%	2	39.0%	3
Professionals	-15	1	4	-19	127	40	31.5	46.4	67.88	Gap remains	X	1st Filter, 2nd Filter, and gap remains	37.0%	7	46.5%	12
Semi-Professionals				0	2	2	100.0	82.0	121.95							
Supervisors	-3	1	2	-1	13	6	46.2	53.3	86.59	STG achieved		3rd Filter but no pink ghetto. Goals for VM and PWD already				
Admin & Senior Clerical				-1	4	2	50.0	80.1	62.42			3rd Filter but no pink ghetto				
Skilled Sales & Service Personnel				0	0	0	0.0		0.00							
Skilled Crafts and Trades				0	6	0	0.0	2.0	0.00							
Clerical	-4	1	1	-3	27	15	55.6	66.3	83.79	STG achieved		1st filter but no pink ghetto. Also have Clerical goals for VM and PWD already.				
Intermediate Sales & Service				1	36	24	66.7	64.5	103.36							
Semi-Skilled Manual Workers	-3	1	0	-4	22	0	0.0	20.2	0.00	Gap remains	X	1st filter, 2nd filter and gap increased.	9.1%	2	18.2%	2

**Nissan Canada
2018-2021 Goals
Federal Contractors Program (FCP)**

Group	2016 Goals Set				Data for 2018 Goals						2018 Analysis		2018-2021 Goals			
	2016 Gap	2016 STG	2016 LTG	Gap	2018 Total	2018 Aboriginal Persons	Representation	2018 Availability	Utilization	Notes	New Goals Needed	Rationale	STG %	STG #	LTG %	LTG #
Aboriginal Persons																
Senior Managers	-1	1	0	-1	20	0	0.00	2.9	0.00	Gap remains		Given Senior Management selection process; should focus on hiring at the Middle Manager and Professional levels rather than an outside hire.			5.0%	1
Middle Managers	-2	0	0	-2	82	0	0.00	2.2	0.00	Gap remains	X	3rd Filter	1.2%	1	2.4%	1
Professionals	-1	0	1	-1	127	1	0.79	1.5	52.49		X	3rd Filter	0.8%	1		
Semi-Professionals				0	2	0	0.00	1.5	0.00							
Supervisors				0	13	0	0.00	1.1	0.00							
Admin & Senior Clerical				0	4	0	0.00	0.8	0.00							
Skilled Sales & Service				0	0	0	0.00	1	0.00							
Skilled Crafts and Trades				0	6	0	0.00	2.2	0.00							
Clerical				0	27	0	0.00	1	0.00							
Intermediate Sales & Service				0	36	0	0.00	2.2	0.00							
Semi-Skilled Manual Workers				0	22	0	0.00	1.3	0.00							

**Nissan Canada
2018-2021 Goals
Federal Contractors Program (FCP)**

Group	2016 Goals Set				Data for 2018 Goals					2018 Analysis		2018-2021 Goals				
	2016 Gap	2016 STG	2016 LTG	Gap	2018 Total	2018 Visible Minorities	Representation	2018 Availability	Utilization	Notes	New Goals Needed	Rationale	STG %	STG #	LTG %	LTG #
Visible Minorities																
Senior Managers				1	20	3	15.00	10.1	148.51							
Middle Managers				14	82	26	31.71	15.0	211.38							
Professionals				17	127	47	37.01	23.5	157.48							
Semi-Professionals				1	2	1	50.00	22.3	224.22							
Supervisors	-2	2	0	-2	13	3	23.08	40.2	57.41	Gap remains	X	3rd filter, prior goal continued	30.8%	1	38.5%	1
Admin & Senior Clerical				1	4	2	50.00	37.3	134.05							
Skilled Crafts and Trades				1	6	2	33.33	17.2	193.80							
Clerical	-3	3	0	-2	27	8	32.10	36.6	87.70	Gap decreased	X	3rd filter, prior goal continued	33.3%	1	37.0%	1
Intermediate Sales & Service				2	36	17	47.22	42.8	110.33							
Semi-Skilled Manual Workers				3	22	10	45.45	32.1	141.60							

**Nissan Canada
2018-2021 Goals
Federal Contractors Program (FCP)**

Group	2016 Goals Set				Data for 2018 Goals						2018 Analysis		2018-2021 Goals			
	2016 Gap	2016 STG	2016 LTG	Gap	2018 Total	2018 Disabled Persons	Representation	2018 Availability	Utilization	Notes	New Goals Needed	Rationale	STG %	STG #	LTG %	LTG #
Persons With Disabilities																
Senior & Middle Manager	-5	1	1	-4	102	0	0.00	4.3	0.00	STG goal achieved.	x	1st Filter, 2nd Filter, Continue goal	2.0%	2	3.9%	2
Professionals	-2	2	0	-4	127	1	0.79	3.8	20.72	Gap remains	x	1st Filter, 2nd Filter, continue goal	3.1%	3	3.9%	1
Semi-Professionals				0	2	0	0.00	4.6	0.00							
Supervisors	-1	1	0	-2	13	0	0.00	13.9	0.00	Gap remains	x	3rd Filter	7.7%	1	15.4%	1
Admin & Senior Clerical				0	4	0	0.00	3.4	0.00							
Skilled Crafts and Trades				0	6	0	0.00	3.8	0.00							
Clerical	-1	1	0	-2	27	0	0.00	7.0	0.00	Gap remains	x	3rd Filter	7.4%	2		
Intermediate Sales & Service				-2	36	0	0.00	5.6	0.00	New Gap	x	3rd Filter	5.6%	2		
Semi-Skilled Manual Workers	-1	1	0	-1	22	0	0.00	4.8	0.00	Gap remains		3rd Filter, but likely the area of least success, focus on other larger gaps.				

**Nissan Canada
2018-2021 Goals
Federal Contractors Program (FCP)**

Goals needed if 1st filter and 2nd filter, or 3rd filter

1st filter

Gap
of >-3

2nd Filter

Utilization of 80% or Less

3rd Filter

Gap of <-3 in more than 2 EEOG and/or for all designated groups in EEOG

**Review of Goals 2016-2018
Using Format for Goals Set in 2016**

Nissan Canada Inc.

Women

Workforce Analysis Results			Goals					
Employment Equity Occupational Group (EEOG)	2016 Gap	2016 Short-term goals	2016 Long-term	Comments provided in 2016	2018 Gap	2018 Employment Equity Results	Explanation	
#	Description	#	# or %	# or %	#	%		
01	Senior Managers	-1	0	1				
02	Middle and Other Managers	-3	0	3				
03	Professionals	-15	1	4	Lack of expressed interest in development of a career in the automotive industry.	-19	66.9	Goal may not have been achieved as a result of the barrier being higher than anticipated. Please refer to Summary of Goals Comments report for committed actions NCI will take to support the achievement of this goal or at the very least make the gap smaller. NCI will actively engage in recruitment activities to attract potential women candidates to the automotive industry.
05	Supervisors	-3	1	2		-1	86.6	Goal Achieved
10	Clerical Personnel	-4	1	1	Low attrition causing lack of availability to open role for replacement.	-3	83.8	Goal Achieved
12	Semi-Skilled Manual Workers	-3	1	0	Bona fide occupational requirements.	-4	0	Goal may not have been achieved as a result of the barrier being higher than anticipated. Please refer to Summary of Goals Comments report for committed actions NCI will take to support the achievement of this goal or at the very least make the gap smaller. Please also consider that women may self select to not work in a PDC environment, male dominated; physical labour part of the business.

**Review of Goals 2016-2018
Using Format for Goals Set in 2016
Nissan Canada Inc.**

Aboriginal Peoples

Workforce Analysis Results			Goals					
Employment Equity Occupational Group (EEOG)		2016 Gap	2016 STG	2016 LTG	Comments	2018 Gap	2018 Employment Equity Results	Explanation
#	Description	#	# or %	# or %		#	%	
01	Senior Managers	-1	1	0		-1	0	Goal may not have been achieved as a result of the barrier being higher than anticipated. Please refer to Summary of Goals Comments report for committed actions NCI will take to support the achievement of this goal or at the very least make the gap smaller. Please also consider the geographical location may not be conducive to attracting this designated group.
02	Middle and Other Managers	-2	0	0	Based on the EE definition this may be difficult due to availability of potential candidates within the Toronto candidate pool. Another factor may be with potential candidates not identifying during the recruitment process.			
03	Professionals	-1	0	1				

**Review of Goals 2016-2018
Using Format for Goals Set in 2016
Nissan Canada Inc.**

Persons with Disabilities

Workforce Analysis Results		Goals						
Employment Equity Occupational Group (EEOG)		2016 Gap	2016 STG	2016 LTG	Comments	2018 Gap	2018 Employment Equity Results	Explanation
#	Description	#	# or %	# or %		#	%	
01/02	Managers	-5	1	1	Based on the employment equity definition of disability, managers could not necessarily adapt to the culture and bona fide job requirements presented at the management level as defined by NCI. Typical manager roles include being in the field working with dealers, managing people, and being strategic in business plan preparation and achieving success in a very competitive, ever-changing industry.	-4	0	Goal may not have been achieved as a result of the barrier being higher than anticipated. Please refer to Summary of Goals Comments report for committed actions NCI will take to support the achievement of this goal or at the very least make the gap smaller. Also, please consider that employees may have elected to not identify on their workforce survey.
03	Professionals	-2	2	0		-4	20.7	
05	Supervisors	-1	1	0		-2	0	
10	Clerical Personnel	-1	1	0		-2	0	
12	Semi-Skilled Manual Workers	-1	1	0		-1	0	

**Review of Goals 2016-2018
Using Format for Goals Set in 2016
Nissan Canada Inc.**

Members of Visible Minorities

Workforce Analysis Results			Goals					
Employment Equity Occupational Group (EEOG)		2016 Gap	2016 STG	2016 LTG	Comments	2018 Gap	Employment Equity Results	Explanation
#	Description	#	# or %	# or %		#	%	
05	Supervisors	-2	2	0		-2	57.4	Goal may not have been achieved as a result of the barrier being higher than anticipated. Please refer to Summary of Goals Comments report for committed actions NCI will take to support the achievement of this goal or at the very least make the gap smaller.
10	Clerical Personnel	-3	3	0		-2	81.0	Goal Achieved

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: Nissan Canada Inc.

Primary Location: Mississauga, ON

Number of Employees: 339

- Ontario 285
- Québec 35
- British Columbia 9
- Alberta 6
- Nova Scotia 3
- Manitoba 1

Organization Overview: NAICS 4151 - Motor Vehicle Merchant Wholesaler
Nissan Motor Company Ltd (“Nissan”) is a Japanese multinational automobile manufacturer.

Key Dates – First Year Assessment

Initiated: 2016-04-01
Received: 2016-10-13
Closed: 2016-10-14
Workforce
Analysis: 2016-09-08

Key Dates – Subsequent Assessment

Initiated: 2017-12-10
Received: 2018-08-18
Workforce
Analysis: 2018-03-22

DATA VERIFICATION

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

Yes No

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

Yes No

ASSESSMENT OF REASONABLE PROGRESS

- All goals were set in percentage and numerical form. Therefore the percentage of goal met is taken from the percentage goal.

Women

01	Senior Managers	Goal not set.
02	Middle & Other Managers	Goal not set.
03	Professionals	Goal met at 117.4%.
05	Supervisors	Goal met at 120.1%.
10	Clerical Personnel	Goal not met (73.5% achieved).
12	Semi-Skilled Manual Workers	Goal met at 86.6%.

Assessment/Observations

- In EEOG 10 there were 13 new hires, of which five were women. At an availability of 65.8%, eight women would have been expected to be hired.

Aboriginal Peoples

01	Senior Managers	Goal not met (0% achieved)
02	Middle & Other Managers	Goal not set.
03	Professionals	Goal not set.

Assessment/Observations

- In EEOG 01 there were two new hires, but none were Aboriginal persons. At an availability of 2.2% this is to be expected.
- For EEOGs 02 and 03 the employer indicated two possible explanations for the lack of Aboriginal candidates: it is difficult to recruit for this EEOG due to the lack of availability of potential candidates within the Toronto area; and that potential candidates may not be self-identifying during the recruitment process.

Persons with Disabilities

01/02	Managers	Goal not met (0% achieved).
03	Professionals	Goal not met (39.9% achieved).
05	Supervisors	Goal not met (0% achieved).
10	Clerical Personnel	Goal not met (0% achieved).
12	Semi-Skilled Manual Workers	Goal not met (0% achieved).

Assessment/Observations

- In EEOG 01/02 there were 24 new hires, of which none were persons with disabilities. At an availability of 4.3%, one person with disabilities would have been expected to be hired.
- In EEOG 03 there were 66 new hires, of which one was a person with disabilities. At an availability of 3.8%, two persons with disabilities would have been expected to be hired.
- In EEOG 05 there were five new hires, of which none were persons with disabilities. At an availability of 13.9%, this is to be expected.
- In EEOG 10 there were 13 new hires, of which none were persons with disabilities. At an availability of 7.0%, this is to be expected.
- In EEOG 12 there were 15 new hires, of which none were persons with disabilities. At an availability of 4.8%, this is to be expected.

Members of Visible Minorities

05	Supervisors	Goal met at 146.3%.
10	Clerical Personnel	Goal met at 119.6%.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Nissan set 12 goals and met five of the goals (41.6% of its goals achieved).
 - There was 18 months between the 1st assessment and this assessment and this may be a reason that all the goals were not achieved.
 - For women, in EEOG 10 Clerical Personnel there is a low attrition rate and this is causing the lack of availability to open roles for replacement.

ASSESSMENT OF GOALS

- A percentage goal was set for all outstanding gaps.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-5	38.9	38.9	32.9	38.9
03	Professionals	-19	46.4	46.4	31.5	46.4

05	Supervisors	-1	50	50	46.2	53.3
07	Admin & Senior Clerical Personnel	-1	-	-	50.0	80.1
10	Clerical Personnel	-3	-	-	55.6	66.3
12	Semi-Skilled Manual Workers	-4	20.2	20.2	0.0	20.2

Observations:

- The large gap of -19 in EEOG 03 has increased from 2016, when it was -15.
- No goals are required for EEOGs 07 and 10 as women are already represented over 50%. The Labour Program has a policy of not requiring that a goal be set in cases where women are represented at 50% or above in any occupational group, regardless of labour market availability. This is done to avoid clustering and to ensure that these occupations are welcoming of all genders.

Aboriginal Peoples

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	2.9	2.9	0.0	2.9
02	Middle & Other Managers	-2	2.2	2.2	0.0	2.2
03	Professionals	-1	1.5	1.5	0.8	1.5

Observations:

- EEOG 03 is the only group that has Aboriginal representation.
- In 2016 there were no Aboriginal employees at Nissan Canada; in 2018 there are two Aboriginal employees (EEOG 03).

Person with Disabilities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
1/2	Managers	-4	4.3	4.3	0.0	4.3
03	Professionals	-4	3.8	3.8	0.8	3.8
05	Supervisors	-2	13.9	13.9	0.0	13.9
10	Clerical Personnel	-2	7.0	7.0	0.0	7.0

11	Intermediate Sales & Service Personnel	-2	5.6	5.6	0.0	5.6
12	Semi-Skilled Manual Workers	-1	4.8	4.8	0.0	4.8

Observations:

- The largest gaps are in EEOG 01/02 and 03.
- In 2016 there were two persons with disabilities employed at Nissan Canada (one each in EEOG 03 and 11); in 2018 there was only one person with disabilities (EEOG 03).

Members of Visible Minorities

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	# or %	# or %	%	%
05	Supervisors	-2	40.2	40.2	23.1	40.2
10	Clerical Personnel	-2	36.6	36.6	29.6	36.6

Observations:

- From 2016 to 2018 the representation of visible minorities has increased from 28.4% to 35.1% at Nissan Canada.
- 43.8% of all new hires at Nissan Canada were visible minorities.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that there are a number of gaps in all four designated groups, the organization might consider partnering with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups. This might help them in reducing / eliminating the gaps.

Name of Analyst: Neeta Dhillon

Date: October 30, 2018

Subject: Government of Canada Agreement Number: 060926 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Catherine Magill:

I am writing to inform you that the subsequent compliance assessment initiated on November 14, 2017 has been completed. As a result of the assessment, Nissan Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Given that there are a number of gaps in all four designated groups, the organization might consider partnering with universities or reaching out to professional associations in order to identify qualified potential employees that are members of the designated groups. This might help them in reducing / eliminating the gaps.

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 14, 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, Nissan 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 under-represented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Nissan 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!



NISSAN CANADA INC.

Head Office
5290 Orbitor Drive
Mississauga, ON
L4W 4Z5

Nissan Canada Inc.
Employer Number 060926
April 30, 2018



To ensure that Nissan Canada Inc. (NCI) meets the short and long-term goal commitments, the following ongoing and newly initiated activities will continue with the support of the NCI Leadership Team, Management Team and Human Resources.

Culture

- NCI continues to support a conducive work environment which embraces diversity by respecting the dignity and worth of each employee and acknowledges their special needs and promotes as an employment equity employer. Diversity and inclusion are an essential part of our values and communicated on our organization's website nissancanada.ca.
- Provide diversity management training for all staff that is geared to their responsibility level (i.e. Managers, HR staff, Other Staff). We are especially interested in offering unconscious bias training. .
- Communicate harassment and violence policies and clearly outline the complaint procedure, from both the manager's and the employee's perspective. Ensure new employees are oriented in this process.
- All policies are reviewed and updated (if needed) every three years unless otherwise required.
- Any issues can be communicated confidentially through SpeakUp:
<https://secure.ethicspoint.eu/domain/media/en/gui/103583/index.html>
- Ensure that HR and Managers consult with each new disabled employee about what accommodation or technical devices are needed for that person to be able to perform his/her job duties and encourage a climate respectful of the disabled employee.- accommodation policy, communication
- Continue to monitor potential physical barriers to the employment of persons with disabilities.
- Examine the movement of designated groups through the organization to determine possible systemic discrimination and to eliminate "glass ceiling" or "job ghettos".
- Educate employees on the key attributes of employment equity and how survey results contribute to the overall achievement of goals. Advise that employees can complete another self-identification survey if they feel their circumstance has changed.
- NCI is compliant with the Accessibility for Ontarions with Disabilities Act.
- NCI employees are eligible to participate and have access to a compliment of benefits including the confidential Employee Assistance Program.
- Mandatory employee ethics training is conducted annually.
- Work with and through our Diversity committee and its associated Business Strategy Teams to recognize, celebrate and address issues arising from the unique

experiences, strengths and differences experienced by NCI employees of diverse backgrounds.

Achievements Since Last Review (August 31, 2016)

- To encourage and attract potential candidates within the four designated groups for semi-skilled worker roles, we commenced hosting career fairs at the PDC location (to date - March 22 & March 23; April 27, 2018).
- Art of Leadership Women's Conference – June 13, 2017. 21 NCI female employees were invited to participate in this full day event. Purpose was to provide a networking opportunity for women in different industries. Encouraged and supported women to explore and capitalize on leadership opportunities.
- Leadercast – May 4, 2018. 75 NCI employees invited to participate in this livestream full day event. Purpose is to inspire and inform leaders at all levels of the organization on current leadership topics.
- As part of the Diversity Committee, NCI created three Business Synergy Teams (Gender, Generations and Multicultural) on June 2017. Their responsibilities is to encourage and empower employees and managers to lead activities and workshops, both within NCI and in community broadly, to promote diversity and awareness and encourage employees to share their experiences, speak about barriers to equity, and to develop a shared understanding of the value they all bring to the workplace and what NCI can do to better leverage this strength. To date, 4 events have taken place. BST selection is open to all employees and is supported by leadership at all levels.
- HR Business Partners invest in increasing competency in the area of employment equity practices and employment law through education including attending the Human Resources Professional Association Conference and ad hoc seminars/webinars as required.
- HR Business Partners attend annual Automotive Import Group meeting to share best practices within the automotive industry.
- HR Manager engages in communications and updates with Leadership Team.
- Pay Equity has been in place for several years, however, we are currently participating in Pay Equity review.
- Unconscious Bias training conducted on March 27, 2018.

Future Support

- Regular updates regarding progress of employment equity initiatives to be provided to senior Canadian leadership.
- Explore the opportunity to participate on Glassdoor to gain knowledge and identify areas for improvement.
- Establish and maintain partnership with outreach groups relevant to designated groups.
- Post, or encourage our outside recruitment vendors to post, our positions with organizations that support the employment of designated groups.
- Participate in Bell Let's Talk initiatives in support of the Persons with Disabilities designated group.
- Establish and maintain partnership with Newcomer organizations and continue our long-term relationship with the Mississauga Food Bank and Habitat for Humanity. Not only does NCI support these groups financially, but employees are also encouraged to become involved and participate in these important initiatives.
- Establish marketing partnerships within scope supporting the four designated groups.
- Ensure all avenues for attracting candidates within the four designated groups including, but not limited to, direct posting (externally and internally), company websites, international assignments, linked in and government sponsored job search websites (magnet.today) are explored.

- Commit to establishing partnerships with support organizations to boost potential candidate pools of designated group members, particularly for persons with disabilities and aboriginal persons.

Ongoing Support

- To increase the number of women, visible minorities, persons with disabilities and aboriginal peoples, Nissan Canada Inc. will through fair and equitable practices endeavour to increase the profile of designated group members at all levels of the organization.
- Please note that although the workforce analysis shows specific target numbers that are used as guidelines, Nissan Canada Inc. is committed to fully embracing diversity and the fair and equitable treatment of ALL employees.
- Nissan operates its business on a fiscal year basis (April 1st to March 31st). Each fiscal year, employees are invited and encouraged to participate in the Nissan Global Survey. Questions are inclusive of engagement & enablement; clear and promising direction; confidence in leaders; quality & customer focus; respect & recognition; development opportunities; pay & benefits; performance management; authority & empowerment; resources; collaboration; work structure & process. Results are shared and action plans developed to support those areas identified for improvement.
- Ensure that exit interviews document exiting employee concerns regarding climate, harassment or discrimination. Use Workday (HR Information Systems) to track results and identify areas of improvement.
- Health and Wellness Program including use of on-site Fitness Centre at no charge to employees. Program includes use of gym with a variety of modern exercise equipment and classes including spin, yoga, muscle toning. Ad hoc wellness initiatives as planned, for example in May Passport to Health – encourages participation in a variety of physical and mental activities (yoga, meditation). Benefits include networking opportunities for all employees including the four designated groups, employment engagement and ideas for overall health and well being. Remote/field staff employees are provided with a subsidy for exercise program in lieu of not having a company sponsored fitness facility.

Position Profiles

- Ensure job descriptions reflect bona fide job-related qualifications.
- Ensure that job descriptions include only those qualifications (skills, abilities, knowledge and experience) required to perform the essential duties of the job (i.e. not at the level of an excellent incumbent).
- Review job descriptions on a regular basis, by ensuring that they are reviewed by both the incumbent and managers at least every two years, as well as during job evaluation.
- Ensure that the terminology used in each job description is appropriate for the level of job, is consistent with the type of vocabulary used to describe similar jobs throughout the organization, and is free of gender or cultural bias.

Job Evaluation

- Ensure fair and equitable compensation based on the value of the job through position evaluations and adequate compensation surveys.
- Establish ongoing reviews of actual compensation levels of employees to ensure no systemic discrimination of the four designated group compensation rates.

Recruitment

- Recruitment agency on record is aware and complies with NCI's commitment to Employment Equity, availability of testing materials in various mediums and accommodating special needs as required.
- Recruitment agency on record uses pre-approved postings by NCI which include employment equity value statements.
- Ensure fair and equitable recruitment, selection and hiring practices that encourage applications from the designated groups.
- Identify the interview procedures including behavioural interview techniques.
- Inform and educate all staff who conduct interviews they are to follow consistent and equitable procedures in all selection decisions.
- Require interviewers to ask only those questions that elicit job-related information.
- Ensure interviews are structured and documented properly.
- As a public-facing organization, all postings/social media/external website include that NCI is an Employment Equity employer and is career and diversity focused.
- Investigate Outreach recruitment through agencies.
- Candidates for Senior Manager level roles, both internal and external, are required to complete a Leadership Readiness Assessment.

Internal Candidate Selection

- Maintain fair and equitable internal selection process to ensure promotion of qualified individuals within Nissan for both transfers and promotions.
- Inform managers and employees of NCI's commitment to ensuring all qualified internal candidates are considered for promotional opportunities.
- Review job posting process to ensure descriptions are clear and understandable and properly reflect job requirements and responsibilities.
- Job posting policy and process is in place for Supervisor and above positions.

New Hire Orientation

- Formal incorporation that discusses NCI's commitment to Employment Equity.
- All new employees are requested to complete the Employment Equity Workforce Survey.
- Employment Equity tracking within Workday (HR information system) which ensures confidentiality of information and facilitates recording and maintaining of information on the designated group status of employees and the movement of members of the four designated groups throughout the organization.

Training and Development

- Select training programs to ensure the development of skills, abilities and potential of Nissan employees to benefit both the company and the employee.
- Request managers to include needs identified in the performance management process in planning for annual training and development programs.
- Consistently use training evaluation tools to ensure training has been effective.
- Essential Skills in class room training provides learning on general business practices.
- Nissan Way Leadership Academy in class room training provides learning and development for managers and above on leadership and business practices.
- learning@Nissan on line company training in the following key areas – Core Company Learning; On Board and Role Transition; Functional Expertise; Global Talent Academy; Environment, Health & Safety.
- Field Force Academy designed to train and support field staff who work directly with our Dealers.

- NCI supports Toastmasters with weekly meetings at our office – NCI employees and Toastmaster members from neighbouring businesses participate. Encourages development in areas of communication and provides networking opportunity.

Performance Management

- Performance management system is in place and encourages the development and utilization of the skills and potential of all employees.
- Provide on-going training for managers to ensure the effective management of their employee performance and ensure bias free appraisals.
- Consistent practices around career pathing/succession planning that accurately identify the bona fide job requirements (skill, abilities, and experience required to fill each role).
- Identify “feeder groups” for jobs.
- Develop a specific process for identifying potential successors for roles based on bona fide job requirements.
- HR, NCI Leadership and Talent Management participate in succession planning and talent health discussions to develop plans.
- Communicate career pathing/succession planning information/tools to employees.
- Developed and communicated tools include career development plan; individual development plan; mentorship program; 1:1 career discussions with HR and manager.

Vacation

- Vacation policies meet all provincial minimum standards. In addition, the policy allows an individual to take up to two weeks together without special approval; and up to four weeks together with approval. This supports individuals, including designated group members, who may need to travel “back home” using their vacation time where it may be a problem to travel on a short turn. Longer vacation leaves support other cultural needs applicable to seasonal matters (for example, hunting season, for Aboriginal Persons).

