Employment and Social Development Canada Emploi et Développement social Canada

Labour Program Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement				
Revised Agreement				
ge				
Legal Name of Organization	ORGA	ANIZATION	December of the Control of the Contr	Jacobs de Maiste Canada
		^	Parent company is	located outside Canada
K.E. GLMDRE INVES.	MENT.	1 Loff		Yes No
Operating Name (if different from Legal Name of Organiza	ation)		Procurement Bus	iness Number .
GILMORE REPRO			rotarnumber orei (Full-Time/Part-Tin	nproyees in Canada
Organization's North American Industry Classification Sys	lem (NAICS) Code	e Nº	To find your organi	ization's NAICS Code Number please
323 111				atcan.gc.ca/subjects-sujets/standard- /2002/naics-scian02l-eng.htm
Official use only (if information above is incorrect)				
Procurement Business Number	Total number of	employees in Canadi	3	Organization's NAICS Code No
	HEAI	D OFFICE	*****************************	
Address (building number, street, suite, etc.)		City		Province Postal Code
120 MERZBERG KD		Telephone Number	177	Fax Number
		613-59	9-6778	613-271-1618
and the second s	MPLOYMENT	EQUITY CONTA	ACT	
Name (print)		Title //	Care 11	·
Telephone Number		E-mail Address	TIPTALL	1
613-271-5506		bream	20 POC	V/more.Cq
	CERT	IFICATION		
The above-named organization:				
 having a combined workforce of 100 or more pe 12 weeks or more in Canada, AND 	ermanent full-time	e, permanent part-	time and temporal	y employees having worked
 intending to bid on, or being in receipt of, a fede Supply Arrangement, valued at \$1,000,000 or m 			contract, standing	offer or contract issued under a
Hereby certifies its commitment to implement or ma instrument, in keeping with the Federal Contractors please refer to: http://www.esdc.gc.ca/eng/labour/ed	Program require	ements. For more i		
Important note: If an audit of the Agreement to Imp			rs misrenresental	ion on the part of the organization
the procurement instrument(s) with the Government			ris misrepresenta	sorror the part of the diganization,
		NATORY		
NOTE: The signatory must be the Chief Executive contract on behalf of the organization.	Officer OR an au		an executive pos	ition with legal authority to sign a
Name (Dirth)	RE	Title PRESI	DENT	+ 080
Telephone Number 599-6775		E-mail Address	79.1500 C	ulmore. Ca
Signature //		Date Of	e, c	10/14
	RETURN	NSTRUCTIONS		
IMPORTANT	IL TOKIN	TO THOU HOMS		
The original copy of the signed Agreement to at: (819) 953-8768 or by e-mail at: ee-eme@h	o Implement Em Irsdc-rhdcc.gc.	nployment Equity ca	form must be se	nt to the Labour Program fax,

ESDC LAB1168 (2013-10-009) E

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Federal Contractors Program (FCP)

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

Contractors are required to conduct, develop and maintain:

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

Contractors are required to submit to ESDC-Labour:

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

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

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

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



ESDC LAB1168 (2013-10-009) E

Questions and Answers

Subsidiary vs. Division/Branch

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

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

Division

A division is part of the primary business, not separate, and the primary business is legally responsible for the obligations and debts of the division.

Branch

A branch is an office that is not located at/with the company's corporate headquarters but is part of the organization.

Subsidiary: A subsidiary is owned or controlled by another entity (a parent company), but it is a separate legal entity.

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

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

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

Q3 When should a new Agreement be completed and signed?

A3 A new Agreement should be completed if the organization has undergone a change in its legal name.

Employment Status

Q1 Who is considered to be a permanent full-time employee under the FCP?

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

Q2 Who is considered to be a permanent part-time employee under the FCP?

A2 A permanent part-time employee is employed for an indeterminate period of time to work fewer than the standard number of hours on a regular basis as determined by the employer, depending on the occupational group to which the person belongs.

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

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

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

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

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

Q4 How are students counted under the FCP?

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

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

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

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

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

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) **R.E. Gilmore Investments Corp.** (hereafter referred to as "the organization") and (Agreement to Implement Employment Equity number) **060965**, 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) We wanted to clarify the process with the Program Office assigned to ensure accurate reporting.

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: Paul Brennan	Position Title: <u>VP Finance</u>
Email address: <u>brennanp@gilr</u>	nore.ca
Telephone number: <u>613-592-29</u>	44 ext. 3229
Business address: 120 Herzber	g Road Kanata ON, K2K 3B7
Signature:	

Date: March 9, 2018

From: Yakibonge, Maurice [NC] Sent: March 12, 2018 12:17 PM

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

Cc: 'gibeaults@gilmore.ca' <gibeaults@gilmore.ca>; 'Sylvie' <sylvie.g.fortin@sympatico.ca> **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



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: Normandin, Ward W [NC] **Sent:** March-09-18 10:40 AM **To:** Yakibonge, Maurice [NC]

Subject: FW: Second Compliance Assessment Information

Extension Request from R.E. Gilmore

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program Employment and Social Development Canada / Government of Canada ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334



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

From: Scott Gibeault [mailto:gibeaults@gilmore.ca]

Sent: 2018-03-09 10:39 AM **To:** Normandin, Ward W [NC]

Cc: Paul Brennan

Subject: RE: Second Compliance Assessment Information

Extension request attached.

Thanks again for the guidance Ward – greatly appreciated.

Scott

Scott D. Gibeault, CPA, CGA Contractor

gibeaults@gilmore.ca

+1 613 592 2944

From: ward.normandin@labour-travail.gc.ca [mailto:ward.normandin@labour-travail.gc.ca]

Sent: Friday, March 09, 2018 10:18 AM

To: Scott Gibeault

Subject: Second Compliance Assessment Information

Good morning Scott,

It was a pleasure speaking with you this morning. As promised, please find attached the following documents/information:

- Extension Request Form please complete and return this form to us as soon as possible. Once received we can issue an extension;
- NOC to EEOG map in excel format; and
- Achievement Report (pre filled with your previous assessment data) this report will form the foundation of your submission.

If you have any questions, please do not hesitate to contact us.

Kind regards,

Ward

Ward Normandin

Agent de programmes, Programme du travail Emploi et Développement social Canada / Gouvernement du Canada ward.normandin@labour-travail.gc.ca / Tél.: 819-654-4334

Program Officer, Labour Program Employment and Social Development Canada / Government of Canada ward.normandin@labour-travail.gc.ca / Tel.: 819-654-4334



Joignez-vous au **Forum de l'équité, la diversité et l'inclusion en milleu 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!

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

Reporting Period 2015-07-10 to 2017-12-31

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF **EMPLOYEES LOCATED IN** EACH AREA)

		i	Province				Cens	us Metropolitan	Areas	
	Perma Full-		Permanent Part-time	Temporary	Total Number of Employees		Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees
Ontario		528	18	0	546	Toronto	1	0	0	1
Total Employees	s in Canada	→			546	Kingston	6	0	0	6
						Ottawa - Gatineau	521	18	0	539
						Total Emplo	yees in Canada	>		540



Employment and Social Emploi et Développement Development Canada social Canada

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group			All Employee:			original Peop			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	2	2										
Top Range: \$100,000 and over	3	2	1	1									
Bottom Range: Under \$5,000	2	1	1										
	1	2	1	1									
	Total	7	5	2									
Middle and Other Managers	4	5	5										
Top Range: \$100,000 and over	3	8	7	1							2	1	1
Bottom Range: \$ 25,000 - \$29,999	2	11	8	3				1	1				
	1	16	5	11				1		1	3		3
	Total	40	25	15				2	1	1	5	1	4
Professionals	4	4	4								1	1	
Top Range: \$ 90,000 - \$94,999	3	15	13	2							3	3	
Bottom Range: \$ 30,000 - \$34,999	2	11	6	5									
	1	2	2										
	Total	32	25	7							4	4	
Semi-Professionals and Technicians	4	1	1										
Top Range: \$ 85,000 - \$89,999	3	5	5								1	1	
Bottom Range: \$ 30,000 - \$34,999	2	8	7	1							5	5	
	1	11	6	5				1	1		3	2	1
	Total	25	19	6				1	1		9	8	1

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Employment and Social Emploi et Développement
Development Canada social Canada

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group			All Employee:			original Peop			ns with Disal			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors	4	1		1									
Top Range: \$ 65,000 - \$69,999	3	10	2	8							1		1
Bottom Range: \$ 30,000 - \$34,999	2	9	4	5							1		1
	1	10	2	8							2		2
	Total	30	8	22							4		4
Supervisors: Crafts and Trades	4	6	5	1				1		1	1	1	
Top Range: \$ 75,000 - \$79,999	3	2	2										
Bottom Range: \$ 25,000 - \$29,999	2	17	15	2				2	2		3	3	
	1	15	9	6				2	1	1	2	2	
	Total	40	31	9				5	3	2	6	6	
Administrative and Senior Clerical Personnel	4	1		1									
Top Range: \$ 40,000 - \$44,999	3	1	1										
Bottom Range: \$ 25,000 - \$29,999	2	6		6	1		1				2		2
	1	3		3							2		2
	Total	11	1	10	1		1				4		4
Skilled Sales and Service Personnel	4	1	1										
Top Range: \$ 90,000 - \$94,999	3												
Bottom Range: \$ 30,000 - \$34,999	2	8	6	2							1	1	
	1	11	9	2									
	Total	20	16	4							1	1	

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R.E. Gilmore Investments Corp. (certificate # 060965) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible M	linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Crafts and Trades Workers	4	5	5								1	1	
Top Range: \$ 60,000 - \$64,999	3	4	4		2	2							
Bottom Range: \$ 30,000 - \$34,999	2	3	2	1									
	1	5	4	1							1		1
	Total	17	15	2	2	2					2	1	1
Clerical Personnel	4	2	1	1							1		1
Top Range: \$ 55,000 - \$59,999	3	2	1	1									
Bottom Range: \$ 25,000 - \$29,999	2	20	10	10							5	3	2
	1	44	15	29				4	1	3	10	1	9
	Total	68	27	41				4	1	3	16	4	12
Intermediate Sales and Service Personnel	4	6	3	3				1		1			
Top Range: \$ 45,000 - \$49,999	3	5		5									
Bottom Range: \$ 20,000 - \$24,999	2	19	6	13	1		1				2	1	1
	1	13	7	6	1	1					1	1	
	Total	43	16	27	2	1	1	1		1	3	2	1
Semi-Skilled Manual Workers	4	3	3										
Top Range: \$ 60,000 - \$64,999	3	10	10								3	3	
Bottom Range: \$ 20,000 - \$24,999	2	27	24	3							12	10	2
	1	103	75	28	1	1		7	6	1	40	24	16
	Total	143	112	31	1	1		7	6	1	55	37	18

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Employment and Social Emploi et Développement Development Canada social Canada

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disal	bilities	Member	s of Visible M	linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other Sales and Service Personnel	4												
Top Range: \$ 20,000 - \$24,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1	1										
	Total	1	1										
Other Manual Workers	4	3	3										
Top Range: \$ 45,000 - \$49,999	3	4	3	1							2	2	
Bottom Range: \$ 25,000 - \$29,999	2	11	10	1				1	1		3	3	
	1	33	4	29				2		2	19	3	16
	Total	51	20	31				3	1	2	24	8	16
Total Number of Employees		528	321	207	6	4	2	23	13	10	133	72	61

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National Reporting Period 2015-07-10 to 2017-12-31

		1	2	2	CO. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	4											
Top Range: \$ 30,000 - \$34,999	ω											,
Bottom Range: \$ 30,000 - \$34,999	2											l.
	_	_		_								
	Total	<u> </u>										
Supervisors	4											ı
Top Range: \$ 40,000 - \$44,999	з											
Bottom Range: \$ 40,000 - \$44,999	2											
	_	1		1								
	Total	1		1								
Supervisors: Crafts and Trades	4											
Top Range: \$ 80,000 - \$84,999	з											
Bottom Range: \$ 80,000 - \$84,999	2											
	_	1	1									
	Total	1	1									
Skilled Crafts and Trades Workers	4											
Top Range: \$ 55,000 - \$59,999	ယ											
Bottom Range: \$ 55,000 - \$59,999	2											
	1	1	1									
	Total	1	1									

Employment and Social Emploi et Développement Development Canada social Canada

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / National

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group		,	All Employee	S		original Peo _l	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4	2		2									
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1	1										
	Total	3	1	2									
Intermediate Sales and Service Personnel	4	1		1							1		1
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	2		2							1		1
Semi-Skilled Manual Workers	4	5	5								1	1	
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1		1									
	Total	6	5	1							1	1	
Other Manual Workers	4	2		2							2		2
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1	1										
	Total	3	1	2							2		2

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Form 2 B

007752

-	001	00.0	9	00:	00.0		00:		00:1		
Total	Women	Men	Total	Women	Men Col 6	Total	Women	Men	Total	QTR	Salary Range Col. 1
	bilities	Persons with Disabilities	Perso	oles	original Peoples	Abu	3,	All Employees	7		Occupational Group

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario Reporting Period 2015-07-10 to 2017-12-31

Occupational Group	}		All Employees			Aboriginal Peoples	les	Perso	Persons with Disabilities	oilities	Member	Members of Visible Minorities	inorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	2	2										
Top Range: \$100,000 and over	3	2	1	1									
Bottom Range: Under \$5,000	2	1	1										
	1	2	1	1									
	Total	7	5	2									
Middle and Other Managers	4	5	5										
Top Range: \$100,000 and over	3	8	7	1							2	1	_
Bottom Range: \$ 25,000 - \$29,999	2	11	8	မ				1	1				
	1	16	5	11				1		1	3		ယ
	Total	40	25	15				2	1	1	5	1	4
Professionals	4	4	4								1	1	
Top Range: \$ 90,000 - \$94,999	ω	15	13	2							ယ	ယ	
Bottom Range: \$ 30,000 - \$34,999	2	11	6	5									
	1	2	2										
	Total	32	25	7							4	4	
Semi-Professionals and Technicians	4												
Top Range: \$ 85,000 - \$89,999	ω	5	5									_	
Bottom Range: \$ 30,000 - \$34,999	2	8	7	_1							5	5	
	1	11	6	5				1	1		3	2	_
	Total	25	19	6				1			9	8	-4

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

	T	.ıı ⊏mpioyees		AD	original Feop	es.	rerso	ns with Disar	ilities	Members	S OT VISIBLE IVI	Inorities
QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
4			_									
3	10	2	8							1		1
2	9	4	5							1		_
1	10	2	8							2		2
Total	30	8	22							4		4
4	6	5	1				1		1	1	1	
ω	2	2										
2	17	15	2				2	2		3	3	
1	15	9	6				2	1	1	2	2	
Total	40	31	9				5	3	2	6	6	
4	_		_									
ω	_	_										
2	6		6	1						2		2
1	3		3							2		2
Total	11	1	10	1		1				4		4
4	_	_										
ω												
2	8	6	2							1	1	
1	11	9	2									
Total	20	16	4							1	1	
	QTR QTR 1 1 2 3 4 4 4 4 4 4 4 4 4	Total Col. 2 1 10 30 30 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Total Col. 2 1 10 30 30 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Total Men Wome Col. 2 Col. 3 Col. 4	Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5	Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5 Col. 4 Col. 5 Col. 5 Col. 4 Col. 5 Col. 5 Col. 4 Col. 5 Col. 5 Col. 4 Col. 5 Col. 5 Col. 4 Col. 5 C	Total Men Women Total Men Women Col. 5 Col. 6 Col. 6 Col. 7	Total Men Women Total Women Total Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col Col Col. 7 Col Col Col. 7 Col. 6 Col. 7 Col. 7	Total Men Women Total Women Col. 2 Col. 3 Col. 4 Col. 5 Col. 6 Col. 7 Col	Total Men Women Total Men Women Coi. 2 Coi. 3 Coi. 4 Coi. 5 Coi. 6 Coi. 7 Coi. 8 Coi. 9 Coi. 10	Total Men Women Total Men Women Coi. 2 Coi. 3 Coi. 4 Coi. 5 Coi. 6 Coi. 7 Coi. 8 Coi. 9 Coi. 10 Coi. 10	Total Memory Total Total

				•									
Occupational Group		А	All Employees	3	qV	Aboriginal Peoples	oles	Perso	Persons with Disabilities	oilities	Members	Members of Visible Minorities	inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Crafts and Trades Workers	4	5	5								1	1	
Ton Range: \$ 60 000 - \$64 999	ພ	4	4		2	2							

Occupational Group Salary Range	QTR	Total	All Employees Men	Women	Total	Aboriginal Peoples Men \	les Women	Perso	Persons with Disabilities lal Men Wo	Women	Member Total	Members of Visible Minorities	
Skilled Crafts and Trades Workers	4	51	5 1										
Top Range: \$ 60,000 - \$64,999	ω	4	4		2	2							!
Bottom Range: \$ 30,000 - \$34,999	2	ပ	2	1									
	1	5	4	1							_		
	Total	17	15	2	2	2					2	1	
Clerical Personnel	4	2	1	1							_		
Top Range: \$ 55,000 - \$59,999	3	2	1	1									
Bottom Range: \$ 25,000 - \$29,999	2	20	10	10							5	3	_
	1	44	15	29				4	1	အ	10	1	_
	Total	68	27	41				4	1	3	16	4	
Intermediate Sales and Service Personnel	4	6	3	3				_		_			
Top Range: \$ 45,000 - \$49,999	ω	51		5									
Bottom Range: \$ 20,000 - \$24,999	2	19	6	13	1						2	1	
	1	13	7	6	1	1					_	_	
	Total	43	16	27	2	1	1	1		1	3	2	
Semi-Skilled Manual Workers	4	3	3										
Top Range: \$ 60,000 - \$64,999	ω	10	10								3	3	
Bottom Range: \$ 20,000 - \$24,999	2	27	24	3							12	10	_
	1	103	75	28	1	1		7	6	1	40	24	-
	Total	143	112	31	1	1		7	6	1	55	37	

Employment and Social Emploi et Développement Development Canada social Canada

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group		,	All Employee:	S	Ab	original Peop	oles	Perso	ns with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Other Sales and Service Personnel	4												
Top Range: \$ 20,000 - \$24,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1	1										
	Total	1	1										
Other Manual Workers	4	3	3										
Top Range: \$ 45,000 - \$49,999	3	4	3	1							2	2	
Bottom Range: \$ 25,000 - \$29,999	2	11	10	1				1	1		3	3	
	1	33	4	29				2		2	19	3	16
	Total	51	20	31				3	1	2	24	8	16
Total Number of Employees		528	321	207	6	4	2	23	13	10	133	72	61

Employment and Social Emploi et Développement Development Canada social Canada

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group		,	All Employee	S	Ab	original Peo	ples	Perso	ns with Disa	bilities	Membe	s of Visible N	Minorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Middle and Other Managers	4												
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 30,000 - \$34,999	2												
	1	1		1									
	Total	1		1									
Supervisors	4												
Top Range: \$ 40,000 - \$44,999	3												
Bottom Range: \$ 40,000 - \$44,999	2												
	1	1		1									
	Total	1		1									
Supervisors: Crafts and Trades	4												
Top Range: \$ 80,000 - \$84,999	3												
Bottom Range: \$ 80,000 - \$84,999	2												
	1	1	1										
	Total	1	1										
Skilled Crafts and Trades Workers	4												
Top Range: \$ 55,000 - \$59,999	3												
Bottom Range: \$ 55,000 - \$59,999	2												
	1	1	1										
	Total	1	1										

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Employment and Social Emploi et Développement Development Canada social Canada

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group			All Employee:			original Peo			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel	4	2		2									
Top Range: \$ 35,000 - \$39,999	3												
Bottom Range: \$ 35,000 - \$39,999	2												
	1	1	1										
	Total	3	1	2									
Intermediate Sales and Service Personnel	4	1		1							1		1
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	2		2							1		1
Semi-Skilled Manual Workers	4	5	5								1	1	
Top Range: \$ 25,000 - \$29,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1		1									
	Total	6	5	1							1	1	
Other Manual Workers	4	2		2							2		2
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 20,000 - \$24,999	2												
	1	1	1										
	Total	3	1	2							2		2

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Form 2 B

FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Part-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

Occupational Group		P	All Employee:	S	Ab	original Peop	les	Perso	ns with Disa	bilities	Member	s of Visible M	1inorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	C01. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total Number of Employees		18	9	9							4	1	3

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		Al	original People	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	2	1	1									
\$ 20,000 - \$24,999	5	2	3							2		2
\$ 25,000 - \$29,999	121	61	60	2	2		8	5	3	45	17	28
\$ 30,000 - \$34,999	140	69	71	2		2	7	4	3	41	19	22
\$ 35,000 - \$37,499	34	24	10				2	1	1	7	6	1
\$ 37,500 - \$39,999	22	14	8							7	3	4
\$ 40,000 - \$44,999	54	37	17				2	1	1	10	10	
\$ 45,000 - \$49,999	34	21	13				2	1	1	6	5	1
\$ 50,000 - \$59,999	47	30	17	2	2		1	1		5	3	2
\$ 60,000 - \$69,999	27	25	2							3	3	
\$ 70,000 - \$84,999	25	21	4				1		1	6	5	1
\$ 85,000 - \$99,999	10	10								1	1	
\$100,000 and over	7	6	1									
Total Number of Employees	528	321	207	6	4	2	23	13	10	133	72	61

Form 3 B

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / National

Reporting Period 2015-07-10 to 2017-12-31

		All Employees	i	А	boriginal Peop	es	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 22,500 - \$24,999	2	1	1									
\$ 25,000 - \$29,999	7	5	2							2	1	1
\$ 30,000 - \$34,999	3		3							2		2
\$ 35,000 - \$39,999	3	1	2									
\$ 40,000 - \$49,999	1		1									
\$ 50,000 and over	2	2										
Total Number of Employees	18	9	9							4	1	3

Total Number of Employees	\$100,000 and over	\$ 85,000 - \$99,999	\$ 70,000 - \$84,999	\$ 60,000 - \$69,999	\$ 50,000 - \$59,999	\$ 45,000 - \$49,999	\$ 40,000 - \$44,999	\$ 37,500 - \$39,999	\$ 35,000 - \$37,499	\$ 30,000 - \$34,999	\$ 25,000 - \$29,999	\$ 20,000 - \$24,999	Under \$15,000	Salary Range)
528	7	10	25	27	47	34	54	22	34	140	121	5	2	Total Col. 1	
321	6	10	21	25	30	21	37	14	24	69	61	2	1	Men Col. 2	All Employees
207	1		4	2	17	13	17	8	10	71	60	3	1	Women Col. 3	
9					2					2	2			Total Col. 4	
4					2						2			Men Col. 5	Aboriginal Peoples
2										2				Women Col. 6	
23			1		1	2	2		2	7	8			Total Col. 7	Pers
13					1	1	1		1	4	5			Men Col. 8	Persons with Disabilities
10			1			1	1		1	3	3			Women Col. 9	ilities
133		1	6	မ	5	6	10	7	7	41	45	2		Total Col. 10	Membe
72		_	5	3	3	5	10	3	6	19	17			Men Col. 11	Members of Visible Minorities
61			1		2			4	_	22	28	2		Women Col. 12	norities

Form 3 B

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Part-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		А	boriginal Peopl	les	Pers	ons with Disab	oilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
\$ 22,500 - \$24,999	2	1	1									
\$ 25,000 - \$29,999	7	5	2							2	1	1
\$ 30,000 - \$34,999	3		3							2		2
\$ 35,000 - \$39,999	3	1	2									
\$ 40,000 - \$49,999	1		1									
\$ 50,000 and over	2	2										
Total Number of Employees	18	9	9							4	1	3

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		А	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	16	3	13							4		4
Professionals	14	9	5							1	1	
Semi-Professionals and Technicians	3	3					1	1				
Supervisors	17	7	10							2		2
Supervisors: Crafts and Trades	3	2	1									
Administrative and Senior Clerical Personnel	3		3							2		2
Skilled Sales and Service Personnel	10	8	2									
Skilled Crafts and Trades Workers	8	7	1	2	2							
Clerical Personnel	20	8	12				1	1		9	3	6
Intermediate Sales and Service Personnel	40	11	29	1	1					8	1	7
Semi-Skilled Manual Workers	43	34	9	1	1		2	1	1	8	5	3
Other Manual Workers	11	6	5				2		2	3	2	1
Total Number of Employees Hired	188	98	90	4	4		6	3	3	37	12	25

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / National

Reporting Period 2015-07-10 to 2017-12-31

	All Employees			А	boriginal Peopl	les	Pers	ons with Disab	oilities	Members of Visible Minorities			
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Supervisors	1		1										
Clerical Personnel	3	1	2										
Intermediate Sales and Service Personnel	5		5	1		1				2		2	
Semi-Skilled Manual Workers	3	3											
Other Manual Workers	2	2								1	1		
Total Number of Employees Hired	14	6	8	1		1				3	1	2	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		A	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Middle and Other Managers	16	3	13							4		4
Professionals	14	9	5							1	1	
Semi-Professionals and Technicians	3	3					1	1				
Supervisors	17	7	10							2		2
Supervisors: Crafts and Trades	3	2	1									
Administrative and Senior Clerical Personnel	3		3							2		2
Skilled Sales and Service Personnel	10	8	2									
Skilled Crafts and Trades Workers	8	7	1	2	2							
Clerical Personnel	20	8	12				1	1		9	3	6
Intermediate Sales and Service Personnel	40	11	29	1	1					8	1	7
Semi-Skilled Manual Workers	43	34	9	1	1		2	1	1	8	5	3
Other Manual Workers	11	6	5				2		2	3	2	1
Total Number of Employees Hired	188	98	90	4	4		6	3	3	37	12	25

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Part-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		А	boriginal Peop	es	Pers	ons with Disab	oilities	Members of Visible Minorities			
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	
Supervisors	1		1										
Clerical Personnel	3	1	2										
Intermediate Sales and Service Personnel	5		5	1		1				2		2	
Semi-Skilled Manual Workers	3	3											
Other Manual Workers	2	2								1	1		
Total Number of Employees Hired	14	6	8	1		1				3	1	2	

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group		All Employees		А	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	9	5	4							1		1
Professionals	4	2	2							1	1	
Semi-Professionals and Technicians	7	4	3							4	3	1
Supervisors	12		12							2		2
Supervisors: Crafts and Trades	4	4										
Administrative and Senior Clerical Personnel	2		2							1		1
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	3	3										
Clerical Personnel	14	5	9				1		1	3	1	2
Intermediate Sales and Service Personnel	6	2	4									
Semi-Skilled Manual Workers	46	39	7				4	4		18	13	5
Other Manual Workers	18	7	11				1	1		11	4	7
Total Number of Employees Promoted	126	72	54				6	5	1	41	22	19
Total Number of Promotions	126	72	54				6	5	1	41	22	19

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / National

Reporting Period 2015-07-10 to 2017-12-31

	Employ	ees promoted ((Employees pro	omoted during	the year are to	be reported on	ly in the occup	ational groups	in which or to	which they have	e been last pro	moted.)
Occupational Group	All Employees			А	Aboriginal Peoples			ons with Disat	oilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Supervisors: Crafts and Trades	1	1										
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	1		1							1		1
Semi-Skilled Manual Workers	2	2								1	1	
Other Manual Workers	2	1	1							1		1
Total Number of Employees Promoted	7	5	2							3	1	2
Total Number of Promotions	7	5	2							3	1	2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Full-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

	Employe	ees promoted (Employees pro	moted during	the year are to	be reported or	nly in the occup	ational groups	in which or to	which they hav	e been last pro	moted.)
Occupational Group		All Employees		Α	boriginal Peop	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	9	5	4							1		1
Professionals	4	2	2							1	1	
Semi-Professionals and Technicians	7	4	3							4	3	1
Supervisors	12		12							2		2
Supervisors: Crafts and Trades	4	4										
Administrative and Senior Clerical Personnel	2		2							1		1
Skilled Sales and Service Personnel	1	1										
Skilled Crafts and Trades Workers	3	3										
Clerical Personnel	14	5	9				1		1	3	1	2
Intermediate Sales and Service Personnel	6	2	4									
Semi-Skilled Manual Workers	46	39	7				4	4		18	13	5
Other Manual Workers	18	7	11				1	1		11	4	7
Total Number of Employees Promoted	126	72	54				6	5	1	41		19
Total Number of Promotions	126	72	54				6	5	1	41	22	19

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FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED Part-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

	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 pro-											
Occupational Group		All Employees			Aboriginal Peoples			ons with Disat	oilities	Members of Visible Minorities		
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Supervisors: Crafts and Trades	1	1										
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	1		1							1		1
Semi-Skilled Manual Workers	2	2								1	1	
Other Manual Workers	2	1	1							1		1
Total Number of Employees Promoted	7	5	2							3	1	2
Total Number of Promotions	7	5	2							3	1	2

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / National

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		Al	original Peop	les	Pers	ons with Disab	ilities	Membe	Members of Visible Mind	
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	22	4	18							2		2
Professionals	7	3	4				1	1				
Semi-Professionals and Technicians	2	1	1							1		1
Supervisors	21	9	12							3		3
Supervisors: Crafts and Trades	5	4	1									
Administrative and Senior Clerical Personnel	1		1							1		1
Skilled Sales and Service Personnel	6	6										
Skilled Crafts and Trades Workers	4	2	2									
Clerical Personnel	34	12	22	1		1	1	1		7	4	3
Intermediate Sales and Service Personnel	32	9	23	1	1		1		1	7	1	6
Semi-Skilled Manual Workers	51	39	12				4	3	1	14	8	6
Other Manual Workers	19	10	9				1		1	6	2	4
Total Number of Employees Terminated	206	101	105	2	1	1	8	5	3	41	15	26

Canadä

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / National

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		Al	ooriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Clerical Personnel	1	1										
Intermediate Sales and Service Personnel	5		5	1		1				1		1
Semi-Skilled Manual Workers	3	3								1	1	
Other Manual Workers	3	3								1	1	
Total Number of Employees Terminated	12	7	5	1		1				3	2	1

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

		All Employees		Al	original Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Occupational Group	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	22	4	18							2		2
Professionals	7	3	4				1	1				
Semi-Professionals and Technicians	2	1	1							1		1
Supervisors	21	9	12							3		3
Supervisors: Crafts and Trades	5	4	1									
Administrative and Senior Clerical Personnel	1		1							1		1
Skilled Sales and Service Personnel	6	6										
Skilled Crafts and Trades Workers	4	2	2									
Clerical Personnel	34	12	22	1		1	1	1		7	4	3
Intermediate Sales and Service Personnel	32	9	23	1	1		1		1	7	1	6
Semi-Skilled Manual Workers	51	39	12				4	3	1	14	8	6
Other Manual Workers	19	10	9				1		1	6	2	4
Total Number of Employees Terminated	206	101	105	2	1	1	8	5	3	41	15	26

Canadä

R.E. Gilmore Investments Corp. (certificate # 060965)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Part-Time / Ontario

Reporting Period 2015-07-10 to 2017-12-31

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

Canadä

Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

Date: 2018-04-30

Women

					Women		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	sentation	Avail	lability Ga	Recruitment Area
		#	#	%	%	#	‡
01 : Senior Managers	National	7	2	28.6 %	27.4 %	2	0 National
02 : Middle and Other Managers	National	41	16	39.0 %	38.9 %	16	0 National
03 : Professionals		32	7	21.9 %	35.9 %	11	4
1111 : Financial auditors and accountants	National	3	0	0.0 %	55.1 %	2	2 National
1112 : Financial and investment analysts	National	1	0	0.0 %	50.1 %	1	1 National
1122 : Professional occupations in business management consulting	National	5	2	40.0 %	42.0 %	2	0 National
2171 : Information systems analysts and consultants	National	4	2	50.0 %	28.3 %	1	1 National
2174 : Computer programmers and interactive media developers	National	1	1	100.0 %	17.9 %	0	1 National
2175 : Web designers and developers	National	18	2	11.1 %	32.9 %	6	4 National
04 : Semi-Professionals and Technicians		25	6	24.0 %	21.1 %	5	1
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	14	4	28.6 %	19.9 %	3	1 Ontario
2281 : Computer network technicians	Ontario	5	1	20.0 %	20.8 %	1	0 Ontario
2282 : User support technicians	Ontario	6	1	16.7 %	24.2 %	1	0 Ontario
05 : Supervisors		31	23	74.2 %	50.7 %	16	7
Employment Equity Occupational Group	Ottawa - Gatineau	31	23	74.2 %	50.7 %	16	7 Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		41	9	22.0 %	36.8 %	15	6
7303 : Supervisors, printing and related occupations	Ontario	41	9	22.0 %	36.8 %	15	6 Ontario
07 : Administrative and Senior Clerical Personnel		11	10	90.9 %	77.2 %	8	2
Employment Equity Occupational Group	Ottawa - Gatineau	11	10	90.9 %	77.2 %	8	2 Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		20	4	20.0 %	28.7 %	6	2
6221 : Technical sales specialists - wholesale trade	Ontario	20	4	20.0 %	28.7 %	6	2 Ontario
09 : Skilled Crafts and Trades Workers		18	2	11.1 %	9.4 %	2	0
7311 : Construction millwrights and industrial mechanics	Ontario	4	2	50.0 %	1.6 %	0	2 Ontario
7381 : Printing press operators	Ontario	14	0	0.0 %	11.7 %	2	2 Ontario



Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

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Date: 2018-04-30

Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees #	Represe #	Representation # %	Avail. %	Availability 6 #	Gap #	Recruitment Area
10 : Clerical Personnel		71	43	60.6 %	65.8 %	47	-4	
Employment Equity Occupational Group	Ottawa - Gatineau	71	43	60.6 %	65.8 %	47	-4	Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		45	29	64.4 %	61.9 %	28	_	
Employment Equity Occupational Group	Kingston	ω	ω	100.0 %	62.9 %	N	_	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	41	25	61.0 %	61.8 %	25	0	Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	<u> </u>	_	100.0 %	63.9 %	_	0	Toronto
12 : Semi-Skilled Manual Workers		149	32	21.5 %	14.6 %	22	10	
Employment Equity Occupational Group	Kingston	<u> </u>	0	0.0 %	11.2 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	148	32	21.6 %	14.6 %	22	10	Ottawa - Gatineau
13 : Other Sales and Service Personnel		<u> </u>	0	0.0 %	49.9 %	0	0	
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0 %	49.9 %	0	0	Ottawa - Gatineau
14 : Other Manual Workers		54	33	61.1 %	9.3 %	Ŋ	28	
Employment Equity Occupational Group	Ottawa - Gatineau	54	33	61.1 %	9.3 %	IJ	28	Ottawa - Gatineau
Total		546	216	39.6 %	33.6 %	183	33	

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 - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

Date: 2018-04-30

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees	Abo Representation	Aborig entation	Aboriginal Peoples ion Availability	-	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	7	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	41	0	0.0 %	2.2 %	1	<u>.</u>	National
03 : Professionals		32	0	0.0 %	1.4 %	0	0	
1111 : Financial auditors and accountants	National	ω	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	_	0	0.0 %	0.9 %	0	0	National
1122 : Professional occupations in business management consulting	National	O I	0	0.0 %	1.6 %	0	0	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	1.1 %	0	0	National
2174 : Computer programmers and interactive media developers	National	_	0	0.0 %	1.0 %	0	0	National
2175 : Web designers and developers	National	18	0	0.0 %	1.5 %	0	0	National
04 : Semi-Professionals and Technicians		25	0	0.0 %	1.3 %	0	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	14	0	0.0 %	1.1 %	0	0	Ontario
2281 : Computer network technicians	Ontario	5	0	0.0 %	1.4 %	0	0	Ontario
2282 : User support technicians	Ontario	O	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		31	0	0.0 %	2.7 %	_	_	
Employment Equity Occupational Group	Ottawa - Gatineau	31	0	0.0 %	2.7 %	_	<u>.</u>	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		41	0	0.0 %	1.5 %	_	_	
7303 : Supervisors, printing and related occupations	Ontario	41	0	0.0 %	1.5 %	_		Ontario
07 : Administrative and Senior Clerical Personnel		1	_	9.1 %	3.2 %	0	<u> </u>	
Employment Equity Occupational Group	Ottawa - Gatineau	1	_	9.1 %	3.2 %	0	<u> </u>	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		20	0	0.0 %	1.0 %	0	0	
6221 : Technical sales specialists - wholesale trade	Ontario	20	0	0.0 %	1.0 %	0	0	Ontario
09 : Skilled Crafts and Trades Workers		18	2	11.1 %	2.6 %	0	2	
7311 : Construction millwrights and industrial mechanics	Ontario	4	0	0.0 %	2.7 %	0	0	Ontario
7381 : Printing press operators	Ontario	14	2	14.3 %	2.6 %	0	2	Ontario

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Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

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Date: 2018-04-30

Aboriginal Peoples

				Aborig	Aboriginal Peoples		
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ntation	Avai	Availability Gap	p Recruitment Area
		#	#	%	%	#	#
10 : Clerical Personnel		71	0	0.0 %	2.8 %	2 -2	i i i i i i i i i i i i i i i i i i i
Employment Equity Occupational Group	Ottawa - Gatineau	71	0	0.0 %	2.8 %	2 -2	2 Ottawa - Gatineau
11 : Intermediate Sales and Service Personnel		45	2	4.4 %	2.9 %	<u></u>	
Employment Equity Occupational Group	Kingston	ω	0	0.0 %	3.1 %	0	0 Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	41	2	4.9 %	3.0 %	<u> </u>	1 Ottawa - Gatineau
Employment Equity Occupational Group	Toronto	_	0	0.0 %	0.6 %	0	0 Toronto
12 : Semi-Skilled Manual Workers		149	<u> </u>	0.7 %	3.3 %	رى د	4
Employment Equity Occupational Group	Kingston	_	0	0.0 %	3.4 %	0	0 Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	148	<u> </u>	0.7 %	3.3 %	У Л	Ottawa - Gatineau
13 : Other Sales and Service Personnel		_	0	0.0 %	2.9 %	0	0
Employment Equity Occupational Group	Ottawa - Gatineau	_	0	0.0%	2.9 %	0	0 Ottawa - Gatineau
14 : Other Manual Workers		54	0	0.0 %	3.0 %	2 -	-2
Employment Equity Occupational Group	Ottawa - Gatineau	54	0	0.0 %	3.0 %	2	-2 Ottawa - Gatineau
Total		546	6	1.1 %	2.6 %	13 -7	

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 - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

Date: 2018-04-30

Members of Visible Minorities

			•		Visible Missadia)	
Employment Equity Occupational Group	Internal Location	All Employees	Representation	ntation	entation Availability	ty Gap	Recruitment Area
		#	#	%	%	-	
01 : Senior Managers	National	7	0	0.0 %	10.1%	-1	National
02 : Middle and Other Managers	National	41	ъ	12.2 %	15.0 %	6 -1	National
03 : Professionals		32	4	12.5 %	24.8 %	8	
1111 : Financial auditors and accountants	National	ω	0	0.0 %	27.5 %	<u> </u>	National
1112 : Financial and investment analysts	National	_	0	0.0%	35.4 %	0 0	National
1122 : Professional occupations in business management consulting	National	C ī	0	0.0 %	21.6 %	<u>-</u>	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	31.4 %	_	National
2174 : Computer programmers and interactive media developers	National	_	0	0.0 %	31.5 %	0 0	National
2175 : Web designers and developers	National	18	4	22.2 %	22.8 %	4 0	National
04 : Semi-Professionals and Technicians		25	9	36.0 %	34.1%	9 0	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	14	4	28.6 %	33.3 %	5	Ontario
2281 : Computer network technicians	Ontario	5	2	40.0 %	34.1 %	2 0	Ontario
2282 : User support technicians	Ontario	0	ω	50.0 %	35.9 %	2 1	Ontario
05 : Supervisors		31	4	12.9 %	14.7 %	ъ - <u>1</u>	
Employment Equity Occupational Group	Ottawa - Gatineau	31	4	12.9 %	14.7 %	5 -1	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		41	6	14.6 %	19.0 %	8 -2	
7303 : Supervisors, printing and related occupations	Ontario	41	6	14.6 %	19.0 %	8 -2	Ontario
07 : Administrative and Senior Clerical Personnel		11	4	36.4 %	12.2 %	3	
Employment Equity Occupational Group	Ottawa - Gatineau	11	4	36.4 %	12.2 %	3	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		20	_	5.0 %	20.8 %	-3	
6221 : Technical sales specialists - wholesale trade	Ontario	20	_	5.0 %	20.8 %	4 -3	Ontario
09 : Skilled Crafts and Trades Workers		18	2	11.1 %	18.3 %	3 -1	
7311 : Construction millwrights and industrial mechanics	Ontario	4	<u> </u>	25.0 %	14.1 %	1 0	Ontario
7381 : Printing press operators	Ontario	14	_	7.1 %	19.5 %	3 -2	Ontario

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Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

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Date: 2018-04-30

Members of Visible Minorities

	36	101	18.3 %	25.1 %	137	546		Total
Ottawa - Gatineau	20	6	10.4 %	48.1 %	26	54	Ottawa - Gatineau	Employment Equity Occupational Group
	20	6	10.4 %	48.1 %	26	54		14 : Other Manual Workers
Ottawa - Gatineau	0	0	25.3 %	0.0 %	0	_	Ottawa - Gatineau	Employment Equity Occupational Group
	0	0	25.3 %	0.0 %	0	_		13 : Other Sales and Service Personnel
Ottawa - Gatineau	27	29	19.9 %	37.8 %	56	148	Ottawa - Gatineau	Employment Equity Occupational Group
Kingston	0	0	3.5 %	0.0 %	0	_	Kingston	Employment Equity Occupational Group
	26	30	19.8 %	37.6 %	56	149		12 : Semi-Skilled Manual Workers
Toronto	0	0	48.9 %	0.0 %	0	_	Toronto	Employment Equity Occupational Group
Ottawa - Gatineau	က်	9	22.0 %	9.8 %	4	41	Ottawa - Gatineau	Employment Equity Occupational Group
Kingston	0	0	6.3 %	0.0 %	0	ω	Kingston	Employment Equity Occupational Group
	å	10	21.6 %	8.9 %	4	45		11 : Intermediate Sales and Service Personnel
Ottawa - Gatineau	6	10	14.7 %	22.5 %	16	71	Ottawa - Gatineau	Employment Equity Occupational Group
	6	10	14.7 %	22.5 %	16	71		10 : Clerical Personnel
Recruitment Area	Gap #	Minorities Availability 6 #	Members of Visible Minorities entation Availability % #	Members o Representation # %	Repres #	All Employees #	Internal Location	Employment Equity Occupational Group

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 - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

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Date: 2018-04-30

Persons with Disabilities

Total 546 23 4.2% 5.7%	14 : Other Manual Workers National 54 3 5.6 % 5.3 %	13 : Other Sales and Service Personnel 1 0 0.0 % 6.3 %	12 : Semi-Skilled Manual Workers National 149 7 4.7 % 4.8 %	11 : Intermediate Sales and Service Personnel National 45 1 2.2 % 5.6 %	10 : Clerical Personnel National 71 4 5.6 % 7.0 %	09 : Skilled Crafts and Trades Workers National 18 0 0.0 % 3.8 %	08 : Skilled Sales and Service Personnel National 20 0 0.0 % 3.5 %	07 : Administrative and Senior Clerical Personnel National 11 0 0.0 % 3.4 %	06 : Supervisors: Crafts and Trades National 41 5 12.2 % 7.8 %	05 : Supervisors National 31 0 0.0 % 13.9 %	04 : Semi-Professionals and Technicians National 25 1 4.0 % 4.6 %	03 : Professionals National 32 0 0.0 % 3.8 %	01/02 : Managers National 48 2 4.2 % 4.3 %	Persons with Disabilities Employment Equity Occupational Group ###%%%%
31	3% 3	3 % 0	3 % 7	ω	Ŋ	-	_	1% 0	3% 3	4	3% 1	3% 1	3 % 2	ity Ga
Δ.	0 National	0 National	0 National	-2 National	*1 National	** National	•• National	0 National	2 National	-4 National	0 National	-1 National	0 National	p Recruitment Area #

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

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Workforce Analysis - Detailed Report

Date: 2018-04-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	12 : Semi-Skilled Manual Workers	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	NOC	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
CMA	CMA	CMA	CMA	CMA	Provincial	Provincial	CMA	Provincial	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

Workforce Analysis - Detailed Report

Date: 2018-04-30

WFA Defaults - Persons with Disabilities

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



Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

Workforce Analysis - Summary Report

Date: 2017-12-31

Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Ava	ilability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	7	2	28.6 %	27.4 %	2	0	
02 : Middle and Other Managers	41	16	39.0 %	38.9 %	16	0	
03 : Professionals	32	7	21.9 %	35.9 %	11	-4	
04 : Semi-Professionals and Technicians	25	6	24.0 %	21.1 %	5	1	
05 : Supervisors	31	23	74.2 %	50.7 %	16	7	
06 : Supervisors: Crafts and Trades	41	9	22.0 %	36.8 %	15	-6	
07 : Administrative and Senior Clerical Personnel	11	10	90.9 %	77.2 %	8	2	
08 : Skilled Sales and Service Personnel	20	4	20.0 %	28.7 %	6	-2	
09 : Skilled Crafts and Trades Workers	18	2	11.1 %	9.4 %	2	0	
10 : Clerical Personnel	71	43	60.6 %	65.8 %	47	-4	
11 : Intermediate Sales and Service Personnel	45	29	64.4 %	61.9 %	28	1	
12 : Semi-Skilled Manual Workers	149	32	21.5 %	14.6 %	22	10	
13 : Other Sales and Service Personnel	1	0	0.0 %	49.9 %	0	0	
14 : Other Manual Workers	54	33	61.1 %	9.3 %	5	28	
Total	546	216	39.6 %	33.6 %	183	33	

Total may not equal sum of components due to rounding.



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Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

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Workforce Analysis - Summary Report

Date: 2017-12-31

Aboriginal Peoples

			Aborigi	Aboriginal Peoples		
Employment Equity Occupational Group	All Employees #	Representation # %	ntation %	Availability % #	•	Gap #
01 : Senior Managers	7	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	41	0	0.0 %	2.2 %	_	1
03: Professionals	32	0	0.0 %	1.4 %	0	0
04 : Semi-Professionals and Technicians	25	0	0.0 %	1.3 %	0	0
05 : Supervisors	31	0	0.0 %	2.7 %	_	1
06 : Supervisors: Crafts and Trades	41	0	0.0 %	1.5 %	_	1
07 : Administrative and Senior Clerical Personnel	11	_	9.1 %	3.2 %	0	<u> </u>
08 : Skilled Sales and Service Personnel	20	0	0.0 %	1.0 %	0	0
09 : Skilled Crafts and Trades Workers	18	2	11.1 %	2.6 %	0	2
10 : Clerical Personnel	71	0	0.0 %	2.8 %	2	-2
11 : Intermediate Sales and Service Personnel	45	2	4.4 %	2.9 %	_	
12 : Semi-Skilled Manual Workers	149	_	0.7 %	3.3 %	5	-4
13 : Other Sales and Service Personnel	_	0	0.0 %	2.9 %	0	0
14 : Other Manual Workers	54	0	0.0 %	3.0 %	2	-22
Total	546	0	1.1 %	2.6 %	13	7

Total may not equal sum of components due to rounding.



Employment and Social Emploi et Développement Development Canada social Canada

Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

007787

Workforce Analysis - Summary Report

Date: 2017-12-31

Members of Visible Minorities

		,	lembers of	Members of Visible Minorities	rities	
Employment Equity Occupational Group	All Employees #	Representation #%	entation %	Availability % #	bility Gap ###	
01 : Senior Managers	7	0	0.0 %	10.1 %	1 -1	
02 : Middle and Other Managers	41	51	12.2 %	15.0 %	6 -1	
03 : Professionals	32	4	12.5 %	24.8 %	·*	
04 : Semi-Professionals and Technicians	25	9	36.0 %	34.1 %	9 0	
05 : Supervisors	31	4	12.9 %	14.7 %	5 -1	
06 : Supervisors: Crafts and Trades	41	6	14.6 %	19.0 %	8 -2	
07 : Administrative and Senior Clerical Personnel	11	4	36.4 %	12.2 %	1 3	
08 : Skilled Sales and Service Personnel	20	_	5.0 %	20.8 %	4 -3	
09 : Skilled Crafts and Trades Workers	18	2	11.1 %	18.3 %	3 -1	
10 : Clerical Personnel	71	16	22.5 %	14.7 %	10 6	
11 : Intermediate Sales and Service Personnel	45	4	8.9 %	21.6 %	10 -6	
12 : Semi-Skilled Manual Workers	149	56	37.6 %	19.8 %	30 26	
13 : Other Sales and Service Personnel	<u> </u>	0	0.0 %	25.3 %	0 0	
14 : Other Manual Workers	54	26	48.1 %	10.4 %	6 20	
Total	546	137	25.1 %	18.3 %	101 36	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

007788

Workforce Analysis - Summary Report

Date: 2017-12-31

Persons with Disabilities

			Persons v	Persons with Disabilities	š	
Employment Equity Occupational Group	All Employees	Representation	ntation	Availability	bility	Gap
	#	#	%	%	#	#
01/02 : Managers	48	2	4.2 %	4.3 %	2	0
03 : Professionals	32	0	0.0 %	3.8 %	_	<u>.</u>
04 : Semi-Professionals and Technicians	25	<u> </u>	4.0 %	4.6 %	_	0
05 : Supervisors	31	0	0.0 %	13.9 %	4	4
06 : Supervisors: Crafts and Trades	41	5	12.2 %	7.8 %	ω	2
07 : Administrative and Senior Clerical Personnel	11	0	0.0 %	3.4 %	0	0
08 : Skilled Sales and Service Personnel	20	0	0.0 %	3.5 %	_	1
09 : Skilled Crafts and Trades Workers	18	0	0.0 %	3.8 %	1	<u>.</u>
10 : Clerical Personnel	71	4	5.6 %	7.0 %	5	<u>.</u>
11 : Intermediate Sales and Service Personnel	45	_	2.2 %	5.6 %	ω	ż
12 : Semi-Skilled Manual Workers	149	7	4.7 %	4.8 %	7	0
13 : Other Sales and Service Personnel		0	0.0 %	6.3 %	0	0
14 : Other Manual Workers	54	ω	5.6 %	5.3 %	ω	0
Total	546	23	4.2 %	5.7 %	31	-8

Total may not equal sum of components due to rounding.



2018-05-17

Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

007789

Workforce Analysis - Summary Report

Date: 2017-12-31

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

14 : Other Manual Workers	13 : Other Sales and Service Personnel	12 : Semi-Skilled Manual Workers	11 : Intermediate Sales and Service Personnel	10 : Clerical Personnel	09 : Skilled Crafts and Trades Workers	08 : Skilled Sales and Service Personnel	07 : Administrative and Senior Clerical Personnel	06 : Supervisors: Crafts and Trades	05 : Supervisors	04 : Semi-Professionals and Technicians	03 : Professionals	02 : Middle and Other Managers	01 : Senior Managers	Employment Equity Occupational Group
EEOG	EEOG	EEOG	EEOG	EEOG	NOC	NOC	EEOG	NOC	EEOG	NOC	NOC	EEOG	EEOG	Perform Analysis By
СМА	СМА	СМА	СМА	СМА	Provincial	Provincial	CMA	Provincial	CMA	Provincial	National	National	National	Recruitment Area

Workplace Equity Information Management System - R.E. Gilmore Investments Corp.

Workforce Analysis - Summary Report

Date: 2017-12-31

WFA Defaults - Persons with Disabilities

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



Federal Contractors Program Achievement Report Part 1: Workforce Analysis R.E. Gilmore Investments Corporation 2018-04-30

Data from Firs	st/Previous Wor	kforce Analysis
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Data from Fi	rst/Previous Workf	orce Analysis
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Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2017	12	31

			Гable 1: Women	
		First/Pr	evious Workforce A	Analysis
F1	sympatt Fauity Ossumational Cusum (FFOC)	All Employees	Won	nen
embi	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	9	2	27.40
02	Middle & Other Managers	42	21	38.90
03	Professionals	25	6	34.70
04	Semi-Professionals & Technicians	25	7	20.90
05	Supervisors	32	21	50.70
06	Supervisors: Crafts & Trades	43	11	36.80
07	Administrative & Senior Clerical Personnel	8	7	77.20
08	Skilled Sales & Service Personnel	13	3	28.70
09	Skilled Crafts & Trades Workers	12	1	9.20
10	Clerical Personnel	84	53	65.80
11	Intermediate Sales & Service Personnel	36	24	61.90
12	Semi-Skilled Manual Workers	157	33	14.60
13	Other Sales & Service Personnel	1	0	49.90
14	Other Manual Workers	62	38	9.30
Total		549	227	33.2

7	Table 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
7	2	27.40
41	16	38.90
32	7	35.90
25	6	21.10
31	23	50.70
41	9	36.80
11	10	77.20
20	4	28.70
18	2	9.40
71	43	65.80
45	29	61.90
149	32	14.60
1	0	49.90
54	33	9.30
546	216	33.6

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Federal Contractors Program Achievement Report R.E. Gilmore Investments Corporation Part 1: Workforce Analysis 2018-04-30

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	All Employees	lovees Aboriginal Peoples	I Peoples
oyment Equity Occupational Group (EEOG)	An Employees	and Support	i a copies
		Representation	Availability*
	#	#	9%
Senior Managers	9	0	2.90
Middle & Other Managers	42	0	2.20
Professionals	25	0	1,40
Semi-Professionals & Technicians	25	0	1.20
Supervisors	32	0	2.70
Supervisors: Crafts & Trades	43	1	1.50
Administrative & Senior Clerical Personnel	8	2	3.20
Skilled Sales & Service Personnel	13	0	1.00
Skilled Crafts & Trades Workers	12	0	2.60
Clerical Personnel	84	2	2.80
Intermediate Sales & Service Personnel	36	1	2.90
Semi-Skilled Manual Workers	157	1	3.30
Other Sales & Service Personnel	1	0	2.90
Other Manual Workers	62	70	3.00
	549	7	2.6

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Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

R.E. Gilmore Investments Corporation 2018-04-30

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22.40	2	36	Intermediate Sales & Service Personnel
14.70	10	84	Clerical Personnel
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20.80	1	13	Skilled Sales & Service Personnel
12.20	2	8	Administrative & Senior Clerical Personnel
19.00	5	43	Supervisors: Crafts & Trades
14.70	رن د	32	Supervisors
34.00	9	25	Semi-Professionals & Technicians
24.70	4	25	Professionals
15.00	ري د	42	Middle & Other Managers
10.10	_	9	Senior Managers
%	#	#	
Availability*	Representation		ymene Equity Occupational Group (EECO)
ble Minorities	Members of Visible Minorities	All Employees	vment Family Occupational Group (FFOG)
nalysis	First/Previous Workforce Analysis	First/Pro	
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Federal Contractors Program Achievement Report R.E. Gilmore Investments Corporation Part 1: Workforce Analysis 2018-04-30

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Data from Subsequent/Current Workforce

Analysis

	Table 4: First/Pr	Table 4: Persons with Disabilities First/Previous Workforce Analysis	sabilities \nalvsis
	All Employees	Persons with Disabilities	Disabilities
syment Educy Occupational Group (EEOG)		Representation	Availability*
	#	#	%
Managers	51	2	4.30
Professionals	25	0	3.80
Semi-Professionals & Technicians	25		4.60
Supervisors	32	1	13.90
Supervisors: Crafts & Trades	43		7.80
Administrative & Senior Clerical Personnel	8	0	3,40
Skilled Sales & Service Personnel	13	0	3.50
Skilled Crafts & Trades Workers	12		3.80
Clerical Personnel	84	S	7.00
Intermediate Sales & Service Personnel	36	_	5.60
Semi-Skilled Manual Workers	157	6	4.80
Other Sales & Service Personnel	1	0	6.30
Other Manual Workers	62	2	5.30
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Subsequent All Employees	Subsequent/Current Workforce Analysis mployees Persons with Disabilities	ce Analysis Disabilities
	Representation	Availability*
#	#	%
48	2	4.3
32	0	3.8
25	_	4.6
31	0	13.9
41	5	7.8
11	0	3.4
20	0	3.5
18	0	3.8
71	4	7.0
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Data from Form 4 - Employees

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Data from Form 6 - Employees

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	Full-time	Full-time / National	Part-time / National	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	16	13	0	0
03 Professionals	14	5	0	0
04 Semi-Professionals & Technicians	3	0	0	0
05 Supervisors	17	10	1	1
06 Supervisors: Crafts & Trades	3	1	0	0
07 Administrative & Senior Clerical Personnel	3	3	0	0
08 Skilled Sales & Service Personnel	10	2	0	0
09 Skilled Crafts & Trades Workers	8	_	0	0
10 Clerical Personnel	20	12	3	2
11 Intermediate Sales & Service Personnel	40	29	5	Ų,
12 Semi-Skilled Manual Workers	43	9	3	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	11	5	2	0
Total	188	90	14	∞

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	#	#	#	#
	Promoted	Promoted	Promoted	Promoted
.	Wamen	All Employees	Wamen	All Employees
	National	Part-time / National	National	Full-time / National
		Women	Table 5:	
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Women Terminat	All Employees Terminated	Women Terminated	All Employees Terminated
Nations	Part-time / Nations	/ National	Full-time / National
	Table 9: Women	Table 9:	
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#	#	#	
Women Terminated	All Employees Terminated	Women Terminated	ployees nated
/ National	Part-time / National	-time / National	-time
	Women	Table 9:	

Start Date of Flow DataEnd Date of Flow DataYYYYMMDDYYYYMMDD2015071020171231	2018-04-30	R.E. Gilmore Investments Corporation	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report
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# # #	#	# #	# #	# #	#	#	
l All	All Employees Terminated	All Employees Peoples Promoted Promoted	Aboriginal Peoples Promoted	ed	Aboriginal Peoples Hired	All Employees Hired	Employment Equity Occupational Group (EEOG)
National Part-time / National	Full-time / National	Part-time / National	Full-time / National	Part-time / National	Full-time / National	Full-time	
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Data from Form 6 - Employees Terminated	Data fr	rom Form 5 - Employees Promoted	Data from Form 5 - Promoted	Data from Form 4 - Employees Hired	from Form 4 Hired	Data	

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Part 2: Flow Data Analysis

R.E. Gilmore Investments Corporation 2018-04-30

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Table 3: Persons with Disabiliall-time / National Part-time / Na

ational	Full-time / National	/National	Part-time	Part-time / National	Fu
sons with sabilities Hired	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted	All En Term
#	#	#	#	#	
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0	9	0	0	0	
0	4	0	0	0	
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0	0	0	0	0	
0	18	1	2	0	
0	126	6	7	0	

21 5 6 6 4 34 32 32 51 51

0 0 0 0 0 0 0

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

Employment Equity Occupational Group

All Employees

Persons with Disabilities Hired

> All Employees Hired

Full-time / National

06 Supervisors: Crafts & Trades07 Administrative & Senior Clerical Personnel

16 14 13 3 3 17 17 10 40 40 43

08 Skilled Sales & Service Personnel09 Skilled Crafts & Trades Workers

10 Clerical Personnel11 Intermediate Sales & Service Personnel

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

Data from Form 6 - Employees Terminated

Data from Form 5 - Employees

Promoted

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III-time	III-time / National	Ill-time / National Part-time / National	/ National
mployees minated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
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Part 2: Flow Data Analysis

R.E. Gilmore Investments Corporation 2018-04-30

Start Date of Flow Data

YYYY

MM

DD

2015

07

10

2017	End I
12	End Date of Flow Data Y MM I
31	Data DD

Data from Form 4 - Employees Hired

Table 4: Members of Visible Minorities

Full-time / National

Part-time / National

Members of Minorities Visible Hired

Members of Minorities Visible

All Employees

Hired

#

Data from Form 5 - Employees Promoted

Table 8: Members of Visible Minorities

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0	0	0	0
#	#	#	#
Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted
/ National	Part-time / National	/ National	Full-time / National

01 Senior Managers02 Middle & Other M03 Professionals

Middle & Other Managers

Employment Equity Occupational Group

All Employee

Hired

Hired

06 Supervisors: Crafts & Trades07 Administrative & Senior Clerical Personnel

05 Supervisors

04 Semi-Professionals & Technicians

08 Skilled Sales & Service Personnel

110 110 110 110 110 110 110 110 110

0 10 0 0 0 0 0 0 0

2 0 0 0 8 8 3

09 Skilled Crafts & Trades Workers

12 Semi-Skilled Manual Workers13 Other Sales & Service Personnel

14 Other Manual Workers

11 Intermediate Sales & Service Personnel

10 Clerical Personnel

Data from Form 6 - Employees Terminated

Table 12: Members of Visible Minorities

00	0	3 0	2
#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated
Part-time / National	Part-time	/National	Full-time / National

206	19	0	51	32	34	4	6	1	5	21	2	7	22	2	# #	Terminated Minorities Terminated
41	6	0	14	7	7	0	0		0	S3	_	0	2	0	#	ies Terminated ted
12	3	0	3	5	1	0	0	0	0	0	0	0	0	0	#	ed Minorities Terminated

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		R.E. Gilmore Investments Corporation		Federal Contractors Program Achievement Report
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Total	14 (13 (12 8		10	99	08				04		02	01			0						Data sources:	Α
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers		(made)	Graim (FFOG)	Final December Ferrity Occupations					ources:	
	ual Worke	s & Servic	ed Manual	te Sales &	rsonnel	ıfts & Trac	es & Servi	ıtive & Sr	s: Crafts &	s	essionals &	als	Other Man	nagers				lite Occal						В
	TS	е		Service		les	се	Clerical	Trades		Tech		agers					pational						
549	62		157	36	84	12	13	8	43	32	25	25	42	9	#	2015-07-10	AAAA-WW-DD	Number				←	From Workforce Analysis	С
-0.2%	-4.5%	0.0%	-1.7%	7.7%	-5.5%	14.5%	15.4%	11.2%	-1.6%	-1.1%	0.0%	8.6%	-0.8%	-8.0%	%	Annually	Actual	Gro				–	From Workforce Analysis	D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	%	Annually	Proj	Growth (New Positions)				←	Data Entry	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	Projected	ions)	AHEn			←	СхЕх3	F
39.8%	37.9%	0.0%	35.3%	91.4%	45.2%	26.7%	36.4%	10.5%	11.9%	66.7%	8.0%	24.6%	53.0%	25.0%	%	Annually	Actual	Turnover (R	All Employees			←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis Analysis Analysis Analysis & Analysis & Data Entry C x H x 3	G
39.8%	37.9%	0.0%	35.3%			26.7%	36.4%		11.9%	_	8.0%	24.6%	53.0%	25.0%	%	Annually	Projected	Furnover (Replacement of Terminated Employees)				←	Data Entry	н
656	70	0	166	99	114	10	14	3	15	64	6	18	67	7	#	Over 3 Years	ected	Terminated				←	СхНх3	-
656			166	5	114					•			•		#	Years	Hires Over 3	Anticipated				←	두 + T	J
	70			99		10	14	သ	15	64	6	18	67	7	#	2015-07-10	YYYY-MM-DD	Number		Fin		←	From Workforce Analysis	K
227 39.8%	38 37.9%	0.0%	33 35.3%	24 91.4%	53 45.2%	1 26.7%	3 36.4%	7 10.5%	11 11.9%	21 66.7%	7 8.0%	6 24.6%	21 53.0%	2 25.0%	%	Annually		Turnover		st/Previous	Table 1	←	e Equivalent to H	L
% 271		<u>%</u>				%	<u>%</u>	<u>%</u>	<u>%</u>		<u>%</u>	<u>%</u>		<u>%</u>	#	Over 3 Years		Turnover (Replacement of Terminated Employees)		First/Previous Short-term Goals	Fable 1: Women	←	nt KxLx3	M
71 226	43 11	0	35 2	66 64	72 74		ω	2	4	42 37	2	4	33 2	2	#	Years	Over 3			Goals		–	3 (F x Q) - R + M	Z
6 220	1	0	25 2				4		9		0		28 2	2	#	2015	444	3 %				–	JxP	0
33,6%	7 9.3%	0 49.9%	24 14.6%	61 61.9%	75 65.8%	1 9,4%	4 28.7%	2 77.2%	6 36.8%	32 50.7%	1 21.1%	6 35.9%	26 38.9%	2 27.4%	%	2018	****	3 Year Goals From - To	-			+	Data Entry	P
33.2%	9.3%	49.9%	14.6%	61.9%	65.8%	9.2%	28.7%	b 77.2%	36.8%	50.7%	20.9%	o 34.7%	38.9%	6 27.4%	%		Availability		Women			←	From Workforce Analysis	Q
% 45	% 32	<u>~</u>	<u>%</u>	<u>~</u>	<u>~</u>	<u>%</u>	<u>~</u>	<u>%</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>%</u>	#		Present Gap					←		R
5 -6	2 -4	0 0	<u>)</u> -1	2 -3	2 1	<u>ာ</u> ၀	0		-3	5 -5	2 1	3 -1	5 -2	<u>)</u> 0	#	_	Gan					←	From (K - M + Workforce O) - ((C + Analysis F) x Q)	s
				_	_		, N	~			**			1	%		Representation					←	K÷C	Ŧ
41.3%	61.3%	0.0%	21.0%	66.7%	63.1%	8.3%	23.1%	87.5%	25.6%	65.6%	28.0%	24.0%	50.0%	22.2%										
32.1%	3.2%	0.0%	14.0%	52.8%	66.7%	8.3%	30.8%	87.5%	30.2%	34.4%	24.0%	32.0%	33.3%	22.2%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

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

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

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	Group (EEOG)	Employment Equity Occupational
				rvice				rical	ades		ech		IS		П	П
41	0	0	0	0	25	0	2	0	00	0	0	6	0	0	# %	
	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	%	Women
															#	nen
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	# %	
	0.0	0.0	0.0	0.0	65.8	0.0	28.7	0.0	36.8	0.0	0.0	34.7	0.0	0.0	3 118	
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Data sources:	From Workforce Analysis	From Workforce Analysis [†]	From Workforce Data Entry Analysis*	Cx E x 3	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
***************************************	←	–	_	←	←	←	←	←	+	←	←	←	←	—	←	-	4	←	+
									Table	Fable 3: Aboriginal	ginal Peoples	ples							
									First/	First/Previous Short-term Goals		oals							
				All Employees	loyees									Aborigio	Aboriginal Peoples				
Employment Fauity Occupational	Number	Grow	Growth (New Positions)	ns)	Turnover (Re	Furnover (Replacement of Terminated Employees)	erminated	Anticipated	Number	Turnover (Re	Furnover (Replacement of Terminated Employees)	E E	3 Year Goals From - To	Goals - To	Description			-	Projected
Group (EEOG)	DD-WW-AAA	Actual	Projected	cted	Actual	Projected	ted	Hires Over 3	AAAA-WW-DD			Over 3	AAAA - AAAA	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
·	2015-07-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Silian	2015-07-10	Annually	Over 3 Years	Years	2015	2018					icans
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	9	-8.0%	0.0%	0	25.0%	25.0%	7	7	0	25.0%	0	0	0	2.9%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	42	-0.8%	0.0%	0	53.0%	53.0%	67	67	0	53.0%	0	_	_	2.2%	2.2%	-1	0	0.0%	
	25	8.6%	0.0%	0	24.6%	24.6%	18	18	, 0	24.6%	0	. 0	. 0	1.4%	1.4%	0	<u> </u>	0.0%	
05 Supervisors	32	-1.1%	0.0%	0 0	66.7%	66.7%	6 2	6 4	0 0	66.7%	0	_ <	2 0	2.7%	2.7%	<u>.</u>	_ <	0.0%	6.3%
	43	-1.6%	0.0%	0	11.9%	11.9%	15	15		11.9%	0	0	0	1.5%	1.5%	0	0	2.3%	
	8	11.2%	0.0%	0	10.5%	10.5%	ယ	ယ	2	10.5%		<u>-</u>	0	3.2%	3.2%	2	1	25.0%	
08 Skilled Sales & Service	13	15.4%	0.0%	0	36.4%	36.4%	14	14	0	36.4%	0	0	0	1.0%	1.0%	0	0	0.0%	
09 Skilled Crafts & Trades	12	14.5%	0.0%	0	26.7%	26.7%	10	10	0	26.7%	0	0	0	2.6%	2.6%	0	0	0.0%	0.0%
10 Clerical Personnel	84	-5.5%	0.0%	0	45.2%	45.2%	114	114	2	45.2%	3	သ	ယ	2.8%	2.8%	0	0	2.4%	
11 Intermediate Sales & Service	36	7.7%	0.0%	0	91.4%	91,4%	99	99		91.4%	3	ယ	ω	2.9%	2.9%	0	0	2.8%	
12 Semi-Skilled Manual	157	-1.7%	0.0%	0	35.3%	35.3%	166	166	_	35.3%	_	5	5	3.3%	3.3%	-4	0	0.6%	3.2%
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	2.9%	2.9%	0	0	0.0%	0.0%
14 Other Manual Workers	62	-4.5%	0.0%	0	37.9%	37.9%	70	70	0	37.9%	0	2	2	3.0%	3.0%	-2	0	0.0%	
Total	549	-0.2%	0.0%	0	39.8%	39.8%	656	656	7	39.8%	8	15	17	2.6%	2.6%	-7	2	1.3%	

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

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

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· · · · · · · · · · · · · · · · · · ·		Aboriginal Peoples	Peoples								
Employment Equity Occupational	Short-term Goals	Goals	Long-term Goals	n Goals				^	Comments		
Group (EEOG)	#	%	#	%							
01 Senior Managers	0	0.0	0	0.0							
02 Middle & Other Managers	1	0.0	0	2.2							
03 Professionals	0	0.0	0	0.0							
04 Semi-Professionals & Tech	0	0.0	0	0.0							
05 Supervisors	_	0.0	0	2.7							
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	0	0.0	0	0.0							
11 Intermediate Sales & Service	0	0.0	0	0.0							
12 Semi-Skilled Manual	44	0.0	0	3.3							
13 Other Sales & Service	0	0.0	0	0.0							
14 Other Manual Workers	2	0.0	3	0.0							
Total	8)								

Data for First/Previous Goals	2018-04-30	R.E. Gilmore Investments Corporation	Part 3: Goals	Federal Contractors Program Achievement Report

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| 62 | _ | 157 | 36 | 84 | 12

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 | 8 | 43 | 32
 | 25
 | 25 | 51 | # | 2015-07-10 | | Number
 | | | | ← | From
Workforce
Analysis | С |
| -4.5% | 0.0% | -1.7% | | | 14.5%

 | 15.4%

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 | | | | ← | From
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Analysis [†] | D |
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 | ployees | | | ← | From Flow Data Analysis & Workforce Analysis‡ | G |
| 37.9% | 0.0% | 35.3% | 91.4% | 45.2% | 26.7%

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Years | ed Employees | (Replacement -
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e O) - ((C +
F) x Q) | s |
| 3.2 | 0.0 | 5.7 | 2.8 | 3.6 | 8.3

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| | Other Manual Workers 62 -4.5% 0.0% 0 37.9% 37.9% 70 70 | Other Sales & Service 1 0.0% 0.0% 0 0.0% 0 0 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 | Semi-Skilled Manual 157 -1.7% 0.0% 0 35.3% 35.3% 166 9 35.3% 10 9 8 4.8% 4.8% 1 -1 -1 5.7% Other Sales & Service 1 0.0% 0.0% 0 0.0% 0 0 0 0 0 6.3% 6.3% 0 0 0 0.0% Other Manual Workers 62 -4.5% 0.0% 0 37.9% 70 70 2 37.9% 2 3 4 5.3% 5.3% -1 1 3.2% | Intermediate Sales & Service 36 7.7% 0.0% 0 91.4% 99 99 1 91.4% 3 4 6 5.6% 5.6% -1 2 2.8% 1 Semi-Skilled Manual 157 -1.7% 0.0% 0 35.3% 166 166 9 35.3% 10 9 8 4.8% 4.8% 1 -1 5.7% 5.7% Other Sales & Service 1 0.0% 0.0% 0 0.0% 0 0 0 0 0.0% 0 0 0 0.0% 0 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 0.0% 0 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[†] 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.

Employment Equity Occupational	upational Short-term Goals
Group (EEOG)	
01/02 Managers	
03 Professionals	
04 Semi-Professionals & Tech	& Tech
05 Supervisors	
06 Supervisors: Crafts & Trades	& Trades
07 Administrative & Sr Clerical	·Clerical
08 Skilled Sales & Service	ice
09 Skilled Crafts & Trades	ides
10 Clerical Personnel	
11 Intermediate Sales & Service	¿ Service
12 Semi-Skilled Manual	1
13 Other Sales & Service	ce
	14 Other Manual Workers

Data for First/Previous Goals	2018-04-30	R.E. Gilmore Investments Corporation	Part 3: Goals	Federal Contractors Program Achievement Report	
Data for First/Previous Goals	2018-04-30	E. Gilmore Investments Corporation	Part 3: Goals	Contractors Program Achievement Report	2

A B	С	D	E	F	G	Н	I	J	К	Т	Z	Z	0	P	Q	R	s	T	T U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	From Workforce Data Entry Analysis*	CxEx3	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	Data Entry	C x H x 3	+ + T	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
***************************************	←	–	←	←	–	←	←	←	←	—	←	←	←	—	←	←	L	+	–
									Table 7: M	able 7: Members of Visib	' Visible N	de Minorities							
									First	First/Previous Short-term Goals	ort-term Go	oals							
				All Employees	loyees								M	mbers of V	Members of Visible Minorities	lies			
Employment Faulty Occupational	Number	Grov	Growth (New Positions)	NS)	Turnover (Replacement of Terminated Employees)	placement of T Employees)	erminated	Anticipated	Number	Turnover (Re	Furnover (Replacement of Terminated Employees)	Hires	3 Year Goals From - To	Goals - To				P	Projected
Group (FFOG)	YYYY-MM-DD	Actual	Projected	eted	Actual	Projected	ted	Hires Over 3	YYYY-MM-DD			Over 3	****	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2015-07-10	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Silian	2015-07-10	Annually	Over 3 Years	Years	2015	2018					Tears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	9	-8.0%	0.0%	0	25.0%	25.0%	7	7	_	25.0%	_	_	_	10.1%	10.1%	0	0	11.1%	11.1%
	42	-0.8%	0.0%	0	53.0%	53.0%	67	67	. w	53.0%	5	. ∞	. 10	15.0%	15.0%	. ბ	2	7.1%	
04 Semi-Professionals & Tech	25 25	8.6% 0.0%	0.0%	0 0	24.6% 8.0%	24.6% 8.0%	6 18	6	4 0	24.6% 8.0%	2	12 U	2 4	24.8% 34.1%	24.7% 34.0%	- <u>-</u> 2		16.0% 36.0%	36.0%
	32	-1.1%	0.0%	0	66.7%	66.7%	2	64		66.7%	6	8	9	14.7%	14.7%	-2		9.4%	
	43	-1.6%	0.0%	0	11.9%	11.9%	15	15	·	11.9%	2	5	ယ	19.0%	19.0%	င်း	-2	11.6%	14.0%
07 Administrative & Sr Clerical	8	11.2%	0.0%	0	10.5%	10.5%	သ	3	2	10.5%	1	0	0	12.2%	12.2%	_	0	25.0%	
08 Skilled Sales & Service	13	15.4%	0.0%	0	36.4%	36.4%	14	14	_	36.4%		_ω	ယ	20.8%	20.8%	-2	0	7.7%	23.1%
09 Skilled Crafts & Trades	12	14.5%	0.0%	0	26.7%	26.7%	10	10	2	26.7%	2	2	2	18.3%	18.1%	0	0	16.7%	16.7%
10 Clerical Personnel	84	-5.5%	0.0%	0	45.2%	45.2%	114	114	10	45.2%	14	16	17	14.7%	14.7%	-2	1	11.9%	15.5%
11 Intermediate Sales & Service	36	7.7%	0.0%	0	91.4%	91.4%	99	99	2	91.4%	5	=	21	21.6%	22.4%	-6	10	5.6%	50.0%
12 Semi-Skilled Manual	157	-1.7%	0.0%	0	35.3%	35.3%	166	166	56		59	34	33	19.8%	19.8%	25	-1	35.7%	
13 Other Sales & Service		0.0%	0.0%	0	0.0%	0.0%	0	0			0	0	0	25.3%	25.3%	0	0	0.0%	0.0%
14 Other Manual Workers	62	-4.5%	0.0%	0	37.9%	37.9%	70	70	27	37.9%	31	10	7	10.4%	10.3%	21	-3	43.5%	
Total	549	-0.2%		0	39.8%	39.8%	656	656	125		149	123	120	18.3%	18.0%	26	-3	22.8%	17.5%

† 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.

T-1-1	14 Otl	13 Oth	12 Ser	11 Into	10 Cle	09 Ski	08 Ski	07 Ad	06 Sut	05 Su ₁	04 Ser	03 Pro	02 Mi	01 Set	or only (masses)		F)
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	Professionals	02 Middle & Other Managers	01 Senior Managers	1200)	Come (FFOC)	Cont Panin Occurational
															*	Short	1
30	0	0	0	7	6	0	2	0	4	2	0	4	5	0		Short-term Goals	lembers
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%		of Visibl
•	0	0	0	0	0	0	0	0	19	0	0	0	15	0	#	Long-term Goals	Members of Visible Minorities
	-	-	-	2	_			-				2			%	rm Goal	ties
	0.0	0.0	0.0	22.4	14.7	0.0	20.8	0.0	0.0	14.7	0.0	24.7	0.0	0.0		s	
																Comments	
																ents	

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A B	С	D	E	¥	G	H	-	J	K	Т	Z	Z	0	P	Q	R	s	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis [†]	From Workforce Data Entry C:	C x E x 3 Anal Word	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	a Entry C >	(H x 3	F) + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)
***************************************	+	–	+	←		←	←	←	_	←	←	←	–	_	←	←	_	+	+
										Table 9: Women	Women								
									Subsequi	ent/Current	Subsequent/Current Short-term Goals	Goals							
				All Employees	es									We	Women				
Family Occupational	Number	Grev	Growth (New Positions)		Furnover (Replacement of Terminated Employees)	placement of Terr Employees)		Anticipated	Number	Turnover (Ra	Turnover (Replacement of Terminated Employees)	Hires	3 Year Fron	3 Year Goals From - To			-	7	Projected
Group (FFOG)	YYYY-MM-DD	Actual	Projected		Actual	Projected		Hires Over 3	YYYY-MM-DD			Over 3	YYYY	2222-2222	Availability	Present Gap	Gap	Representation	Representation in 3
	2017-12-31	Annually	Annually	Over 3 Years An	Annually An	Annually	Over 3 Years	Tollo	2017-12-31	Annually	Over 3 Years	Years	2017	2020					Teals
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	9/6
	7	-8.0%	0.0%	0	25.0%	25.0%	ر.	5	2	25.0%	2	2	0	0.0%	27.4%	0	-2	28.6%	
	41 33	-0.8%	0.0%	<u> </u>	53.0%	53.0%	2 5	65			25	25		0.0%	38.9%	. 0	-25	39.0%	
04 Semi-Professionals & Tech	25	0.0%	0.0%	00	8.0%	8.0%	6 +	6	6	8.0%	_ (0	0 (0.0%	21.1%	- 4	0	24.0%	20.0%
	31	-1.1%		0	66.7%	66.7%	62	62	23	66.7%	46	39	0	0.0%	50.7%	7	-39	74.2%	
	41	-1.6%	0.0%	0	11.9%	11.9%	15	15		11.9%	ယ	9	6	36.8%	36.8%	-6	-3	22.0%	
07 Administrative & Sr Clerical	=	11.2%	0.0%	0	10.5%	10.5%	s.	3		10.5%	သ	_	0	0.0%	77.2%	2	<u>-</u>	90.9%	63.6%
08 Skilled Sales & Service	20	15.4%	0.0%	0	36.4%	36.4%	22	22		36.4%	4	6	6	28.7%	28.7%	-2	0	20.0%	30.0%
09 Skilled Crafts & Trades	18	14.5%	0.0%	0	26.7%	26.7%	14	14	2	26.7%	2	2	0	0.0%	9.4%	0	-2	11.1%	0.0%
10 Clerical Personnel	71	-5.5%	0.0%	0	45.2%	45.2%	96	96		45.2%	58	62	63	65.8%	65.8%	-4		60.6%	67.6%
11 Intermediate Sales & Service	45	7.7%	0.0%	0	91.4%	91.4%	123	123		91.4%	80	79	0	0.0%	61.9%		-79	64.4%	-113.3%
12 Semi-Skilled Manual	149	-1.7%	0.0%	0	35.3%	35.3%	158	158		35.3%	34	24	0	0.0%	14.6%	10	-24	21.5%	-1.3%
13 Other Sales & Service	_	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	49.9%	0	0	0.0%	0.0%
14 Other Manual Workers	54	-4.5%	0.0%	0	37.9%	37.9%	61	61		37.9%		10	0	0.0%	9.3%	28	-10	61.1%	
Total	546	-0.2%	0.0%	0	39.8%	39.8%	652	652	216	39.8%	258	225	0	0.0%	33.6%	33	-225	39.6%	-7.7%

Total	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers	and (proof)	Employment Equity Occupational		
	ers	ce		¿ Service		des	rice	Clerical	& Trades		& Tech		nagers			П		
0.0%	0.0%	0.0%	0.0%	0.0%	65.8%	0.0%	28.7%	0.0%	36.8%	0.0%	0.0%	35.9%	0.0%	0.0%	9%	Short-term Goals	Women	
1	5				5	5	-		5					-		Long-term Goals	nen	
0.0%	0.0%	0.0%	0.0%	0.0%	65.8%	0.0%	28.7%	0.0%	36.8%	0.0%	0.0%	35.9%	0.0%	0.0%	%	Goals		
																		Tat
																		Table 10: Women
																Comments		

[†] 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.

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Data sources:	From Workforce Analysis	From Workforce Analysis [†]	From Workforce Data Entry Analysis*	CxEx3	From Flow Data Analysis & Data Entry Workforce Analysis*	Data Entry	CxHx3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
***************************************	←	—	—	←	←	←	←	←	+	←	←	←	←	_	←	←	—	←	–
									Table	Table 11: Aboriginal		Peoples							
									Subsequi	Subsequent/Current Short-	Short-term	term Goals							
				All Employees	doyees									Aborigin	Aboriginal Peoples				
Employment Fourty Occupational	Number	Grev	Growth (New Positions)	ons)	Turnover (Re	Furnover (Replacement of Terminated Employees)	Terminated	Anticipated	Number	Turnover (Re	Furnover (Replacement of Terminated Employees)	Hira	3 Year Goals From - To	- To	District		P	P	Projected
Grain (FLOC)	AAAA-WW-DD	Actual	Projected	cted	Actual	Projected	cted	Hires Over 3	YYYY-MM-DD			Over 3	****	YYYY	Availability	Present Gap	Gap	Representation	Representation in 3
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	1005	2017-12-31	Annually	Over 3 Years	Years	2017	2020					rears
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	7	-8.0%	0.0%	0	25.0%	25.0%	٥.	y,	0	25.0%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%
	41	-0.8%	0.0%	0	53.0%	53.0%	65	65	0	53.0%	0	· –	· <u>-</u>	2.2%	2.2%	, _	<u> </u>	0.0%	
04 Semi-Professionals & Tech	25	0.0%	0.0%	0 0	8.0%	8.0%	6	6	0	8.0%	0 0	0 0	0 0	0.0%	1.3%	0	0 0	0.0%	0.0%
	31	-1.1%		0	66.7%	66.7%	62	62	0	66.7%	0	_	2	2.7%	2.7%	<u>_</u>	1	0.0%	
06 Supervisors: Crafts & Trades	41	-1.6%	0.0%	0	11.9%	11.9%	15	15	0	11.9%	0	1	0	1.5%	1.5%	-1	-1	0.0%	
07 Administrative & Sr Clerical	11	11.2%		0	10.5%	10.5%	သ	သ	-	10.5%	0	<u>-</u>	0	0.0%	3.2%	_		9.1%	
08 Skilled Sales & Service	20	15.4%		0	36.4%	36.4%	22	22	0	36.4%	0	0	0	0.0%	1.0%	0	0	0.0%	
09 Skilled Crafts & Trades	18	14.5%	0.0%	0	26.7%	26.7%	14	14	2	26.7%	2	0	0	0.0%	2.6%	2	0	11.1%	0.0%
10 Clerical Personnel	71	-5.5%	0.0%	0	45.2%	45.2%	96	96	0	45.2%	0	2	ယ	2.8%	2.8%	-2		0.0%	4.2%
11 Intermediate Sales & Service	45	7.7%	0.0%	0	91.4%	91.4%	123	123	2	91.4%	5	4	0	0.0%	2.9%		-4	4.4%	
12 Semi-Skilled Manual	149	-1.7%	0.0%	0	35.3%	35.3%	158	158	1	35.3%	_	5	5	3.3%	3.3%	-4	0	0.7%	3.4%
13 Other Sales & Service	_	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	2.9%	0	0	0.0%	0.0%
14 Other Manual Workers	54	-4.5%	0.0%	0	37.9%	37.9%	61	61	0	37.9%	0	2	2	3.0%	3.0%	-2	0	0.0%	3.7%
Total	546	-0.2%	0.0%	0	39.8%	39.8%	652	652	6	39.8%	7	15	0	0.0%	2.6%	-8	-15	1.1%	-0.2%

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

† Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + Crontal number of employees from Previous Workforce Analysis + Total number of employees from Current

† Workforce Analysis) + 2) x 100.

						Table	Table 12: Aboriginal Peoples	riginal Po	onles					
	Aborigi	Aboriginal Peoples						(
Employment Educy Occupational	Short-term Goals	Long-term Goals	Goals						Cor	Comments				
Constitution (Secretary)	9,6		%											
01 Senior Managers	0.0%	0/0	0.0%											
02 Middle & Other Managers	2.2%	%	2.2%											
03 Professionals	0.0%	%	0.0%											
Semi-Professionals & Tech	0.0%	%	0.0%											
Supervisors	2.5	%	2.7%											
06 Supervisors: Crafts & Trades	1.5	%	1.5%											
Administrative & Sr Clerical	0.0%	%	0.0%											
Skilled Sales & Service	0.0%	%	0.0%											
Skilled Crafts & Trades	0.0%	%	0.0%											
Clerical Personnel	2.8%	%	2.8%											
Intermediate Sales & Service	0.0%	%	0.0%											
12 Semi-Skilled Manual	3.3%	%	3.3%											
13 Other Sales & Service	0.0%	%	0.0%											
14 Other Manual Workers	3.0%	%	3.0%				The second secon							
	700 U													

Total	14 Other	13 Other	12 Semi-S	11 Interm	10 Cleric	09 Skilled	08 Skilled		06 Superv	05 Supervisors	04 Semi-l	03 Professionals	01/02 Managers		Group (EEOG)		Finalogues					Data sources:	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	visors	Semi-Professionals & Tech	sionals	gers		76)	t Edung Accubations	Fundament Fourty Occupations						В
546	54	_	149		71	18	20			31	25	32	48	#	2017-12-31	GG-WW-AAAA	Number				←	From Workforce Analysis	С
-0.2%	-4.5%	0.0%	-1.7%		-5.5%			11.2%		-1.1%		8.6%	-4.4%	9%	Annually	Actual	Gro				←	From Workforce Analysis	D
0.0%	0.0%	0.0%	0.0%	0.0%		0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				←	From Workforce Data Entry Analysis*	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years	eeted	ions)	All Employees			←	CxEx3	F
39.8%	37.9%	0.0%	35.3%	91.4%	45.2%	26.7%	36.4%	10.5%	11.9%	66.7%	8.0%	24.6%	39.0%	%	Annually	Actual	Turnover (Ro	ployees			←	From Flow Data Analysis & Data Entry C x H x 3 Workforce Analysis*	G
39.8%	37.9%	0.0%	35.3%	91,4%	45.2%	26.7%	36.0%	10.5%	11.9%	66.7%	8.0%	24.6%	39.0%	%	Annually	Projected	Turnover (Replacement of Terminated Employees)				←	Data Entry	Н
652	61	0	158	123	96	14	22	3	15	62	6	24	56	#	Over 3 Years	cted	Terminated				←	CxHx3	I
652	61	0	158	123	96	14	2:	ω	15	62	6	24	56	#	Years	Hires Over 3	Anticipated				←	'F) + —	J
					0.	+-	2		<u> </u>	2	5	+	0.	#	2017-12-31	AAAA-WW-DD	Number		Subsec	Table !	←	From Workforce Analysis	K
23 39.8%	3 37.9%	0.0%	7 35.3%	1 91.4%	4 45.2%	0 26.7%	0 36.0%	0 10.5%	5 11.9%	0 66.7%	1 8.0%	0 24.6%	2 39.0%	%	Annually		Turnover		Subsequent/Current Short-	able 13: Persons with	←	e Equivalent to H	T
		<u>%</u>	%	%	%	%	<u>%</u>	%	<u>%</u>	<u>%</u>	%	%	%	#	Over 3 Years		Turnover (Replacement of Terminated Employees)		nt Short-tei		←	nt KxLx3	3
27 3	3	0	7	ယ	5	0	0	0	2	0	0	0	2	#	Years		of Hires		term Goals	Disabilities	←	3 (F x Q) - R + M	Z
35	3	0	7	S	6	_		0	0	4	0	_	2	#	21						←	JхР	0
0.0%	0.0%	0.0%	0.0%	7 5.6%	7.0%	3.8%	3.5%	0.0%	0.0%	9 13.9%	0.0%	3.8%	0.0%	%	2020	AAAA - AAAA	3 Year Goals From - To	Persons w			←	Data Entry	P
5.7%	5.3%	6.3%	_	5.6%			3.5%		7.8%		4.6%	3.8%	4.3%	%	Аханалину	Availabilita		Persons with Disabilities			←	From Workforce Analysis	Q
	%	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>			<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	#		Present Gap		es			←	From Workforce Analysis	R
-8 -35	0 -3	0 0	0 -7	2 2	1	0	0	0 0	2 0	5	0 0	0	0 -2	#	cap	٠,					←	(K - M + e O) - ((C + F) x Q)	s
4.2%	5.6%	0.0%	4.7%	2.2%	5.6%	0.0%	0.0%	0.0%	12.2%	0.0%	4.0%	0.0%	4.2%	%	кергезепанон	Present					←	K + C	T
2% -0.7%	5% 0.0%	0.0%		2% 11.1%)% 5.6%			2% 7.3%)% 3.1%	2% 0.0%	%		Repr	Projected				←	(K - M + O) ÷ (C + F)	TU

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)^{1,2} - 1) x 100.

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

12 Semi-Skilled Manual	Semi-Skilled Manual Other Sales & Service	Semi-Skilled Manual				09 Skilled Crafts & Trades 3.8%	08 Skilled Sales & Service 3.5%	07 Administrative & Sr Clerical 0.0%	06 Supervisors: Crafts & Trades 0.0%	05 Supervisors 13.9%	04 Semi-Professionals & Tech 0.0%	03 Professionals 3.8%	01/02 Managers 0.0%	9%	Grain (FFOC) Short-term Goals Long-term Goals	Fars of Facility Occumational Persons with Disabilities	
0.0%		0.0%	0.0%	5.6%	7.0%	3.8%	3.5%	0.0%	0.0%	13.9%	0.0%	3.8%	0.0%	%	m Goals		
	2	٥٠	3	٠٠	` د	٥`	٥`	٥١	١٠	١٠,	٥١	٥١	91		1	ı	
																	Table 14: Persons with
																	4: Pers
																	ons wi
																	th Disa
															Co		Disabilities
															Comments		
															S		

Data for Subsequent/Current Goals	2018-04-30	R.E. Gilmore Investments Corporation	Part 3: Goals	Federal Contractors Program Achievement Report
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Total	14 Othe		12 Semi	11 Inter	10 Cleri	09 Skill	08 Skill		06 Supe	05 Supe	04 Semi	03 Profe	02 Mide	01 Senio			Graim (EFOG)	Finalization					Data sources:	A
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	Professionals	Middle & Other Managers	Senior Managers			06)	Fundayment Family Occupational					35:	В
546	54	_	149	45	71	18	20	11	41	31	25	32	41	7	#	2017-12-31	AAAA-WW-DD	Number				←	From Workforce Analysis	С
-0.2%	-4.5%	0.0%	-1.7%	7.7%	-5.5%	14.5%	15.4%	11.2%	-1.6%	-1.1%	0.0%	8.6%	-0.8%	-8.0%	%	Annually	Actual	Growt				←	From Workforce Analysis [†]	D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Annually	Projected	Growth (New Positions)				←	From Flow Data Workforce Data Entry C x E x 3 Analysis & Data Entry C x H x 3 Analysis Analysis Analysis & Data Entry C x H x 3	E
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over3	ed		All Employees			←	Cx E x 3 An	F
39.8%	37.9%	0.0%	35.3%	91.4%	45.2%	26.7%	36.4%	10.5%	11.9%	66.7%	8.0%	24.6%	53.0%	25.0%	%	Annually Au	Actual	rnover (Replac	yees			←	From Flow Data Analysis & Dat Workforce Analysis*	G
39.8%	37.9%	0.0%	35.3%	91.4%	45.2%	26.7%	36.4%	10.5%	11.9%	66.7%	8.0%	24.6%	53.0%	25.0%	%	Annually Ox	Projected	Turnover (Replacement of Terminated Employees)				←	a Entry C x	Н
652	61	0	158	123	96	14	22	ယ	15	62	6	24	65	<u>ر</u>	#	Over 3 Years	Hires	I				←		I
652	61	0	158	123	96	14	22	ယ	15	62	6	24	65	5	#	Years 201	73	Anticipated			Table	←	F+I Wo	J
137	26	0	56	4	16	2	,_	4	6	4	9	4	ري د	0	#	2017-12-31 A	YYYY-MM-DD	Number Tu		iubsequent/	15: Men	+	From Eq Workforce Analysis	K
39.8%	37.9%	0.0%	35.3%	91.4%	45.2%	26.7%	36.4%	10.5%	11.9%	66.7%	8.0%	24.6%	53.0%	25.0%	%	Annually		Turnover (Replacement of Terminated Employees)		Current Sho	able 15: Members of Visil	←	Equivalent K :	L
164	30	0	59	Ξ	22	2		_	2	∞	2	ယ	∞	0	#	Over 3 Y Years				Subsequent/Current Short-term Goals	isible Minorities	←	KxLx3 (F)	M
127	10	0	33	17	16	ယ	4	-2	4	9	2	7	9	_	#		Г	Hires		ıls	orities	+	(F x Q) - R + M	Z
0	0	0	0	27 2	0	3	5 2	0	ω 	9 1	0	6 2.	10 1.	1	# %	2017 2020	****	3 Year Goals From - To	Member			1	J x P Data Entry	0 Р
0.0%			0.0%	21.6%	0.0%	18.3%		0.0%	19.0%	14.7%	0.0%	24.8%	15.0%	10.1%	, %			P	Members of Visible Minorities			_	. 4	Q
18.3%	10.4%	25.3%	19.8%	21.6%	14.7%	18.3%	20.8%	12.2%	19.0%	14.7%	34.1%	24.8%	15.0%	10.1%					Vinorities			,		
37		0	26	-6	6	<u></u>	င်း	ယ	-2	<u></u>	0	4	<u></u>	<u></u>	# #		Present Gap Gap	Prince				1	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R S
-127	-10	0	- 33	10	-16	0		2	<u>-</u>	0	-2	<u>.</u>		0								-		
25.1%	48.1%	0.0%	37.6%	8.9%	22.5%	11.1%	5.0%	36.4%	14.6%	12.9%	36.0%	12.5%	12.2%	0.0%	%		Representation					←	K÷C (T
-4.9%	-7.4%	0.0%	-2.0%	44.4%	-8.5%	16.7%	25.0%	27.3%	17.1%	16.1%	28.0%	21.9%	17.1%	14.3%	%	Years	Representation in 3	Projected				←	(K - M + O) ÷ (C + F)	U

[†] Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current 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 Members of Visible Minorities Group (EEOG) Short-term Goals Long-term Goals 01 Senior Managers 10.1% 10.1% 02 Middle & Other Managers 15.0% 15.0% 03 Professionals 24.8% 24.8% 04 Semi-Professionals & Tech 0.0% 0.0% 05 Supervisors: Crafts & Trades 19.0% 14.7% 05 Supervisors: Crafts & Service 19.0% 19.0% 07 Administrative & Service 19.0% 19.0% 08 Skilled Sales & Service 20.8% 20.8% 09 18.3% 18.3% 10 Intermediate Sales & Service 21.6% 21.6% 11 Intermediate Sales & Service 21.6% 0.0% 21 Semi-Skilled Manual 0.0% 0.0%

06		05	04	\perp	03 I	_	3		01		(EEOG)	Occu	Emp			Data sources	Ī	6	_	05	04	\rightarrow	03 I	1 20	3	01 5		(EEOG)	Occi	Emp			Data sources	Α				
supervisor rades		Supervisors	Semi-Profes Technicians		Professionals	Managers	Middle & Other	Sellioi Ivialiagets	anior Ma		G	Occupational Group	Employment Equity			urces:		Supervisor Trades		Supervisors	Technicians	emi-Profe	Professionals	Managers	∕liddle &	Senior Managers		Ğ	Occupational Group	Employment Equity			urces:					
Supervisors: Crafts & Trades		S.	Semi-Professionals & Technicians		als		Other	liagers	nagare			Group	Equity					Supervisors: Crafts & Trades	1	S.	IS	Semi-Professionals &	als		Other	nagers			Group	Equity				В				
& 2017 2020	-	2017	2020	+	2017	2020	2017	2020	2017	#			Vegr		-			2015	+	2015		_	2015	2017	2015	2015	#		1.031	Vee				С				
										#		All Employees	Ì	-	<u></u>	Part 2: Flow Data Analysis											#	All Employees				←	Part 1: Workforce Analysis	D				
2	10	10	∞ ∞	5 =	= =	သ	3	-2	-2	, t		T T	Flow Data	New Entrants	_	Part (41	3	32	25	25	33 25	41	42	7	#	Ĩ				←	Part 1: rce Workforce is Analysis					
0			2	<u> </u>	ა სა			0	0	-	Actual	Women	Data	trants	-	H		9	23	21	6	7	7 6	16	21	2		Representation			We			Е				
0.0	110.0	110.0	25.0 25.0	27.3	27.3	-33.3	-33.3	0.0	0.0	9/0	_				_	100		25.6 22.0	74.2	65.6	24.0	28.0	24.0	39.0	50.0	22.2 28.6	%	OH .		Worl	Workforce Analysis	←	E+D P x 100 Wo	F				
80		0	0	>	6		0		0	#	Goal Fe	,	Sh		←	3:		36.8	50.7	50.7	21.1	20.9	34.7 35.9	38.9	38.9	27.4 27.4	%	Availability	Women	Workforce	e Anal	←	Part 1: Workforce Analysis	G				
0.0		0.0	0.0		50.0		0.0		0.0	%	Goal Met	Women	Short-term Goals		←	E+Gx 100		15	16	16	5	5	11 9	16	16	2	#	₹ -			ysis	←	D x G +100	Н				
0.0	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.0	0.0	%	Goal		1 Goals		←	3:		-6	1 7	5	1	2	<u>د</u> 4	0	5	0 0		Gap				←	Е-Н	1				
0.0	0.0	0.0	0.0	/396.9	0.0	0.0	0.0	0.0	0.0	9%	Goal Met			G	←	F+1x100		69.5 59.7	146.3	129.4	113.7	134.0	69.2	100.3	128.5	81.1 104.3	%	EE Result				←	E÷H x 100	J				Feder
										#	Goal			Goals	4	Part 3: Goals							_	1			#	All Employees				←	Part 2: Flow Data Analysis	K		R.E. G		Federal Contractors Program Achieveme
0 0		0 0	0 0		0		0 0		0 0	%	Goal Met	7	Long-t		←	E+I		3	18		w		4	16		0	*	Ī				←	Part 2: Flow Data S Analysis	T		Gilmore Investments Corpora	Part 4	ractor
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0.4	0.0	0.0	0.0				0.0	0.0	0.0	9,6	Goal Met	,	ıls		-	F		33.3	61.1		0.0		35 7	81.3		0.0	#	Expected	Women	S		 	KxG+100	z)4-30	ments	ts - Wo	am Ac
0.0	0.0	0.0	0.0	/396.9	78.6	0.0	0.0	0.0	0.0	•	Met	<u>.l</u>	L	<u> </u>		M x 100		1	9	,	_		л	6		0										Corpo	men	hieven
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Workers	Semi-Skilled Manual	Service Personnel	Intermediate Sales	Clerical Personnel	Trades Workers	Skilled Crafts &	Service Personnel	Skilled Sales &	Senior Clerical	Administrative &			o. 9	Occupational Group	Employment Equity			ources:	Workers	Semi-Skilled Manual	Intermediate Sales Service Personnel		Clerical Personnel	Trades Workers	Skilled Crafts &	Skilled Sales & Service Personnel	Senior Clerical	Administrative &		0G)	Occupational Group	Employment Equity			ources:					
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2020	2017	2020	2017	2020	2020	2017	2020	2017	2020	2017	#		All	Year			_	D	2017	2015	2015	2017	2015	2017	2015	2015	2017	2015	₹ts	2	Tear	<u>.</u>				С				
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0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met			ଦ	←	F + I x 100	117.7	124.5	657.1	659.0	0.0	0.0	%	EE Result				-	E + H x 100	J				Feder
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	0.0		0.0		0.0	%	Percent of Goal Met	Women	Long-term Goals		←	E + K x 100	98		5		0		#	Actual				←	Part 2: Flow Data Analysis	L	20	more In	art 4: F	actors F
0.0	0.0	0.0	0.0	0.0	0.0	%	Geal	en	n Goals		←	Part 3: Goals	48.5		38.5		0.0		%	ual	H	Hires		←	L ÷ K x 100	Z	2018-04-30	vestme	esults	rograi
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	8		05	-	2	_	03		3		9			(EEOG)	Occ	Em			-	Data sources:		6) y	4	\rightarrow	03		02		01		(EEOG)	Occ	Emp			Data sources:	Α					
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D x 100 Goals E - M /td><td> Part 2 From Part 2 Fro</td><td> Skilled Manual 2015 157 1 0.6 3.3 5 4 20.3 3.5 4 20.3 3.6 1 2.2 2 1 48 0 0.0 0 0 0 0 0 0 0 </td><td>central coloring 2015 36 I 2.8 2.9 I 0.95.8 4.5 2.4 4.1 1 7 0 0.0 0 37 2.5 4.1 1 7 0 0.0 0 37 2.5 4.1 1 7 0 0.0 0 5.4 1 1 2 2.5 4.1 1 7 0 0.0 0 5.4 0 0.0 0 0 5.4 0 0.0 0 0 5.4 0 0.0 0 0 5.4 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0</td><td> Decision Decision</td><td>all Personnel 2015 2015 2016 2017 2017 2019 2019 2019 2019 2019 2019 2019 2019</td><td>Side declaries & 2015 1.1 20 0.0 2.6 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0</td><td>Schreismant 2017 2010 0.0 0.10 0.0 0.0 0.0 0.0 0.0 0.0 0.0</td><td>Schemen 2015 13 0 0 0 10 0 0 0 0 0 0 0 0 0 0 0 0 0 0</td><td>Celerical 2015 8 12 25 0 1 241 3 0 0 0 0 2 0 0 0 1 1 1 0 0 0 0 0 Celerical 2015 11 1 25 1 25 2 0 1 241 3 0 0 0 0 2 0 0 0 1 1 1 0 0 0 0 0 0 0 0 0</td><td> </td><td> </td><td> Interdictions Company Company</td><td> Interior </td><td> Workforce Very </td><td> </td><td> Principation Prin</td><td> Part Column Col</td><td> The control of the</td><td> </td><td> Part Car Day Day</td></t<> | Administrative & 2017 4 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 | Administrative & # # % # % # % # % # % # % # % # % # % # % # % # % # % % # % # % % # % 9 % # % 9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 | | All Employees Actual Goal Percent of Goa | Flow Data Flow | New Entrants Flow Data Short-term Goals Long-term Goals | New Entrants Short-ferm Goals Short-ferm Goal | Data Ambasis Data Data | Part 2: Flow Part 2: Flow Data E - 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1000	Total		14 Othe	Personnel	13 Othe		(EEOG)	Occupat	Employ			Data sources	10191	Total	14 Othe	1	13 Personnel			(EEOG)	Occupat	Employ			Data sources	Α				
		Ivianical vy Olki	Other Manual Workers	nnel	Other Sales & Service			Occupational Group	Employment Equity						14 Other Manual Workers	. M	nnel	Other Sales & Service			Occupational Group	Employment Equity				В				
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1.7	1.7	0.0	0.0	0.0	0.0	8		ples			←	E+Dx100	=	1.3	0.0	0.0	0.0	0.0	%	ion		Wor	orkfore	-	E+D W	Ŧ				
	8		2		0	#:	Goal P		S		←	Part 3: Goals	2.6	2.6	3.0	3.0	2.9	2.9	9/9	Availability	Aboriginal Peoples	Workforce	Workforce Analysis	←	Part 1: Workforce Analysis	G				
	25.0		0.0		0.0	9%	Percent of Goal Met	Aboriginal Peoples	Short-term Goals		←	E+Gx 100	14	14	2	2	0	0	#	ility	Peoples		lysis	←	D x G + 100	Н				
0.0	0.0	0.0	0.0	0.0	0.0	%	Goal	Peoples	m Goals		←	Part 3: Goals	-∞	-7	-2	-2	0	0	#	Gap				←	Е-Н	I				
0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met				←	F+1x100	42.3	49.0	0.0	0.0	0.0	0.0	%	EE Result				←	E÷H x 100	J				Fede
))					#	Goal			Goals	←	F+1x 100 Part 3; Goals E+Kx 100	202						#	an amprojeca	All Familian			←	Part 2: Flow Data Analysis	K		R.E. Gilmore Investments Corpora	Part.	Federal Contractors Program Achievement Report
	3 60		3 (0 (3.	Percent of Goal Met	Aborig	Long-t		←	s E+Kx	2		13		0		*	-				←	Part 2: Flow Data S Analysis	T		ilmore	Part 5: Results - Aboriginal Peoples	ractor
	66.7		0.0		0.0	%	of Goal	Aboriginal Peoples	Long-term Goals		←	Part 3: Goals	5		0		0		%	Actual	Ab	Hires		←	low L+K	Ν	2018-04-30	Invest	ılts - A	s Prog
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0.0	0.0	0.0	0.0	0.0	0.0	%	Percent of Goal Met				-	F + M x 100	2		0		0			Expected D	ples				K x G + 100	Z		Corpo	nal Pe	chieve
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0.0	0.0	0.0	12.5	-9.1	0.0	0.0	%	al	ities		ts	←	E+Dx100	12.2	2.3	0.0	3.1	4.0	4.0	0.0	4.2	3.9	%	itation		=	Norkfe	←	E ÷ D x 100	F				
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Total	2015	549	21	3.8	5.8	32	-11																
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Occupational Group (EEOG)	Year	All Employees	Persons Disabi	ities		Persons with		Percent of		Persons with		Percent of					(Commen	its				
		#	Actu		Goal	Goal Met	Goal	Goal Met	Goal	Goal Met	Goal	Goal Met											
Other Sales & Service	# 2017	# 0	# 0	0.0	# 0	0.0	%	0.0	# 0	0.0	%	0.0											
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14 Other Manual Workers	2017	11	2	18.2	1	200.0	0.0	0.0	0	0.0	5.3												
	2020 2017	11 117	2	18.2	13	30.8	0.0	0.0	7	57.1	0.0												
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Federal Contractors Program Achievement Report Part 8: Reasonable Efforts R.E. Gilmore Investments Corporation

2018-04-30

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.

Ø	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.
Ø	Put in place a strategy to ensure a barrier-free workplace.
Ø	Undertook initiatives to increase representation where gaps in representation were found.
Ø	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
Ø	Other (please describe):
	Working hard at employment equity, pay equity, accessibility, health & safety. A healthy, happy, diverse workforce is good for all!
Opera	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ation's activities during the period between the first/previous and subsequent/current compliance tent.
Ø	Impact of economic and industrial conditions on the organization.
	As a Canadian company involved in manufacturing in Ontario we are at a significant disadvantage due to high hydro rates, huge deficits and debt in the province. We could grow much bigger without these restraints.
Ø	Any reorganization or other corporate structural changes.
	Our non-Canadian corporation in the United States is expanding as the country is pro business. Our Canadian operation / head office is holding its own!
	Acquisitions, mergers or transfers of employees.
	N/A
	Significant layoffs (include the number of employees affected and the occupational groups of those employees).
	N/A

	Strikes (include dates, the number of employees affected and the occupational groups of those employees).
	N/A
	Other.
	N/A
Addit	tional Details
Please	provide any additional information (optional):
	N/A

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: R.E. Gilmore Investments Corp.

Primary Location: Ottawa, Ontario

Number of Employees: 546

Organization Overview:

NAICS 3231: Printing and related support activities

Founded in 1993 and based in Kanata, Ontario, R.E. Gilmore Investments Corp. offers project management services, call centre services, data analytics and material management services. The company also offers logistics solutions worldwide.

Key Dates – First Year Assessment

Initiated: 2015-02-09 (Extension to 2015-07-15)

Received: 2015-07-10 Closed: 2015-11-30 WFA: 2015-07-10

Key Dates – Subsequent Assessment

Initiated: 2018-02-25 (Extension to 2018-03-30)

Received: 2018-04-30 WFA: 2017-12-31

DATA VERIFICATION

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

Comments:

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

ASSESSMENT OF REASONABLE PROGRESS

The organization had set its hiring and promotion goals in hard numbers format.

To note, the previous compliance assessment accepted that the company be found in compliance without setting goals at least equal to availability for each area of under-representation.

Women

3.	Professionals	Goal met (117%)
6.	Supervisors: Crafts & Trades	Goal not met (12.5%)
8.	Skilled Sales & Service Personnel	Goal met (100%)
10.	Clerical Personnel	Goal met (92%)

Assessment/Observations

- EEOG 03: There were 18 new entrants, and seven were women. The short term goal that had been accepted for this EEOG, which represented labour market availability, was six women; therefore this goal has been met.
- EEOG 06: There were 7 new entrants, and one was a woman. This is below the goal that the organization had set of hiring eight women for this EEOG.
- EEOG 08: There were 11 new entrants, and two were women. The short term goal that had been accepted for this EEOG was two women; therefore this goal has been met. However, it is important to note that this is below labour market availability for this EEOG.
- EEOG 10: There were 38 new entrants, and 23 were women. The short-term goal that had been accepted for this EEOG was 25 women; therefore this goal is met at 92%.

Aboriginal Peoples

2.	Middle & Other Managers	Goal not met (0%)
5.	Supervisors	Goal not met (0%)
12.	Semi-Skilled Manual Workers	Goal not met (25%)
14.	Other Manual Workers	Goal not met (0%)

Assessment/Observations

- EEOG 02: There were 25 new entrants, and none were Aboriginal persons. This is below the goal that the organization had set of hiring one Aboriginal person for this EEOG. This is to be expected, given the labour market availability of 2.2%.
- EEOG 05: There were 31 new entrants, and none were Aboriginal persons. This is below the goal that the organization had set of hiring one Aboriginal person for this EEOG. This is to be expected, given the labour market availability of 2.7%.
- EEOG 12: There were 94 new entrants, and one was an Aboriginal person. This is below the goal that the organization had set of hiring four Aboriginal persons for this EEOG. Based on labour market availability, at least 3 Aboriginal persons should have been hired.

EEOG 14: There were 33 new entrants, and none were Aboriginal persons. This is below the goal that the organization had set of hiring two Aboriginal persons for this EEOG. Based on labour market availability, at least one Aboriginal person should have been hired.

Persons with Disabilities

3.	Professionals	Goal not met (0%)
5.	Supervisors	Goal not met (0%)
6.	Supervisors: Crafts & Trades	Goal not met (0%)
10.	Clerical Personnel	Goal not met (50%)
11.	Intermediate Sales & Service Personnel	Goal not met (0%)
14.	Other Manual Workers	Goal met (300%)

Assessment/Observations

- EEOG 03: There were 18 new entrants, and none were persons with disabilities. The goal that the organization had set for this EEOG was to hire one person with disabilities.
- EEOG 05: There were 31 new entrants, and none were persons with disabilities. The goal that the organization had set for this EEOG was to hire three persons with disabilities.
- EEOG 06: There were seven new entrants, and none were persons with disabilities. The goal that the organization had set for this EEOG was to hire two persons with disabilities.
- EEOG 10: There were 38 new entrants, and two were persons with disabilities. This is below the goal that the organization had set of hiring four persons with disabilities for this EEOG.
- EEOG 11: There were 52 new entrants, and none were persons with disabilities. The goal that the organization had set for this EEOG was to hire two persons with disabilities.
- EEOG 14: There were 33 new entrants, and 3 were persons with disabilities. The short term goal that had been accepted for this EEOG was one person with disabilities; therefore this goal has been met.

Members of Visible Minorities

2.	Middle & Other Managers	Goal met (100%)
3.	Professionals	Goal not met (50%)
5.	Supervisors	Goal met (200%)
6.	Supervisors: Crafts & Trades	Goal not met (0%)
8.	Skilled Sales & Service Personnel	Goal not met (0%)
10.	Clerical Personnel	Goal met (200%)
11.	Intermediate Sales & Service Personnel	Goal met (157%)

Assessment/Observations

- EEOG 02: There were 25 new entrants, and 5 were members of visible minorities. The short term goal that had been accepted for this EEOG was five members of visible minorities; therefore this goal has been met.
- EEOG 03: There were 18 new entrants, and two were members of visible minorities. The goal that the organization had set for this EEOG was to hire four members of visible minorities.

- EEOG 05: There were 31 new entrants, and four were members of visible minorities. The short term goal that had been accepted for this EEOG was two members of visible minorities; therefore this goal has been met.
- EEOG 06: There were seven new entrants, and none were members of visible minorities. The goal that the organization had set for this EEOG was to hire four members of visible minorities.
- EEOG 08: There were 11 new entrants, and none were members of visible minorities. The goal that the organization had set for this EEOG was to hire two members of visible minorities.
- EEOG 10: There were 38 new entrants, and 12 were members of visible minorities. The short term goal that had been accepted for this EEOG was six members of visible minorities; therefore this goal has been met.
- EEOG 11: There were 52 new entrants, and 11 were members of visible minorities. The short term goal that had been accepted for this EEOG was seven members of visible minorities; therefore this goal has been met.

ASSESSMENT OF REASONABLE EFFORTS

Of the 21 goals that the organization had set during their first compliance assessment, eight have been met and thirteen have not.

It is important to note that this assessment covers less than three years, from July 2015, to December 2017. Furthermore, an assessment of reasonable progress and a traditional assessment of reasonable effort is not possible given that the previous compliance assessment accepted that the company be found in compliance without setting goals at least equal to availability for each area of under-representation. It is recommended that focus be on the current workforce analysis and ensuring that appropriate goals be set for the next three years.

ASSESSMENT OF SHORT-TERM GOALS

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

Long-term goals

- \times A long-term goal has been set for every gap uncovered by the most recent workforce analysis.
- The organization has set its long-term goals at the labour market availability. Given the difficulties the organization has had in achieving its short term goals, they may be more achievable over a longer time horizon.

RECOMMENDATION

I recommend that the employer be found:

⊠in compliance	□in non-compliance
•	ne data submitted by the employer regarding its workforce and considered its unique ecommend that the closing letter include the following:

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

Name of Analyst: Marie-Josee Lemery

Date: May 30, 2018

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

Sent: October 4, 2018 2:16 PM

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

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

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

Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Robert E. Gilmore:

I am writing to inform you that the subsequent compliance assessment initiated on February 25, 2018 has been completed. As a result of the assessment, R.E. Gilmore Investments Corporation has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

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

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

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on February 25, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

When your organization is notified of the next assessment, the following information will be required by the due date:

- Workforce data (Forms 1 to 6) at the national level;
- An updated workforce analysis; and
- A completed Achievement Report that includes revised short-term and long-term numerical goals for any gaps in representation.

These documents will allow the Labour Program to assess whether or not reasonable progress has been made since the previous assessment. If over the three year period reasonable progress has not been made, R.E. Gilmore Investments Corporation will be required to demonstrate that it has made reasonable efforts to achieve its goals. We encourage your organization to develop an action plan to ensure that goals will be met.

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

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

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

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

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

Sincerely,

Workplace Equity Team

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



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