



Agreement to Implement Employment Equity

- New Agreement
- Revised Agreement

ORGANIZATION			
Legal Name of Organization <i>R.E. GILMORE INVESTMENTS CORP</i>		Parent company is located outside Canada <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Operating Name (if different from Legal Name of Organization) <i>GILMORE REPRO</i>		Procurement Business Number [REDACTED]	
Organization's North American Industry Classification System (NAICS) Code N° <i>323 111</i>		Total number of employees in Canada (Full-Time/Part-Time/Temporary) <i>OVER 100</i> To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scan/2002/naics-scan021-eng.htm	
Official use only (if information above is incorrect)			
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No	
HEAD OFFICE			
Address (building number, street, suite, etc.) <i>120 HERZBERG RD</i>		City <i>OTTAWA</i>	Province <i>ON</i>
		Postal Code <i>K2K 7B7</i>	
		Telephone Number <i>613-599-6775</i>	Fax Number <i>613-271-1618</i>
EMPLOYMENT EQUITY CONTACT			
Name (print) <i>PAIN BRENNAN</i>		Title <i>VP FINANCE</i>	
Telephone Number <i>613-271-3306</i>		E-mail Address <i>brennanp@gilmore.ca</i>	
CERTIFICATION			
<p>The above-named organization:</p> <ul style="list-style-type: none"> • having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND • intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>			
SIGNATORY			
<p>NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization</p>			
Name (print) <i>ROBERT E GILMORE</i>		Title <i>PRESIDENT & CEO</i>	
Telephone Number <i>613-599-6775</i>		E-mail Address <i>brennanp@gilmore.ca</i>	
Signature <i>[Signature]</i>		Date <i>APRIL 14/14</i>	
RETURN INSTRUCTIONS			
<p>IMPORTANT</p> <ul style="list-style-type: none"> • The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsc-rhdcc.gc.ca 			



Federal Contractors Program (FCP)

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

Contractors are required to conduct, develop and maintain:

- a. A survey of their workforce on the representation of the four designated groups using a self-identification questionnaire;
- b. A workforce analysis (WFA) that compares representation with requisite labour market availability by occupational groups; and
- c. Short-term and long-term numeric goals on closing gaps that have been identified where under-representation 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 under-representation exists on closing gaps that have been identified.
- b. Four years after the award of an initial goods and services contract, a standing offer agreement, or a supply agreement valued at \$1M or more (including applicable taxes) and every three years thereafter:
 - Updated WFA;
 - Updated annual short-term numeric goals for a period of three years and long term numeric goals where under-representation exists on closing gaps that have been identified; and
 - Completed Achievement Table.

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

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

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

Questions and Answers

Subsidiary vs. Division/Branch

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

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

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

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

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

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

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

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

Q3 When should a new Agreement be completed and signed?

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

Employment Status

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

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

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

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

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

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

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

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

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

Q4 How are students counted under the FCP?

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

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

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

- A5 Casual employees are employed 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 lay-off 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.



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: **VP Finance**

Email address: **brennanp@gilmore.ca**

Telephone number: **613-592-2944 ext. 3229**

Business address: **120 Herzberg 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@hrsdcc.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



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: 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 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!



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)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	528	18	0	546	Toronto	1	0	0	1
Total Employees in Canada				546	Kingston	6	0	0	6
					Ottawa - Gatineau	521	18	0	539
					Total Employees in Canada				546



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

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



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Supervisors Top Range: \$ 65,000 - \$69,999 Bottom Range: \$ 30,000 - \$34,999	4	1		1									
	3	10	2	8							1		1
	2	9	4	5							1		1
	1	10	2	8							2		2
	Total		30	8	22						4		4
Supervisors: Crafts and Trades Top Range: \$ 75,000 - \$79,999 Bottom Range: \$ 25,000 - \$29,999	4	6	5	1				1		1	1	1	
	3	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	
Administrative and Senior Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1									
	3	1	1										
	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 Top Range: \$ 90,000 - \$94,999 Bottom Range: \$ 30,000 - \$34,999	4	1	1										
	3												
	2	8	6	2							1	1	
	1	11	9	2									
	Total		20	16	4						1	1	



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Full-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Skilled Crafts and Trades Workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 30,000 - \$34,999	4	5	5								1	1	
	3	4	4		2	2							
	2	3	2	1									
	1	5	4	1							1		1
	Total		17	15	2	2	2				2	1	1
Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 25,000 - \$29,999	4	2	1	1							1		1
	3	2	1	1									
	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 Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 20,000 - \$24,999	4	6	3	3				1		1			
	3	5		5									
	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
Semi-Skilled Manual Workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 20,000 - \$24,999	4	3	3										
	3	10	10								3	3	
	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



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other Sales and Service Personnel Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 20,000 - \$24,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Other Manual Workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 25,000 - \$29,999	4	3	3										
	3	4	3	1							2	2	
	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

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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Middle and Other Managers Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 30,000 - \$34,999	4													
	3													
	2													
	1		1	1										
	Total		1	1	1									
Supervisors Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 40,000 - \$44,999	4													
	3													
	2													
	1		1	1										
	Total		1	1	1									
Supervisors: Crafts and Trades Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 80,000 - \$84,999	4													
	3													
	2													
	1		1	1										
	Total		1	1	1									
Skilled Crafts and Trades Workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999	4													
	3													
	2													
	1		1	1										
	Total		1	1	1									



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / National

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4	2		2									
	3												
	2												
	1	1	1										
	Total	3	1	2									
Intermediate Sales and Service Personnel Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1							1		1
	3												
	2												
	1	1		1									
	Total	2		2							1		1
Semi-Skilled Manual Workers Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 20,000 - \$24,999	4	5	5								1	1	
	3												
	2												
	1	1		1									
	Total	6	5	1							1	1	
Other Manual Workers Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 20,000 - \$24,999	4	2		2							2		2
	3												
	2												
	1	1	1										
	Total	3	1	2							2		2



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		18	9	9							4	1	3

R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 2015-07-10 to 2017-12-31

007753

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

R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / Ontario
 Reporting Period 2015-07-10 to 2017-12-31

007754

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

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 Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities			
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13		
Skilled Crafts and Trades Workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 30,000 - \$34,999	4	5	5										1	1	
	3	4	4		2		2								
	2	3	2	1											
	1	5	4	1										1	1
	Total	17	15	2	2	2	2							2	1
Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 25,000 - \$29,999	4	2	1	1										1	1
	3	2	1	1											
	2	20	10	10										5	3
	1	44	15	29				4	1	3	10	1	9		
	Total	68	27	41	4	4	1	4	1	3	16	4	12		
Intermediate Sales and Service Personnel Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 20,000 - \$24,999	4	6	3	3				1							
	3	5		5											
	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	1	3	2	1	3	2
Semi-Skilled Manual Workers Top Range: \$ 60,000 - \$64,999 Bottom Range: \$ 20,000 - \$24,999	4	3	3												
	3	10	10										3	3	
	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	1	7	6	1	55	37	18		



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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Other Sales and Service Personnel Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 20,000 - \$24,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Other Manual Workers Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 25,000 - \$29,999	4	3	3										
	3	4	3	1							2	2	
	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 / Ontario

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Middle and Other Managers Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 30,000 - \$34,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Supervisors Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 40,000 - \$44,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Supervisors: Crafts and Trades Top Range: \$ 80,000 - \$84,999 Bottom Range: \$ 80,000 - \$84,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Skilled Crafts and Trades Workers Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 55,000 - \$59,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS

Part-Time / Ontario

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

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Clerical Personnel Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 35,000 - \$39,999	4	2		2									
	3												
	2												
	1	1	1										
	Total	3	1	2									
Intermediate Sales and Service Personnel Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 25,000 - \$29,999	4	1		1							1		1
	3												
	2												
	1	1		1									
	Total	2		2							1		1
Semi-Skilled Manual Workers Top Range: \$ 25,000 - \$29,999 Bottom Range: \$ 20,000 - \$24,999	4	5	5								1	1	
	3												
	2												
	1	1		1									
	Total	6	5	1							1	1	
Other Manual Workers Top Range: \$ 30,000 - \$34,999 Bottom Range: \$ 20,000 - \$24,999	4	2		2							2		2
	3												
	2												
	1	1	1										
	Total	3	1	2							2		2



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 Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Total Number of Employees		18	9	9							4	1	3



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2015-07-10 to 2017-12-31

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2015-07-10 to 2017-12-31

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

R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Full-Time / Ontario
 Reporting Period 2015-07-10 to 2017-12-31

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Ontario
Reporting Period 2015-07-10 to 2017-12-31

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2015-07-10 to 2017-12-31

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



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Part-Time / National

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

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



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Full-Time / Ontario

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

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Part-Time / Ontario
Reporting Period 2015-07-10 to 2017-12-31

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-07-10 to 2017-12-31

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / National
Reporting Period 2015-07-10 to 2017-12-31

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / Ontario
Reporting Period 2015-07-10 to 2017-12-31

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



R.E. Gilmore Investments Corp. (certificate # 060965)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Part-Time / Ontario
Reporting Period 2015-07-10 to 2017-12-31

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



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

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

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

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED
Part-Time / National

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

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

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



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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / Ontario

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

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



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

Workforce Analysis - Detailed Report

Date: 2018-04-30

Women

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

Workforce Analysis - Detailed Report

Date: 2018-04-30

Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women		Availability #	Gap #	Recruitment Area
			#	%	%	%			
10 : Clerical Personnel									
Employment Equity Occupational Group	Ottawa - Gatineau	71	43	60.6 %	65.8 %	47	-4	Ottawa - Gatineau	
		71	43	60.6 %	65.8 %	47	-4		
11 : Intermediate Sales and Service Personnel									
Employment Equity Occupational Group	Ottawa - Gatineau	45	29	64.4 %	61.9 %	28	1	Ottawa - Gatineau	
		45	29	64.4 %	61.9 %	28	1		
12 : Semi-Skilled Manual Workers									
Employment Equity Occupational Group	Kingston	3	3	100.0 %	62.9 %	2	1	Kingston	
		3	3	100.0 %	62.9 %	2	1		
Employment Equity Occupational Group	Ottawa - Gatineau	41	25	61.0 %	61.8 %	25	0	Ottawa - Gatineau	
		41	25	61.0 %	61.8 %	25	0		
Employment Equity Occupational Group	Toronto	1	1	100.0 %	63.9 %	1	0	Toronto	
		1	1	100.0 %	63.9 %	1	0		
13 : Other Sales and Service Personnel									
Employment Equity Occupational Group	Kingston	149	32	21.5 %	14.6 %	22	10	Kingston	
		149	32	21.5 %	14.6 %	22	10		
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	11.2 %	0	0	Ottawa - Gatineau	
		1	0	0.0 %	11.2 %	0	0		
14 : Other Manual Workers									
Employment Equity Occupational Group	Ottawa - Gatineau	148	32	21.6 %	14.6 %	22	10	Ottawa - Gatineau	
		148	32	21.6 %	14.6 %	22	10		
Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	49.9 %	0	0	Ottawa - Gatineau	
		1	0	0.0 %	49.9 %	0	0		
Employment Equity Occupational Group	Ottawa - Gatineau	54	33	61.1 %	9.3 %	5	28	Ottawa - Gatineau	
		54	33	61.1 %	9.3 %	5	28		
Employment Equity Occupational Group	Ottawa - Gatineau	54	33	61.1 %	9.3 %	5	28	Ottawa - Gatineau	
		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.

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

Workforce Analysis - Detailed Report

Date: 2018-04-30

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Gap #	Recruitment Area
			Representation #	%	Availability %	#		
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	-1	National
03 : Professionals		32	0	0.0 %	1.4 %	0	0	
1111 : Financial auditors and accountants	National	3	0	0.0 %	1.3 %	0	0	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0.9 %	0	0	National
1122 : Professional occupations in business management consulting	National	5	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	1	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	6	0	0.0 %	1.6 %	0	0	Ontario
05 : Supervisors		31	0	0.0 %	2.7 %	1	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	31	0	0.0 %	2.7 %	1	-1	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		41	0	0.0 %	1.5 %	1	-1	
7303 : Supervisors, printing and related occupations	Ontario	41	0	0.0 %	1.5 %	1	-1	Ontario
07 : Administrative and Senior Clerical Personnel		11	1	9.1 %	3.2 %	0	1	
Employment Equity Occupational Group	Ottawa - Gatineau	11	1	9.1 %	3.2 %	0	1	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

Workforce Analysis - Detailed Report

Date: 2018-04-30

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples				Recruitment Area
			Representation #	%	Availability #	Gap #	
10 : Clerical Personnel Employment Equity Occupational Group	Ottawa - Gatineau	71	0	0.0 %	2	-2	
		71	0	0.0 %	2	-2	Ottawa - Gatineau
		45	2	4.4 %	1	1	
		3	0	0.0 %	0	0	Kingston
11 : Intermediate Sales and Service Personnel Employment Equity Occupational Group	Kingston	3	0	0.0 %	0	0	Kingston
	Ottawa - Gatineau	41	2	4.9 %	1	1	Ottawa - Gatineau
	Toronto	1	0	0.0 %	0	0	Toronto
12 : Semi-Skilled Manual Workers Employment Equity Occupational Group	Kingston	149	1	0.7 %	5	-4	
		1	0	0.0 %	0	0	Kingston
Employment Equity Occupational Group	Ottawa - Gatineau	148	1	0.7 %	5	-4	Ottawa - Gatineau
		1	0	0.0 %	0	0	
13 : Other Sales and Service Personnel Employment Equity Occupational Group	Ottawa - Gatineau	1	0	0.0 %	0	0	Ottawa - Gatineau
		1	0	0.0 %	0	0	
14 : Other Manual Workers Employment Equity Occupational Group	Ottawa - Gatineau	54	0	0.0 %	2	-2	
		54	0	0.0 %	2	-2	Ottawa - Gatineau
Total		546	6	1.1 %	13	-7	

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2018-04-30

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Availability #	Gap #	Recruitment Area
			Representation #	%			
01 : Senior Managers	National	7	0	0.0 %	1	-1	National
02 : Middle and Other Managers	National	41	5	12.2 %	6	-1	National
03 : Professionals		32	4	12.5 %	8	-4	
1111 : Financial auditors and accountants	National	3	0	0.0 %	1	-1	National
1112 : Financial and investment analysts	National	1	0	0.0 %	0	0	National
1122 : Professional occupations in business management consulting	National	5	0	0.0 %	1	-1	National
2171 : Information systems analysts and consultants	National	4	0	0.0 %	1	-1	National
2174 : Computer programmers and interactive media developers	National	1	0	0.0 %	0	0	National
2175 : Web designers and developers	National	18	4	22.2 %	4	0	National
04 : Semi-Professionals and Technicians		25	9	36.0 %	9	0	
2233 : Industrial engineering and manufacturing technologists and technicians	Ontario	14	4	28.6 %	5	-1	Ontario
2281 : Computer network technicians	Ontario	5	2	40.0 %	2	0	Ontario
2282 : User support technicians	Ontario	6	3	50.0 %	2	1	Ontario
05 : Supervisors		31	4	12.9 %	5	-1	
Employment Equity Occupational Group	Ottawa - Gatineau	31	4	12.9 %	5	-1	Ottawa - Gatineau
06 : Supervisors: Crafts and Trades		41	6	14.6 %	8	-2	
7303 : Supervisors, printing and related occupations	Ontario	41	6	14.6 %	8	-2	Ontario
07 : Administrative and Senior Clerical Personnel		11	4	36.4 %	1	3	
Employment Equity Occupational Group	Ottawa - Gatineau	11	4	36.4 %	1	3	Ottawa - Gatineau
08 : Skilled Sales and Service Personnel		20	1	5.0 %	4	-3	
6221 : Technical sales specialists - wholesale trade	Ontario	20	1	5.0 %	4	-3	Ontario
09 : Skilled Crafts and Trades Workers		18	2	11.1 %	3	-1	
7311 : Construction millwrights and industrial mechanics	Ontario	4	1	25.0 %	1	0	Ontario
7381 : Printing press operators	Ontario	14	1	7.1 %	3	-2	Ontario

Workforce Analysis - Detailed Report

Date: 2018-04-30

Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities		Gap #	Recruitment Area
			Representation #	Availability %		
10 : Clerical Personnel	Ottawa - Gatineau	71	16	22.5 %	10	6
	Ottawa - Gatineau	71	16	22.5 %	10	6
11 : Intermediate Sales and Service Personnel	Ottawa - Gatineau	45	4	8.9 %	10	-6
	Kingston	3	0	0.0 %	0	0
Employment Equity Occupational Group	Ottawa - Gatineau	41	4	9.8 %	9	-5
	Toronto	1	0	0.0 %	0	0
12 : Semi-Skilled Manual Workers	Kingston	149	56	37.6 %	30	26
	Kingston	1	0	0.0 %	0	0
Employment Equity Occupational Group	Ottawa - Gatineau	148	56	37.8 %	29	27
	Ottawa - Gatineau	1	0	0.0 %	0	0
13 : Other Sales and Service Personnel	Ottawa - Gatineau	1	0	0.0 %	0	0
	Ottawa - Gatineau	54	26	48.1 %	6	20
14 : Other Manual Workers	Ottawa - Gatineau	54	26	48.1 %	6	20
	Ottawa - Gatineau	54	26	48.1 %	6	20
Total		546	137	25.1 %	101	36

Total may not equal sum of components due to rounding.

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

Workforce Analysis - Detailed Report

Date: 2018-04-30

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities				Gap #	Recruitment Area
			Representation #	%	Availability #	%		
01/02 : Managers	National	48	2	4.2 %	2	4.3 %	0	National
03 : Professionals	National	32	0	0.0 %	1	3.8 %	-1	National
04 : Semi-Professionals and Technicians	National	25	1	4.0 %	1	4.6 %	0	National
05 : Supervisors	National	31	0	0.0 %	4	13.9 %	-4	National
06 : Supervisors: Crafts and Trades	National	41	5	12.2 %	3	7.8 %	2	National
07 : Administrative and Senior Clerical Personnel	National	11	0	0.0 %	0	3.4 %	0	National
08 : Skilled Sales and Service Personnel	National	20	0	0.0 %	1	3.5 %	-1	National
09 : Skilled Crafts and Trades Workers	National	18	0	0.0 %	1	3.8 %	-1	National
10 : Clerical Personnel	National	71	4	5.6 %	5	7.0 %	-1	National
11 : Intermediate Sales and Service Personnel	National	45	1	2.2 %	3	5.6 %	-2	National
12 : Semi-Skilled Manual Workers	National	149	7	4.7 %	7	4.8 %	0	National
13 : Other Sales and Service Personnel	National	1	0	0.0 %	0	6.3 %	0	National
14 : Other Manual Workers	National	54	3	5.6 %	3	5.3 %	0	National
Total		546	23	4.2 %	31	5.7 %	-8	

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-04-30

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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



Workforce Analysis - Summary Report

Date: 2017-12-31

Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		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.

Workforce Analysis - Summary Report

Date: 2017-12-31

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

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-12-31

Members of Visible Minorities

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

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

Date: 2017-12-31

Employment Equity Occupational Group	All Employees		Persons with Disabilities			
	#	%	Representation #	%	Availability #	Gap #
01/02 : Managers	48	4.2 %	2	4.2 %	2	0
03 : Professionals	32	0.0 %	0	0.0 %	1	-1
04 : Semi-Professionals and Technicians	25	4.0 %	1	4.0 %	1	0
05 : Supervisors	31	0.0 %	0	0.0 %	4	-4
06 : Supervisors: Crafts and Trades	41	12.2 %	5	7.8 %	3	2
07 : Administrative and Senior Clerical Personnel	11	0.0 %	0	0.0 %	0	0
08 : Skilled Sales and Service Personnel	20	0.0 %	0	0.0 %	1	-1
09 : Skilled Crafts and Trades Workers	18	0.0 %	0	0.0 %	1	-1
10 : Clerical Personnel	71	5.6 %	4	7.0 %	5	-1
11 : Intermediate Sales and Service Personnel	45	2.2 %	1	2.2 %	3	-2
12 : Semi-Skilled Manual Workers	149	4.7 %	7	4.8 %	7	0
13 : Other Sales and Service Personnel	1	0.0 %	0	0.0 %	0	0
14 : Other Manual Workers	54	5.6 %	3	5.3 %	3	0
Total	546	4.2 %	23	5.7 %	31	-8

Total may not equal sum of components due to rounding.



Workforce Analysis - Summary Report

Date: 2017-12-31

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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



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 First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	07	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Employment Equity Occupational Group (EEOG)		Table 1: Women		
		First/Previous Workforce Analysis		
		All Employees	Women	
			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

		Table 5: Women		
		Subsequent/Current Workforce Analysis		
		All Employees	Women	
			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

*** Source:**

*** Source:**

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

R.E. Gilmore Investments Corporation

2018-04-30

Data from First/Previous Workforce Analysis

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	07	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Employment Equity Occupational Group (EEOG)

	Table 2: Aboriginal Peoples		
	First/Previous Workforce Analysis		Availability*
	All Employees	Aboriginal Peoples	
	#	Representation #	%
01 Senior Managers	9	0	2.90
02 Middle & Other Managers	42	0	2.20
03 Professionals	25	0	1.40
04 Semi-Professionals & Technicians	25	0	1.20
05 Supervisors	32	0	2.70
06 Supervisors: Crafts & Trades	43	1	1.50
07 Administrative & Senior Clerical Personnel	8	2	3.20
08 Skilled Sales & Service Personnel	13	0	1.00
09 Skilled Crafts & Trades Workers	12	0	2.60
10 Clerical Personnel	84	2	2.80
11 Intermediate Sales & Service Personnel	36	1	2.90
12 Semi-Skilled Manual Workers	157	1	3.30
13 Other Sales & Service Personnel	1	0	2.90
14 Other Manual Workers	62	0	3.00
Total	549	7	2.6

	Table 6: Aboriginal Peoples		
	Subsequent/Current Workforce Analysis		Availability*
	All Employees	Aboriginal Peoples	
	#	Representation #	%
	7	0	2.9
	41	0	2.2
	32	0	1.4
	25	0	1.3
	31	0	2.7
	41	0	1.5
	11	1	3.2
	20	0	1.0
	18	2	2.6
	71	0	2.8
	45	2	2.9
	149	1	3.3
	1	0	2.9
	54	0	3.0
Total	546	6	2.6

* Source: 0

* Source: 0

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

R.E. Gilmore Investments Corporation

2018-04-30

Data from First/Previous Workforce Analysis

↓ ↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	07	10

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2017	12	31

Employment Equity Occupational Group (EEOG)

	Table 3: Members of Visible Minorities		
	First/Previous Workforce Analysis	Members of Visible Minorities	
All Employees	Representation	Availability*	
#	#	%	
01 Senior Managers	9	1	10.10
02 Middle & Other Managers	42	3	15.00
03 Professionals	25	4	24.70
04 Semi-Professionals & Technicians	25	9	34.00
05 Supervisors	32	3	14.70
06 Supervisors: Crafts & Trades	43	5	19.00
07 Administrative & Senior Clerical Personnel	8	2	12.20
08 Skilled Sales & Service Personnel	13	1	20.80
09 Skilled Crafts & Trades Workers	12	2	18.10
10 Clerical Personnel	84	10	14.70
11 Intermediate Sales & Service Personnel	36	2	22.40
12 Semi-Skilled Manual Workers	157	56	19.80
13 Other Sales & Service Personnel	1	0	25.30
14 Other Manual Workers	62	27	10.30
Total	549	125	18.0

Table 7: Members of Visible Minorities

	Table 7: Members of Visible Minorities		
	Subsequent/Current Workforce Analysis	Members of Visible Minorities	
All Employees	Representation	Availability*	
#	#	%	
7	0	0	10.1
41	5	5	15.0
32	4	4	24.8
25	9	9	34.1
31	4	4	14.7
41	6	6	19.0
11	4	4	12.2
20	1	1	20.8
18	2	2	18.3
71	16	16	14.7
45	4	4	21.6
149	56	56	19.8
1	0	0	25.3
54	26	26	10.4
546	137		18.3

* Source: 0

* Source: 0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
R. E. Gilmore Investments Corporation

2018-04-30

Start Date of Flow Data			
YYYY	MM	DD	
2015	07	10	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women								
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	
01 Senior Managers	0	0	0	0	0	0	0	0	0
02 Middle & Other Managers	16	13	0	0	9	4	0	0	22
03 Professionals	14	5	0	0	4	2	0	0	7
04 Semi-Professionals & Technicians	3	0	0	0	7	3	0	0	2
05 Supervisors	17	10	1	1	12	12	1	0	21
06 Supervisors: Crafts & Trades	3	1	0	0	4	0	0	0	5
07 Administrative & Senior Clerical Personnel	3	3	0	0	2	2	0	0	1
08 Skilled Sales & Service Personnel	10	2	0	0	1	0	0	0	6
09 Skilled Crafts & Trades Workers	8	1	0	0	3	0	0	0	4
10 Clerical Personnel	20	12	3	3	14	9	1	0	34
11 Intermediate Sales & Service Personnel	40	29	5	5	6	4	1	1	32
12 Semi-Skilled Manual Workers	43	9	3	3	46	7	2	0	51
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	11	5	2	2	18	11	2	3	19
Total	188	90	14	8	126	54	7	2	206

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
R.E. Gilmore Investments Corporation

2018-04-30

Start Date of Flow Data			
YYYY	MM	DD	
2015	07	10	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

Data from Form 4 - Employees Hired

Employment Equity Occupational Group (EEOG)	Table 2: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	16	0	0	0
03 Professionals	14	0	0	0
04 Semi-Professionals & Technicians	3	0	0	0
05 Supervisors	17	0	1	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	10	0	0	0
09 Skilled Crafts & Trades Workers	8	2	0	0
10 Clerical Personnel	20	0	3	0
11 Intermediate Sales & Service Personnel	40	1	5	1
12 Semi-Skilled Manual Workers	43	1	3	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	11	0	2	0
Total	188	4	14	1

Data from Form 5 - Employees Promoted

Employment Equity Occupational Group (EEOG)	Table 6: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	9	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	7	0	0	0
05 Supervisors	12	0	1	0
06 Supervisors: Crafts & Trades	4	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	14	0	1	0
11 Intermediate Sales & Service Personnel	6	0	1	0
12 Semi-Skilled Manual Workers	46	0	2	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	18	0	2	0
Total	126	0	7	0

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 10: Aboriginal Peoples			
	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	22	0	0	0
03 Professionals	7	0	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	21	0	0	0
06 Supervisors: Crafts & Trades	5	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	6	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	34	1	1	0
11 Intermediate Sales & Service Personnel	32	1	5	1
12 Semi-Skilled Manual Workers	51	0	3	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	19	0	3	0
Total	206	2	12	1

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
R.E. Gilmore Investments Corporation

2018-04-30

Start Date of Flow Data			
YYYY	MM	DD	
2015	07	10	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

Data from Form 4 - Employees Hired

Employment Equity Occupational Group (EEOG)	Table 3: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	16	0	0	0
03 Professionals	14	0	0	0
04 Semi-Professionals & Technicians	3	1	0	0
05 Supervisors	17	0	1	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	0	0
08 Skilled Sales & Service Personnel	10	0	0	0
09 Skilled Crafts & Trades Workers	8	0	0	0
10 Clerical Personnel	20	1	3	0
11 Intermediate Sales & Service Personnel	40	0	5	0
12 Semi-Skilled Manual Workers	43	2	3	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	11	2	2	0
Total	188	6	14	0

Data from Form 5 - Employees Promoted

Employment Equity Occupational Group (EEOG)	Table 7: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	9	0	0	0
03 Professionals	4	0	0	0
04 Semi-Professionals & Technicians	7	0	0	0
05 Supervisors	12	0	1	0
06 Supervisors: Crafts & Trades	4	0	0	0
07 Administrative & Senior Clerical Personnel	2	0	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	14	1	1	0
11 Intermediate Sales & Service Personnel	6	0	1	0
12 Semi-Skilled Manual Workers	46	4	2	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	18	1	2	0
Total	126	6	7	0

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 11: Persons with Disabilities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	22	0	0	0
03 Professionals	7	1	0	0
04 Semi-Professionals & Technicians	2	0	0	0
05 Supervisors	21	0	0	0
06 Supervisors: Crafts & Trades	5	0	0	0
07 Administrative & Senior Clerical Personnel	1	0	0	0
08 Skilled Sales & Service Personnel	6	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	34	1	1	0
11 Intermediate Sales & Service Personnel	32	1	5	0
12 Semi-Skilled Manual Workers	51	4	3	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	19	1	3	0
Total	206	8	12	0

Federal Contractors Program Achievement Report
Part 2: Flow Data Analysis
R.E. Gilmore Investments Corporation

2018-04-30

Start Date of Flow Data			
YYYY	MM	DD	
2015	07	10	

End Date of Flow Data			
YYYY	MM	DD	
2017	12	31	

Data from Form 4 - Employees Hired

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	16	4	0	0
03 Professionals	14	1	0	0
04 Semi-Professionals & Technicians	3	0	0	0
05 Supervisors	17	2	1	0
06 Supervisors: Crafts & Trades	3	0	0	0
07 Administrative & Senior Clerical Personnel	3	2	0	0
08 Skilled Sales & Service Personnel	10	0	0	0
09 Skilled Crafts & Trades Workers	8	0	0	0
10 Clerical Personnel	20	9	3	0
11 Intermediate Sales & Service Personnel	40	8	5	2
12 Semi-Skilled Manual Workers	43	8	3	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	11	3	2	1
Total	188	37	14	3

Data from Form 5 - Employees Promoted

Employment Equity Occupational Group (EEOG)	Table 8: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	9	1	0	0
03 Professionals	4	1	0	0
04 Semi-Professionals & Technicians	7	4	0	0
05 Supervisors	12	2	1	0
06 Supervisors: Crafts & Trades	4	0	0	0
07 Administrative & Senior Clerical Personnel	2	1	0	0
08 Skilled Sales & Service Personnel	1	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	14	3	1	0
11 Intermediate Sales & Service Personnel	6	0	1	1
12 Semi-Skilled Manual Workers	46	18	2	1
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	18	11	2	1
Total	126	41	7	3

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 12: Members of Visible Minorities			
	Full-time / National		Part-time / National	
	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	22	2	0	0
03 Professionals	7	0	0	0
04 Semi-Professionals & Technicians	2	1	0	0
05 Supervisors	21	3	0	0
06 Supervisors: Crafts & Trades	5	0	0	0
07 Administrative & Senior Clerical Personnel	1	1	0	0
08 Skilled Sales & Service Personnel	6	0	0	0
09 Skilled Crafts & Trades Workers	4	0	0	0
10 Clerical Personnel	34	7	1	0
11 Intermediate Sales & Service Personnel	32	7	5	1
12 Semi-Skilled Manual Workers	51	14	3	1
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	19	6	3	1
Total	206	41	12	3

Federal Contractors Program Achievement Report
Part 3: Goals
R.E. Gilmore Investments Corporation
2018-04-30

007799

Data for First/Previous Goals

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

Table I: Women

Employment Equity Occupational Group (EEOG)	All Employees										First/Previous Short-term Goals										Women							
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2015-07-10	#	Annually	%	Projected Annually	%	Over 3 Years	#	Annually	%	Over 3 Years	#	Annually	%	Over 3 Years	#	2015	2018	%	Present Availability	#	Present Gap	Projected Gap	%	Present Representation	%	Projected Representation in 3 Years	
01 Senior Managers	9	0	-8.0%	0.0%	0	25.0%	7	2	25.0%	2	21	2	25.0%	2	28	2	27.4%	27.4%	0	0	0	0	22.2%	22.2%	0	22.2%	22.2%	
02 Middle & Other Managers	42	0	-0.8%	0.0%	0	53.0%	67	6	53.0%	33	21	6	38.9%	26	7	38.9%	38.9%	38.9%	5	5	-2	-2	50.0%	50.0%	5	33.3%	33.3%	
03 Professionals	25	0	8.6%	0.0%	0	24.6%	18	18	24.6%	4	6	4	24.6%	6	7	34.7%	34.7%	34.7%	-3	-3	-1	-1	24.0%	24.0%	-1	24.0%	24.0%	
04 Semi-Professionals & Tech	25	0	0.0%	0.0%	0	8.0%	6	6	8.0%	2	7	2	21.1%	1	0	20.9%	20.9%	20.9%	2	2	2	2	30.2%	30.2%	2	24.0%	24.0%	
05 Supervisors	32	0	-1.1%	0.0%	0	66.7%	64	64	66.7%	42	21	42	50.7%	32	37	50.7%	50.7%	50.7%	5	5	-5	-5	65.6%	65.6%	-5	34.4%	34.4%	
06 Supervisors, Crafts & Trades	43	8	11.2%	0.0%	0	10.5%	15	15	11.9%	4	11	4	36.8%	6	9	36.8%	36.8%	36.8%	-5	-5	-3	-3	25.6%	25.6%	-3	30.8%	30.8%	
07 Administrative & Sr Clerical	8	0	15.4%	0.0%	0	10.5%	3	3	10.5%	2	3	2	77.2%	4	1	77.2%	77.2%	77.2%	1	1	0	0	87.5%	87.5%	0	87.5%	87.5%	
08 Skilled Sales & Service	13	0	14.5%	0.0%	0	36.4%	14	14	36.4%	1	3	1	26.7%	2	4	26.7%	26.7%	26.7%	0	0	-1	-1	23.1%	23.1%	0	8.3%	8.3%	
09 Skilled Crafts & Trades	12	0	14.5%	0.0%	0	26.7%	10	10	26.7%	1	1	1	9.4%	1	1	9.4%	9.4%	9.4%	0	0	0	0	30.8%	30.8%	0	8.3%	8.3%	
10 Clerical Personnel	84	0	-5.5%	0.0%	0	45.2%	114	114	45.2%	72	53	72	45.2%	75	74	65.8%	65.8%	65.8%	-2	-2	1	1	66.7%	66.7%	1	66.7%	66.7%	
11 Intermediate Sales & Service	36	0	7.7%	0.0%	0	91.4%	99	99	91.4%	66	24	66	61.9%	61	64	61.9%	61.9%	61.9%	2	2	-3	-3	66.7%	66.7%	-3	52.8%	52.8%	
12 Semi-Skilled Manual	157	0	-1.7%	0.0%	0	35.3%	166	166	35.3%	35	33	35	35.3%	24	25	14.6%	14.6%	14.6%	10	10	-1	-1	21.0%	21.0%	-1	14.0%	14.0%	
13 Other Sales & Service	1	0	0.0%	0.0%	0	0.0%	0	0	0.0%	0	0	0	0.0%	0	0	49.9%	49.9%	49.9%	0	0	0	0	0.0%	0.0%	0	0.0%	0.0%	
14 Other Manual Workers	62	0	-4.5%	0.0%	0	37.9%	70	70	37.9%	43	38	43	9.3%	7	11	9.3%	9.3%	9.3%	32	32	0	0	61.3%	61.3%	-4	0.0%	0.0%	
Total	549	0	-0.2%	0.0%	0	39.8%	656	656	39.8%	271	227	271	33.6%	220	226	33.6%	33.6%	33.6%	45	45	-6	-6	41.3%	41.3%	-6	32.1%	32.1%	

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals #	%	Long-term Goals #	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	0	0.0	
03 Professionals	6	0.0	0	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors, Crafts & Trades	8	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	2	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	25	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	41		0		

Federal Contractors Program Achievement Report
Part 3: Goals
R.E. Gilmore Investments Corporation
2018-04-30

007800

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										Aboriginal Peoples																							
	Number		Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			Number		Turnover (Replacement of Terminated Employees)			Hires			3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2015-07-10	#	Actual Annually	%	Projected Annually	%	Over 3 Years	Actual Annually	%	Projected Annually	%	Over 3 Years	Hires Over 3 Years	2015-07-10	#	Actual Annually	%	Projected Annually	%	Over 3 Years	Hires Over 3 Years	2015	From - To	2018	%	Present Gap	#	Projected Gap	#	%	%			
01 Senior Managers	9	0	-8.0%	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	2.9%	2.9%	0	0	0	0	0.0%	0.0%				
02 Middle & Other Managers	42	0	-0.8%	0.0%	0	0	53.0%	53.0%	67	67	0	53.0%	0	0	1	2.2%	2.2%	-1	0	0	0	1	2.2%	2.2%	0	-1	0	0	0.0%	2.4%				
03 Professionals	25	0	8.6%	0.0%	0	0	24.6%	24.6%	18	18	0	24.6%	0	0	0	1.4%	1.4%	0	0	0	0	0	1.4%	1.4%	0	0	0	0.0%	0.0%					
04 Semi-Professionals & Tech	25	0	0.0%	0.0%	0	0	8.0%	8.0%	6	6	0	8.0%	0	0	0	1.3%	1.2%	0	0	0	0	0	1.3%	1.2%	0	0	0	0.0%	0.0%					
05 Supervisors	32	0	-1.1%	0.0%	0	0	66.7%	66.7%	64	64	0	66.7%	0	0	2	2.7%	2.7%	-1	1	1	0	2	2.7%	2.7%	0	-1	0	0.0%	6.3%					
06 Supervisors, Crafts & Trades	43	0	-1.6%	0.0%	0	0	11.9%	11.9%	15	15	0	11.9%	0	0	1	1.5%	1.5%	0	0	0	0	0	1.5%	1.5%	0	0	0	0.0%	2.3%					
07 Administrative & Sr Clerical	8	0	11.2%	0.0%	0	0	10.5%	10.5%	3	3	0	10.5%	0	0	0	3.2%	3.2%	2	1	1	0	0	3.2%	3.2%	0	2	0	25.0%	12.5%					
08 Skilled Sales & Service	13	0	15.4%	0.0%	0	0	36.4%	36.4%	14	14	0	36.4%	0	0	0	1.0%	1.0%	0	0	0	0	0	1.0%	1.0%	0	0	0	0.0%	0.0%					
09 Skilled Crafts & Trades	12	0	14.5%	0.0%	0	0	26.7%	26.7%	10	10	0	26.7%	0	0	0	2.6%	2.6%	0	0	0	0	0	2.6%	2.6%	0	0	0	0.0%	0.0%					
10 Clerical Personnel	10	0	-5.5%	0.0%	0	0	45.2%	45.2%	114	114	0	45.2%	0	0	3	2.8%	2.8%	0	0	0	0	3	2.8%	2.8%	0	0	0	2.4%	2.4%					
11 Intermediate Sales & Service	84	0	7.7%	0.0%	0	0	91.4%	91.4%	99	99	0	91.4%	0	0	3	2.9%	2.9%	0	0	0	0	3	2.9%	2.9%	0	0	0	2.8%	2.8%					
12 Semi-Skilled Manual	157	0	-1.7%	0.0%	0	0	35.3%	35.3%	166	166	0	35.3%	0	0	5	3.3%	3.3%	-4	0	0	0	5	3.3%	3.3%	0	-4	0	0.6%	0.6%					
13 Other Sales & Service	1	0	0.0%	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	2.9%	2.9%	0	0	0	0.0%	0.0%					
14 Other Manual Workers	62	0	-4.5%	0.0%	0	0	37.9%	37.9%	70	70	0	37.9%	0	0	2	3.0%	3.0%	-2	0	0	0	2	3.0%	3.0%	0	-2	0	0.0%	0.0%					
Total	549	0	-0.2%	0.0%	0	0	39.8%	39.8%	656	656	0	39.8%	0	0	8	2.6%	2.6%	-7	2	2	0	17	2.6%	2.6%	0	-7	0	1.3%	1.3%					

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples				Comments
	Short-term Goals	%	Long-term Goals	%	
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	1	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	4	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	0.0	3	0.0	

Federal Contractors Program Achievement Report
Part 3: Goals
R.E. Gilmore Investments Corporation
2018-04-30

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	All Employees												Persons with Disabilities																								
	Number			Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			Number			Turnover (Replacement of Terminated Employees)			Hires			3 Year Goals			Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years	
	2015-07-10	Actual Annually	%	Projected Annually	%	Over 3 Years	Actual Annually	%	Projected Annually	%	Over 3 Years	Actual Annually	%	Projected Annually	%	Over 3 Years	2015-07-10	Actual Annually	%	Projected Annually	%	Over 3 Years	2015	2018	%	%	Present	%	Present	%	Projected	%	Present	%	Projected	%	
01/02 Managers	51	-4.4%	0.0%	0	39.0%	39.0%	60	60	2	39.0%	2	2	3	4.3%	4.3%	0	0	1	3.9%	5.9%	0	3	4.3%	2018	5.7%	5.8%	-11	1	1	3.8%	3.9%						
03 Professionals	25	8.6%	0.0%	0	24.6%	24.6%	18	18	0	24.6%	0	1	1	3.8%	3.8%	-1	0	0	0.0%	4.0%	0	1	3.8%	2018	5.7%	5.8%	-1	0	0	3.8%	4.0%						
04 Semi-Professionals & Tech	25	0.0%	0.0%	0	8.0%	8.0%	6	6	0	8.0%	0	0	0	4.6%	4.6%	0	0	0	4.0%	4.0%	0	0	4.6%	2018	4.8%	4.8%	0	0	0	4.6%	4.0%						
05 Supervisors	32	-1.1%	0.0%	0	66.7%	66.7%	64	64	2	66.7%	2	5	9	13.9%	13.9%	-3	4	4	3.1%	25.0%	4	9	13.9%	2018	4.8%	4.8%	0	-1	2	4.8%	2.8%						
06 Supervisors: Crafts & Trades	43	-1.6%	0.0%	0	11.9%	11.9%	15	15	0	11.9%	0	2	1	7.8%	7.8%	-2	-1	-1	2.3%	4.7%	-1	1	7.8%	2018	4.8%	4.8%	0	0	0	4.8%	4.5%						
07 Administrative & Sr Clerical	8	11.2%	0.0%	0	10.5%	10.5%	3	3	0	10.5%	0	0	0	3.4%	3.4%	0	0	0	0.0%	0.0%	0	0	3.4%	2018	6.3%	6.3%	0	0	0	6.3%	0.0%						
08 Skilled Sales & Service	13	15.4%	0.0%	0	36.4%	36.4%	14	14	0	36.4%	0	0	0	3.5%	3.5%	0	0	0	0.0%	0.0%	0	0	3.5%	2018	5.3%	5.3%	-1	1	1	5.3%	3.2%						
09 Skilled Crafts & Trades	12	14.5%	0.0%	0	26.7%	26.7%	10	10	1	26.7%	1	0	0	3.8%	3.8%	0	0	0	8.3%	8.3%	0	0	3.8%	2018	5.3%	5.3%	0	0	0	3.8%	0.0%						
10 Clerical Personnel	84	-5.5%	0.0%	0	45.2%	45.2%	114	114	3	45.2%	4	7	8	7.0%	7.0%	-3	1	1	3.6%	8.3%	1	8	7.0%	2018	4.8%	4.8%	0	2	1	4.8%	11.1%						
11 Intermediate Sales & Service	36	7.7%	0.0%	0	91.4%	91.4%	99	99	1	91.4%	4	4	6	5.6%	5.6%	-1	2	2	2.8%	5.7%	-1	6	5.6%	2018	6.3%	6.3%	0	0	0	6.3%	4.5%						
12 Semi-Skilled Manual	157	-1.7%	0.0%	0	35.3%	35.3%	166	166	9	35.3%	10	9	8	4.8%	4.8%	1	1	-1	0.0%	0.0%	0	0	4.8%	2018	5.3%	5.3%	0	0	0	5.3%	0.0%						
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	5.3%	5.3%	0	0	0	0.0%	0.0%	0	0	5.3%	2018	5.3%	5.3%	0	0	0	5.3%	0.0%						
14 Other Manual Workers	62	-4.5%	0.0%	0	37.9%	37.9%	70	70	2	37.9%	2	3	4	5.3%	5.3%	-1	1	1	3.2%	6.5%	1	4	5.3%	2018	5.7%	5.8%	-11	1	1	5.7%	6.0%						
Total	549	-0.2%	0.0%	0	39.8%	39.8%	656	656	21	39.8%	25	36	37	5.7%	5.7%	-11	1	1	3.8%	6.0%	1	4	5.7%	2018	5.7%	5.8%	-11	1	1	5.7%	6.0%						

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01/02 Managers	0	0.0	0.0
03 Professionals	1	0.0	3.8
04 Semi-Professionals & Tech	0	0.0	0.0
05 Supervisors	3	0.0	13.9
06 Supervisors: Crafts & Trades	2	0.0	7.8
07 Administrative & Sr Clerical	0	0.0	0.0
08 Skilled Sales & Service	0	0.0	0.0
09 Skilled Crafts & Trades	0	0.0	0.0
10 Clerical Personnel	4	0.0	0.0
11 Intermediate Sales & Service	2	0.0	5.6
12 Semi-Skilled Manual	0	0.0	0.0
13 Other Sales & Service	0	0.0	0.0
14 Other Manual Workers	1	0.0	5.3
Total	13	0.0	7

Federal Contractors Program Achievement Report
Part 3: Goals
R.E. Gilmore Investments Corporation
2018-04-30

007802

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees												Members of Visible Minorities																
	Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			Number			Turnover (Replacement of Terminated Employees)			Hires			3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	Number	Actual	Projected	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Hires Over 3 Years	Number	Actual	Projected	Over 3 Years	Number	Actual	Projected	Over 3 Years	From - To	2015	2018	Present Availability	Present Gap	Projected Gap					
01 Senior Managers	9	-8.0%	0.0%	0	25.0%	25.0%	7	7	1	25.0%	1	1	1	1	10.1%	10.1%	0	0	11.1%	11.1%	1	0	0	11.1%	11.1%	0	11.1%	11.1%	
02 Middle & Other Managers	42	-0.8%	0.0%	0	53.0%	53.0%	67	67	5	53.0%	5	5	8	10	15.0%	15.0%	-3	2	7.1%	19.0%	2	-3	2	7.1%	19.0%	-3	7.1%	19.0%	
03 Professionals	25	8.6%	0.0%	0	24.6%	24.6%	18	18	3	24.6%	3	3	5	4	24.8%	24.7%	-2	-1	16.0%	20.0%	-1	-2	-1	16.0%	20.0%	-1	16.0%	20.0%	
04 Semi-Professionals & Tech	25	0.0%	0.0%	0	8.0%	8.0%	6	6	2	8.0%	2	2	2	2	34.1%	34.0%	1	1	36.0%	36.0%	1	1	1	36.0%	36.0%	1	36.0%	36.0%	
05 Supervisors	32	-1.1%	0.0%	0	66.7%	66.7%	64	64	6	66.7%	6	6	8	9	14.7%	14.7%	-2	-2	9.4%	18.8%	-2	-2	-2	9.4%	18.8%	-2	9.4%	18.8%	
06 Supervisors, Crafts & Trades	43	-1.6%	0.0%	0	11.9%	11.9%	15	15	5	11.9%	5	5	5	3	19.0%	19.0%	-3	-2	11.6%	14.0%	-2	-2	-2	11.6%	14.0%	-2	11.6%	14.0%	
07 Administrative & Sr Clerical	8	11.2%	0.0%	0	10.5%	10.5%	3	3	1	10.5%	1	1	0	0	12.2%	12.2%	1	0	25.0%	12.5%	0	1	0	25.0%	12.5%	0	25.0%	12.5%	
08 Skilled Sales & Service	13	15.4%	0.0%	0	36.4%	36.4%	14	14	1	36.4%	1	1	3	3	20.8%	20.8%	-2	0	7.7%	23.1%	0	-2	0	7.7%	23.1%	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	2	18.3%	18.1%	0	0	16.7%	16.7%	0	0	0	16.7%	16.7%	0	16.7%	16.7%	
10 Clerical Personnel	84	-5.5%	0.0%	0	45.2%	45.2%	114	114	14	45.2%	14	14	16	17	14.7%	14.7%	-2	-2	11.9%	15.5%	-2	-2	-2	11.9%	15.5%	-2	11.9%	15.5%	
11 Intermediate Sales & Service	36	7.7%	0.0%	0	91.4%	91.4%	99	99	5	91.4%	5	5	11	21	21.6%	22.4%	-6	10	5.6%	50.0%	10	-6	10	5.6%	50.0%	10	5.6%	50.0%	
12 Semi-Skilled Manual	157	-1.7%	0.0%	0	35.3%	35.3%	166	166	56	35.3%	56	59	34	33	19.8%	19.8%	25	-1	35.7%	19.1%	-1	25	-1	35.7%	19.1%	-1	35.7%	19.1%	
13 Other Sales & Service	1	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	25.3%	25.3%	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	0	0.0%	0.0%	
14 Other Manual Workers	62	-4.5%	0.0%	0	37.9%	37.9%	70	70	27	37.9%	27	31	10	7	10.4%	10.3%	21	-3	43.5%	4.8%	-3	21	-3	43.5%	4.8%	-3	43.5%	4.8%	
Total	549	-0.2%	0.0%	0	39.8%	39.8%	656	656	123	39.8%	123	149	123	120	18.3%	18.0%	26	-3	22.8%	17.5%	-3	26	-3	22.8%	17.5%	-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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals	%	Long-term Goals	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	5	0.0	15	0.0	
03 Professionals	4	0.0	0	24.7	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	2	0.0	0	14.7	
06 Supervisors, Crafts & Trades	4	0.0	19	0.0	
07 Administrative & Sr Clerical	0	0.0	0	20.8	
08 Skilled Sales & Service	2	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	6	0.0	0	14.7	
11 Intermediate Sales & Service	7	0.0	0	22.4	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	30	0.0	34	0.0	

**Federal Contractors Program Achievement Report
Part 3: Goals**

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

Data for Subsequent/Current Goals

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis ⁴	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis ⁴	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x O) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x O)	K ÷ C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

Table 9: Women

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Women								
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years		
	2017-12-31	#	Annually	%	Annually	%	Annually	%	Over 3 Years	#	2017-12-31	#	Annually	%	Over 3 Years	#	From - To	2017	2030	%	#	#	#	%	#	%	#	%	
01 Senior Managers	7	0	-8.0%	0.0%	0	25.0%	25.0%	5	5	2	25.0%	2	2	2	2	0	0	0	0.0%	27.4%	0	0	-2	28.6%	0.0%	0	28.6%	0.0%	
02 Middle & Other Managers	41	0	-0.8%	0.0%	0	53.0%	53.0%	65	65	16	53.0%	25	25	25	25	0	0	0	0.0%	38.9%	0	0	-25	39.0%	-22.0%	0	39.0%	-22.0%	
03 Professionals	32	0	8.6%	0.0%	0	24.6%	24.6%	24	24	7	24.6%	5	9	9	9	0	0	0	0.0%	35.9%	-4	0	0	21.9%	34.4%	0	21.9%	34.4%	
04 Semi-Professionals & Tech	25	0	0.0%	0.0%	0	8.0%	8.0%	6	6	6	8.0%	0	0	0	0	0	0	0	0.0%	21.1%	1	1	0	24.0%	20.0%	0	24.0%	20.0%	
05 Supervisors	31	0	-1.1%	0.0%	0	66.7%	66.7%	62	62	23	66.7%	46	39	9	0	0	0	0	0.0%	50.7%	7	7	-39	74.2%	-74.2%	0	74.2%	-74.2%	
06 Supervisors, Crafts & Trades	11	0	-1.6%	0.0%	0	11.9%	11.9%	15	15	9	11.9%	3	9	6	6	0	0	0	0.0%	36.8%	-6	-3	-3	22.0%	29.3%	0	22.0%	29.3%	
07 Administrative & Sr Clerical	11	0	11.2%	0.0%	0	10.5%	10.5%	3	3	10	10.5%	3	3	1	1	0	0	0	0.0%	77.2%	2	2	-1	90.9%	63.6%	0	90.9%	63.6%	
08 Skilled Sales & Service	20	0	15.4%	0.0%	0	36.4%	36.4%	22	22	4	36.4%	4	6	6	6	0	0	0	0.0%	28.7%	0	0	-2	20.0%	30.0%	0	20.0%	30.0%	
09 Skilled Crafts & Trades	18	0	14.5%	0.0%	0	26.7%	26.7%	14	14	2	26.7%	2	2	2	2	0	0	0	0.0%	9.4%	0	0	-2	11.1%	6.0%	0	11.1%	6.0%	
10 Clerical Personnel	71	0	-5.5%	0.0%	0	45.2%	45.2%	96	96	43	45.2%	58	62	62	62	63	63	63	65.8%	65.8%	-4	1	1	60.6%	67.6%	67.6%	0	60.6%	67.6%
11 Intermediate Sales & Service	45	0	7.7%	0.0%	0	91.4%	91.4%	123	123	29	91.4%	80	79	0	0	0	0	0	0.0%	61.9%	1	1	-79	64.4%	-113.3%	0	64.4%	-113.3%	
12 Semi-Skilled Manual	149	0	-1.7%	0.0%	0	35.3%	35.3%	158	158	32	35.3%	34	24	24	24	0	0	0	0.0%	14.6%	10	10	-24	21.5%	-1.3%	0	21.5%	-1.3%	
13 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%	49.9%	0	0	0	0.0%	0.0%	0	0.0%	0.0%	
14 Other Manual Workers	54	0	-4.5%	0.0%	0	37.9%	37.9%	61	61	33	37.9%	38	10	10	10	0	0	0	0.0%	9.3%	28	28	-10	61.1%	-9.3%	0	61.1%	-9.3%	
Total	546	0	-0.2%	0.0%	0	39.8%	39.8%	652	652	216	39.8%	258	225	225	225	0	0	0	0.0%	33.6%	33	33	-225	39.6%	-7.7%	0	39.6%	-7.7%	

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0%	0.0%	
02 Middle & Other Managers	0.0%	0.0%	
03 Professionals	35.9%	35.9%	
04 Semi-Professionals & Tech	0.0%	0.0%	
05 Supervisors	0.0%	0.0%	
06 Supervisors, Crafts & Trades	36.8%	36.8%	
07 Administrative & Sr Clerical	0.0%	0.0%	
08 Skilled Sales & Service	28.7%	28.7%	
09 Skilled Crafts & Trades	0.0%	0.0%	
10 Clerical Personnel	65.8%	65.8%	
11 Intermediate Sales & Service	0.0%	0.0%	
12 Semi-Skilled Manual	0.0%	0.0%	
13 Other Sales & Service	0.0%	0.0%	
14 Other Manual Workers	0.0%	0.0%	
Total	0.0%	0.0%	

Federal Contractors Program Achievement Report
Part 3: Goals

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

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	All Employees										Subsequent/Current Short-term Goals										Aboriginal Peoples												
	Number		Growth (New Positions)			Turnover (Replacement of Employees)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years		3 Year Goals		Present Availability		Present Gap		Projected Gap		Present Representation		Projected Representation in 3 Years		
	2017-12-31	#	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	Actual Annually	Projected Annually	Over 3 Years	2017-12-31	#	Actual Annually	Projected Annually	Over 3 Years	2017	From - To	2030	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	7	-8.0%	0.0%	0.0%	0	25.0%	25.0%	5	5	0	25.0%	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	2.9%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
02 Middle & Other Managers	41	-0.8%	0.0%	0.0%	0	53.0%	53.0%	65	65	0	53.0%	0	1	1	2.2%	1	1	2.2%	0	0	0.0%	2.2%	-1	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
03 Professionals	32	8.6%	0.0%	0.0%	0	24.6%	24.6%	24	24	0	24.6%	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	1.4%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
04 Semi-Professionals & Tech	25	0.0%	0.0%	0.0%	0	8.0%	8.0%	6	6	0	8.0%	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	1.3%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
05 Supervisors	31	-1.1%	0.0%	0.0%	0	66.7%	66.7%	62	62	0	66.7%	0	0	2	2.7%	2	2	2.7%	-1	-1	0.0%	2.7%	-1	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
06 Supervisors, Crafts & Trades	11	-1.6%	0.0%	0.0%	0	11.9%	11.9%	15	15	0	11.9%	0	0	0	1.5%	0	0	1.5%	-1	-1	0.0%	1.5%	-1	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
07 Administrative & Sr Clerical	11	11.2%	0.0%	0.0%	0	10.5%	10.5%	3	3	1	10.5%	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	0.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
08 Skilled Sales & Service	20	15.4%	0.0%	0.0%	0	36.4%	36.4%	22	22	0	36.4%	0	0	0	0.0%	0	0	0.0%	0	0	0.0%	1.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
09 Skilled Crafts & Trades	18	14.5%	0.0%	0.0%	0	26.7%	26.7%	14	14	2	26.7%	0	2	2	0.0%	0	0	0.0%	0	0	0.0%	2.6%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
10 Clerical Personnel	71	-5.5%	0.0%	0.0%	0	45.2%	45.2%	96	96	0	45.2%	0	2	3	2.8%	3	3	2.8%	-2	-2	0.0%	2.8%	-2	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
11 Intermediate Sales & Service	45	7.7%	0.0%	0.0%	0	91.4%	91.4%	123	123	2	91.4%	5	4	4	0.0%	0	0	0.0%	0	0	0.0%	2.9%	1	0	-4	0	0.0%	0	0.0%	0	0.0%	0	0.0%
12 Semi-Skilled Manual	149	-1.7%	0.0%	0.0%	0	35.3%	35.3%	158	158	1	35.3%	1	5	5	3.3%	5	5	3.3%	-4	-4	0.0%	3.3%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
13 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%	2.9%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
14 Other Manual Workers	54	-4.5%	0.0%	0.0%	0	37.9%	37.9%	61	61	0	37.9%	0	2	2	3.0%	2	2	3.0%	-2	-2	0.0%	3.0%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	
Total	546	-0.2%	0.0%	0.0%	0	39.8%	39.8%	652	652	6	39.8%	7	15	15	0.0%	0	0	0.0%	-8	-8	0.0%	2.6%	0	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%	

+ 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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	0.0%	0.0%	
02 Middle & Other Managers	2.2%	2.2%	
03 Professionals	0.0%	0.0%	
04 Semi-Professionals & Tech	0.0%	0.0%	
05 Supervisors	2.7%	2.7%	
06 Supervisors, Crafts & Trades	1.5%	1.5%	
07 Administrative & Sr Clerical	0.0%	0.0%	
08 Skilled Sales & Service	0.0%	0.0%	
09 Skilled Crafts & Trades	0.0%	0.0%	
10 Clerical Personnel	2.8%	2.8%	
11 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%	
Total	0.0%	0.0%	

Federal Contractors Program Achievement Report
Part 3: Goals

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

Data for Subsequent/Current Goals

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

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

Employment Equity Occupational Group (EEOG)	All Employees												Persons with Disabilities											
	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Turnover (Replacement of Terminated Employees)			Hires			3 Year Goals			Present			Projected					
	Number YYYY-MM-DD 2017-12-31	Actual Annually	%	Projected Annually	%	Over 3 Years	Actual Annually	%	Projected Annually	%	Over 3 Years	Number YYYY-MM-DD 2017-12-31	Actual Annually	%	Over 3 Years	Hires Required Over 3 Years	From - To YYYY - YYYY 2017	%	2020	Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
01/02 Managers	48	-4.4%	0.0%	0.0%	0	39.0%	39.0%	39.0%	39.0%	56	56	2	39.0%	2	2	0	0	0.0%	0.0%	4.3%	0	-2	4.2%	0.0%
03 Professionals	32	8.6%	0.0%	0.0%	0	24.6%	24.6%	24.6%	24.6%	24	24	1	24.6%	0	1	1	1	3.8%	3.8%	3.8%	-1	0	0.0%	3.1%
04 Semi-Professionals & Tech	25	0.0%	0.0%	0.0%	0	8.0%	8.0%	8.0%	8.0%	6	6	0	8.0%	0	0	0	0	0.0%	4.6%	4.6%	0	0	4.0%	4.0%
05 Supervisors	31	-1.1%	0.0%	0.0%	0	66.7%	66.7%	66.7%	66.7%	62	62	0	66.7%	0	4	9	9	13.9%	13.9%	13.9%	-4	5	29.0%	29.0%
06 Supervisors: Crafts & Trades	41	-1.6%	0.0%	0.0%	0	11.9%	11.9%	11.9%	11.9%	15	15	0	11.9%	2	0	0	0	0.0%	7.8%	7.8%	2	0	12.2%	7.3%
07 Administrative & Sr Clerical	11	11.2%	0.0%	0.0%	0	10.5%	10.5%	10.5%	10.5%	3	3	0	10.5%	0	0	0	0	0.0%	3.4%	3.4%	0	0	0.0%	0.0%
08 Skilled Sales & Service	20	15.4%	0.0%	0.0%	0	36.4%	36.0%	36.0%	36.0%	22	22	0	36.0%	0	1	1	1	3.5%	3.5%	3.5%	-1	0	0.0%	5.0%
09 Skilled Crafts & Trades	18	14.5%	0.0%	0.0%	0	26.7%	26.7%	26.7%	26.7%	14	14	0	26.7%	0	1	1	1	3.8%	3.8%	3.8%	-1	0	0.0%	5.6%
10 Clerical Personnel	71	-5.5%	0.0%	0.0%	0	45.2%	45.2%	45.2%	45.2%	96	96	4	45.2%	5	6	7	7	7.0%	7.0%	7.0%	-1	1	0.0%	8.5%
11 Intermediate Sales & Service	45	7.7%	0.0%	0.0%	0	91.4%	91.4%	91.4%	91.4%	123	123	1	91.4%	3	5	5	5	5.6%	5.6%	5.6%	-2	2	2.2%	11.1%
12 Semi-Skilled Manual	149	-1.7%	0.0%	0.0%	0	35.3%	35.3%	35.3%	35.3%	158	158	7	35.3%	7	7	7	7	0.0%	4.8%	4.8%	0	-7	4.7%	0.0%
13 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%	6.3%	6.3%	0	0	0.0%	0.0%
14 Other Manual Workers	54	-4.5%	0.0%	0.0%	0	37.9%	37.9%	37.9%	37.9%	61	61	3	37.9%	3	3	3	3	0.0%	5.3%	5.3%	0	-3	5.6%	0.0%
Total	546	-0.2%	0.0%	0.0%	0	39.8%	39.8%	39.8%	39.8%	652	652	23	39.8%	27	35	35	35	0.0%	5.7%	5.7%	-8	-35	4.2%	-0.7%

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01/02 Managers	0.0%	0.0%	
03 Professionals	3.8%	3.8%	
04 Semi-Professionals & Tech	0.0%	0.0%	
05 Supervisors	13.9%	13.9%	
06 Supervisors: Crafts & Trades	0.0%	0.0%	
07 Administrative & Sr Clerical	0.0%	0.0%	
08 Skilled Sales & Service	3.5%	3.5%	
09 Skilled Crafts & Trades	3.8%	3.8%	
10 Clerical Personnel	7.0%	7.0%	
11 Intermediate Sales & Service	5.6%	5.6%	
12 Semi-Skilled Manual	0.0%	0.0%	
13 Other Sales & Service	0.0%	0.0%	
14 Other Manual Workers	0.0%	0.0%	
Total	0.0%	0.0%	

Federal Contractors Program Achievement Report
Part 3: Goals
R.E. Gilmore Investments Corporation
2018-04-30

007806

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees												Members of Visible Minorities										
	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years			Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years			3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
	Number	Actual	Projected	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	From - To	2017	2030	Present Availability	Present Gap	Projected Gap					
01 Senior Managers	7	-8.0%	0.0%	0	25.0%	25.0%	5	5	0	25.0%	0	1	1	10.1%	10.1%	-1	0	0.0%	14.3%	0.0%	14.3%		
02 Middle & Other Managers	41	-0.8%	0.0%	0	53.0%	53.0%	65	65	8	53.0%	8	9	10	15.0%	15.0%	-1	1	12.2%	17.1%	12.2%	17.1%		
03 Professionals	32	8.6%	0.0%	0	24.6%	24.6%	24	24	3	24.6%	3	7	6	24.8%	24.8%	-4	-1	21.9%	21.9%	21.9%	21.9%		
04 Semi-Professionals & Tech	25	0.0%	0.0%	0	8.0%	8.0%	6	6	2	8.0%	2	2	2	0.0%	0.0%	0	-2	36.0%	28.0%	36.0%	28.0%		
05 Supervisors	31	-1.1%	0.0%	0	66.7%	66.7%	62	62	4	66.7%	8	9	9	14.7%	14.7%	-1	0	12.9%	16.1%	12.9%	16.1%		
06 Supervisors, Crafts & Trades	11	-1.6%	0.0%	0	11.9%	11.9%	15	15	2	11.9%	2	4	3	19.0%	19.0%	-2	-1	14.6%	17.1%	14.6%	17.1%		
07 Administrative & Sr Clerical	11	11.2%	0.0%	0	10.5%	10.5%	3	3	3	10.5%	1	-2	5	0.0%	0.0%	3	2	36.4%	27.3%	36.4%	27.3%		
08 Skilled Sales & Service	20	15.4%	0.0%	0	36.4%	36.4%	22	22	1	36.4%	1	4	3	20.8%	20.8%	-3	1	5.0%	5.0%	20.8%	25.0%		
09 Skilled Crafts & Trades	18	14.5%	0.0%	0	26.7%	26.7%	14	14	2	26.7%	2	3	3	18.3%	18.3%	-1	0	11.1%	16.7%	11.1%	16.7%		
10 Clerical Personnel	71	-5.5%	0.0%	0	45.2%	45.2%	96	96	22	45.2%	22	16	16	0.0%	0.0%	6	-6	22.5%	-8.5%	22.5%	-8.5%		
11 Intermediate Sales & Service	45	7.7%	0.0%	0	91.4%	91.4%	123	123	11	91.4%	11	17	27	21.6%	21.6%	-6	10	8.9%	44.4%	8.9%	44.4%		
12 Semi-Skilled Manual	149	-1.7%	0.0%	0	35.3%	35.3%	158	158	56	35.3%	59	33	33	0.0%	0.0%	26	-33	37.6%	-2.0%	37.6%	-2.0%		
13 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%		
14 Other Manual Workers	54	-4.5%	0.0%	0	37.9%	37.9%	61	61	26	37.9%	30	10	10	0.0%	0.0%	20	-10	48.1%	-7.4%	48.1%	-7.4%		
Total	546	-0.2%	0.0%	0	39.8%	39.8%	652	652	652	39.8%	164	127	127	0.0%	0.0%	37	-127	25.1%	-4.9%	25.1%	-4.9%		

† 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) x 100

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
01 Senior Managers	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	14.7%	14.7%	
06 Supervisors, Crafts & Trades	19.0%	19.0%	
07 Administrative & Sr Clerical	0.0%	0.0%	
08 Skilled Sales & Service	20.8%	20.8%	
09 Skilled Crafts & Trades	18.3%	18.3%	
10 Clerical Personnel	0.0%	0.0%	
11 Intermediate Sales & Service	21.6%	21.6%	
12 Semi-Skilled Manual	0.0%	0.0%	
13 Other Sales & Service	0.0%	0.0%	
14 Other Manual Workers	0.0%	0.0%	
Total	0.0%	0.0%	

**Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
R.F. Gilmore Investments Corporation**

007813

2018-04-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																			
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G ÷ 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G ÷ 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F ÷ 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Employment Equity Occupational Group (EEOG)																							Workforce Analysis										Flow Data Analysis										
		Year		Workforce										Hires										Promotions										Terminations									
		All Employees		Persons with Disabilities										Persons with Disabilities										Persons with Disabilities										Persons with Disabilities									
		#		Representation		Availability		Gap		EE Result		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference		All Employees		Actual		Expected		Difference									
		%		%		%		%		%		#		#		#		#		#		#		#		#		#		#		#		#									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		#		#		#		#		#		#		#		#		#		#		#		#		#		#		#		#		#									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%		%									
		%																																									

**Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
R.F. Gilmore Investments Corporation**

007814

2018-04-30

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																																																																																																																						
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X																																																																																																
Employment Equity Occupational Group (EEOG)																							Workforce Analysis										Flow Data Analysis																																																																																																													
																							Workforce										Hires										Promotions										Terminations																																																																																									
																							Persons with Disabilities										Persons with Disabilities										Persons with Disabilities										Persons with Disabilities																																																																																									
																							All Employees										All Employees										All Employees										All Employees																																																																																									
																							Representation										Availability										Gap										EE Result										Actual										Expected										Difference										Actual										Expected										Difference																													
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%										#										%										#										%									
																							#										%										#										%										#										%										#										%																																																	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

R.E. Gilmore Investments Corporation

2018-04-30

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		Persons with Disabilities										Persons with Disabilities					Persons with Disabilities					Persons with Disabilities				
		All Employees	Representation		Availability		Gap	EE Result	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference	All Employees	Actual	Expected	Difference						
#	#	%	%	#	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%				
13 Other Sales & Service Personnel	2015	1	0	0.0	6.3	0	0	0.0																		
	2017	1	0	0.0	6.3	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0		
14 Other Manual Workers	2015	62	2	3.2	5.3	3	-1	60.9																		
	2017	54	3	5.6	5.3	3	0	104.8	13	2	15.4	1	1	20	1	5.0	1	0	22	1	4.5	1	0			
Total	2015	549	21	3.8	5.8	32	-11	66.0																		
	2017	546	23	4.2	5.7	31	-8	73.9	202	6	3.0	12	-6	133	6	4.5	5	1	218	8	3.7	8	0			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		Persons with Disabilities				Persons with Disabilities				Persons with Disabilities				
		All Employees	Actual		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	#	%	%	%	#	%	%	%				
13 Other Sales & Service Personnel	2017	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2020	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2017	11	2	18.2	1	200.0	0.0	0.0	0	0.0	5.3	343.1		
	2020	11	2	18.2			0.0	0.0			0.0	0.0		
Total	2017	117	4	3.4	13	30.8	0.0	0.0	7	57.1	0.0	0.0		
	2020	117	4	3.4			0.0	0.0			0.0	0.0		

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.

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

Working hard at employment equity, pay equity, accessibility, health & safety. A healthy, happy, diverse workforce is good for all!

Operational Context

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

- Impact of economic and industrial conditions on the organization.

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.

- 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

Additional 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:

Yes No

Comments:

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

ASSESSMENT OF REASONABLE PROGRESS

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

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

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

- 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

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

- Given that 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.

Name of Analyst: Marie-Josée 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@hrsdcc-rhdcc.gc.ca>

Subject: Government of Canada Agreement Number: 060965 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Robert E. Gilmore:

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

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

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

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

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

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

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

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

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

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

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

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



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