



## Agreement to Implement Employment Equity

s.19(1)

s.24(1)

- New Agreement  
 Revised Agreement

ORGANIZATION	
Legal Name of Organization Rheinmetall Canada Inc.	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° Primary: 334290 Alternative: 541690	Total number of employees in Canada (Full-Time/Part-Time/Temporary)    228  To find your organization's NAICS Code Number please visit: <a href="http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm">http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm</a>

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.) 225 Boulevard du Sémunaire Sud	City St Jean sure Richelieu	Province Quebec	Postal Code J3B 8E9
	Telephone Number 450-358-2000	Fax Number 450-358-7707	

EMPLOYMENT EQUITY CONTACT	
Name (print) Thérèse Ménard	Title Director of Human Resources
Telephone Number 450-358-77-35	E-mail Address tmenard@rheinmetall.ca

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> <li>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</li> <li>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).</li> </ul> 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: <a href="http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml">http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</a> <p><b>Important note:</b> 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	
<b>NOTE:</b> The signatory must be the Chief Executive Officer <b>OR</b> an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Jean Pierre Autotte	Title Vice President
Telephone Number 450-358-7709	E-mail Address jpautotte@rheinmetall.ca
[REDACTED]	Date 2014-05-28

RETURN INSTRUCTIONS
<b>IMPORTANT</b> <ul style="list-style-type: none"> <li>The original copy of the signed Agreement to Implement Employment Equity form must be sent to the Labour Program fax, at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc.ca</li> </ul>



## APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT INFORMATION

### *Federal Contractors Program*

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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-emc@hrsdc-rhdcc.gc.ca](mailto:ee-emc@hrsdc-rhdcc.gc.ca).

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I, the undersigned, on behalf of (legal name of organization) **Rheinmetall Canada Inc.** (hereafter referred to as “the organization”) and (Agreement to Implement Employment Equity number) **050130**, 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) June 29, 2018 for the following reason(s):  
 (Please describe) **Major work overload – 40 positions being filled (out of a total of 300 employees)**
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: **Thérèse Ménard**  
**Corporate Communications**

Position Title: **Vice-President, Human Resources and**

Email address: **tmenarderheinmetall.ca**

Telephone number: **450-358-7735**

Business address: **225 Séminaire Sud Boulevard, Saint Jean sur Richelieu J3B 8E9**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**From:** Yakibonge, Mauritius [NC]  
**Sent:** May 2, 2018 12:26 PM  
**To:** 'Menard, Therese' <tmenard@rheinmetall.ca>  
**Cc:** Lestage, Isabelle <llestage@rheinmetall.ca>; Lemieux, Genevieve <glemieux@rheinmetall.ca>  
**Subject:** Extension of time to submit documentation to complete conformity assessment under the Federal Contractors Program - 050130

Hello,

You have requested an extension of time to submit documentation to complete your organization's conformity assessment beyond the original deadline set by the Labour Program under the Federal Contractors Program.

As requested, we grant you an extension until **June 29, 2018**.

If you have any questions regarding your employment equity report, please contact us at [ee-eme@hrsdc-rhdsc.gc.ca](mailto:ee-eme@hrsdc-rhdsc.gc.ca).

Maurice Yakibonge

A/Manager of Operations, Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada [Maurice.Yakibonge@labour-travail.gc.ca](mailto:Maurice.Yakibonge@labour-travail.gc.ca) /  
**Tel:** 819-654-6099



EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION

Period covered by the certificate: 2018-05-30

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

	Province				Census Metropolitan Area	
	Permanent full time	Permanent part-time	Temporary	Total number of employees		
Ontario	3	0	0	3	Montreal	256
Quebec	245	11	0	256	Ottawa -30 Gatineau	3
<b>Total number of employees in Canada</b>				<b>259</b>	<b>Total number of employees as of Canada</b>	<b>259</b>



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Senior Management</b>  Upper value: \$100,000 and over  Lower value: \$100,000 and over	4	1	1										
	3	1	1										
	2												
	1	2	2										
	<b>Total</b>	<b>4</b>	<b>4</b>										
<b>Middle management and other directors</b>  Upper value: \$100,000 and over  Lower value: \$95,000 - \$99,999	4	2	1	1									
	3	8	8										
	2	18	17	1				1	1				
	1	9	8	1				1	1		1	1	
	<b>Total</b>	<b>37</b>	<b>34</b>	<b>3</b>				<b>2</b>	<b>2</b>		<b>1</b>	<b>1</b>	
<b>Professionals</b>  Upper value: \$100,000 and over  Lower value: \$50,000 - \$54,999	4	14	14								1	1	
	3	48	45	3				2	2		1	1	
	2	37	28	9							2	1	1
	1	24	20	4							4	2	2
	<b>Total</b>	<b>123</b>	<b>107</b>	<b>16</b>				<b>2</b>	<b>2</b>		<b>8</b>	<b>5</b>	<b>3</b>
<b>Semi-professional and technical staff</b>  Upper value: \$90,000 - \$94,999  Lower value: \$40,000 - \$44,999	4	8	8										
	3	8	8										
	2	7	7										
	1	4	4										
	<b>Total</b>	<b>27</b>	<b>27</b>										



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Administrative and main office staff</b>  Upper value: \$100,000 and over  Lower value: \$40,000 - \$44,999	4	2	2										
	3	10	7	3									
	2	8	1	7							1	1	
	1	8		8									
	<b>Total</b>	28	10	18							1	1	
<b>Skilled workers and artisans</b>  Upper value: \$80,000 - \$84,999  Lower value: \$45,000 - \$49,999	4	6	6										
	3	3	3										
	2												
	1	5	5										
	<b>Total</b>	14	14										
<b>Clerical staff</b>  Upper value: \$50,000 - \$54,999  Lower value: \$45,000 - \$49,999	4	1	1										
	3												
	2												
	1	3	2	1									
	<b>Total</b>	4	3	1									
<b>Intermediate sales and service personnel</b>  Upper value: \$65,000 - \$69,999  Lower value: \$60,000 - \$64,999	4	1		1									
	3												
	2												
	1	1	1										
	<b>Total</b>	2	1	1									



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Full time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Skilled Manual Workers</b>  Upper value: \$70,000 - \$74,999 Lower value: \$35,000 - \$39,999	4	1	1										
	3	1	1										
	2	3	1	2									
	1	3	1	2									
	<b>Total</b>	<b>8</b>	<b>4</b>	<b>4</b>									
<b>Other sales and service personnel</b>  Upper value: \$45,000 - \$49,999 Lower value: \$45,000 - \$49,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	<b>1</b>	<b>1</b>										
<b>Total number of employees</b>		<b>248</b>	<b>205</b>	<b>43</b>				<b>4</b>	<b>4</b>		<b>10</b>	<b>7</b>	<b>3</b>



FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES

Part-time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Professionals</b>  Upper value: \$95,000 - \$99,999 Lower value: \$95,000 - \$99,999	4												
	3												
	2												
	1	1		1									
	<b>Total</b>	1		1									
<b>Semi-professional and technical staff</b>  Upper value: \$50,000 - \$54,999 Lower value: \$50,000 - \$54,999	4												
	3												
	2												
	1	1	1										
	<b>Total</b>	1	1										
<b>Administrative and main office staff</b>  Upper value: \$100,000 and over Lower value: \$60,000 - \$64,999	4	2	1	1				1		1			
	3												
	2												
	1	1		1									
	<b>Total</b>	3	1	2				1		1			
<b>Intermediate sales and service personnel</b>  Upper value: \$50,000 - \$54,999 Lower value: \$30,000 - \$34,999	4	3	3										
	3	2	2										
	2												
	1	1	1										
	<b>Total</b>	6	6										





FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES  
Part-time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category Salary Range Col. 1	Quarter	All employees			Aboriginal			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
<b>Total number of employees</b>		<b>11</b>	<b>8</b>	<b>3</b>				<b>1</b>		<b>1</b>			



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Full time / National

Reporting period 2015-05-20 to 2018-05-30

Salary Range	All employees			Aboriginal			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
37 500 \$ - 39 999 \$	1		1									
40 000 \$ - 44 999 \$	4	2	2									
45 000 \$ - 49 999 \$	13	8	5									
50 000 \$ - 59 999 \$	22	13	9							2	1	1
60 000 \$ - 69 999 \$	36	30	6							3	2	1
70 000 \$ - 84 999 \$	57	43	14							2	1	1
85 000 \$ - 99 999 \$	50	47	3				2	2		1	1	
100,000 and more	65	62	3				2	2		2	2	
<b>Total number of employees</b>	<b>248</b>	<b>205</b>	<b>43</b>				<b>4</b>	<b>4</b>		<b>10</b>	<b>7</b>	<b>3</b>



FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

Part-time / National

Reporting period 2015-05-20 to 2018-05-30

Salary Range	All employees			Aboriginal			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
30 000 \$ - 34 999 \$	1	1										
40 000 \$ - 49 999 \$	3	3										
50,000 and more	7	4	3				1		1			
<b>Total number of employees</b>	<b>11</b>	<b>8</b>	<b>3</b>				<b>1</b>		<b>1</b>			



CONTRACT PROGRAMS: RECRUITMENTS

Full time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category	All employees			Aboriginal			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 Management	1	1										
Middle management and other directors	14	13	1									
Professionals	75	64	11							3	1	2
Semi-professional and technical staff	9	9										
Administrative and main office staff	15	7	8				1	1		1	1	
Skilled workers and artisans	3	3										
Clerical staff	1	1										
Skilled Manual Workers	2	1	1									
<b>Total number of employees hired</b>	<b>120</b>	<b>99</b>	<b>21</b>				<b>1</b>	<b>1</b>		<b>4</b>	<b>2</b>	<b>2</b>



**CONTRACT PROGRAMS: RECRUITMENTS**

**Part-time / National**

**Reporting period 2015-05-20 to 2018-05-30**

Occupational Category	All employees			Aboriginal			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
<b>Intermediate sales and service personnel</b>	4	4										
<b>Total number of employees hired</b>	4	4										



Rheinmetall Canada Inc. (Certificate # 050130)

FEDERAL CONTRACTING PROGRAMS: PROMOTIONS

Full time / National

Reporting period 2015-05-20 to 2016-05-30

Occupational Category	Promoted employees (employees promoted during the year should be reported only in the occupational groups in which or to which they were last promoted.)											
	All employees			Aboriginal			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 Management	2	2										
Middle management and other directors	13	11	2				1	1				
Professionals	32	25	7				1	1		1	1	
Semi-professional and technical staff	3	3										
Administrative and main office staff	6	1	5									
Skilled workers and artisans	5	5										
Skilled Manual Workers	1	1										
<b>Total number of employees promoted</b>	<b>62</b>	<b>48</b>	<b>14</b>				<b>2</b>	<b>2</b>		<b>1</b>	<b>1</b>	
<b>Total number of promotions</b>	<b>62</b>	<b>48</b>	<b>14</b>				<b>2</b>	<b>2</b>		<b>1</b>	<b>1</b>	



CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

Full time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category	All employees			Aboriginal			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 Management	1	1										
Middle management and other directors	8	8					1	1				
Professionals	25	21	4							2	1	1
Semi-professional and technical staff	4	4										
Foremen	1	1										
Administrative and main office staff	5	2	3				1	1				
Skilled workers and artisans	1	1										
Clerical staff	2	1	1									
<b>Total number of employees whose employment was terminated</b>	<b>47</b>	<b>39</b>	<b>8</b>				<b>2</b>	<b>2</b>		<b>2</b>	<b>1</b>	<b>1</b>



**CONTRACT PROGRAMS: CEASES OF EMPLOYMENT**

Part-time / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category	All employees			Aboriginal			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
Intermediate sales and service personnel	1	1										
<b>Total number of employees whose employment was terminated</b>	<b>1</b>	<b>1</b>										





**CONTRACT PROGRAMS: CEASES OF EMPLOYMENT**

Temporary / National

Reporting period 2015-05-20 to 2018-05-30

Occupational Category	All employees			Aboriginal			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
<b>Professionals</b>	3	2	1							1	1	
<b>Semi-professional and technical staff</b>	1	1										
<b>Skilled workers and artisans</b>	1	1										
<b>Skilled Manual Workers</b>	7	5	2									
<b>Total number of employees whose employment was terminated</b>	12	9	3							1	1	

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Women

Employment Equity Occupational Group	Internal location	All employees #	Representation		Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>01: Senior Management</b>	National	4	0	0.0 %	27.4 %	1	-1	National
<b>02: Middle management and other directors</b>	National	37	3	8.1 %	38.9 %	14	-11	National
<b>03: Professionals</b>		124	17	13.7 %	24.3 %	30	-13	
1112: Financial and investment analysts	National	6	2	33.3 %	50.1 %	3	-1	National
1121: Human Resources Professionals	National	3	3	100.0 %	71.1 %	2	1	National
1122: Business Management Consulting Professionals	National	2	0	0.0 %	42.0 %	1	-1	National
1123: Advertising, marketing and public relations professionals	National	2	1	50.0 %	66.4 %	1	0	National
2132 : Mechanical engineers	National	10	2	20.0 %	9.0 %	1	1	National
2133 : Electrical and electronic engineers	National	26	1	3.8 %	11.3 %	3	-2	National
2141: Industrial and Manufacturing Engineers	National	10	2	20.0 %	17.0 %	2	0	National
2147 : Computer Engineers (except Software Engineers and Designers)	National	2	1	50.0 %	12.6 %	0	1	National
2172 : Database Analysts and Data Administrators	National	1	1	100.0 %	35.2 %	0	1	National
2173 : Engineers and software designers	National	45	2	4.4 %	17.4 %	8	-6	National
2174: Programmers and Interactive Media Developers	National	1	0	0.0 %	17.9 %	0	0	National
4021: College teachers and other vocational instructors	National	13	0	0.0 %	53.8 %	7	-7	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	1	100.0 %	42.5 %	0	1	National
5121: Authors, writers and editors	National	1	1	100.0 %	54.9 %	1	0	National
5125: Translators, Terminologists and Interpreters	National	1	0	0.0 %	69.9 %	1	-1	National
<b>04: Semi-professional and technical staff</b>		28	0	0.0 %	18.7 %	5	-5	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	4	0	0.0 %	26.7 %	1	-1	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	11	0	0.0 %	9.1 %	1	-1	Quebec
2253 : Drafting Technologists and Technicians	Quebec	6	0	0.0 %	30.9 %	2	-2	Quebec
2281 : Computer Network Technicians	Quebec	4	0	0.0 %	18.5 %	1	-1	Quebec
2282: User Support Agents	Quebec	3	0	0.0 %	19.6 %	1	-1	Quebec

**Default Workforce Analysis System - Detailed Report**

Date: 2018-05-30

**Women**

Employment Equity Occupational Group	Internal location	All employees #	Representation		Women Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>07: Administrative and Senior Clerical Staff</b>		31	20	64.5 %	80.8 %	25	-5	
<b>Employment Equity Occupational Group</b>	Montreal	31	20	64.5 %	80.8 %	25	-5	Montreal
<b>09: Skilled workers and artisans</b>		14	0	0.0 %	2.4 %	0	0	
7231 : Machinists and Machining and Tooling Inspectors	Quebec	2	0	0.0 %	5.2 %	0	0	Quebec
7242 : Industrial Electricians	Quebec	1	0	0.0 %	2.7 %	0	0	Quebec
7312 : Heavy Equipment Mechanics	Quebec	10	0	0.0 %	1.5 %	0	0	Quebec
9241 : Power Plant Mechanics and Power System Operators	Quebec	1	0	0.0 %	5.1 %	0	0	Quebec
<b>10 : Office staff</b>		4	1	25.0 %	62.5 %	3	-2	
<b>Employment Equity Occupational Group</b>	Montreal	4	1	25.0 %	62.5 %	3	-2	Montreal
<b>11: Intermediate sales and service personnel</b>		8	1	12.5 %	61.8 %	5	-4	
<b>Employment Equity Occupational Group</b>	Montreal	8	1	12.5 %	61.8 %	5	-4	Montreal
<b>12: Skilled Manual Workers</b>		8	4	50.0 %	18.4 %	1	3	
<b>Employment Equity Occupational Group</b>	Montreal	8	4	50.0 %	18.4 %	1	3	Montreal
<b>13: Other sales and service personnel</b>		1	0	0.0 %	51.1 %	1	-1	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	51.1 %	1	-1	Montreal
<b>Total</b>		259	46	17.8 %	33.1 %	85	-39	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal		Availability %	Difference #	Place of recruitment
			Representation #	Representation %			
<b>01: Senior Management</b>	National	4	0	0.0 %	2.9 %	0	National
<b>02: Middle management and other directors</b>	National	37	0	0.0 %	2.2 %	1	National
<b>03: Professionals</b>		124	0	0.0 %	1.0 %	1	
1112: Financial and investment analysts	National	6	0	0.0 %	0.9 %	0	National
1121: Human Resources Professionals	National	3	0	0.0 %	2.7 %	0	National
1122: Business Management Consulting Professionals	National	2	0	0.0 %	1.6 %	0	National
1123: Advertising, marketing and public relations professionals	National	2	0	0.0 %	2.1 %	0	National
2132 : Mechanical engineers	National	10	0	0.0 %	0.7 %	0	National
2133 : Electrical and electronic engineers	National	26	0	0.0 %	0.7 %	0	National
2141: Industrial and Manufacturing Engineers	National	10	0	0.0 %	0.8 %	0	National
2147 : Computer Engineers (except Software Engineers and Designers)	National	2	0	0.0 %	0.9 %	0	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	1.3 %	0	National
2173 : Engineers and software designers	National	45	0	0.0 %	0.6 %	0	National
2174: Programmers and Interactive Media Developers	National	1	0	0.0 %	1.0 %	0	National
4021: College teachers and other vocational instructors	National	13	0	0.0 %	2.4 %	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	0	0.0 %	1.6 %	0	National
5121: Authors, writers and editors	National	1	0	0.0 %	1.9 %	0	National
5125: Translators, Terminologists and Interpreters	National	1	0	0.0 %	2.9 %	0	National
<b>04: Semi-professional and technical staff</b>		28	0	0.0 %	1.1 %	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	4	0	0.0 %	1.4 %	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	11	0	0.0 %	0.8 %	0	Quebec
2253 : Drafting Technologists and Technicians	Quebec	6	0	0.0 %	1.1 %	0	Quebec
2281 : Computer Network Technicians	Quebec	4	0	0.0 %	1.1 %	0	Quebec
2282: User Support Agents	Quebec	3	0	0.0 %	1.3 %	0	Quebec

### Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

#### Aboriginal

Employment Equity Occupational Group	Internal location	All employees #	Aboriginal Representation		Aboriginal Availability		Difference #	Place of recruitment
			#	%	%	#		
<b>07: Administrative and Senior Clerical Staff</b>		31	0	0.0 %	0.7 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	31	0	0.0 %	0.7 %	0	0	Montreal
<b>09: Skilled workers and artisans</b>		14	0	0.0 %	2.0 %	0	0	
7231 : Machinists and Machining and Tooling Inspectors	Quebec	2	0	0.0 %	1.0 %	0	0	Quebec
7242 : Industrial Electricians	Quebec	1	0	0.0 %	0.9 %	0	0	Quebec
7312 : Heavy Equipment Mechanics	Quebec	10	0	0.0 %	2.4 %	0	0	Quebec
9241 : Power Plant Mechanics and Power System Operators	Quebec	1	0	0.0 %	1.6 %	0	0	Quebec
<b>10 : Office staff</b>		4	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	4	0	0.0 %	0.8 %	0	0	Montreal
<b>11: Intermediate sales and service personnel</b>		8	0	0.0 %	0.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	8	0	0.0 %	0.9 %	0	0	Montreal
<b>12: Skilled Manual Workers</b>		8	0	0.0 %	0.9 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	8	0	0.0 %	0.9 %	0	0	Montreal
<b>13: Other sales and service personnel</b>		1	0	0.0 %	0.8 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	0.8 %	0	0	Montreal
<b>Total</b>		259	0	0.0 %	1.2 %	2	-2	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Difference #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
<b>01: Senior Management</b>	National	4	0	0.0 %	10.1 %	0	0	National
<b>02: Middle management and other directors</b>	National	37	1	2.7 %	15.0 %	6	-5	National
<b>03: Professionals</b>		124	8	6.5 %	32.4 %	40	-32	
1112: Financial and investment analysts	National	6	2	33.3 %	35.4 %	2	0	National
1121: Human Resources Professionals	National	3	0	0.0 %	14.1 %	0	0	National
1122: Business Management Consulting Professionals	National	2	0	0.0 %	21.6 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	2	0	0.0 %	16.9 %	0	0	National
2132 : Mechanical engineers	National	10	0	0.0 %	28.6 %	3	-3	National
2133 : Electrical and electronic engineers	National	26	1	3.8 %	34.9 %	9	-8	National
2141: Industrial and Manufacturing Engineers	National	10	1	10.0 %	31.5 %	3	-2	National
2147 : Computer Engineers (except Software Engineers and Designers)	National	2	0	0.0 %	38.2 %	1	-1	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	32.3 %	0	0	National
2173 : Engineers and software designers	National	45	4	8.9 %	40.5 %	18	-14	National
2174: Programmers and Interactive Media Developers	National	1	0	0.0 %	31.5 %	0	0	National
4021: College teachers and other vocational instructors	National	13	0	0.0 %	13.4 %	2	-2	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	0	0.0 %	12.5 %	0	0	National
5121: Authors, writers and editors	National	1	0	0.0 %	10.7 %	0	0	National
5125: Translators, Terminologists and Interpreters	National	1	0	0.0 %	22.2 %	0	0	National
<b>04: Semi-professional and technical staff</b>		28	0	0.0 %	11.0 %	3	-3	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	4	0	0.0 %	12.3 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	11	0	0.0 %	9.5 %	1	-1	Quebec
2253 : Drafting Technologists and Technicians	Quebec	6	0	0.0 %	7.7 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	4	0	0.0 %	13.1 %	1	-1	Quebec
2282: User Support Agents	Quebec	3	0	0.0 %	18.2 %	1	-1	Quebec

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Members of Visible Minorities

Employment Equity Occupational Group	Internal location	All employees #	Members of Visible Minorities				Differ ence #	Place of recruitment
			Representation #	Availability %	Representation %	Availability %		
<b>07: Administrative and Senior Clerical Staff</b>		31	1	3.2 %	12.2 %	4	-3	
<b>Employment Equity Occupational Group</b>	Montreal	31	1	3.2 %	12.2 %	4	-3	Montreal
<b>09: Skilled workers and artisans</b>		14	0	0.0 %	2.9 %	0	0	
7231 : Machinists and Machining and Tooling Inspectors	Quebec	2	0	0.0 %	9.0 %	0	0	Quebec
7242 : Industrial Electricians	Quebec	1	0	0.0 %	4.1 %	0	0	Quebec
7312 : Heavy Equipment Mechanics	Quebec	10	0	0.0 %	1.5 %	0	0	Quebec
9241 : Power Plant Mechanics and Power System Operators	Quebec	1	0	0.0 %	3.1 %	0	0	Quebec
<b>10 : Office staff</b>		4	0	0.0 %	17.4 %	1	-1	
<b>Employment Equity Occupational Group</b>	Montreal	4	0	0.0 %	17.4 %	1	-1	Montreal
<b>11: Intermediate sales and service personnel</b>		8	0	0.0 %	22.2 %	2	-2	
<b>Employment Equity Occupational Group</b>	Montreal	8	0	0.0 %	22.2 %	2	-2	Montreal
<b>12: Skilled Manual Workers</b>		8	0	0.0 %	22.7 %	2	-2	
<b>Employment Equity Occupational Group</b>	Montreal	8	0	0.0 %	22.7 %	2	-2	Montreal
<b>13: Other sales and service personnel</b>		1	0	0.0 %	24.3 %	0	0	
<b>Employment Equity Occupational Group</b>	Montreal	1	0	0.0 %	24.3 %	0	0	Montreal
<b>Total</b>		259	10	3.9 %	22.4 %	58	-48	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2011 National Household Survey and internal employer data

## Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Persons with disabilities

Employment Equity Occupational Group	Internal location	All employees #	Persons with disabilities				Differ ence #	Place of recruitment
			Representation #	Availability %	Availability %	#		
01/02 : Executives	National	41	2	4.9 %	4.3 %	2	0	National
03: Professionals	National	124	2	1.6 %	3.8 %	5	-3	National
04: Semi-professional and technical staff	National	28	0	0.0 %	4.6 %	1	-1	National
07: Administrative and Senior Clerical Staff	National	31	1	3.2 %	3.4 %	1	0	National
09: Skilled workers and artisans	National	14	0	0.0 %	3.8 %	1	-1	National
10 : Office staff	National	4	0	0.0 %	7.0 %	0	0	National
11: Intermediate sales and service personnel	National	8	0	0.0 %	5.6 %	0	0	National
12: Skilled Manual Workers	National	8	0	0.0 %	4.8 %	0	0	National
13: Other sales and service personnel	National	1	0	0.0 %	6.3 %	0	0	National
<b>Total</b>		<b>259</b>	<b>5</b>	<b>1.9 %</b>	<b>4.1 %</b>	<b>10</b>	<b>-5</b>	

The total does not necessarily equal the sum of the components due to rounding.

Sources: 2012 Canadian Disability Survey and internal employer data





## Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



**Default Workforce Analysis System - Detailed Report**

Date: 2018-05-30

**Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Staff 09:	CPEME	National
Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
13: Other sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	

**Default Workforce Analysis System - Summary Report**

Date: 2018-05-30

**Women**

Employment Equity Occupational Group	All employees #	Representation		Women Availability		Difference #
		#	%	%	#	
01: Senior Management	4	0	0.0 %	27.4 %	1	-1
02: Middle management and other directors	37	3	8.1 %	38.9 %	14	-11
03: Professionals	124	17	13.7 %	24.3 %	30	-13
04: Semi-professional and technical staff	28	0	0.0 %	18.7 %	5	-5
07: Administrative and Senior Clerical Staff	31	20	64.5 %	80.8 %	25	-5
09: Skilled workers and artisans	14	0	0.0 %	2.4 %	0	0
10 : Office staff	4	1	25.0 %	62.5 %	3	-2
11: Intermediate sales and service personnel	8	1	12.5 %	61.8 %	5	-4
12: Skilled Manual Workers	8	4	50.0 %	18.4 %	1	3
13: Other sales and service personnel	1	0	0.0 %	51.1 %	1	-1
<b>Total</b>	<b>259</b>	<b>46</b>	<b>17.8 %</b>	<b>33.1 %</b>	<b>85</b>	<b>-39</b>

The total does not necessarily equal the sum of the components due to rounding.

**Default Workforce Analysis System - Summary Report**

Date: 2018-05-30

**Aboriginal**

Employment Equity Occupational Group	Aboriginal					
	All employees	Representation		Availability		Difference
		#	#	%	%	
01: Senior Management	4	0	0.0%	2.9%	0	0
02: Middle management and other directors	37	0	0.0%	2.2%	1	-1
03: Professionals	124	0	0.0%	1.0%	1	-1
04: Semi-professional and technical staff	28	0	0.0%	1.1%	0	0
07: Administrative and Senior Clerical Staff	31	0	0.0%	0.7%	0	0
09: Skilled workers and artisans	14	0	0.0%	2.0%	0	0
10 : Office staff	4	0	0.0%	0.8%	0	0
11: Intermediate sales and service personnel	8	0	0.0%	0.9%	0	0
12: Skilled Manual Workers	6	0	0.0%	0.9%	0	0
13: Other sales and service personnel	1	0	0.0%	0.8%	0	0
<b>Total</b>	<b>259</b>	<b>0</b>	<b>0.0%</b>	<b>1.2%</b>	<b>2</b>	<b>-2</b>

The total does not necessarily equal the sum of the components due to rounding.

**Default Workforce Analysis System - Summary Report**

Date: 2018-05-30

**Members of Visible Minorities**

Employment Equity Occupational Group	All employees #	Members of Visible Minorities				Differ ence #
		Representation		Availability		
		#	%	%	%	
01: Senior Management	4	0	0.0 %	10.1 %	0	0
02: Middle management and other directors	37	1	2.7 %	15.0 %	6	-5
03: Professionals	124	8	6.5 %	32.4 %	40	-32
04: Semi-professional and technical staff	28	0	0.0 %	11.0 %	3	-3
07: Administrative and Senior Clerical Staff	31	1	3.2 %	12.2 %	4	-3
09: Skilled workers and artisans	14	0	0.0 %	2.9 %	0	0
10 : Office staff	4	0	0.0 %	17.4 %	1	-1
11: Intermediate sales and service personnel	8	0	0.0 %	22.2 %	2	-2
12: Skilled Manual Workers	8	0	0.0 %	22.7 %	2	-2
13: Other sales and service personnel	1	0	0.0 %	24.3 %	0	0
<b>Total</b>	<b>259</b>	<b>10</b>	<b>3.9 %</b>	<b>22.4 %</b>	<b>58</b>	<b>-48</b>

The total does not necessarily equal the sum of the components due to rounding.

**Default Workforce Analysis System - Summary Report**

Date: 2018-05-30

**Persons with disabilities**

Employment Equity Occupational Group	All employees #	Persons with disabilities				Differ ence #	%
		Representation #	Availability %	Availability %	Representation #		
01/02 : Executives	41	2	4.9 %	4.3 %	2	0	
03: Professionals	124	2	1.6 %	3.8 %	5	-3	
04: Semi-professional and technical staff	28	0	0.0 %	4.6 %	1	-1	
07: Administrative and Senior Clerical Staff	31	1	3.2 %	3.4 %	1	0	
09: Skilled workers and artisans	14	0	0.0 %	3.8 %	1	-1	
10 : Office staff	4	0	0.0 %	7.0 %	0	0	
11: Intermediate sales and service personnel	8	0	0.0 %	5.6 %	0	0	
12: Skilled Manual Workers	8	0	0.0 %	4.8 %	0	0	
13: Other sales and service personnel	1	0	0.0 %	6.3 %	0	0	
<b>Total</b>	<b>259</b>	<b>5</b>	<b>1.9 %</b>	<b>4.1 %</b>	<b>10</b>	<b>-5</b>	

The total does not necessarily equal the sum of the components due to rounding.



## Default Workforce Analysis System - Summary Report

Date: 2018-05-30

### Default Data for Workforce Analysis - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01: Senior Management	EEOG	National
02: Middle management and other directors	EEOG	National
03: Professionals	CNP	National
04: Semi-professional and technical staff	CNP	Provincial
06 : Foremen	CNP	Provincial
07: Administrative and Senior Clerical Staff	EEOG	CMA
09: Skilled workers and artisans	CNP	Provincial
10 : Office staff	EEOG	CMA
11: Intermediate sales and service personnel	EEOG	CMA
12: Skilled Manual Workers	EEOG	CMA
13: Other sales and service personnel	EEOG	CMA



**Default Workforce Analysis System - Summary Report**

Date: 2018-05-30

**Default Data for Workforce Analysis - Persons with Disabilities**

Employment Equity Occupational Group	Perform an analysis by	Place of recruitment
01/02 : Executives	CPEME	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	CPEME	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Staff 09:	CPEME	National
Skilled Workers and Craftspeople	CPEME	National
10 : Clerical staff	CPEME	National
1111: Intermediate sales and service personnel 12:	CPEME	National
Skilled manual workers	CPEME	National
13: Other sales and service personnel	CPEME	National
	CPEME	
	CPEME	
	CPEME	
	CPEME	



**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Rheinmetall Canada Inc.**

**30-05-2018**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	05	20

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	30

**Table 1: Women**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	4	1	27.4
02	Middle & Other Managers	25	3	38.9
03	Professionals	73	13	23.6
04	Semi-Professionals & Technicians	22	4	17.5
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	1	0	14.7
07	Administrative & Senior Clerical Personnel	25	6	80.8
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	9	0	2.9
10	Clerical Personnel	3	1	62.5
11	Intermediate Sales & Service Personnel	5	2	61.8
12	Semi-Skilled Manual Workers	13	2	18.4
13	Other Sales & Service Personnel	1	0	51.1
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>181</b>	<b>32</b>	<b>33.4</b>

**Table 5: Women**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		4	0	27.4
		37	3	38.9
		124	17	24.3
		28	0	18.7
		0	0	0.0
		0	0	0.0
		31	20	80.8
		0	0	0.0
		14	0	2.4
		4	1	62.5
		8	1	61.8
		8	4	18.4
		1	0	51.1
		0	0	0.0
<b>Total</b>		<b>259</b>	<b>46</b>	<b>33.1</b>

**\* Source:**  
2011 National Household Survey

**\* Source:**  
2011 National Household Survey

**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Rheinmetall Canada Inc.**

**30-05-2018**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	05	20

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	30

**Table 2: Aboriginal Peoples**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
01	Senior Managers	4	0	2.9
02	Middle & Other Managers	25	0	2.2
03	Professionals	73	0	1.0
04	Semi-Professionals & Technicians	22	0	1.0
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	1	0	0.0
07	Administrative & Senior Clerical Personnel	25	0	0.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	9	0	1.8
10	Clerical Personnel	3	0	0.8
11	Intermediate Sales & Service Personnel	5	0	0.9
12	Semi-Skilled Manual Workers	13	0	0.9
13	Other Sales & Service Personnel	1	0	0.8
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>181</b>	<b>0</b>	<b>1.2</b>

**\* Source:**  
2011 National Household Survey

**Table 6: Aboriginal Peoples**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Aboriginal Peoples	
			Representation	Availability*
		#	#	%
		4	0	2.9
		37	0	2.2
		124	0	1.0
		28	0	1.1
		0	0	0.0
		0	0	0.0
		31	0	0.7
		0	0	0.0
		14	0	2.0
		4	0	0.8
		8	0	0.9
		8	0	0.9
		1	0	0.8
		0	0	0.0
<b>Total</b>		<b>259</b>	<b>0</b>	<b>1.2</b>

**\* Source:**  
2011 National Household Survey



**Federal Contractors Program Achievement Report**

**Part 1: Workforce Analysis**

**Rheinmetall Canada Inc.**

**30-05-2018**

**Data from First/Previous Workforce Analysis**

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	05	20

**Data from Subsequent/Current Workforce Analysis**

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	05	30

**Table 4: Persons with Disabilities**

**First/Previous Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
01/02	Managers	29	3	4.3
03	Professionals	73	2	3.8
04	Semi-Professionals & Technicians	22	0	4.6
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	1	0	7.8
07	Administrative & Senior Clerical Personnel	25	1	3.4
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	9	0	3.8
10	Clerical Personnel	3	0	7.0
11	Intermediate Sales & Service Personnel	5	0	5.6
12	Semi-Skilled Manual Workers	13	0	4.8
13	Other Sales & Service Personnel	1	0	6.3
14	Other Manual Workers	0	0	0.0
<b>Total</b>		<b>181</b>	<b>6</b>	<b>4.1</b>

**Table 8: Persons with Disabilities**

**Subsequent/Current Workforce Analysis**

Employment Equity Occupational Group (EEOG)		All Employees	Persons with Disabilities	
			Representation	Availability*
		#	#	%
		41	2	4.3
		124	2	3.8
		28	0	4.6
		0	0	0.0
		0	0	0.0
		31	1	3.4
		0	0	0.0
		14	0	3.8
		4	0	7.0
		8	0	5.6
		8	0	4.8
		1	0	6.3
		0	0	0.0
<b>Total</b>		<b>259</b>	<b>5</b>	<b>4.1</b>

**\* Source:**  
2012 Canadian Survey on Disability

**\* Source:**  
2012 Canadian Survey on Disability

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Rheinmetall Canada Inc.**

**30-05-2018**

Start Date of Flow Data		
YYYY	MM	DD
2015	05	20

End Date of Flow Data		
YYYY	MM	DD
2018	05	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 1: Women**

**Table 5: Women**

**Table 9: Women**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	14	1	0	0
03 Professionals	75	11	0	0
04 Semi-Professionals & Technicians	9	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	15	8	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	4	0
12 Semi-Skilled Manual Workers	2	1	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>120</b>	<b>21</b>	<b>4</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted
#	#	#	#
2	0	0	0
13	2	0	0
32	7	0	0
3	0	0	0
0	0	0	0
0	0	0	0
6	5	0	0
0	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
<b>62</b>	<b>14</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
#	#	#	#
1	0	0	0
8	0	0	0
25	4	0	0
4	0	0	0
0	0	0	0
1	0	0	0
5	3	0	0
0	0	0	0
1	0	0	0
2	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>47</b>	<b>8</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Rheinmetall Canada Inc.**

**30-05-2018**

Start Date of Flow Data		
YYYY	MM	DD
2015	05	20

End Date of Flow Data		
YYYY	MM	DD
2018	05	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 2: Aboriginal Peoples**

**Table 6: Aboriginal Peoples**

**Table 10: Aboriginal Peoples**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	14	0	0	0
03 Professionals	75	0	0	0
04 Semi-Professionals & Technicians	9	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	15	0	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	4	0
12 Semi-Skilled Manual Workers	2	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>120</b>	<b>0</b>	<b>4</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Promoted	Aboriginal Peoples Promoted	All Employees Promoted	Aboriginal Peoples Promoted
#	#	#	#
2	0	0	0
13	0	0	0
32	0	0	0
3	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
5	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
<b>62</b>	<b>0</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
#	#	#	#
1	0	0	0
8	0	0	0
25	0	0	0
4	0	0	0
0	0	0	0
1	0	0	0
5	0	0	0
0	0	0	0
1	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>47</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Federal Contractors Program Achievement Report**

**Part 2: Flow Data Analysis**

**Rheinmetall Canada Inc.**

**30-05-2018**

Start Date of Flow Data		
YYYY	MM	DD
2015	05	20

End Date of Flow Data		
YYYY	MM	DD
2018	05	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 3: Persons with Disabilities**

**Table 7: Persons with Disabilities**

**Table 11: Persons with Disabilities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	14	0	0	0
03 Professionals	75	0	0	0
04 Semi-Professionals & Technicians	9	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	15	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	4	0
12 Semi-Skilled Manual Workers	2	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>120</b>	<b>1</b>	<b>4</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
2	0	0	0
13	1	0	0
32	1	0	0
3	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
5	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
<b>62</b>	<b>2</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
1	0	0	0
8	1	0	0
25	0	0	0
4	0	0	0
0	0	0	0
1	0	0	0
5	1	0	0
0	0	0	0
1	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>47</b>	<b>2</b>	<b>0</b>	<b>0</b>

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**Part 2: Flow Data Analysis**

**Rheinmetall Canada Inc.**

**30-05-2018**

Start Date of Flow Data		
YYYY	MM	DD
2015	05	20

End Date of Flow Data		
YYYY	MM	DD
2018	05	30

**Data from Form 4 - Employees Hired**

**Data from Form 5 - Employees Promoted**

**Data from Form 6 - Employees Terminated**

**Table 4: Members of Visible Minorities**

**Table 8: Members of Visible Minorities**

**Table 12: Members of Visible Minorities**

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Members of Visible Minorities Hired	All Employees Hired	Members of Visible Minorities Hired
	#	#	#	#
	01 Senior Managers	1	0	0
02 Middle & Other Managers	14	0	0	0
03 Professionals	75	3	0	0
04 Semi-Professionals & Technicians	9	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	15	1	0	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	3	0	0	0
10 Clerical Personnel	1	0	0	0
11 Intermediate Sales & Service Personnel	0	0	4	0
12 Semi-Skilled Manual Workers	2	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
<b>Total</b>	<b>120</b>	<b>4</b>	<b>4</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Promoted	Members of Visible Minorities Promoted	All Employees Promoted	Members of Visible Minorities Promoted
#	#	#	#
2	0	0	0
13	0	0	0
32	1	0	0
3	0	0	0
0	0	0	0
0	0	0	0
6	0	0	0
0	0	0	0
5	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
<b>62</b>	<b>1</b>	<b>0</b>	<b>0</b>

Full-time / National		Part-time / National	
All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated
#	#	#	#
1	0	0	0
8	0	0	0
25	2	0	0
4	0	0	0
0	0	0	0
1	0	0	0
5	0	0	0
0	0	0	0
1	0	0	0
2	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>47</b>	<b>2</b>	<b>0</b>	<b>0</b>



**Federal Contractors Program Achievement Report**

**Part 3: Goals**

Rheinmetall Canada Inc.

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**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
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 + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

**Table 1: Women**

Employment Equity Occupational Group (EOG)	All Employees																	First/Previous Short-term Goals				Women			
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years						
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY												
	2015-05-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-05-20	Annually	Over 3 Years	2015	2018													
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%							
01 Senior Managers	4	0.0%		0	25.0%		0	0	1	0.0%	0	0	0	0	27.4%	0	0	25.0%	25.0%						
02 Middle & Other Managers	25	14.0%		0	25.8%		0	0	3	0.0%	0	7	0	38.9%	-7	-7	12.0%	12.0%							
03 Professionals	73	19.3%		0	25.4%		0	0	13	0.0%	0	4	0	23.6%	-4	-4	17.8%	17.8%							
04 Semi-Professionals & Tech	22	8.4%		0	16.0%		0	0	4	0.0%	0	0	0	17.5%	0	0	18.2%	18.2%							
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
06 Supervisors: Crafts & Trades	1	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	14.7%	0	0	0.0%	0.0%							
07 Administrative & Sr Clerical	25	7.4%		0	17.9%		0	0	6	0.0%	0	14	0	80.8%	-14	-14	24.0%	24.0%							
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
09 Skilled Crafts & Trades	9	15.9%		0	8.7%		0	0	0	0.0%	0	0	0	2.9%	0	0	0.0%	0.0%							
10 Clerical Personnel	3	10.1%		0	57.1%		0	0	1	0.0%	0	1	0	62.5%	-1	-1	33.3%	33.3%							
11 Intermediate Sales & Service	5	17.0%		0	0.0%		0	0	2	0.0%	0	1	0	61.8%	-1	-1	40.0%	40.0%							
12 Semi-Skilled Manual	13	-14.9%		0	0.0%		0	0	2	0.0%	0	0	0	18.4%	0	0	15.4%	15.4%							
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	1	0	51.1%	-1	-1	0.0%	0.0%							
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!							
<b>Total</b>	<b>181</b>	<b>12.7%</b>		<b>0</b>	<b>21.4%</b>		<b>0</b>	<b>0</b>	<b>32</b>	<b>0.0%</b>	<b>0</b>	<b>28</b>	<b>0</b>	<b>33.4%</b>	<b>-28</b>	<b>-28</b>	<b>17.7%</b>	<b>17.7%</b>							

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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 (EOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	1	0.0	6	0.0	
03 Professionals	2	0.0	2	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	3	0.0	11	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	1	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	1	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	1	0.0	

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Part 3: Goals

Rheinmetall Canada Inc.

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14	Other Manual Workers	0	0.0	0	0.0
Total		7		21	

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**Part 3: Goals**

Rheinmetall Canada Inc.

30-05-2018

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 3: Aboriginal Peoples  
First/Previous Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
	2015-05-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-05-20	Annually	Over 3 Years	2015	2018							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	4	0.0%		0	25.0%		0	0	0	0.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	25	14.0%		0	25.8%		0	0	0	0.0%	0	1	0	2.2%	-1	-1	0.0%	0.0%	
03 Professionals	73	19.3%		0	25.4%		0	0	0	0.0%	0	1	0	1.0%	-1	-1	0.0%	0.0%	
04 Semi-Professionals & Tech	22	8.4%		0	16.0%		0	0	0	0.0%	0	0	0	1.0%	0	0	0.0%	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	1	-100.0%		0	200.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	25	7.4%		0	17.9%		0	0	0	0.0%	0	0	0	0.7%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	9	15.9%		0	8.7%		0	0	0	0.0%	0	0	0	1.8%	0	0	0.0%	0.0%	
10 Clerical Personnel	3	10.1%		0	57.1%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	5	17.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	13	-14.9%		0	0.0%		0	0	0	0.0%	0	0	0	0.9%	0	0	0.0%	0.0%	
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.8%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
<b>Total</b>	<b>181</b>	<b>12.7%</b>		<b>0</b>	<b>21.4%</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1.2%</b>	<b>-2</b>	<b>-2</b>	<b>0.0%</b>	<b>0.0%</b>	

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

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

**Table 4: Aboriginal Peoples**

Employment Equity Occupational Group (EOG)	Aboriginal Peoples				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	1	0.0	
03 Professionals	0	0.0	1	0.0	
04 Semi-Professionals & Tech	0	0.0	0	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	0	0.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	0.0	0	0.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		0		2	

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**Part 3: Goals**

Rheinmetall Canada Inc.

30-05-2018

**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	

**Table 5: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		All Employees															Persons with Disabilities				
		First/Previous Short-term Goals															3 Year Goals				
		Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	From - To		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years			
		Number	Actual		Projected		Actual		Projected			Number	From - To								
		YYYY-MM-DD	Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years	Actual	Over 3 Years	2015	2018	2015	2018	%	#	#	%	%		
01/02	Managers	29	7.0%	#VALUE!	25.4%		0	#VALUE!	3	0.0%	0	#VALUE!	#VALUE!		4.3%	2	#VALUE!	10.3%	#VALUE!		
03	Professionals	73	19.3%	0	25.4%		0	0	2	0.0%	0	1	0		3.8%	-1	-1	2.7%	2.7%		
04	Semi-Professionals & Tech	22	8.4%	0	16.0%		0	0	0	0.0%	0	1	0		4.6%	-1	-1	0.0%	0.0%		
05	Supervisors	0	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
06	Supervisors: Crafts & Trades	1	-100.0%	0	200.0%		0	0	0	0.0%	0	0	0		7.8%	0	0	0.0%	0.0%		
07	Administrative & Sr Clerical	25	7.4%	0	17.9%		0	0	1	0.0%	0	0	0		3.4%	0	0	4.0%	4.0%		
08	Skilled Sales & Service	0	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
09	Skilled Crafts & Trades	9	15.9%	0	8.7%		0	0	0	0.0%	0	0	0		3.8%	0	0	0.0%	0.0%		
10	Clerical Personnel	3	10.1%	0	57.1%		0	0	0	0.0%	0	0	0		7.0%	0	0	0.0%	0.0%		
11	Intermediate Sales & Service	5	17.0%	0	0.0%		0	0	0	0.0%	0	0	0		5.6%	0	0	0.0%	0.0%		
12	Semi-Skilled Manual	13	-14.9%	0	0.0%		0	0	0	0.0%	0	1	0		4.8%	-1	-1	0.0%	0.0%		
13	Other Sales & Service	1	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		6.3%	0	0	0.0%	0.0%		
14	Other Manual Workers	0	0.0%	0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!		
Total		181	12.7%		21.4%		0	0	6	0.0%	0	1	0		4.1%	-1	-1	3.3%	3.3%		

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/2</sup> - 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 (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		#	%	#	%	
01/02	Managers	0	0.0	0	0.0	
03	Professionals	0	0.0	1	0.0	
04	Semi-Professionals & Tech	0	0.0	1	0.0	
05	Supervisors	0	0.0	0	0.0	
06	Supervisors: Crafts & Trades	0	0.0	0	0.0	
07	Administrative & Sr Clerical	0	0.0	0	0.0	
08	Skilled Sales & Service	0	0.0	0	0.0	
09	Skilled Crafts & Trades	0	0.0	0	0.0	
10	Clerical Personnel	0	0.0	0	0.0	
11	Intermediate Sales & Service	0	0.0	0	0.0	
12	Semi-Skilled Manual	0	0.0	1	0.0	
13	Other Sales & Service	0	0.0	0	0.0	
14	Other Manual Workers	0	0.0	0	0.0	
Total		0		3		

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**Data for First/Previous Goals**

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + 1	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 7: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	All Employees										Members of Visible Minorities								
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	From - To		YYYY - YYYY						
	2015-05-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-05-20	Annually	Over 3 Years	2015	2018							
	#	%	%	#	%	%	#	#	%	#	#	%	%						
01 Senior Managers	4	0.0%		0	25.0%		0	0	0.0%	0	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	25	14.0%		0	25.8%		0	1	0.0%	0	3	0	0	15.0%	-3	-3	4.0%	4.0%	
03 Professionals	73	19.3%		0	25.4%		0	7	0.0%	0	17	0	0	32.6%	-17	-17	9.6%	9.6%	
04 Semi-Professionals & Tech	22	8.4%		0	16.0%		0	0	0.0%	0	2	0	0	10.2%	-2	-2	0.0%	0.0%	
05 Supervisors	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
06 Supervisors: Crafts & Trades	1	-100.0%		0	200.0%		0	0	0.0%	0	0	0	0	5.3%	0	0	0.0%	0.0%	
07 Administrative & Sr Clerical	25	7.4%		0	17.9%		0	1	0.0%	0	2	0	0	12.2%	-2	-2	4.0%	4.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	9	15.9%		0	8.7%		0	0	0.0%	0	0	0	0	3.6%	0	0	0.0%	0.0%	
10 Clerical Personnel	3	10.1%		0	57.1%		0	0	0.0%	0	1	0	0	17.4%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	5	17.0%		0	0.0%		0	0	0.0%	0	1	0	0	22.2%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	13	-14.9%		0	0.0%		0	0	0.0%	0	3	0	0	22.7%	-3	-3	0.0%	0.0%	
13 Other Sales & Service	1	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	24.3%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0.0%	0	0	0	0	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	181	12.7%		0	21.4%		0	9	0.0%	0	29	0	0	21.2%	-29	-29	5.0%	5.0%	

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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 (EOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	0.0	0	0.0	
02 Middle & Other Managers	0	0.0	3	0.0	
03 Professionals	3	0.0	14	0.0	
04 Semi-Professionals & Tech	0	0.0	2	0.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	0.0	2	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	1	0.0	
11 Intermediate Sales & Service	0	0.0	1	0.0	
12 Semi-Skilled Manual	0	0.0	3	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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14	Other Manual Workers	0	0.0	0	0.0
Total		3		26	



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**Data for Subsequent/Current Goals**

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

**Table 9: Women**

Employment Equity Occupational Group (EOG)	All Employees								Subsequent/Current Short-term Goals										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		Over 3 Years	From - To					
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-30	Annually	Over 3 Years	2018	2021							
	#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%	
01 Senior Managers	4	0.0%	0.0%	0	25.0%	5.0%	1	1	0	5.0%	0	1	0	27.4%	27.4%	-1	-1	0.0%	0.0%
02 Middle & Other Managers	37	14.0%	8.0%	9	25.8%	2.0%	2	11	3	2.0%	0	15	4	40.0%	38.9%	-11	-11	8.1%	15.2%
03 Professionals	124	19.3%	7.8%	29	25.4%	2.0%	7	36	17	2.0%	1	21	11	30.0%	24.3%	-13	-10	13.7%	17.6%
04 Semi-Professionals & Tech	28	8.4%	7.0%	6	16.0%	2.0%	2	8	0	2.0%	0	6	2	25.0%	18.7%	-5	-4	0.0%	5.9%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	31	7.4%	9.0%	8	17.9%	1.0%	1	9	20	1.0%	1	13	0	80.8%	0.0%	-5	-13	64.5%	48.7%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	14	15.9%	10.0%	4	8.7%	0.0%	0	4	0	0.0%	0	0	0	2.4%	0	0	0	0.0%	0.0%
10 Clerical Personnel	4	10.1%	5.0%	1	57.1%	0.0%	0	1	1	0.0%	0	2	1	50.0%	62.5%	-2	-1	25.0%	40.0%
11 Intermediate Sales & Service	8	17.0%	8.0%	2	0.0%	0.0%	0	2	1	0.0%	0	5	1	50.0%	61.8%	-4	-4	12.5%	20.0%
12 Semi-Skilled Manual	8	-14.9%	8.0%	2	0.0%	0.0%	0	2	4	0.0%	0	-2	0	18.4%	3	2	50.0%	40.0%	
13 Other Sales & Service	1	0.0%	0.4%	0	0.0%	0.0%	0	0	0	0.0%	0	1	0	50.0%	51.1%	-1	-1	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	#DIV/0!	#DIV/0!
<b>Total</b>	<b>259</b>	<b>12.7%</b>	<b>7.8%</b>	<b>61</b>	<b>21.4%</b>	<b>1.7%</b>	<b>13</b>	<b>74</b>	<b>46</b>	<b>1.7%</b>	<b>2</b>	<b>62</b>	<b>30</b>	<b>40.0%</b>	<b>33.1%</b>	<b>-40</b>	<b>-32</b>	<b>17.8%</b>	<b>23.1%</b>

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

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

**Table 10: Women**

Employment Equity Occupational Group (EOG)	Women		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	27.4	27.4	
02 Middle & Other Managers	40.0	38.9	
03 Professionals	30.0	24.3	
04 Semi-Professionals & Tech	25.0	18.7	
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	50.0	50.0	
11 Intermediate Sales & Service	50.0	50.0	
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	50.0	50.0	
14 Other Manual Workers	0.0		

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Total		40.0			
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**Data for Subsequent/Current Goals**

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

**Table 11: Aboriginal Peoples**

**Subsequent/Current Short-term Goals**

Employment Equity Occupational Group (EOG)	All Employees								Aboriginal Peoples										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To					
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-30	Annually	Over 3 Years	Years	2018	2021						
	#	%	%	#	%	%	#	#	#	%	#	#	%	%	%	#	#	%	%
01 Senior Managers	4	0.0%	0.0%	0	25.0%	5.0%	1	1	0	5.0%	0	0	0	0	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	37	14.0%	8.0%	9	25.8%	2.0%	2	11	0	2.0%	0	1	0	2.2%	2.2%	-1	-1	0.0%	0.0%
03 Professionals	124	19.3%	7.8%	29	25.4%	2.0%	7	36	0	2.0%	0	2	0	1.0%	1.0%	-1	-2	0.0%	0.0%
04 Semi-Professionals & Tech	28	8.4%	7.0%	6	16.0%	2.0%	2	8	0	2.0%	0	0	0	1.1%	1.1%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	31	7.4%	9.0%	8	17.9%	1.0%	1	9	0	1.0%	0	0	0	0.7%	0.7%	0	0	0.0%	0.0%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	14	15.9%	10.0%	4	8.7%	0.0%	0	4	0	0.0%	0	0	0	2.0%	2.0%	0	0	0.0%	0.0%
10 Clerical Personnel	4	10.1%	5.0%	1	57.1%	0.0%	0	1	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%
11 Intermediate Sales & Service	8	17.0%	8.0%	2	0.0%	0.0%	0	2	0	0.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%
12 Semi-Skilled Manual	8	-14.9%	8.0%	2	0.0%	0.0%	0	2	0	0.0%	0	0	0	0.9%	0.9%	0	0	0.0%	0.0%
13 Other Sales & Service	1	0.0%	0.4%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.8%	0.8%	0	0	0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total	259	12.7%	7.8%	61	21.4%	1.7%	13	74	0	1.7%	0	4	1	1.2%	1.2%	-3	-3	0.0%	0.3%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis ÷ Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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 (EOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	2.2	2.2	
03 Professionals	1.0	1.2	We will make efforts to hire at least one Indigenous person in this category.
04 Semi-Professionals & Tech	0.0		
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	0.0		
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	0.0		
11 Intermediate Sales & Service	0.0		
12 Semi-Skilled Manual	0.0		
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		

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Total		1.2	0.0
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**Part 3: Goals**

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**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 <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	K x L x 3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K = C	(K - M + O) ÷ (C + F)	
	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓

**Table 13: Persons with Disabilities**

Employment Equity Occupational Group (EOG)		Subsequent/Current Short-term Goals																		
		All Employees								Persons with Disabilities										
		Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
			YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	Present Availability					
		2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	#	2018-05-30	Annually	Over 3 Years	#	2018	2021	%	%	#	#	%
#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	%	#	#	%	%	
01/02	Managers	41	7.0%	8.0%	10	25.4%	7.0%	9	19	2	7.0%	0	0	0	0	4.3%	0	0	4.9%	3.9%
03	Professionals	124	19.3%	7.8%	29	25.4%	2.0%	7	36	2	2.0%	0	4	1	3.8%	3.8%	-3	-3	1.6%	2.0%
04	Semi-Professionals & Tech	28	8.4%	7.0%	6	16.0%	2.0%	2	8	0	2.0%	0	2	1	8.0%	4.6%	-1	-1	0.0%	2.9%
05	Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06	Supervisors: Crafts & Trades	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07	Administrative & Sr Clerical	31	7.4%	9.0%	8	17.9%	1.0%	1	9	1	1.0%	0	0	0	3.4%	0	0	3.2%	2.6%	
08	Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09	Skilled Crafts & Trades	14	15.9%	10.0%	4	8.7%	0.0%	0	4	0	0.0%	0	1	0	3.8%	3.8%	-1	-1	0.0%	0.0%
10	Clerical Personnel	4	10.1%	5.0%	1	57.1%	0.0%	0	1	0	0.0%	0	0	0	7.0%	0	0	0.0%	0.0%	
11	Intermediate Sales & Service	8	17.0%	8.0%	2	0.0%	0.0%	0	2	0	0.0%	0	1	0	5.6%	0	-1	0.0%	0.0%	
12	Semi-Skilled Manual	8	-14.9%	8.0%	2	0.0%	0.0%	0	2	0	0.0%	0	0	0	4.8%	0	0	0.0%	0.0%	
13	Other Sales & Service	1	0.0%	0.4%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	6.3%	0	0	0.0%	0.0%	
14	Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
Total		259	12.7%	7.8%	61	21.4%	1.7%	13	74	5	1.7%	0	8	3	4.1%	4.1%	-6	-5	1.9%	2.5%

† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis)<sup>1/3</sup> - 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 (EOG)		Persons with Disabilities				Comments
		Short-term Goals		Long-term Goals		
		%	%	%	%	
01/02	Managers		0.0			
03	Professionals		3.8		3.8	
04	Semi-Professionals & Tech		8.0		8.0	
05	Supervisors		0.0			
06	Supervisors: Crafts & Trades		0.0			
07	Administrative & Sr Clerical		0.0			
08	Skilled Sales & Service		0.0			
09	Skilled Crafts & Trades		3.8		3.8	
10	Clerical Personnel		0.0			
11	Intermediate Sales & Service		0.0			
12	Semi-Skilled Manual		0.0			
13	Other Sales & Service		0.0			
14	Other Manual Workers		0.0			
Total			4.1		2.0	

**Federal Contractors Program Achievement Report**

**Part 3: Goals**

Rheinmetall Canada Inc.

30-05-2018

**Data for Subsequent/Current Goals**

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

**Table 15: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Subsequent/Current Short-term Goals																		
	All Employees								Members of Visible Minorities										
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected	Actual	Projected	Actual			Projected	Over 3 Years		From - To	YYYY - YYYY					
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-05-30	Annually	Over 3 Years	2018	2021							
#	%	%	#	%	%	#	#	%	#	#	%	%	%	#	#	%	%		
01 Senior Managers	4	0.0%	0.0%	0	25.0%	5.0%	1	1	0	5.0%	0	0	0	10.1%	0	0	0.0%	0.0%	
02 Middle & Other Managers	37	14.0%	8.0%	9	25.8%	2.0%	2	11	1	2.0%	0	6	2	20.0%	15.0%	-5	-4	2.7%	6.5%
03 Professionals	124	19.3%	7.8%	29	25.4%	2.0%	7	36	8	2.0%	0	42	12	32.4%	32.4%	-32	-30	6.5%	13.1%
04 Semi-Professionals & Tech	28	8.4%	7.0%	6	16.0%	2.0%	2	8	0	2.0%	0	4	1	11.0%	11.0%	-3	-3	0.0%	2.9%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	0	-100.0%	0.0%	0	200.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	31	7.4%	9.0%	8	17.9%	1.0%	1	9	1	1.0%	0	4	2	20.0%	12.2%	-3	-2	3.2%	7.7%
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	14	15.9%	10.0%	4	8.7%	0.0%	0	4	0	0.0%	0	1	0	2.9%	0	-1	0.0%	0.0%	
10 Clerical Personnel	4	10.1%	5.0%	1	57.1%	0.0%	0	1	0	0.0%	0	1	0	17.4%	17.4%	-1	-1	0.0%	0.0%
11 Intermediate Sales & Service	8	17.0%	8.0%	2	0.0%	0.0%	0	2	0	0.0%	0	2	0	22.2%	22.2%	-2	-2	0.0%	0.0%
12 Semi-Skilled Manual	8	-14.9%	8.0%	2	0.0%	0.0%	0	2	0	0.0%	0	2	0	22.7%	22.7%	-2	-2	0.0%	0.0%
13 Other Sales & Service	1	0.0%	0.4%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	24.3%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
<b>Total</b>	<b>259</b>	<b>12.7%</b>	<b>7.8%</b>	<b>61</b>	<b>21.4%</b>	<b>1.7%</b>	<b>13</b>	<b>74</b>	<b>10</b>	<b>1.7%</b>	<b>1</b>	<b>63</b>	<b>17</b>	<b>22.4%</b>	<b>22.4%</b>	<b>-48</b>	<b>-46</b>	<b>3.9%</b>	<b>8.1%</b>

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

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

**Table 16: Members of Visible Minorities**

Employment Equity Occupational Group (EOG)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0		
02 Middle & Other Managers	20.0	20.0	
03 Professionals	32.4	32.4	
04 Semi-Professionals & Tech	11.0	11.0	
05 Supervisors	0.0		
06 Supervisors: Crafts & Trades	0.0		
07 Administrative & Sr Clerical	20.0	20.0	
08 Skilled Sales & Service	0.0		
09 Skilled Crafts & Trades	0.0		
10 Clerical Personnel	17.4	17.4	
11 Intermediate Sales & Service	22.2	22.2	
12 Semi-Skilled Manual	22.7	22.7	
13 Other Sales & Service	0.0		
14 Other Manual Workers	0.0		

Federal Contractors Program Achievement Report

Part 3: Goals

Rheinmetall Canada Inc.

30-05-2018

Total		22.4		4.0
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**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2015	4	1	25.0	27.4	1	0	91.2																	
	2018	4	0	0.0	27.4	1	-1	0.0	1	0	0.0	0	0	0	2	0	0.0	1	-1	1	0	0.0	0	0	0
02 Middle & Other Managers	2015	25	3	12.0	38.9	10	-7	30.8																	
	2018	37	3	8.1	38.9	14	-11	20.8	14	1	7.1	5	-4	13	2	15.4	2	0	8	0	0.0	1	-1		
03 Professionals	2015	73	13	17.8	23.6	17	-4	75.5																	
	2018	124	17	13.7	24.3	30	-13	56.4	75	11	14.7	18	-7	32	7	21.9	6	1	25	4	16.0	4	0		
04 Semi-Professionals & Technicians	2015	22	4	18.2	17.5	4	0	103.9																	
	2018	28	0	0.0	18.7	5	-5	0.0	9	0	0.0	2	-2	3	0	0.0	1	-1	4	0	0.0	1	-1		
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2015	1	0	0.0	14.7	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	1	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants										Goals										Comments
		Flow Data					Short-term Goals					Long-term Goals										
		All Employees	Women				All Employees	Women				All Employees	Women									
			Actual	Goal	Percent of Goal Met	Goal		Percent of Goal Met	Goal	Percent of Goal Met	Goal		Percent of Goal Met									
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%							
01 Senior Managers	2018	2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0						
	2021	2	0	0.0			27.4	0.0			27.4	0.0										
02 Middle & Other Managers	2018	19	3	15.8	1	300.0	0.0	0.0	6	50.0	0.0	0.0										
	2021	19	3	15.8			40.0	39.5			38.9	40.6										
03 Professionals	2018	82	18	22.0	2	900.0	0.0	0.0	2	900.0	0.0	0.0										
	2021	82	18	22.0			30.0	73.2			24.3	90.3										
04 Semi-Professionals & Technicians	2018	8	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	8	0	0.0			25.0	0.0			18.7	0.0										
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	0	0	0.0			0.0	0.0			0.0	0.0										
06 Supervisors: Crafts & Trades	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0										
	2021	-1	0	0.0			0.0	0.0			0.0	0.0										



**Federal Contractors Program Achievement Report**

**Part 4: Results - Women**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Women					All Employees	Women			All Employees	Women			All Employees	Women							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#					
07 Administrative & Senior Clerical	2015	25	6	24.0	80.8	20	-14	29.7																
	2018	31	20	64.5	80.8	25	-5	79.8	15	8	53.3	12	-4	6	5	83.3	1	4	5	3	60.0	1	2	
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2015	9	0	0.0	2.9	0	0	0.0																
	2018	14	0	0.0	2.4	0	0	0.0	3	0	0.0	0	0	5	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2015	3	1	33.3	62.5	2	-1	53.3																
	2018	4	1	25.0	62.5	3	-2	40.0	1	0	0.0	1	-1	0	0	0.0	0	0	2	1	50.0	1	0	
11 Intermediate Sales & Service Personnel	2015	5	2	40.0	61.8	3	-1	64.7																
	2018	8	1	12.5	61.8	5	-4	20.2	4	0	0.0	2	-2	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	13	2	15.4	18.4	2	0	83.6																
	2018	8	4	50.0	18.4	1	3	271.7	2	1	50.0	0	1	1	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women		Women		Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	16	13	81.3	3	433.3	0.0	0.0	11	118.2	0.0	0.0		
	2021	16	13	81.3			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	-1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			50.0	0.0			50.0	0.0		
11 Intermediate Sales & Service Personnel	2018	4	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	4	0	0.0			50.0	0.0			50.0	0.0		
12 Semi-Skilled Manual Workers	2018	3	1	33.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	3	1	33.3			0.0	0.0			0.0	0.0		

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**Part 4: Results - Women**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#	#	#	#	#		
13 Other Sales & Service Personnel	2015	1	0	0.0	51.1	1	-1	0.0																
	2018	1	0	0.0	51.1	1	-1	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0
Total	2015	181	32	17.7	33.4	60	-28	52.9																
	2018	259	46	17.8	33.1	86	-40	53.7	124	21	16.9	41	-20	62	14	22.6	11	3	47	8	17.0	8		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Women		Women				Women					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	%	#	%	%	#	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	0	0	0.0			50.0	0.0			50.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	139	35	25.2	7	500.0	0.0	0.0	21	166.7	0.0	0.0		
	2021	139	35	25.2			40.0	62.9			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference								
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2015	4	0	0.0	2.9	0	0	0.0																	
	2018	4	0	0.0	2.9	0	0	0.0	1	0	0.0	0	0	0	2	0	0.0	0	0	1	0	0.0	0	0	0
02 Middle & Other Managers	2015	25	0	0.0	2.2	1	-1	0.0																	
	2018	37	0	0.0	2.2	1	-1	0.0	14	0	0.0	0	0	0	13	0	0.0	0	0	8	0	0.0	0	0	0
03 Professionals	2015	73	0	0.0	1.0	1	-1	0.0																	
	2018	124	0	0.0	1.0	1	-1	0.0	75	0	0.0	1	-1	32	0	0.0	0	0	25	0	0.0	0	0	0	
04 Semi-Professionals & Technicians	2015	22	0	0.0	1.0	0	0	0.0																	
	2018	28	0	0.0	1.1	0	0	0.0	9	0	0.0	0	0	3	0	0.0	0	0	4	0	0.0	0	0	0	
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2015	1	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	2	0	0.0			0.0	0.0				0.0	0.0	0.0
02 Middle & Other Managers	2018	19	0	0.0	0	0.0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0
	2021	19	0	0.0			2.2	0.0				2.2	0.0	0.0
03 Professionals	2018	82	0	0.0	0	0.0	0.0	0.0	0.0	0.0	1	0.0	0.0	0.0
	2021	82	0	0.0			1.0	0.0				1.2	0.0	0.0
04 Semi-Professionals & Technicians	2018	8	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	8	0	0.0			0.0	0.0				0.0	0.0	0.0
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0				0.0	0.0	0.0
06 Supervisors: Crafts & Trades	2018	-1	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	-1	0	0.0			0.0	0.0				0.0	0.0	0.0

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2015	25	0	0.0	0.7	0	0	0.0																	
	2018	31	0	0.0	0.7	0	0	0.0	15	0	0.0	0	0	0	6	0	0.0	0	0	5	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	9	0	0.0	1.8	0	0	0.0																	
	2018	14	0	0.0	2.0	0	0	0.0	3	0	0.0	0	0	0	5	0	0.0	0	0	1	0	0.0	0	0	
10 Clerical Personnel	2015	3	0	0.0	0.8	0	0	0.0																	
	2018	4	0	0.0	0.8	0	0	0.0	1	0	0.0	0	0	0	0	0	0.0	0	0	2	0	0.0	0	0	
11 Intermediate Sales & Service Personnel	2015	5	0	0.0	0.9	0	0	0.0																	
	2018	8	0	0.0	0.9	0	0	0.0	4	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	13	0	0.0	0.9	0	0	0.0																	
	2018	8	0	0.0	0.9	0	0	0.0	2	0	0.0	0	0	0	1	0	0.0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
07 Administrative & Senior Clerical	2018	16	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	16	0	0.0			0.0	0.0				0.0	0.0	0.0
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	0	0	0.0			0.0	0.0				0.0	0.0	0.0
09 Skilled Crafts & Trades Workers	2018	7	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	7	0	0.0			0.0	0.0				0.0	0.0	0.0
10 Clerical Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	-1	0	0.0			0.0	0.0				0.0	0.0	0.0
11 Intermediate Sales & Service Personnel	2018	4	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	4	0	0.0			0.0	0.0				0.0	0.0	0.0
12 Semi-Skilled Manual Workers	2018	3	0	0.0	0	0.0	0.0	0.0	0.0	0.0	0	0.0	0.0	0.0
	2021	3	0	0.0			0.0	0.0				0.0	0.0	0.0

**Federal Contractors Program Achievement Report**

**Part 5: Results - Aboriginal Peoples**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Aboriginal Peoples								All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples			All Employees	Aboriginal Peoples					
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference				
#	#	%	%	#	#	%	%	#	#	%	#	#	#	%	#	#	#	#	%	#	#	#			
13 Other Sales & Service Personnel	2015	1	0	0.0	0.8	0	0	0.0																	
	2018	1	0	0.0	0.8	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
Total	2015	181	0	0.0	1.2	2	-2	0.0																	
	2018	259	0	0.0	1.2	3	-3	0.0	124	0	0.0	1	-1	62	0	0.0	0	0	0	47	0	0.0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	139	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2021	139	0	0.0			1.2	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities				
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference				
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
01&02 Managers	2015	29	3	10.3	4.3	1	2	240.6																	
	2018	41	2	4.9	4.3	2	0	113.4	15	0	0.0	1	-1	15	1	6.7	2	-1	9	1	11.1	1	0		
03 Professionals	2015	73	2	2.7	3.8	3	-1	72.1																	
	2018	124	2	1.6	3.8	5	-3	42.4	75	0	0.0	3	-3	32	1	3.1	1	0	25	0	0.0	1	-1		
04 Semi-Professionals & Technicians	2015	22	0	0.0	4.6	1	-1	0.0																	
	2018	28	0	0.0	4.6	1	-1	0.0	9	0	0.0	0	0	3	0	0.0	0	0	4	0	0.0	0	0		
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0		
06 Supervisors: Crafts & Trades	2015	1	0	0.0	7.8	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0		

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities										
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	#	%	#	%	%	%	#	%	%	%			
01&02 Managers	2018	21	1	4.8	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	21	1	4.8			0.0	0.0			0.0	0.0		
03 Professionals	2018	82	1	1.2	0	0.0	0.0	0.0	1	100.0	0.0	0.0		
	2021	82	1	1.2			3.8	32.1			3.8	32.1		
04 Semi-Professionals & Technicians	2018	8	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	8	0	0.0			8.0	0.0			8.0	0.0		
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
06 Supervisors: Crafts & Trades	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis											Flow Data Analysis												
		Workforce											Hires			Promotions			Terminations						
		All Employees	Persons with Disabilities				All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities		All Employees	Persons with Disabilities								
			Representation	Availability	Gap	EE Result		Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
07 Administrative & Senior Clerical	2015	25	1	4.0	3.4	1	0	117.6																	
	2018	31	1	3.2	3.4	1	0	94.9	15	1	6.7	1	0	6	0	0.0	0	0	0	5	1	20.0	0	1	
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
09 Skilled Crafts & Trades Workers	2015	9	0	0.0	3.8	0	0	0.0																	
	2018	14	0	0.0	3.8	1	-1	0.0	3	0	0.0	0	0	5	0	0.0	0	0	1	0	0.0	0	0		
10 Clerical Personnel	2015	3	0	0.0	7.0	0	0	0.0																	
	2018	4	0	0.0	7.0	0	0	0.0	1	0	0.0	0	0	0	0	0.0	0	0	2	0	0.0	0	0		
11 Intermediate Sales & Service Personnel	2015	5	0	0.0	5.6	0	0	0.0																	
	2018	8	0	0.0	5.6	0	0	0.0	4	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	
12 Semi-Skilled Manual Workers	2015	13	0	0.0	4.8	1	-1	0.0																	
	2018	8	0	0.0	4.8	0	0	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0	

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities	Persons with Disabilities				Persons with Disabilities						
				Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
#	#	%	%	%	%	%	%	%	%	%	%			
07 Administrative & Senior Clerical	2018	16	1	6.3	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	16	1	6.3			0.0	0.0			0.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			3.8	0.0			3.8	0.0		
10 Clerical Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0			0.0	0.0			0.0	0.0		
11 Intermediate Sales & Service Personnel	2018	4	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	4	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	3	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	3	0	0.0			0.0	0.0			0.0	0.0		

**Federal Contractors Program Achievement Report**

**Part 6: Results - Persons with Disabilities**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis														
		Workforce										Hires					Promotions					Terminations				
		All Employees	Persons with Disabilities									All Employees	Persons with Disabilities				All Employees	Persons with Disabilities				All Employees	Persons with Disabilities			
			Representation	Availability	Gap	EE Result	Actual	Expected	Difference	Actual	Expected		Difference	Actual	Expected	Difference		Actual	Expected	Difference						
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#		
13 Other Sales & Service Personnel	2015	1	0	0.0	6.3	0	0	0.0																		
	2018	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	0
14 Other Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0	0
Total	2015	181	6	3.3	4.1	7	-1	80.9																		
	2018	259	5	1.9	4.1	11	-6	47.1	124	1	0.8	5	-4	62	2	3.2	2	0	47	2	4.3	2				

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

Employment Equity Occupational Group (EOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Persons with Disabilities			Persons with Disabilities				Persons with Disabilities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	%	%	#	%	%	%	#	%	%	%			
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0				0.0	0.0	
Total	2018	139	3	2.2	0	0.0	0.0	0.0	3	100.0	0.0	0.0		
	2021	139	3	2.2			4.1	52.6			2.0	107.9		



**Federal Contractors Program Achievement Report**

**Part 7: Results - Members of Visible Minorities**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
01 Senior Managers	2015	4	0	0.0	10.1	0	0	0.0																	
	2018	4	0	0.0	10.1	0	0	0.0	1	0	0.0	0	0	0	2	0	0.0	0	0	1	0	0.0	0	0	0
02 Middle & Other Managers	2015	25	1	4.0	15.0	4	-3	26.7																	
	2018	37	1	2.7	15.0	6	-5	18.0	14	0	0.0	2	-2	13	0	0.0	1	-1	8	0	0.0	0	0	0	0
03 Professionals	2015	73	7	9.6	32.6	24	-17	29.4																	
	2018	124	8	6.5	32.4	40	-32	19.9	75	3	4.0	24	-21	32	1	3.1	3	-2	25	2	8.0	2	0	0	
04 Semi-Professionals & Technicians	2015	22	0	0.0	10.2	2	-2	0.0																	
	2018	28	0	0.0	11.0	3	-3	0.0	9	0	0.0	1	-1	3	0	0.0	0	0	4	0	0.0	0	0	0	
05 Supervisors	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0	0	
06 Supervisors: Crafts & Trades	2015	1	0	0.0	5.3	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	1	0	0.0	0	0	0	

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
01 Senior Managers	2018	2	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	2	0	0.0		0.0	0.0			0.0	0.0			
02 Middle & Other Managers	2018	19	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2021	19	0	0.0		20.0	0.0			20.0	0.0			
03 Professionals	2018	82	4	4.9	3	133.3	0.0	0.0	14	28.6	0.0	0.0		
	2021	82	4	4.9		32.4	15.1			32.4	15.1			
04 Semi-Professionals & Technicians	2018	8	0	0.0	0	0.0	0.0	0.0	2	0.0	0.0	0.0		
	2021	8	0	0.0		11.0	0.0			11.0	0.0			
05 Supervisors	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0		0.0	0.0			0.0	0.0			
06 Supervisors: Crafts & Trades	2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	-1	0	0.0		0.0	0.0			0.0	0.0			

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**Part 7: Results - Members of Visible Minorities**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EOG)	Year	Workforce Analysis										Flow Data Analysis												
		Workforce										Hires				Promotions				Terminations				
		All Employees	Visible Minorities					All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual		Expected	Difference	Actual		Expected	Difference	Actual		Expected	Difference						
#	#	%	%	#	#	%	#	#	#	%	#	#	#	%	#	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	25	1	4.0	12.2	3	-2	32.8																
	2018	31	1	3.2	12.2	4	-3	26.4	15	1	6.7	2	-1	6	0	0.0	0	0	0	5	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	9	0	0.0	3.6	0	0	0.0																
	2018	14	0	0.0	2.9	0	0	0.0	3	0	0.0	0	0	5	0	0.0	0	0	0	1	0	0.0	0	0
10 Clerical Personnel	2015	3	0	0.0	17.4	1	-1	0.0																
	2018	4	0	0.0	17.4	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	0	2	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	5	0	0.0	22.2	1	-1	0.0																
	2018	8	0	0.0	22.2	2	-2	0.0	4	0	0.0	1	-1	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	13	0	0.0	22.7	3	-3	0.0																
	2018	8	0	0.0	22.7	2	-2	0.0	2	0	0.0	0	0	1	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EOG)	Year	New Entrants		Goals										Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Visible Minorities		Visible Minorities				Visible Minorities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	%	#	%	#	%	#	%	#	%				
07 Administrative & Senior Clerical	2018	16	1	6.3	0	0.0	0.0	0.0	2	50.0	0.0	0.0		
	2021	16	1	6.3			20.0	31.3			20.0	31.3		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	7	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	7	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	-1	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	-1	0	0.0			17.4	0.0			17.4	0.0		
11 Intermediate Sales & Service Personnel	2018	4	0	0.0	0	0.0	0.0	0.0	1	0.0	0.0	0.0		
	2021	4	0	0.0			22.2	0.0			22.2	0.0		
12 Semi-Skilled Manual Workers	2018	3	0	0.0	0	0.0	0.0	0.0	3	0.0	0.0	0.0		
	2021	3	0	0.0			22.7	0.0			22.7	0.0		

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**Part 7: Results - Members of Visible Minorities**

**Rheinmetall Canada Inc.**

**30-05-2018**

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis										Flow Data Analysis													
		Workforce										Hires				Promotions				Terminations					
		All Employees	Visible Minorities						All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	%	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#	%	#	#		
13 Other Sales & Service Personnel	2015	1	0	0.0	24.3	0	0	0.0																	
	2018	1	0	0.0	24.3	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	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0.0	0
Total	2015	181	9	5.0	21.2	38	-29	23.5																	
	2018	259	10	3.9	22.4	58	-48	17.2	124	4	3.2	28	-24	62	1	1.6	3	-2	47	2	4.3	2			

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Goal	Visible Minorities			Goal	Visible Minorities			
			Actual	Goal	Percent of Goal Met		Goal	Percent of Goal Met	Goal		Percent of Goal Met			
#	#	%	%	#	%	%	#	%	%	#	%	%		
13 Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
14 Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
Total	2018	139	5	3.6	3	166.7	0.0	0.0	26	19.2	0.0	0.0		
	2021	139	5	3.6			22.4	16.1			4.0	89.9		

<b>Federal Contractors Program Achievement Report</b>
<b>Part 8: Reasonable Efforts</b>
<b>Rheinmetall Canada Inc.</b>
<b>30-05-2018</b>

## 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):

### 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.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

### **Additional Details**

Please provide any additional information (optional):

**Federal Contractors Program  
Report of the Subsequent Compliance Assessment**

**Employer Name:** Rheinmetall Canada Inc.

**Primary Location:** Saint-Jean-sur-Richelieu (Québec)

**Number of Employees:** 259

**Organization Overview:**

NAICS 3342 – Communications Equipment Manufacturing

Rheinmetall Canada, Inc. supplies systems and equipment for the armed forces. They provide systems engineering, integration, and services for battle management, land defense, and homeland security markets.

**Key Dates – First Year Assessment**

Initiated: 2014-10-17

Received: 2015-06-06

Closed: 2015-11-27

Workforce Analysis: 2015-05-20

**Key Dates – Subsequent Assessment**

Initiated: 2018-05-27

Received: 2018-07-09

Workforce Analysis: 2018-05-30

**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: None

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

Yes  No

Comments: None

**ASSESSMENT OF REASONABLE PROGRESS**

- The organization established goals in numbers and not in percentages.

**Women**

02	Middle & Other Managers	Goal met at 300%
03	Professionals	Goal met at 900%
07	Administrative & Senior Clerical Personnel	Goal met at 433%
10	Clerical Personnel	Goal not met (0% achieved)
11	Intermediate Sales & Service Personnel	No goal set
13	Other Sales & Service Personnel	No goal set

**Assessment/Observations**

- EEOG 01: This EEOG has only four employees. There was one new entrant and it was not a woman.
- No short-term goals were set for EEOG 11 and 13 and this was accepted during the previous compliance assessment.

**Aboriginal Peoples**

02	Middle & Other Managers	No goal set
03	Professionals	No goal set

**Assessment/Observations**

- In 2015, the organization had two gaps for Aboriginal peoples in EEOGs 02 and 03. However, no short-term goals were set and this was accepted during the previous compliance assessment.

**Persons with Disabilities**

03	Professionals	No goal set
04	Semi-Professionals & Technicians	No goal set
12	Semi-Skilled Manual Workers	No goal set

**Assessment/Observations**

- In 2015, the organization had three gaps for persons with disabilities in EEOGs 03, 04 and 12. However, no short-term goals were set and this was accepted during the previous compliance assessment.

**Members of Visible Minorities**

02	Middle & Other Managers	No goal set
03	Professionals	Goal met (133%)



04	Semi-Professionals & Technicians	No goal set
07	Administrative & Senior Clerical Personnel	No goal set
10	Clerical Personnel	No goal set
11	Intermediate Sales & Service Personnel	No goal set
12	Semi-Skilled Manual Workers	No goal set

#### Assessment/Observations

- In 2015, the organization had gaps in EEOG 02, 03, 04, 07, 10, 11 and 12. However, only one short-term goal was set in EEOG 03 and this was accepted during the previous compliance assessment.

#### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- Out of 18 gaps, only five goals were set during the first assessment.
  - The organization met four of the five goals that were set. The only instances where the goal was not met did not see sufficient new entrants to expect reasonable progress to occur.
  - An assessment of reasonable effort form was submitted and Rheinmetall Canada Inc. made all the required measures to implement the FCP Program. Other general measures were put in place to remove barriers. Rheinmetall Canada Inc. demonstrated that efforts were made to implement the program.

#### ASSESSMENT OF GOALS

- All goals have been set in percentage format as recommended by the Labour Program. A short-term and long-term goal was established for every area of under-representation uncovered, and all goals are set equal to the respective labour market availability.

#### Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.4	27.4	0.0	27.4
02	Middle & Other Managers	-11	40.0	38.9	8.1	38.9
03	Professionals	-13	30.0	24.3	13.7	24.3

04	Semi-Professionals & Technicians	-5	25.0	18.7	0.0	18.7
07	Admin & Senior Clerical Personnel	-5	-	-	65.4	80.8
10	Clerical Personnel	-2	50.0	50.0	25.0	62.5
11	Intermediate Sales & Service Personnel	-4	50.0	50.0	12.5	61.8
13	Other Sales & Service Personnel	-1	50.0	50.0	0.0	51.1

## Observations:

- Short and Long-term goals are not required for EEOG 07 given that the current representation of women is above 50%.

**Aboriginal Peoples**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
03	Professionals	-1	1.0	1.0	0.0	1.0

Observations: None

**Persons with Disabilities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term (1 to 3 years)	Long-term (+3 years)		
#	Description	#	%	%	%	%
03	Professionals	-3	3.8	3.8	1.6	3.8
04	Semi-Professionals & Technicians	-1	4.6	4.6	0.0	4.6
09	Skilled Crafts & Trades Workers	-1	3.8	3.8	0.0	3.8

Observations: None

**Members of Visible Minorities**

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(+3 years)	%
02	Middle & Other Managers	-5	20.0	20.0	2.7	15.0
03	Professionals	-32	32.4	32.4	6.5	32.4
04	Semi-Professionals & Technicians	-3	11.0	11.0	0.0	11.0
07	Admin & Senior Clerical Personnel	-3	20.0	20.0	3.2	12.2
10	Clerical Personnel	-1	17.4	17.4	0.0	17.4
11	Intermediate Sales & Service Personnel	-2	22.2	22.2	0.0	22.2
12	Semi-Skilled Manual Workers	-2	22.7	22.7	0.0	22.7

Observations: None

**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, considering their unique circumstances, I recommend the closing letter include the following:

- Rheinmetall Canada Inc. has met four of the five objectives set out in the first evaluation. We encourage you to continue your efforts to put in place special measures to ensure the achievement of your objectives and increase the representation of members of the four designated groups.
- The organization may wish to consider conducting an employment systems review to identify barriers to the recruitment and retention of designated group employees. Guidance on conducting an employment systems review is available on the Workplace Equity Information Management System help page (Step 2-2 of the modules).

**Name of Analyst: Maurice N. Yakibonge**

**Date: 2018-11-16**

From: Yakibonge, Ntambwe N [NC]  
Sent: December 4, 2018 7:22 AM  
To: 'soehrli@rheinmetall.ca' <soehrli@rheinmetall.ca>  
Cc: 'tmenard@rheinmetall.ca' <tmenard@rheinmetall.ca>; 'lLestage@rheinmetall.ca' <lLestage@rheinmetall.ca>  
Subject: Government of Canada Agreement Number 050130 - Notice of Compliance with the Federal Contractors Program

*Cette information est également disponible en français sur demande.*

Dear Mr. Oehrli:

I am writing to inform you that the subsequent compliance assessment initiated on May 27, 2018, has now been completed. As a result of the assessment, Rheinmetall Canada Inc. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Rheinmetall Canada Inc. has met four of the five objectives established during the first assessment. We encourage you to pursue your efforts to implement special measures in order to ensure that you meet your objectives and increase the representation of members from the four designated groups.
- The organization might consider conducting an employment systems review in order to identify barriers to the recruitment and retention of employees from designated groups. Advice for carrying out an employment systems review is available on the Help page of the Workplace Equity Information Management System ([Step 2-2](#) of the training modules).

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 May 27, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

- The implementation of initiatives to foster a diverse and inclusive workplace;
- Measures to remove employment barriers;

- Tailored programs to attract and retain designated group members in areas where they are under-represented; and
- The establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

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

Sincerely,

Workplace Equity Team

Workplace Equity Division, Labour Program  
Employment and Social Development Canada / Government of Canada  
[ee-eme@hrsdc-rhdcc.gc.ca](mailto:ee-eme@hrsdc-rhdcc.gc.ca)



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