Emploi et Développement social Canada

Labour Program
Federal Contractors Program

OFFICIAL USE ONLY	
Agreement N°:	
050130	

# **Agreement to Implement Employment Equity**

s.19(1)	
s.24(1)	New Agreement
3. <b>2</b> 4(1)	Revised Agreement

	ORGANIZATION						
Legal Name of Organization		Parent company is located outside Canada					
Rheinmetall Canada Inc.	Yes No						
Operating Name (if different from Legal Name of Or	Procurement Business Number						
		Total number of employees in Canada (Full-Time/Part-Time/Temporary) 228					
Organization's North American Industry Classification	on System (NAICS) Code Nº	To find your organization's NAICS Code Number please visit: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2002/naics-scian02l-eng.htm					
Primary: 334290							
Alternative: 541690		Hornestales solution and the second solution of the second solution					
Official use only (if information above is incorre	ct)						
Procurement Business Number	organization's NAICS Code No						
	HEAD OFFICE						
Address (huilding number street suite atc.)	City	Province Postal Code					

HEAD OFFICE											
Address (building number, street, suite, etc.)	City	Province	Postal Code								
225 Boulevard du Sémunaire Sud	St Jean sure Richelieu	Quebec	J3B 8E9								
	Telephone Number	Fax Number									
	450-358-2000	450-358-7707									
		•									

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

### CERTIFICATION

The above-named organization:

- having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked
   12 weeks or more in Canada, AND
- intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes).

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>

Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.

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)	Title								
Jean Pierre Autotte	Vice President								
Telephone Number	E-mail Address								
450-358-7709	jpautotte@rheinmetall.ca								
5	Date								
	2014-05-28								

## **RETURN INSTRUCTIONS**

### IMPORTANT

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



Emploi et

# APPLICATION FOR EXTENSION TO SUBMIT COMPLIANCE ASSESSMENT **INFORMATION**

Federal Contractors Program

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

I, the undersigned, on behalf of (legal name of organization) 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 Position Title: Vice-President, Human Resources and **Corporate Communications** 

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 <!Lestage@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, <u>please</u> contact us at <u>ee-eme@hrsdc-rhdsc.gc.ca</u>.

Maurice Yakibonge

A/Manager of Operations, Workplace Equity Directorate, Labour Program Employment and Social Development Canada / Government of Canada <u>Maurice.Yakibonge@labour-travail.gc.ca / Tel</u>: 819-654-6099

Geographic regions

(INDICATE THE NUMBER OF EMPLOYEES IN EACH REGION).

Form 1

# Rheinmetall Canada Inc. (Certificate # 050130)

# EMPLOYMENT EQUITY: EMPLOYER IDENTIFICATION, SUMMARY REPORT AND CERTIFICATION Period covered by the 2010 102018-05-30

	Permanent full time	Permanent part- time	Temporary	Total number of employees
Ontario3		0	0	
Quebec245		11	0	256
Total number of e	mployees			2

0	256
0	3
	259
	0



## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

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

Occupational Category			employees			Aboriginal			ns with disal	oilities		s of Visible M	
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Senior Management	4	1	1										
Upper value: \$100,000 and over	3	1	1										
Lower value: \$100,000 and over	2												
	1	2	2										5
	Total	4	4										
Middle management and other directors	4	2	1	1									
Upper value: \$100,000 and over	3	8	8										
Lower value: \$95,000 - \$99,999	2	18	17	1				1	1				
	1	9	8	1				1	1		1	1	
	Total	37	34	3				2	2		1	1	
Professionals	4	14	14								1	1	i
Upper value: \$100,000 and over	3	48	45	3				2	2		1	1	1
Lower value: \$50,000 - \$54,999	2	37	28	9							2	1	1
	1	24	20	4							4	2	. 2
	Total	123	107	16				2	2		8	5	; 3
Semi-professional and technical staff	4	8	8										
Upper value: \$90,000 - \$94,999	3	8	8										
Lower value: \$40,000 - \$44,999	2	7	7										
	1	4	4										
	Total	27	27										

Page 1 of 5

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

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

Occupational Category		All employees			Aboriginal				ons with disal	bilities	Members of Visible Minorities		
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Administrative and main office staff	4	2	2										
Upper value: \$100,000 and over	3	10	7	3									
Lower value: \$40,000 - \$44,999	2	8	1	7							1	1	
	1	8		8									
	Total	28	10	18							1	1	
Skilled workers and artisans	4	6	6										
Upper value: \$80,000 - \$84,999	3	3	3										
Lower value: \$45,000 - \$49,999	2												
	1	5	5										
	Total	14	14										
Clerical staff	4	1	1										
Upper value: \$50,000 - \$54,999	3												
Lower value: \$45,000 - \$49,999	2												
	1	3	2	1									
	Total	4	3	1									
Intermediate sales and service personnel	4	1		1									
Upper value: \$65,000 - \$69,999	3												
Lower value: \$60,000 - \$64,999	2												
	1	1	1										
	Total	2	1	1									

Canada Page 2 of 5

Form 2 A

## FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Full time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disal	bilities	Members	of Visible M	inorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Skilled Manual Workers	4	1	1										
Upper value: \$70,000 - \$74,999	3	1	1										
Lower value: \$35,000 - \$39,999	2	3	1	2									
	1	3	1	2									
	Total	8	4	4									
Other sales and service personnel	4												
Upper value: \$45,000 - \$49,999	3												
Lower value: \$45,000 - \$49,999	2												
	1	1	1										
	Total	1	1										
Total number of employees		248	205	43				4	4		10	7	3

### Form 2 B

### FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ons with disa	bilities	Member	s of Visible M	linorities
Salary Range	Quarte	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Professionals	4												
Upper value: \$95,000 - \$99,999	3												
Lower value: \$95,000 - \$99,999	2												
	1	1		1									
	Total	1		1									
Semi-professional and technical staff	4												
Upper value: \$50,000 - \$54,999	3												
Lower value: \$50,000 - \$54,999	2												
	1	1	1										
	Total	1	1										
Administrative and main office staff	4	2	1	1				1		1			
Upper value: \$100,000 and over	3												
Lower value: \$60,000 - \$64,999	2												
	1	1		1									
	Total	3	1	2				1		1			
Intermediate sales and service personnel	4	3	3										
Upper value: \$50,000 - \$54,999	3	2	2										
Lower value: \$30,000 - \$34,999	2												
	1	1	1										
	Total	6	6										

Canada Page 4 of 5

### Form 2 B

### FEDERAL CONTRACTING PROGRAMS: OCCUPATIONAL CATEGORIES Part-time / National

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

Occupational Category		All	employees			Aboriginal		Perso	ns with disab	oilities	Members	of Visible Mi	norities
Salary Range	Quarte		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1	r	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Total number of employees		11	8	3				1		1			

### FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

### Full time / National

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

	Al	I employees			Aboriginal		Pers	ons with disabi	ilities	Member	s of Visible Mir	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
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	
60 000 \$ - 69 999 \$	36	30	6							3	2	
70 000 \$ - 84 999 \$	57	43	14							2	1	
85 000 \$ - 99 999 \$	50	47	3				2	2		1	1	
100,000 and more	65	62	3				2	2		2	2	
Total number of employees	248	205	43				4	4		10	7	

### Form 3 B

### FEDERAL CONTRACT PROGRAMS: EMPLOYEE PROFILE

### Part-time / National

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

	Al	I employees			Aboriginal		Pers	ons with disab	lities	Member	s of Visible Mir	norities
Salary Range	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
30 000 \$ - 34 999 \$	1	1										
40 000 \$ - 49 999 \$	3	3										
50,000 and more	7	4	3				1		1			
Total number of employees	11	8	3				1		1			

Form 4 A

# **CONTRACT PROGRAMS: RECRUITMENTS**

Full time / National

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

	Al	I employees			Aboriginal		Pers	sons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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									
Total number of employees hired	120	99	21				1	1		4	2	2

### **CONTRACT PROGRAMS: RECRUITMENTS**

Part-time / National

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

	Al	II employees			Aboriginal		Pers	ons with disabi	lities	Member	s of Visible Mir	orities
Occupational Category	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	4	4										
Total number of employees hired	4	4										

### FEDERAL CONTRACTING PROGRAMS: PROMOTIONS Full time / National

	Promoted 6	employees (em	ployees promo	eo dun eg Pre	i <b>yd 2015-05-20</b> Year should <b>6</b> 8	18 2018 05 39	n the occupation	onal groups in v	vhich or to whi	ch they were la	st promoted.	
Occupational Cotagon	Al	I employees			Aboriginal	1	l Pers	ons with disabi	lities	ı Member	s of Visible Mir	orities
Occupational Category	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										
Total number of employees promoted	62	48	14				2	2		1	1	
Total number of promotions	62	48	14				2	2		1	1	

Canada Page 1 of 1

### Form 6 A

# CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

### Full time / National

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

	Al	I employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Min	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
, , ,	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
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									
Total number of employees whose employment was terminated	47	39	8				2	2		2	1	1

### Form 6 B

### CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

### Part-time / National

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

	Al	I employees			Aboriginal		Pers	ons with disabi	ilities	Member	s of Visible Mir	orities
Occupational Category	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Intermediate sales and service personnel	1	1										
Total number of employees whose employment was terminated	1	1										

### Form 6 C

### CONTRACT PROGRAMS: CEASES OF EMPLOYMENT

### Temporary / National

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

	Al	l employees			Aboriginal		Pers	ons with disab	ilities	Member	s of Visible Mir	norities
Occupational Category	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	3	2	1							1	1	į
Semi-professional and technical staff	1	1										
Skilled workers and artisans	1	1										
Skilled Manual Workers	7	5	2									
Total number of employees whose employment was terminated	12	9	3							1	1	

# Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Women

				1	Women		
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availat		Place of recruitment
	location	#	#	%	%	# ence#	
01: Senior Management	National	4	0	0.0 %	27.4 %	1 .1	National
02: Middle management and other directors	National	37	3	8.1 %	38.9 %	14 -11	National
03: Professionals		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
04: Semi-professional and technical staff		28	0	0.0 %	18.7 %	5 <b>-5</b>	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	4	0	0.0 %	26.7 %	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	Quebec
						***************************************	

2018-07-04 Page 1 of 9 Canada

# Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Women

				1	Nomen			
Employment Equity Occupational Group	Internal	All employees	Repres	entation	Availa		Differ	Place of recruitment
	location	#	#	%	%	#	ence#	
07: Administrative and Senior Clerical Staff		31	20	64.5 %	80.8 %	25	-5	
Employment Equity Occupational Group	Montreal	31	20	64.5 %	80.8 %	25	-5	Montreal
09: Skilled workers and artisans		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
10 : Office staff		4	1	25.0 %	62.5 %	3	-2	
Employment Equity Occupational Group	Montreal	4	1	25.0 %	62.5 %	3	-2	Montreal
11: Intermediate sales and service personnel		8	1	12.5 %	61.8 %	5	-4	
Employment Equity Occupational Group	Montreal	8	1	12.5 %	61.8 %	5	-4	Montreal
12: Skilled Manual Workers		8	4	50.0 %	18.4 %	1	3	
Employment Equity Occupational Group	Montreal	8	4	50.0 %	18.4 %	1	3	Montreal
13: Other sales and service personnel		1	0	0.0 %	51.1 %	1	-1	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	51.1 %	1	-1	Montreal
Total		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

2018-07-04 Page 2 of 9 Canada

# Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Aboriginal

		Aboriginal						
Employment Equity Occupational Group	Internal	All employees	Representation Availab			allability Differ		Place of recruitment
	location	#	#	%	15/0	#	ence <sub>#</sub>	
01: Senior Management	National	4	0	0.0 %	2.9 %	0	0	National
92: Middle management and other directors	National	37	0	0.0 %	2.2 %	1	-1	National
03: Professionals		124	0	0.0 %	1.0 %	1	-1	
1112: Financial and investment analysts	National	6	0	0.0 %	0.9 %	0	0	National
1121: Human Resources Professionals	National	3	0	0.0 %	2.7 %	0	0	National
1122: Business Management Consulting Professionals	National	2	0	0.0 %	1.6 %	0	0	National
1123: Advertising, marketing and public relations professionals	National	2	0	0.0 %	2.1 %	0	0	National
2132 : Mechanical engineers	National	10	0	0.0 %	0.7 %	0	0	National
2133 ; Electrical and electronic engineers	National	26	0	0.0 %	0.7 %	0	0	National
2141: Industrial and Manufacturing Engineers	National	10	0	0.0 %	0.8 %	0	0	National
2147 : Computer Engineers (except Software Engineers and Designers)	National	2	0	0.0 %	0.9 %	0	0	National
2172 : Database Analysts and Data Administrators	National	1	0	0.0 %	1.3 %	0	0	National
2173 : Engineers and software designers	National	45	0	0.0 %	0.6 %	0	0	National
2174: Programmers and Interactive Media Developers	National	1	0	0.0 %	1.0 %	0	0	National
4021: College teachers and other vocational instructors	National	13	0	0.0 %	2.4 %	0	0	National
4112: Lawyers (across Canada) and notaries (in Quebec)	National	1	0	0.0 %	1.6 %	0	0	National
5121: Authors, writers and editors	National	1	0	0.0 %	1.9 %	0	0	National
5125: Translators, Terminologists and Interpreters	National	1	0	0.0 %	2.9 %	0	0	National
04: Semi-professional and technical staff		28	0	0.0 %	1.1 %	0	0	
2233: Industrial and Manufacturing Engineering Technologists and Technicians	Quebec	4	0	0.0 %	1.4 %	0	0	Quebec
2241 : Electronic and Electrical Engineering Technologists and Technicians	Quebec	11	0	0.0 %	0.8 %	0	0	Quebec
2253 : Drafting Technologists and Technicians	Quebec	6	0	0.0 %	1.1 %	0	0	Quebec
2281 : Computer Network Technicians	Quebec	4	0	0.0 %	1.1 %	0	0	Quebec
2282: User Support Agents	Quebec	3	0	0.0 %	1.3 %	0	0	Quebec

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# Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Aboriginal

		Aboriginal							
Employment Equity Occupational Group	Internal All employees		es Representation		Availat	Availability Differ		Place of recruitment	
	location	#	#	%	%	#	ence#		
07: Administrative and Senior Clerical Staff		31	0	0.0 %	0.7 %	0	0		
Employment Equity Occupational Group	Montreal	31	0	0.0 %	0.7 %	0	0	Montreal	
09: Skilled workers and artisans		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	
10 : Office staff		4	0	0.0 %	0.8 %	0	0		
Employment Equity Occupational Group	Montreal	4	0	0.0 %	0.8 %	0	0	Montreal	
11: Intermediate sales and service personnel		8	0	0.0 %	0.9 %	0	0		
Employment Equity Occupational Group	Montreal	8	0	0.0 %	0.9 %	0	0	Montreal	
12: Skilled Manual Workers		8	O	0.0 %	0.9 %	0	0		
Employment Equity Occupational Group	Montreal	8	0	0.0 %	0.9 %	0	0	Montreal	
13: Other sales and service personnel		1	0	0.0 %	0.8 %	0	0		
Employment Equity Occupational Group	Montreal	1	0	0.0 %	0.8 %	0	0	Montreal	
Total		259	0	0.0 %	1.2 %	2	• •		

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

Sources: 2011 National Household Survey and internal employer data

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# Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Members of Visible Minorities

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal	All employees	RepresentationAvailability				Differ	Place of recruitment
	location	#	#	%	%	#	ence <sub>#</sub>	
01: Senior Management	National	4	0	0.0 %	10.1 %	0	0	National
92: Middle management and other directors	National	37	1	2.7 %	15.0 %	6	-5	National
03: Professionals		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
04: Semi-professional and technical staff		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
						**********		

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# Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Members of Visible Minorities

		Members of Visible Minorities						
Employment Equity Occupational Group	Internal				ailability		Differ	Place of recruitment
	location	#	#	%	%	#	# ence#	
07: Administrative and Senior Clerical Staff		31	1	3.2 %	12.2 %	4	3	
Employment Equity Occupational Group	Montreal	31	1	3.2 %	12.2 %	4	3	Montreal
09: Skilled workers and artisans		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
10 : Office staff		4	0	0.0 %	17.4 %	1	-1	
Employment Equity Occupational Group	Montreal	4	0	0.0 %	17.4 %	1	•1	Montreal
11: Intermediate sales and service personnel		8	0	0.0 %	22.2 %	2	-2	
Employment Equity Occupational Group	Montreal	8	0	0.0 %	22.2 %	2	-2	Montreal
12: Skilled Manual Workers		8	0	0.0 %	22.7 %	2	-2	
Employment Equity Occupational Group	Montreal	8	0	0.0 %	22.7 %	2	-2	Montreal
13: Other sales and service personnel		1	0	0.0 %	24.3 %	0	0	
Employment Equity Occupational Group	Montreal	1	0	0.0 %	24.3 %	0	0	Montreal
Total		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

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# Default Workforce Analysis System - Detailed Report

Date: 2018-05-30

### Persons with disabilities

Employment Equity Occupational Group Internal All employees			Persons with disabilities  RepresentationAvailability  Diffe				for	Place of recruitment	
Employment Equity Occupational Gloup	location	#	#	%	%	# end		riace of recrustment	
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	
Total		259	5	1.9 %	4.1 %	10	-6		

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

Sources: 2012 Canadian Disability Survey and internal employer data

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# 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

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# **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	СРЕМЕ	National
3. : Professionals	CPEME	National
4.: Semi-professional and technical staff 06 :	СРЕМЕ	National
Foremen	CPEME	National
07: Administrative and Senior Clerical Staff 09:	СРЕМЕ	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	

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# Default Workforce Analysis System - Summary Report

Date: 2018-05-30

### Women

	Women						
Employment Equity Occupational Group	All employees	Repres	entation	Availa	bility	Differ	
	#	#	%	%	#	ence <sub>#</sub>	
01: Senior Management	4	0	0.0 %	27.4 %	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		
10 : Office staff	4	1	25.0 %	62.5 %	3		
11: Intermediate sales and service personnel	8	1	12.5 %	61.8 %	5		
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	
Total	259	46	17.8 %	33.1 %	85		

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

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# Default Workforce Analysis System - Summary Report

Date: 2018-05-30

### Aboriginal

	Aboriginal						
Employment Equity Occupational Group	All employees	Repres	entation	Availat		Differ	
	#	#	%	%	#	ence#	
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	Ö	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	8	0	0.0 %	0.9 %	0	0	
13: Other sales and service personnel	1	0	0.0 %	0.8 %	0	0	
Total	259	0	0.0 %	1.2 %	2	-2	
i otas	205	v	0.0 /s	1.4. /0	۷.	-4	

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

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# **Default Workforce Analysis System - Summary Report**

Date: 2018-05-30

### Members of Visible Minorities

	Members of Visible Minorities						
Employment Equity Occupational Group	All employees	Repres	entationAv	ailability	Differ		
	#	#	%	%	# ence#		
01: Senior Management	4	0	0.0 %	10.1 %	0 0		
02: Middle management and other directors	37	1	2.7 %	15.0 %	6 <b>-5</b>		
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		
Total	259	10	3.9 %	22.4 %	58 48		

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

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# **Default Workforce Analysis System - Summary Report**

Date: 2018-05-30

### Persons with disabilities

	Persons with disabilities						
Employment Equity Occupational Group	All employees	Represe	entationAva	ilability		liffer	
	#	#	%	8%	# e	nce <sub>#</sub>	
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	
Total	259	5	1.9 %	4.1 %	10	•	

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

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# Default Workforce Analysis System - Summary Report

Date: 2018-05-30

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

<b>Employment Equity Occupational Group</b>	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	СМА

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# 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	СРЕМЕ	National
4.: Semi-professional and technical staff 06:	CPEME	National
Foremen	СРЕМЕ	National
07: Administrative and Senior Clerical Staff 09:	CPEME	National
Skilled Workers and Craftspeople	СРЕМЕ	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	СРЕМЕ	National
	CPEME	

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Data from First	Previous Wor	kforce Analysis
$\downarrow$	1	<b>1</b>

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	05	20

Data from Su	ibsequent/Curro Analysis	ent Workforce
1	<b>\</b>	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	05	30

		Table 1: Women		1
		First/Previous Workforce Analysis		Analysis
Ford and Forty Operation I Compared (FEOC)		All Employees	Women	
cmbie	oyment Equity Occupational Group (EEOG)		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
Total		181	32	33.4

Table 5: Women Subsequent/Current Workforce Analysis		
	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	ol	0.0
14	o	2.4
4	1	62.5
8	1	61.8
8	4	18.4
1	0	51.1
0	0	0.0
259	46	33.1

* Source:			
2011 Nationa	l Household Su	irvey	

Data from First	/Previous Woi	kforce Analysis
1	Τ	J.

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	05	20

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	05	30

		Table	2: Aboriginal P	'eoples	
		First/Previous Workforce Analysis			
		All Employees	Aboriginal Peoples		
cmba	oyment Equity Occupational Group (EEOG)		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	
Total		181	0	1.2	

Table	6: Aboriginal Pe	eoples	
	/Current Workforc	<del></del>	
All Employees	Aboriginal Peoples		
	Representation	Availability*	
#	#	%	
4	0	2.9	
37	이	2.2	
124	이	1.0	
28	0	1.1	
0	이	0.0	
0	ol	0.0	
31	0	0.7	
0	ol	0.0	
14	o	2.0	
4	ol	0.8	
8	ol	0.9	
8	ol	0.9	
1	ol	0.8	
0	0	0.0	
259	0	1.2	

* Source:		
2011 National House	hold Survey	

* Source:	
2011 National Household Survey	

Data from First	/Previous Woi	kforce Analysis
1	Τ	J.

Data from Fi	rst/Previous Work!	force Analysis
YYYY	MM	DD
2015	05	20

Data from S	ubsequent/Curre Analysis	nt Workforce
1	1	1

Data from Subse	quent/Current Wo	rkforce Analysis
YYYY	MM	DD
2018	05	30

		Table 3: Me	mbers of Visible	e Minorities	
		First/Pro	evious Workforce A	Analysis	
Emple	yment Equity Occupational Group (EEOG)	All Employees	Members of Visible Minorities		
Empio	yment Equity Occupational Group (EEOG)		Representation	Availability*	
		#	#	%	
01	Senior Managers	4	0	10.1	
02	Middle & Other Managers	25	1	15.0	
03	Professionals	73	7	32.6	
04	Semi-Professionals & Technicians	22	0	10.2	
05	Supervisors	0	ol	0.0	
06	Supervisors: Crafts & Trades	1	0	5.3	
07	Administrative & Senior Clerical Personnel	25	1	12.2	
08	Skilled Sales & Service Personnel	0	0	0.0	
09	Skilled Crafts & Trades Workers	9	o	3.6	
10	Clerical Personnel	3	0	17.4	
11	Intermediate Sales & Service Personnel	5	ol	22.2	
12	Semi-Skilled Manual Workers	13	0	22.7	
13	Other Sales & Service Personnel	1	0	24.3	
14	Other Manual Workers	0	0	0.0	
Total		181	9	21.2	

Table 7: Me	mbers of Visible	Minorities
Subsequent	/Current Workford	e Analysis
All Employees   Members of Visible Minorit		
	Representation	Availability*
#	#	%
4	0	10.1
37	1	15.0
124	8	32.4
28	0	11.0
0	0	0.0
0	0	0.0
31	1	12.2
0	0	0.0
14	0	2.9
4	0	17.4
8	0	22.2
8	0	22.7
1	0	24.3
0	ol	0.0
259	10	22.4

* S	ource:			
201	1 Natio	nal House	hold Survey	

* Source	:e:		
2011 N	ational Household	Survey	

Data from Firs	t/Previous Wor	kforce Analysis
1	1	1

Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2015	05	20

Data from Fi	rst/Previous Work!	force Analysis	Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD	YYYY	MM	DD
2015	05	20	2018	05	30

		Table 4: Persons with Disabilities			
		First/Previous Workforce Analysis		malysis	
		All Employees	Persons with Disabilities		
Embio	yment Equity Occupational Group (EEOG)		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	
Total		181	6	4.1	

Table 8:	Persons with Dis	sabilities		
Subsequent/Current Workforce Analysis				
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		
259	5	4.1		

**Data from Subsequent/Current Workforce** Analysis

* Source:	
2012 Canadian Survey on Disabili	ty

* Source:			
2012 Canadi	an Survey on D	isability	

# Part 2: Flow Data Analysis

# Rheinmetall Canada Inc.

# 30-05-2018

2015	05	20
YYYY	MM	DD
Stort	Date of Flow	Date

2018	05	30
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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		•	Ψ	₩	*
		Table 1: Women			
		Full-time / National		Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Women Hired	All Employees Hired	Women Hired
		#	#	#	#
01	Senior Managers	1	0	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
Tot	al	120	21	4	0

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
62	14	0	0

Table 9: Women				
Full-time / National		Part-time / National		
All Employees Terminated	Employees   Women   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	
47	8	0	0	

# Part 2: Flow Data Analysis

# Rheinmetall Canada Inc.

# 30-05-2018

0

Start	Date of Flow	Data
YYYY	MM	DD
2015	05	20

2018	05	30
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

		Table 2: Aboriginal Peoples			ples	
		Full-time / National		Part-time	Part-time / National	
Employment Equity Occupational Group (EEOG)		All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired	
		#	#	#	#	
01 Senior Managers		1	0	0	0	
02 Middle & Other M	anagers	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 & S	Senior Clerical Personnel	15	0	0	0	
08 Skilled Sales & Sei	vice Personnel	0	0	0	0	
09 Skilled Crafts & Ti	ades Workers	3	0	0	0	
10 Clerical Personnel		1	0	0	0	
11 Intermediate Sales	& Service Personnel	0	0	4	0	
12 Semi-Skilled Manu	al Workers	2	0	0	0	
13 Other Sales & Serv	rice Personnel	0	0	0	0	
14 Other Manual Wor	kers	0	0	0	0	

Total

120

0

Full-time / National		Part-time / National		
All Aboriginal Employees Peoples Promoted Promoted		All Employees Promoted	Aboriginal Peoples Promoted	
#	#	#	#	
2	0	0	C	
13	0	0	C	
32	0	0	0	
3	0	0	0	
0	0	0	C	
0	0	0	0	
6	0	0	0	
0	0	0	C	
5	0	0	0	
0	0	0	C	
0	0	0	C	
1	0	0	C	
0	0	0	C	
0	0	0	C	
62	0	0	0	

Table 10: Aboriginal Peoples					
Full-time / National  All Aboriginal Employees Peoples Terminated Terminated		Part-time / National			
		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		
47	0	0	0		

# Part 2: Flow Data Analysis

# Rheinmetall Canada Inc.

# 30-05-2018

2015	05	20
YYYY	MM	DD
Start	Date of Flow	v Data

2018	05	30
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees
Promoted

Data from Form 6 - Employees Terminated

 $\downarrow$ 

		*	Ψ	Ψ	*						
		Table 3: Persons with Disabilities									
		Full-time	/ National	Part-time / National							
	Employment Equity Occupational Group (EEOG)		Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired						
		#	#	#	#						
01	Senior Managers	1	0	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						
Tot	al	120	1	4	0						

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
62	2	0	0

Table 11: Persons with Disabilities  Full-time / National Part-time / National  All Persons with Disabilities Employees Terminated Terminated Persons with Disabilities Terminated Persons with Disabilities Terminated Terminated Disabilities Terminated Disabilities Terminated Disabilities Dis													
Full-time	/ National	Part-time	/ National										
Employees	Disabilities	Employees	Disabilities										
#	#	#	#										
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										
47	2	0	0										

# Part 2: Flow Data Analysis

# Rheinmetall Canada Inc.

# 30-05-2018

Start	Date of Flow	Data
YYYY	MM	DD
2015	05	20

2018	05	30
YYYY	MM	DD
End I	Date of Flow	Data

Data from Form 4 - Employees Hired Data from Form 5 - Employees Promoted Data from Form 6 - Employees Terminated

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

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	(
13	0	0	(
32	1	0	(
3	0	0	(
0	0	0	(
0	0	0	(
6	0	0	(
0	0	0	(
5	0	0	(
0	0	0	(
0	0	0	(
1	0	0	(
0	0	0	(
0	0	0	(
62	1	0	(

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					
47	2	0	0					

									Data 1	or First/I	revious (	Goals												
A	<u>C</u>	D	E	F	G	H	I	1	K	L	M	N	O	P	<u> </u>	R	S	T	U					
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K • M + O) ÷ (C + F)					
	1	<b>V</b>	<b>J</b>	<u> </u>	<u> </u>	1	J	1	1	<u> </u>	<u> </u>	<b>J</b>	1	<u> </u>	<u> </u>	1	<u> </u>	Ţ	<u> </u>					
	Table 1: Women																							
									First/	Previous SI	ort-term C	loals												
All Employees				•										omen										
	Number	Grov	vth (New Posi	tions)	Turnover (Replacement of Terminated Employees)				Number Turnover (Replacement of		Hires	3 Year Goals Hires From - To Required YYYY - YYYY												
Employment Equity Occupational Group (EEOG)	YYYY-MM-DD	Actual	Proi	ected	Actual Projected			Anticipated Hires Over 3						Required	Present	Present Gan	Projected	Present	Projected Representation in 3					
		Actual		Over 3	Actual		Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years					
	2015-05-20	Annually	Annually	Years	Annually	Annually	Years		2015-05-20	Annually	Years		2015	2018										
	#	%	%	#	%	%	#	#	#	%	#	Ħ	Ħ	%	%	Ħ	#	%	%					
01 Senior Managers	4	0.0%		(	25.0%		0	0	1	0.0%	0	0	0		27.4%		0	25.0%	1					
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%		(	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%		(	16.0%		0	0	4	0.0%	0	0	0		17.5%		0	18.2%	18.2%					
05 Supervisors	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%		(	200.0%		0	0	0	0.0%	0	0	0		14.7%	0	) (	0.0%	0.0%					
07 Administrative & Sr Clerical	25			(	17.9%		0	0	6	0.0%	0	14	0		80.8%	-14	-14		24.0%					
08 Skilled Sales & Service	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%			8.7%		0	0	0	0.0%	0	0	0		2.9%			0.0%	0.0%					
10 Clerical Personnel	3	10.1%		(	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	2	0.0%	0		0		61.8%	-1	1	40.0%	40.0%					
12 Semi-Skilled Manual	13	-14.9%		(	0.0%		0	0	2	0.0%	0	0			18.4%		1 .	15.4%	15.4%					
13 Other Sales & Service	1	0.0%		(	0.0%		0	0	0	0.0%	0				51.1%	·	!	0.0%	0.0%					
14 Other Manual Workers	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%		1 0	()	32	0.0%	0	28	(		33.4%	-28	-28	17.7%	17.7%					

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10. + 10.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Ţ~~,					Table 2: Women
Employment Equity		Wom	en		
Occupational Group (EEOG)	Short-terr		Long-te	rm Goals	Comments
	#	%	#	%	
01 Senior Managers	0	0.0	(	0.0	
02 Middle & Other Managers	1	0.0	(	0.0	
03 Professionals	2	0.0	2	0.0	
04 Semi-Professionals & Tech	0	0.0	(	0.0	
05 Supervisors	0	0.0	(	0.0	
06 Supervisors: Crafts & Trades	0	0.0	(	0.0	
07 Administrative & Sr Clerical	3	0.0	- 11	0.0	
08 Skilled Sales & Service	0	0.0	(	0.0	
09 Skilled Crafts & Trades	0	0.0	(	0.0	
10 Clerical Personnel	1	0,0	(	0.0	
11 Intermediate Sales & Service	0	0.0	1	0,0	
12 Semi-Skilled Manual	0	0.0	(	0.0	
13 Other Sales & Service	0	0.0	1	0.0	008146

Federal Contractors Program Achievement Report										
Part 3: Goals										
Rheinmetall Canada Inc.										
30-05-2018										
0 0.0 0 0.0										

									Data I	or First/I	revious (	Goals											
A	C	D	E	F	G	H	I	J	K	L	M	N	O	P	<u>Q</u>	R	S	T	L				
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F + 1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)				
	1	<b>J</b>	<b>J</b>	<u> </u>	<u> </u>	1	J	1	1	<u> </u>	<b></b>	<b>J</b>	1	<u> </u>	<u> </u>	1	<u> </u>	Ţ	J				
										3: Abori													
									First/	Previous SI	iort-term C	loals											
	All Employees					ı							nal Peoples		1								
	Number	Grov	vth (New Posi	tions)	Turnover (Re	placement o Employees)	f Terminated		Number	Number Turnover (Replace		Hires		r Goals									
Employment Equity Occupational Group (EEOG)				ected	<del>                                     </del>			Anticipated Hires Over 3			Terminated Employees)			n - To - YYYY	Present	Present Gap	Projected	Present	Projected Representation in 3				
	YYYY-MM-BD	Actual	rroj		Actual	Pre	1	Years	YYYY MM-DD			Over 3	****	- 1111	Availability	rresem Gap	Gap	Representation	Years				
	2015-05-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-05-20	Annually	Over 3 Years	Years	2015	2018									
	#	%	9/6	#	9/6	%	#	#	#	%	#	#	¥	9/6	%	#	#	9/4	%				
01 Senior Managers	4	0.0%		(	25.0%		0	0	0	0.0%	0	0	0		2.9%		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%		(	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%		(	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	#DIV/0!	#DIV/0!				
06   Supervisors: Crafts & Trades	1	-100.0%		(	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%		(	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	#DIV/0!					
09 Skilled Crafts & Trades	9	15.9%		(	8.7%		0	0	0	0.0%	0	0	0		1.8%	0	) (	0.0%	0.0%				
10 Clerical Personnel	3	10.1%		(	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		0.9%	0	) (	0.0%	0.0%				
12 Semi-Skilled Manual	13	-14.9%		(	0.0%		0	0	0	0.0%	0	0	0		0.9%	0	) (	0.0%	0.0%				
13 Other Sales & Service	1	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	#DIV/0!	#DIV/0!				
Total	181	12.7%		(	21.4%		0	0	0	0.0%	0	2	0		1.2%	-2	: -2	0.0%	0.0%				

- † Calculated by using the following formula: ((Current number of employees from Workforce Analysis) + Previous number of employees from Workforce Analysis) 10. + 10.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

I					Table 4: Aboriginal Peoples
Parada and Parada		Aboriginal	Peoples		
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	erm Goals	Comments
Occupational Group (EEOO)	#	%	#	%	
01 Senior Managers	0	0.0	(	0.0	
02 Middle & Other Managers	0	0.0		0,0	
03 Professionals	0	0.0		0.0	
04 Semi-Professionals & Tech	0	0.0	(	0.0	
05 Supervisors	0	0.0	(	0.0	
06 Supervisors: Crafts & Trades	0	0.0	(	0.0	
07 Administrative & Sr Clerical	0	0,0	(	0.0	
08 Skilled Sales & Service	0	0.0	(	0.0	
09 Skilled Crafts & Trades	0	0.0	(	0.0	
10 Clerical Personnel	0	0.0	(	0.0	
11 Intermediate Sales & Service	0	0.0	(	0.0	
12 Semi-Skilled Manual	0	0.0	(	0.0	
13 Other Sales & Service	0	0.0	(	0.0	008148

Federal Contractors Program Achievement Report
Part 3: Goals
Rheinmetall Canada Inc.
30-05-2018
0 0.0 0 0.0
The state of the s

									Data f	or First/I	Previous (	Goals								
A Lineary B.		D	E	F	G	H	I	J	K	L	M	N	O	P	<u>Q</u>	R	S	T	U	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F÷1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	ЈхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) + (C + F)	
	<u> </u>	Ţ	1	<u> </u>	1	<u> </u>	1	1	Ţ	<b>↓</b>	<b>1</b>	1	1	Ų.	1	1	1	1	<b>1</b>	
									Table 5: Persons with Disabilities											
									First/Previous Short-term Goals											
				All En	ployees									Persons wi						
	Number	Grov	vth (New Posi	lionsi	Turnover (Replacement of Terminated				Number	T	eplacement of		3 Yea	r Goals	_					
Employment Equity		Employees)						Anticipated	Terminated Employees)		Hires Required		n - To	Present		Projected	Present	Projected		
	YYYY-MM-DD	Actual Projected Actual Projected			ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years			
	2015-05-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Tears	2015-05-20	Annually	Over 3 Years	Years	2015	2018					s cars	
	#	%	%	#	%	%	#	#	ŧŧ.	%	#	#	Ħ	%	%	#	Ħ	%	%	
01/02 Managers	29	1		#VALUE!	25.4%		0	#VALUE!	3	0.0%	0	#VALUE!	#VALUE!		4.3%	2	#VALUE!	10.3%		
03 Professionals	73			0	25.4%		0	0	2	0.0%	0	1	0		3.8%	-1	-1	2.7%	2.7%	
04 Semi-Professionals & Tech	22			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			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%	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%	1	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%	1	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%		0	21.4%		0	0	6	0.0%	1 0	1	1 0		4.1%	<u> </u>	_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>1/3</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.

Workioice Amarysis) - 27 A 10					
					Table 6: Persons with Disabilities
Parata and Parata	P	ersons with	Disabilitie	8	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
Occupational Group (EEOG)	#	%	#	%	
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	
Total	0		3		-008150

Federal Contractors Program Achievement Report
Part 3: Goals
Rheinmetall Canada Inc.
30-05-2018

									Data 1	or First/P	Previous C	Goals								
ABB	<u>C</u>	D	IE	F	<u></u>	H	L	J	K	L	M	L	O	IP	<u> </u>	R	S	T	U	
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K÷C	(K - M + O) ÷ (C + F)	
	1	ļ	<u> </u>	<b></b>	<u></u>	1	<b>T</b>	<b>1</b>	<b>1</b>	<b></b>	<b></b>	<del>}</del>	<del>.</del>	<u> </u>	<u></u>	, <b>J</b>	<u> </u>	1	······································	
									Table 7: Members of Visible Minorities											
									First/	Previous Sh	iort-term (	loals								
				All En	iployees										isible Minor	ities	1			
	Number Growth (New Positions)					Turnover (Replacement of Terminated Employees)				Turnover (Replacement of		Hires	3 Year Goals							
Employment Equity					ļ				Anticipated Hires Over 3 YYYY-MM-DD		Terminated Employees)			n - To	Present	Present Gaz	Projected	Present	Projected Representation in 3	
Occupational Group (EEOG)	YYYY-MM-BD	Actual	Proj	ected				Years					1111	-1111	Availability	Availability Trescur Gap		Representation	Years	
	2015-05-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2015-05-20	Annually	Over 3 Years	Years	2015	2018						
	#	%	%	#	%	%	#	#	ü	%	#	#	#	9/4	%	#	#	9/0	%	
01 Senior Managers	4	0.0%		- 0	25.0%		0	0	0	0.0%	0	0	()		10.1%	(	0	0.0%	0.0%	
02 Middle & Other Managers	25	14.0%		0	25.8%		0	0	1	0.0%	0	3	0		15.0%	-3	-3	4.0%	4.0%	
03 Professionals	73	19.3%		0	25.4%		0	0	7	0.0%	0	17	0		32.6%	-17	-17	9.6%	9.6%	
04 Semi-Professionals & Tech	22	8.4%		0	16.0%		0	0	0	0.0%	0	2	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			0	17.9%		0	0	1	0.0%	0	2	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%	0	1	0		17.4%	-1	-1	0.0%	0.0%	
11 Intermediate Sales & Service	5	17.0%		0	0.0%		0	0	0	0.0%	0	1	0		22.2%	-1	-1	0.0%	0.0%	
12 Semi-Skilled Manual	13	-14.9%		0	0.0%		0	0	0	0.0%	0	] 3	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%	
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%	1	0	21.4%		0	0	9	0.0%	1 0	29	1 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) 10. + 10.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

I					Table 8: Members of Visible Minorities
Parada and Parada	Mem	bers of Visi	ble Minor	ities	
Employment Equity Occupational Group (EEOG)	Short-ter	m Goals	Long-te	rm Goals	Comments
	#	%	#	%	
01 Senior Managers	0	0.0	(	0.0	
02 Middle & Other Managers	0	0.0	3	0,0	
03 Professionals	3	0.0	14	1 0.0	
04 Semi-Professionals & Tech	0	0.0	2	2 0.0	
05 Supervisors	0	0.0	(	0.0	
06 Supervisors: Crafts & Trades	0	0.0	(	0.0	
07 Administrative & Sr Clerical	0	0,0	2	0.0	
08 Skilled Sales & Service	0	0.0	(	0.0	
09 Skilled Crafts & Trades	0	0.0	(	0.0	
10 Clerical Personnel	0	0.0		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	008152

	Federal Contractors Program Achievement Report	
	Part 3: Goals	
	Rheinmetall Canada Inc.	
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14 Other Manual Workers	s 0 0.0 0 0.0	
Total	3 26	

### Part 3: Goals

### Rheinmetall Canada Inc.

30-05-2018

									Data for	Subseque	nt/Curre	nt Goals							
$ \begin{bmatrix} A & B \\ A & B \end{bmatrix} $	C	D	E	F	G	H	I	J	K	L	M	N	0	P	Q	R	S	r	<u>U</u>
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry		From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНхЗ	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	1 2 44	K ÷ C	(K - M + O) + (C + F)
\$	J	<b>1</b>	, T		<b></b>	Ţ	Ţ	J	Ţ	J	<u> </u>	J		J.	J	, <u>1</u>	J	J	<u> </u>
									Table 9: Women Subsequent/Current Short-term Goals										
									Subseque	ent/Current	Short-terr	n Goals							
				All Em											omen				
	Number	Grov	th (New Posit	ions)		arnover (Replacement of Terminated Employees)			Number Turnover (Replacement of		Hires		Year Goals From - To						
ccupational Group (EEOG)	VVVV-MM-DD	Actual	Proje	rted Actual				Anticipated Hires Over 3	YYYY-MM-DD	Terminated	l Employees)	Required	1111		Present	Present Gap	Projected	Present	Projected Representation in 3
				Over 3			Over 3	Years			Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-05-30	Annually	Annually	Years	Annually	Annually	Years		2018-05-30	Annually	Years		2018	2021					
	#	%a	%	#	%	%	#	#	#	%	#	Ħ	#	%	%	#	Ħ	%	%
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	*		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		8.1%	15.2%
03 Professionals	124	19.3%	7.8%	29	25.4%	2.0%	7	36	17	2.0%		21	11	30.0%	24.3%	-13		13.7%	17.6%
04 Semi-Professionals & Tech	28	ł	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% 0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	31	-100.0% 7,4%	9.0%	0	200.0% 17.9%	0.0%		0	20	0.0% 1.0%	,	13	0		80.8%	0	-13	#DIV/0! 64.5%	#DIV/0! 48.7%
08 Skilled Sales & Service	91	0.0%	0.0%	0	0.0%	0.0%	,	7	20	0.0%	1 1	13	0		0.0%		-13	#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%
10 Clerical Personnel	14	10.1%	5.0%	1	57.1%	0.0%	0	1	,	0.0%	0	2	1	50.0%	62.5%		1 .	25.0%	40.0%
11 Intermediate Sales & Service		17.0%	8.0%	2	0.0%	0.0%	0	2		0.0%		5	1	50.0%	61.8%	_4		12.5%	20.0%
12 Semi-Skilled Manual	8	-14.9%	8.0%	2	0.0%	0.0%	n	2	1 4	0.0%	1 6	_2	n	,,,,,,,,,	18.4%	3	2	50.0%	40.0%
13 Other Sales & Service	1	0.0%	0.4%	n	0.0%	0.0%	0	n	0	0.0%	"	1	n	50.0%	51.1%	] .1		0.0%	0.0%
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	] ő	0	0		0.0%	0		#DIV/0!	#DIV/0!
		2.570		~	2.074		· ''	-74	i						0.0776	1	L		23.1%

<sup>†</sup> 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) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

					Table 10: Women
Employment Equity		Wom			٠
Occupational Group (E	EOG) Short-to	rm Goals	Long-term	Goals %	Comments
01 Senior Managers		27.4		27.4	
02 Middle & Other M	anagers	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 & S	r Clerical	0.0			
08 Skilled Sales & Ser	vice	0.0			
09 Skilled Crafts & Tr	ades	0.0			
10 Clerical Personnel		50.0		50.0	
11 Intermediate Sales	& Service	50.0		50.0	
12 Semi-Skilled Manu	ECOLUMIC PRODUCTION	0.0		_	
13 Other Sales & Serv		50.0		50.0	008154
14 Other Manual Wor	kers	0.0			333104

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	Rheinmetall Canada Inc.
	30-05-2018
Total	<b>经验证据</b> 40.0

									Data for	Subseque	nt/Curre	nt Goals							
	C	D	E	F	G	H	I		<u>K</u>	L	M	lN	<u>O</u>	P	Q	R	S	T	U
Data sources:	From Workforce Analysis	From Workforce Analysis†	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(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)
	Ţ		<u> </u>	<b>1</b>	1	1	Ţ	1	1	, <u>†</u>	<u> </u>	<u> </u>	Ţ	<u> </u>	1	1	<u> </u>	1	<u> </u>
									Table 11: Aboriginal Peoples										
									Subsequ	ent/Curren	t Short-teri	n Goals			nal Peoples				
	All Employees																		
	Number	Grow	th (New Positi	ons)	Turnover (Re	***************************************	Terminated		Number	Turnover (Replacement of		Hires	3 Year Goals						
Employment Equity		Employees)						Anticipated		Terminated	l Employees)	Required		n - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	YYYY-MM-DD	<del>                                      </del>					Hires Over 3 Years	YYYY MM-DD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years	
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2018-05-30	Annually	Over 3 Years	Years	2018	2021					
l l	ii	9/0	%	tt	%	%	41	#	ii ii	%	#	ti.	ti .	0/0	%	H	ti	%	%
01 Senior Managers	4	0.0%	0.0%	0	25.0%	5.0%	1	1	(	5.0%	. 0	0	(	1	2.9%	,	) (	0.0%	0.0%
02 Middle & Other Managers	37	14.0%	8.0%	9	25.8%	2.0%	2	11		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	(	2.0%	0	2	(	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	(	2.0%	0	0	(		1.1%	, 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%	5 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%	5 0	) (	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	31	7.4%	9.0%	8	17.9%	1.0%	1	9	(	1.0%	0	0	(		0.7%	6	) (	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%			#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		2.0%	5	) (	0.0%	0.0%
10   Clerical Personnel	4	10.1%	5.0%	1	57.1%	0.0%	0	I	(	0.0%	0	0	(		0.8%	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		0.9%			0.0%	0.0%
12 Semi-Skilled Manual	8	-14.9%	8.0%	2	0.0%	0.0%	0	2	(	0.0%	0	0			0.9%			0.0%	0.0%
13 Other Sales & Service	1	0.0%	0.4%	0	0.0%	0.0%	0	0		0.0%	1 0	0			0.8%			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	#DIV/0!	#DIV/0!
Total	259	12.7%	7.8%	61	21.4%	1.7%	13	74		1.7%	0	1 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) 10. + 10.
- Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

						Table 12: Aboriginal Peoples
Employment Equit	tv		Aboriginal	Peoples		
Occupational Grou		Short-teri	m Goals	Long-te	rm Goals	Comments
-	•		%		%	
01 Senior Manag	gers		0.0			
02 Middle & Oth	her 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-Professi	ionals & Tech		0.0			
05 Supervisors			0.0			
06 Supervisors: 0	Crafts & Trades		0.0			
07 Administrativ	ve & Sr Clerical		0.0			
08 Skilled Sales	& Service		0.0			
09 Skilled Crafts	s & Trades		0.0			
10 Clerical Perso	onnel		0.0			
11 Intermediate	Sales & Service		0.0			
12   Semi-Skilled	Manual		0.0			
13 Other Sales &	& Service		0.0			008156
14 Other Manual	l Workers		0.0			

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	Rheinmetall Canada Inc.
	30-05-2018
Total	1.2

<b>[</b>									No. at a con-	C.1									
									Data for	Subseque	nt/Curre	nt Goals							
A B	C	<u>a</u>	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	**************************************	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis‡	Data Entry	CxHx3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C + F)
r	1	1	<u> </u>	1	1	1	Ţ	1	1	<u> </u>	<u> </u>	<u> </u>	1	Ţ	1	1	<b>J</b>	1	ψ
										: Persons									
									Subseque	ent/Current	Short-teri	n Goals		B .	ith Disabilitie				
ļ .		All Emplo number Growth (New Positions)			•									r Goals	ith Disabilitie	s			
	Number	Grow	th (New Posit	tions)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (Re	eplacement of	Hires		n - To					
Employment Equity	YYYY-MM-00	Actual	Bend	ected	Actual		ected	Anticipated Hires Over 3	YYYY-MM-DD	Terminated	Employees)	Required		- 1111	Present	Present Gap	Projected	Present	Projected Representation in 3
Occupational Group (EEOG)		Actual	1119	Over 3	Actual	1110	Over 3	Years	1111 1111 1111		Over 3	Over 3 Years			Availability		Gap	Representation	Years
	2018-05-30	Annually	Annually	Years	Annually	Annually	Years		2018-05-30	Annually	Years		2018	2021					
	#	%	%	#	%	%	#	#	Ħ	%	#	Ħ	Ħ	%	%	#	#	%	%
01/02 Managers	41	7,0%	8.0%	10	1	7.0%	9	19	2	7.0%	0	0	0		4.3%	0	0	4.9%	3.9%
03 Professionals	124	19.3%	7.8%	29	1 1	2.0%	7	36	2	2.0%	0	4	Į	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	#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	#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		3.2%	2.6%
08 Skilled Sales & Service		0.0%	0.0% 10.0%	0	0.0% 8.7%	0.0%	0	U	0	0.0%	0	0	0	3.8%	0.0% 3.8%			#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades 10 Clerical Personnel	14	15.9% 10.1%	5.0%	4	57.1%	0.0% 0.0%	0	4	0	0.0%	0		0	3.6%	7.0%	-1	-1	0.0% 0.0%	0.0% 0.0%
11 Intermediate Sales & Service	4	17.0%	5.0% 8.0%	'	0.0%	0.0%	0	2	0	0.0%	0	()	0		5.6%	0		0.0%	0.0%
12 Semi-Skilled Manual	0	-14.9%	8.0%	2	0.0%	0.0%	0	2	0	0.0%	0	'	"		3.0% 4.8%	1 0	] -	0.0%	0.0%
13 Other Sales & Service	0	0.0%	0.4%	1 å	0.0%	0.0%	0	2	0	0.0%	0	1 0	0		6.3%	0	1 0	0.0%	0.0%
14 Other Manual Workers	1 0	0.0%	0.0%	۰ ۱	0.0%	0.0%	0	n	n	0.0%	l "	l 0	l "		0.5%	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.

Workforce Amarysis) . 27 A I				T 11 44 B 10 D0 1000
				Table 14: Persons with Disabilities
Constant Contra	Pi	ersons with Disabiliti	es	
Employment Equity	Short-ter	m Goals Long-t	erm Goals	Comments
Occupational Group (EEOG)		%	%	
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	008158

30-05-2018

									Data for	Subseque	nt/Currei	nt Goals							
иминиминиминиминиминиминиминиминиминими	C	D	F	***	i G	H	*		K	;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;;	M	N	0	i p	0	R	S		U
L.A.L.			i	<b></b>		<b>FI</b>			: <b>P</b> .	i	i iya					i	i		i
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	Сх Нх 3	F+1	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) + (C
32442-01-42-02-42-02-42-42-42-42-42-42-42-42-42-42-42-42-42	Ţ	Ţ	Ţ	Ţ	Ų	Ţ	Ţ	Ţ	Ţ	Ų	Ţ	J	Ţ	Ţ	Ţ	Ų	J	Ţ	J
								7	able 15: <b>V</b>	lembers o	of Visible	Minoritie	·S						
									Subseque	ent/Current	Short-tern	n Goals							
				All En	ployees								Mi	embers of V	isible Minor	ties			
	Number	Grov	oth (New Posit	ions)	Turnover (Re		Terminated		Number	Turnover (R.	eplacement of			Goals					
Employment Equity						Employees)		Anticipated			Employees)	Hires Required		1 - To	Present		Projected	Present	Projected
Occupational Group (EEOG)	1111-MM-00	Actual	Proje	ected	Actual	Proj	ected	Hires Over 3 Years	YYYY-MM-DD			Over 3	1111	- 1111	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2018-05-30	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	rears.	2018-05-30	Annually	Over 3 Years	Years	2018	2021					11413
	#	%	%	#	%	%	#	#	#	%	#	#	Ħ	9/a	%	#	#	%	%
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		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	1	7.0%	6	16.0%	2.0%	2	8	0	2.0%	0	4	1	11.0%	11.0%	-3	-3		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	#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	#DIV/0!	#DIV/0!
07 Administrative & Sr Clerical	31	7.4%	9.0%	8	17.9%	1.0%	1	9	Į.	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	#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	259	0.0%	0.0% 7.8%	0	0.0%	0.0%	0	74	10	0.0% 1.7%	0	0	0	22.407	0.0% 22.4%	-48	0	#DIV/0! 3.9%	#DIV/0!
Total	259	12.7%	/.8%	61	21.4%	1,7%	13	/4	1 10	1.7%	1 1	63	17	22.4%	22.4%	-48	-46	3.9%	8.1%

† 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) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

Workforce Analysis) + 2) x R	7.51			Table 16: Members of Visible Minorities	
	Members of Vis	sible Minorities			
Employment Equity Occupational Group (EEOG)	Short-term Goals	Long-term G		Comments	
01 Senior Managers	9/6	+	%		
02 Middle & Other Managers	20.0		20.0		
03 Professionals	32.4	**************************************	32.4		
04   Semi-Professionals & Tech	32.4 11.0		11.0		
1			11.0		
05 Supervisors	0.0				
06 Supervisors: Crafts & Trades	\$200123770227000227004270001C0\$		200		
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	**************************************	1	22.2		
12 Semi-Skilled Manual	22.7	7	22.7		
13 Other Sales & Service	0.0	)		0	08159
14 Other Manual Workers	0.0	)			00.00

	Federal Contractors Program Achievement Report
	Part 3: Goals
	Rheinmetall Canada Inc.
	30-05-2018
Total	22.4 4.0

### Federal Contractors Program Achievement Report Part 4: Results - Women Rheinmetall Canada Inc. 30-05-2018 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U V W Part 1: Part 1: Part 2: Part 2: $V + U|_{\mathbf{X}}$ $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow $Q \oplus P \times$ Part 2: Flow E-H K x G ÷ 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference ٠. % # % % % % 2015 25.0 27.4 91.2 1 01 Senior Managers 2018 0 0.0 27.4 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2015 25 3 12.0 38.9 10 30.8 02 Managers 2018 37 8.1 38.9 14 -11 20.8 14 7.1 2 15.4 0 0.0 73 17 2015 13 17.8 23.6 75.5 03 Professionals 2018 124 17 13.7 24.3 30 -13 56.4 75 32 21.9 25 11 14.7 16.0 2015 22 4 18.2 17.5 103.9 Semi-Professionals & 04 Technicians 2018 28 0 0.0 18.7 0.0 0 0.0 0 0.0 0 0.0 2015 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 Supervisors: Crafts & 2015 0 0.0 14.7 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 0 Part 2: E = D xPart 2: Flow $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % ٠. % % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 27.4 0.0 27.4 0.0 0 2018 3 15.8 0.0 0.0 50.€ 0.0 0.0 Middle & Other 19 300.0 Managers 39.5 38.9 2021 19 3 15.8 40.0 40.6 2018 82 18 22.0 900.0 0.0 0.0 900.€ 0.0 0.0 03 Professionals 2021 82 22.0 30.0 73.2 24.3 90.3 18 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 Technicians 0 0.0 25.0 0.0 18.7 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 -1 Trades 2021 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 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V + U \mathbf{x}$ E-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Women Women All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % % 2015 24.0 80.8 29.7 Administrative & 25 6 20 -14 Senior Clerical 2018 31 20 64.5 80.8 25 79.8 53.3 83.3 60.0 Skilled Sales & 2015 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2015 0 0.0 2.9 0.0 Trades Workers 2018 0.0 14 0 0.0 2.4 0 0.0 0.0 0 0.0 0 2015 1 33.3 62.5 -1 53.3 10 Clerical Personnel 2018 25.0 62.5 40.0 0 0.0 0 0.0 50.0 2015 2 40.0 64.7 Intermediate Sales & 61.8 Service Personnel 2018 20.2 12.5 61.8 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2015 13 2 15.4 18.4 83.6 12 Workers 50.0 18.4 271.7 50.0 0.0 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis 100 Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Women Women Women Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % ٠, % 2018 Administrative & 13 81.3 433.3 0.0 0.0 118. 0.0 Senior Clerical 2021 0.0 16 13 81.3 0.0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 0.0 2021 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 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0,0 2018 0 0.0 0.0 0.0 Clerical Personnel 2021 0.0 0,0 50.0 0 50.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 Service Personnel 2021 0 0.0 50.0 0.0 50.0 0.0 2018 33.3 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 2021 33.3 0.0 0.0 0.0 0.0

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A	В	C	D	E	F	G	Н	<u> </u>	J	K	L	M	N	0	P	Q	R	S	T	U	<u>V</u>	W	X	Y
Data sc	янсея:		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
			Ţ	<b></b>	Ţ	<u> </u>	Ţ	Ţ	<u> </u>		1	Ţ	<u> </u>	<b>\</b>	1	J	Ţ	<u> </u>	<u> </u>	1	<u> </u>	<b>\</b>	<u> </u>	<u> </u>
				И	Vorkf	orce An	alysis									Flow	Data A	nalysis						
	loyment Equity upational Group	Year			N	orkforce					1	Hires				P	romotio				Te	rminati		
(EEC			All Employees	Represent	tation	Wor Avails		Gap	EE Result	All Employees	Ac	tual	Expected	Difference	All Employees	Ac	ual	Expected	Difference	All Employees	Aer	tual	omen Expected	Difference
		#	ú	4	74	%	#	4	1%	#	#	%	и	# # # # # % # # # # % #									· ·	4
1 141	Other Sales & Service	2015	1	0	0.0	51.1		-1	0.0	I														
	Personnel Other Manual	2018 2015	1	0	0.0	51.1	<u></u>	-1 0		<u> </u>	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
1 141	Aner Manuai Workers	2013	0	0	0.0	į		0	0.0	<b></b>	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	1															
		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	0
Data sc	nurces:		Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E÷Dx 100	Part 3: Goals	E ÷ G x 100	Part 3: Goals	F = 1 x 100	Part 3: Goals	E÷Kx 100	Part 3: Goals	F + M x 100											
			Ţ	Į.	Ţ	1	Ţ	ţ	1	1	1	1	<b>\</b>											
				Entrant	ts					Coals														
	loyment Equity	Year	F	low Data Wome	ın			rm Goal	S		Long-ter Wor			Comments										
(EEC	ipational Group DG)		All Employees	Actua		Goal	Percent of Goal Met		Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met						ommen	ts				
		#	#	#	%	#	%	%	%	#	%	%	%											
	Other Sales & Service	2018	0	0	0.0	L	0.0	0.0	Į	£	0.0	0.0	0,0											
	Personnel Other Manual	2021 2018	0	0	0.0		0.0	50.0	<u> </u>		0.0	50.0 0.0	0.0											
141	Workers	2021	0	0	0.0	l	5.0	0.0	Į	L	0.0	0.0	0.0											
Total		2018 2021	139 139	35 35	25.2 25.2	7	500.0	0.0 40.0	0.0 62.9	21	166.7	0.0	0.0											

### Federal Contractors Program Achievement Report Part 5: Results - Aboriginal Peoples Rheinmetall Canada Inc. 30-05-2018 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U V W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F ÷ 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples All All ΑH All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2015 0.0 2.9 0 0.0 01 Senior Managers 2018 0 0.0 2.9 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2015 0 0.0 2.2 -1 0.0 02 Managers 2018 37 0 0.0 2.2 0.0 14 0 0.0 0 0.0 0 0.0 73 2015 0 0.0 1.0 -1 0.0 03 Professionals 2018 124 0 0.0 1.0 0.0 75 32 25 0 0.0 0 0.0 0 0.0 2015 22 0 0.0 1.0 0 0 0.0 Semi-Professionals & 04 Technicians 2018 28 0 0.0 1.1 0.0 0 0.0 0 0.0 0 0.0 2015 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 Supervisors: Crafts & 2015 0 0.0 0.0 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % ٠. ٠, % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0.0 0 2018 0.0 0.0 0.0 0.0 0.0 Middle & Other 19 0 0.0 0.0 Managers 2.2 2.2 2021 19 0 0.0 0.0 0.0 2018 82 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 03 Professionals 2021 82 0.0 1.0 0.0 1.2 0.0 0 0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 0.0 Technicians 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 -1 Trades 2021 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 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L - N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group **Aboriginal Peoples** Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2015 0.0 Administrative & 25 0 0.7 0.0 Senior Clerical 2018 31 0 0.0 0.7 0.0 0 0.0 0 0.0 0 0.0 Skilled Sales & 2015 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2015 0 0.0 1.8 0 0.0 Trades Workers 2018 0 2.0 0.0 14 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.8 0 0.0 10 Clerical Personnel 2018 0 0.0 0.8 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 0.9 0 0.0 Intermediate Sales & Service Personnel 2018 0.0 0 0.0 0.9 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2015 13 0 0.0 0.9 0 0.0 12 Workers 0.0 0.9 0.0 0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals - M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis 1 **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Aboriginal Peoples **Aboriginal Peoples** Aboriginal Peoples Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Met Goal Met \*/6 % % ٠. ٠, % 2018 Administrative & 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 0.0 0.0 0.0 16 0 0.0 0.0 2018 0.0 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 Service Personnel 0.0 2021 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 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0,0 2018 0 0.0 0.0 0.0 Clerical Personnel 2021 0.0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Workers 2021 0.0 0.0 0.0 0.0 0.0 0

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A	<b>D</b>		<u>v</u>		<u>F</u>			<u>I</u>	J	K	<u>L. L.</u>	<u> </u>	<u> </u>		<u>; r</u>	У	R	<u> </u>	·	<u> </u>	<b>Y</b>	¥¥	<u>X</u>	<u> </u>
Data s	ources:		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 x100	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
			Ţ	T T	Ţ	J.	T.	<u> </u>	Ų	\	<u> </u>	J.	<u> </u>	<b></b>	<u> </u>	J	Ţ	<u></u>	<u> </u>	<u> </u>	<u> </u>	<b>V</b>	i	Ţ
				N	orkfo	orce An	alysis									Flow l	Data A	nalysis						
	oloyment Equity upational Group	Year			W	orkforce						Hires				P	romotio				Te	rminati		
(EE			All Employees	Represent	ntian	Aborigina Availa		Gap	EE Result	All Employees	30	Aborig tual	Expected	Difference	All Employees	Act		Expected	Difference	All Employees	Act	Aborigi ual	nal Peoples Expected	Difference
		Ħ	#	# 1	%	%	#	e diameter	%	#	#	9,	# #	#	и	4	%	##	##	#	#	%	#	# #
E 5 1	Other Sales & Service	2015	1	0	0.0	0.8	0	0	0.0															
	Personnel	2018	1	0	0.0	0.8		0	0.0	<del></del>	()	0.0	0	0	0	0	0.0	(	) (	0	0	0.0	(	) (
1.4.1	Other Manual Workers	2015 2018	0	0	0.0	0.0		0	0.0 0.0	<b></b>	0	0.0		Λ.		0	0.0	ļ.,			0	0,0		
		2015	181	0	0.0	1.2	,	-2	0.0	<del> </del>		. 0.0					0.0	,	,		0	0.0	'	1
Total		2018	259	0	0.0	1.2	3	-3	0.0	124	0	0.0	1	-1	62	0	0.0		) (	47	0	0.0	(	) (
Data s	ources:		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÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F = M x 100											
*******	**************************************	********		i	Ţ		i	J	J	J	i	J	J											
			New	Entrant	S				G	loals														
Emj	oloyment Equity		Fl	ow Data			Short-te	rm Goals	i,		Long-ter	m Goals												
	upational Group	Year	All	Aboriginal I	coples			al Peoples			Aborigina	d Peoples	T					(	Commen	its				
(EE	OG)		Employees	Actua		Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
т	01 01 00	#	# 0	#	*4	#	%	*6	*4	#	%	%	%											
1 1 1	Other Sales & Service Personnel	2018 2021	0	0	0.0	0	0.0	0.0	0.0	<b>4</b>	0.0	0.0	0.0											
14	Other Manual	2018	0	0	0.0	0	0.0	0.0	0.0		0.0	0.0	-											
17	Workers	2021	0	0	0.0			0.0	0.0			0.0	0.0											
Total		2018 2021	139 139	0	0.0	0	0.0	0.0	0.0 0.0	L.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.0	0.0	0.0											

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A	В	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	T	U	<u>V</u>	W	X	Y
Data	sources:		Part 1: Workforce	Part 1: Workforce	E + D	Part 1: Workforce	DxG	E - H	E + H	Part 2: Flow Data Analysis	Part 2: Flow Data	L+K	K x G ÷ 100	L-N	Part 2: Flow Data Analysis	Part 2: Flow Data	Q * P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data	V ⊕ U x 100	U x F + 100	V-X
Į	********************************		Analysis	Analysis	x 100	Analysis	÷100	L L	x 100	L L	Analysis	x 100 L	Į	L	J Data Alianysis	Analysis L				Linua Analysis	Analysis			
			Ψ	<u> </u>	Vorkfe	orce An		•	Ψ.	Ψ	Ψ.	Ψ	Ψ	Ψ	- V	· · ·	) Data Ar	alvsis	Ψ	Ψ	Ψ.	Ψ	Ψ	<u> </u>
	ployment Equity	Year				orkforce						Hires					romotion	•			Ter	minatio	ns	
\$00000000	upational Group (OG)		All Employees	Represen		Persons with Avail:			EF Result	All Employees		Persons wi	th Disabilitie Expected	Difference	All Employees	Aci		h Disabilities Expected	Difference	All Employees	Actu		h Disabilities	Difference
ì	Í	#	#	# #	%	***	#	Gap #	%	#	#	9,	r specieu	#	ii ii	#	9 <sub>0</sub>	# #	#	H	# "	%	Expected #	District 2
01& 02	Managers	2015 2018	29 41	3 2	10.3 4.9	4.3 4.3		2	240.6 113.4	15	0	0.0	1	-1	15	1	6.7	2	-1	9	ı	11.1	1	θ
03	Professionals	2015 2018	73 124	2 2	2.7 1.6	3.8 3.8	3	-1 -3	72.1 42.4	75	0	0.0	3	-3	32	1	3.1	ī	n	25	0	0.0	1	_1
04	Semi-Professionals & Technicians	2015	22 28	0	0.0	4.6	1	-1	0.0									,			1			-1
05	Supervisors	2018 2015	28 0	0	0.0	4.6 0.0	0	-1	0.0	9	0	0.0	U	U	3	0		U	U	4	0	0.0	U	U
06	Supervisors: Crafts &	2018 2015	0	0	0.0	0.0 7.8		0	0.0 0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
00	Trades	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	Part 2: Flow Data	E÷Dx	Part 3:	E + G x	Part 3:	F ~ L v 100	Part 3: Goals	E+Kx	Part 3:	F + M x 100											
į	*****************************		Data Analysis	Analysis	100	Goals	100	Goals			100	Goals												
			↓ Nov	↓ Entran	↓	<u>↓</u>			<u> </u>	oals	1	<u> </u>	<u> </u>											
				ow Data	i i o		Short-te	rm Goal			Long-ter	m Goals												
E00000000	ployment Equity upational Group	Year	All	Persons Disabil			Persons with	a Disabilities			Persons with	Disabilities						C	omment	ts				
(EE	OG)		Employees	Actu	al	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met											
		#	#	*	%	#	%	%	٠.	#	9/0	9/6	%											
01& 02	Managers	2018 2021	21 21	1	4.8 4.8	0	0.0	0.0 0.0	0.0	0	0.0	0.0 0.0	0.0 0.0											
03	Professionals	2018 2021	82 82		1.2		0.0	0.0 3.8	0.0 32.1	I	100.0	0.0 3.8	0.0 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											
05	Supervisors	2021 2018	0	0	0.0	0	0.0	0.8 0.0	0.0	0	0.0	8.0 0.0	0.0											
	Supervisors: Crafts &	2021 2018	-1	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
06	Trades	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 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Persons with Disabilities Persons with Disabilities Persons with Disabilities Persons with Disabilities All ΑH All All (EEOG) Employees Employees Employees Employees Representation Availability Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2015 4.0 117.6 Administrative & 25 1 3.4 Senior Clerical 2018 31 3.2 3.4 94.9 6.7 0 0.0 20.0 Skilled Sales & 2015 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 Skilled Crafts & 2015 0 0.0 3.8 0 0.0 Trades Workers 2018 3.8 0.0 14 0 0.0 0 0.0 0.0 0 0.0 0 2015 0 0.0 7.0 0 0 0.0 10 Clerical Personnel 2018 0 0.0 7.0 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 5.6 0.0 Intermediate Sales & Service Personnel 2018 0.0 0 0.0 5.6 0 0 0.0 0 0.0 0 0.0 Semi-Skilled Manual 2015 13 0 0.0 4.8 0.0 12 Workers 4.8 0.0 0 0.0 0.0 0 0.0 0.0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data **Short-term Goals** Long-term Goals **Employment Equity** Year Persons with Persons with Disabilities Persons with Disabilities Occupational Group Comments Disabilities All (EEOG) Employees Percent o Percent of Percent of Percent of Goal Goal Goal Goal Actual Goal Met Goal Met Goal Met Goal Met % 9/4 % % % % 2018 6.3 0.0 0.0 0.0 0.0 0.0 Administrative & 1 0.0 Senior Clerical 2021 16 0.0 0.0 0.0 0.0 6.3 Skilled Sales & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0 0.0 3.8 0.0 3.8 0.0 2018 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0 10 Clerical Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & Service Personnel 2021 0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual 2018 0.0 0.0 0.0 0 0.0 0.0 0.0 0.0 Workers 2021 0 0.0 0.0 0.0 0.0 0.0

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A B	С	D	E	F	G	H	<u> </u>	J	K	<u> </u>	<u> </u>	N	<u>O</u>	<u>P</u>	Q	R	S	<u> </u>	<u>U</u>	<u>V</u>	W	<u>X</u>	<u>Y</u>
Data sources:		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∻Ux 100	U x F ÷ 100	V-X
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			W		orce An	•								_	Flow	Data A	nalysis						
Employment Equity Occupational Group	Year				orkforce					1	Hires				I	rometio				Te	rminati		
(EEOG)		All Employees	Representa		Persons with Avails		Gap	EF Result	All Employees	44	Persons w	ith Disabilitie Expected	Difference	All Employees	Ac	Persons w	th Disabilitie Expected	Difference	All Employees	Ac	Persons w	th Disabilitie	Difference
	Ħ	#	#	%	**	#	4	**	#	#	96	#	#	ü	4	%	#	#	¥	#	%	#	#
Other Sales & Service	2015	1	0	0.0	6.3	0	0	0.0															
Personnel	2018	1	0	0.0	6.3	0	0	0.0	<b></b>	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
14 Other Manual Workers	2015 2018	0	0	0.0	0.0 0.0		0	0.0			0.0		Α		0	0.0	ļ			0	0,0		
	2018	181	6	3.3	4.1	7	-1			0	1: 0.0	U	U	1 0	9	0.0	0	, v	U U	U	0.0	V	- 0
Total	2018	259	5	1.9	4.1	11	-6		124	1	0.8	5	-4	62	2	3.2	2	0	47	2	4.3	2	0
Data sources:		Part 2: Flow Data Analysis		÷ D x 100	Part 3: Goals	E ÷ G x 100	Part 3: Gosis	F÷1x 100	Part 3: Goals	E ÷ K x 100	Part 3: Goals	F+M x 100											
***************************************	***************************************	↓	Į.	Ţ	Ţ	Ţ	Ţ	Ţ	Ţ	1	1	V											
		New	Entrants	S				(	oals														
Employment Equity	Year	F	low Data Persons w			Short-te	rm Goals	S		Long-ter	m Goals												
Occupational Group (EEOG)	i cai	All Employees	Disabiliti Actual	es	Goal	Percent of	n Disabilities Goal	Percent of	Goal	Persons with Percent of	<del></del>	Percent of					(	Commen	ts				
	#	4	4	%	#	Goal Met	%	Goal Met		Goal Met	9/6	Goal Met											
Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
Other Manual	2021 2018	0	0	0.0	0	0.0	0.0		4	0.0	0.0	0,0											
Workers	2021	0	0	0.0	V	0.0	0.0		L		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		1	2.0	107.9											

### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Rheinmetall Canada Inc. 30-05-2018 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O T U V W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O \* P x Part 2: Flow $V \oplus U \mathbf{x}$ E-H K x G ÷ 100 U x F ÷ 100 V-X Data sources Workforce Workforce Workforce Flow Data L - N Flow Data P x F + 100 Q - S Flow Data x 100 - 100 x 100 Data Analysi $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ Ţ 1 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % 2015 0.0 10.1 0 0 0.0 01 Senior Managers 2018 0 0.0 10.1 0 0.0 0 0.0 0 0.0 0 0.0 Middle & Other 2015 1 4.0 15.0 -3 26.7 02 Managers 2018 37 2.7 15.0 18.0 14 0 0.0 13 0 0.0 0 0.0 73 24 2015 7 9.6 32.6 -17 29.4 03 Professionals 2018 124 32.4 40 -32 19.9 75 32 8 6.5 4.0 24 -21 3.1 25 8.0 2015 22 0 0.0 10.2 -2 0.0 Semi-Professionals & Technicians 2018 28 0 0.0 11.0 0.0 0 0.0 0 0.0 0 0.0 2015 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 Supervisors: Crafts & 2015 0 0.0 5.3 0 0.0 06 Trades 0.0 0.0 0.0 0.0 0.0 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % ٠. ٠, % 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 01 Senior Managers 2021 0.0 0.0 0.0 0.0 0.0 0 2018 0.0 0.0 0.0 0.0 0.0 Middle & Other 19 0 0.0 0.0 Managers 0.0 2021 19 0 0.0 20.0 20.0 0.0 82 2018 4 4.9 133.3 0.0 0.0 28.6 0.0 0.0 03 Professionals 2021 82 4.9 32.4 15.1 32.4 15.1 4 0 0.0 0.0 0.0 0.0 0.0 Semi-Professionals & 2018 0.0 0.0 Technicians 2021 0 0.0 0.0 11.0 11.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 05 Supervisors 2021 0 0.0 0.0 0.0 0.0 0.0 Supervisors: Crafts & 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 -1 Trades 2021 0.0 0.0 0.0 0.0 0.0 0

### Federal Contractors Program Achievement Report Part 7: Results - Members of Visible Minorities Rheinmetall Canada Inc. 30-05-2018 В $\mathbf{C}$ D E F $\mathbf{G}$ H M N 0 O U W Part 1: Part 1: Part 2: Part 2: $\mathbf{E} + \mathbf{D}$ DxG $\mathbf{E} + \mathbf{H}$ Part 2: Flow Part 2: Flow O \* P x Part 2: Flow V + UxE-H U x F ÷ 100 Data sources Workforce Workforce Workforce Flow Data K x G ÷ 100 L-N Flow Data P x F + 100 Q - S Flow Data V-X x 100 - 100 x 100 Data Analysis $\times 100$ Data Analysis Data Analysis Analysis Analysis Analysis Analysis Analysis Analysis Ţ 1 1 Workforce Analysis Flow Data Analysis **Employment Equity** Workforce Hires Promotions Terminations Year Occupational Group Visible Minorities Visible Minorities Visible Minorities Visible Minorities All All All All (EEOG) Employees Availability Employees Employees Employees Representation Gap EE Result Actual Expected Difference Actual Expected Difference Actual Expected Difference % % % % % % 2015 4.0 12.2 32.8 Administrative & 25 1 Senior Clerical 2018 31 3.2 12.2 26.4 1.5 6.7 0 0.0 0 0.0 Skilled Sales & 2015 0 0.0 0.0 0 0.0 Service Personnel 2018 0 0.0 0.0 0 0.0 0 0.0 0 0.0 0 0.0 2015 Skilled Crafts & 0 0.0 3.6 0.0 Trades Workers 2018 0.0 2.9 0.0 14 0 0 0.0 0 0.0 0 0.0 2015 0 0.0 17.4 -1 0.0 10 Clerical Personnel 2018 0 0.0 17.4 0.0 0 0.0 0 0.0 0 0.0 2015 0 0.0 22.2 -1 0.0 Intermediate Sales & Service Personnel 2018 22.2 0.0 0 0.0 -2 0 0.0 a 0.0 0 0.0 Semi-Skilled Manual 2015 13 0 0.0 22.7 0.0 12 Workers 22.7 0.0 0.0 0.0 0 0.0 0.0 0 Part 2: Part 2: Flow E = D x $E = G \times$ F ÷ I x 100 ≟ Part 3: Goals \* M x 100 Data sources Flow Data Data Analysis Goals 100 Goals Goals Analysis **New Entrants** Goals Flow Data Short-term Goals Long-term Goals **Employment Equity** Year Visible Minorities Visible Minorities Visible Minorities Occupational Group Comments All (EEOG) Percent of Percent of Percent of Percent of Employees Actual Goal Goal Goal Goal Met Goal Met Goal Mei Goal Met \*/6 % % % ٠, % 2018 50.0 Administrative & 6.3 0.0 0.0 0.0 0.0 0.0 Senior Clerical 2021 6.3 20.0 31.3 20.0 31.3 16 2018 0.0 0.0 0.0 0.0 Skilled Sales & 0 0.0 0.0 0.0 Service Personnel 0.0 0.0 2021 0 0.0 0.0 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Skilled Crafts & Trades Workers 2021 0.0 0.0 0.0 0.0 0.0 0 0.0 0.0 0.0 0,0 2018 0 0.0 0.0 0.0 Clerical Personnel 2021 0.0 0.0 17.4 0 17.4 0.0 0 0.0 0.0 0.0 0.0 0.0 Intermediate Sales & 2018 0.0 0.0 Service Personnel 2021 0 0.0 22.2 0.0 22.2 0.0 2018 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 Semi-Skilled Manual Workers 22.7 2021 0.0 22.7 0.0 0.0 0

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	Sales & Service	2018	0	0	0.0	0	0.0	0.0	0.0	<b>4</b>	0.0	0.0	0.0											
Person		2021 2018	0	0	0.0	0	0.0	0.0 0.0	0.0		0.0	0.0	0.0											
14 Otner i		2018	0	0	0.0	V	0.0	0.0	0.0		0.0	0.0	0.0											
Total		2018	139	<b></b>	3.6	3	166.7	0.0	0.0		19.2	0.0	0.0											
		2021	139	5	3.6			22.4	16.1			4.0	89.9											

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

# **Efforts**

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

Dag			***		res:
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equity.

Contra	ctors r rogram.
Requi	red measures:
$\square$	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>✓</b>	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.
$\checkmark$	Adjusted survey results to reflect hires, promotions and terminations.
<b>\( </b>	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.
<b>7</b>	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).
$\Box$	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>~</b>	Ensured that any new gaps identified are addressed accordingly.
	Maintained appropriate records in all required areas.
Other	measures:
<b>\</b>	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.
$\checkmark$	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.
<b>V</b>	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

<b>✓</b>	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.
<b>_</b>	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):
Oper	ational Context
	check the appropriate boxes and provide a brief overview of the events that have influenced your ration's activities during the period between the first/previous and subsequent/current compliance ment.
	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.
Addit	tional Details
lease	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: $\boxtimes$ Yes $\square$ 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
- 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			Go	als		
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	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			
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3 years)	(+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			Go	als		
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	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			Go	als		
Employment Equity Occupational Group (EEOG)		Gap	Short- term	Long- term	Representation	LMA
			(1 to 3	(+3		
			years)	years)		
#	Description	#	%	%	%	%
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

l	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>; 'ILestage@rheinmetall.ca' <ILestage@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 <u>Federal Contractors Program</u> (FCP) under the <u>Employment Equity Act</u>.

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

Based on a review of the information submitted by your organization for this subsequent assessment, you will find recommendations below for your consideration to ensure the ongoing success of 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 (<u>Step 2-2</u> 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;



1

- 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 <a href="Workplace Equity Information Management System">Workplace Equity Information Management System</a> (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 <u>ee-eme@hrsdc-rhdcc.gc.ca</u>.

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



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!

