



s.19(1)

s.24(1)

Labour Program
Federal Contractors Program

Agreement to Implement Employment Equity

New Agreement

Revised Agreement

ORGANIZATION	
Legal Name of Organization SLR Consulting (Canada) Ltd	Parent company is located outside Canada <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Operating Name (if different from Legal Name of Organization)	Procurement Business Number [REDACTED]
Organization's North American Industry Classification System (NAICS) Code N° 54162	Total number of employees in Canada (Full-Time/Part-Time/Temporary) 210 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

Official use only (if information above is incorrect)		
Procurement Business Number	Total number of employees in Canada	Organization's NAICS Code No

HEAD OFFICE			
Address (building number, street, suite, etc.) 200-1620 west 8th Avenue		City Vancouver	Province BC
		Postal Code V6J 1V4	
Telephone Number 604 738 2500		Fax Number 604 738 2529	

EMPLOYMENT EQUITY CONTACT	
Name (print) Ruth Pierce	Title Human Resources Director
Telephone Number 604 738 2500	E-mail Address rpierce@slrconsulting.com

CERTIFICATION
The above-named organization: <ul style="list-style-type: none"> having a combined workforce of 100 or more permanent full-time, permanent part-time and temporary employees having worked 12 weeks or more in Canada, AND intending to bid on, or being in receipt of, a federal government goods or services contract, standing offer or contract issued under a Supply Arrangement, valued at \$1,000,000 or more (including applicable taxes). <p>Hereby certifies its commitment to implement or maintain employment equity on an on-going basis, beyond the period of the procurement instrument, in keeping with the Federal Contractors Program requirements. For more information on how to implement employment equity please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.shtml</p> <p>Important note: If an audit of the Agreement to Implement Employment Equity uncovers misrepresentation on the part of the organization, the procurement instrument(s) with the Government of Canada may be terminated.</p>

SIGNATORY	
NOTE: The signatory must be the Chief Executive Officer OR an authorized person in an executive position with legal authority to sign a contract on behalf of the organization.	
Name (print) Michael Young	Title Finance Director
Telephone Number 604 [REDACTED]	E-mail Address myoung@slrconsulting.com
Signature [REDACTED]	Date 3/14/14

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



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

Reporting Period 2015-11-20 to 2018-06-22

GEOGRAPHICAL AREAS

(INDICATE NUMBER OF EMPLOYEES LOCATED IN EACH AREA)

	Province				Census Metropolitan Areas				
	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	Permanent Full-time	Permanent Part-time	Temporary	Total Number of Employees	
Ontario	34	1	1	36	Calgary	22	1	0	23
Nova Scotia	4	0	0	4	Edmonton	10	0	0	10
Manitoba	4	0	0	4	Halifax	4	0	0	4
British Columbia	107	6	1	114	Regina	7	0	0	7
Saskatchewan	14	0	0	14	Toronto	32	1	1	34
Alberta	37	1	0	38	Vancouver	52	3	0	55
Yukon	3	0	0	3	Winnipeg	4	0	0	4
Northwest Territories	2	0	0	2	Ottawa - Gatineau	2	0	0	2
Total Employees in Canada				215	Saskatoon	7	0	0	7
					Kelowna	4	1	0	5
					Victoria	21	0	1	22
					Alta. less CMAs	5	0	0	5
					B.C. less CMAs	30	2	0	32
					N.W.T.	2	0	0	2
					Y.T.	3	0	0	3
					Total Employees in Canada				215



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Full-Time / National

Reporting Period 2015-11-20 to 2018-06-22

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers Top Range: \$100,000 and over Bottom Range: \$100,000 and over	4	1	1										
	3	1	1										
	2												
	1	4	3	1									
	Total	6	5	1									
Middle and Other Managers Top Range: \$100,000 and over Bottom Range: \$ 55,000 - \$59,999	4	5	5										
	3	7	6	1							2	2	
	2	15	9	6							2	1	1
	1	4	3	1									
	Total	31	23	8							4	3	1
Professionals Top Range: \$100,000 and over Bottom Range: Under \$5,000	4	1	1										
	3												
	2												
	1	121	68	53	1	1		1		1	15	8	7
	Total	122	69	53	1	1		1		1	15	8	7
Semi-Professionals and Technicians Top Range: \$ 85,000 - \$89,999 Bottom Range: \$ 35,000 - \$39,999	4	5	4	1							1		1
	3	6	3	3									
	2	7	4	3							1	1	
	1	11	2	9	3		3				3	1	2
	Total	29	13	16	3		3				5	2	3



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Full-Time / National
 Reporting Period 2015-11-20 to 2018-06-22

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13	
Administrative and Senior Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 35,000 - \$39,999	4	2		2								1		1
	3	2		2								1		1
	2	1		1										
	1	4		4								1		1
	Total	9		9								3		3
Clerical Personnel Top Range: \$ 55,000 - \$59,999 Bottom Range: \$ 35,000 - \$39,999	4	1		1										
	3	1	1									1	1	
	2	2		2								1		1
	1	4		4								3		3
	Total	8	1	7	4	1	3	1	1	1	5	1	3	4
Total Number of Employees		205	111	94	4	1	3	1	1	32	14	18		



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
 Part-Time / National
 Reporting Period 2015-11-20 to 2018-06-22

Occupational Group Salary Range Col. 1	QTR	All Employees				Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities				
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13			
Professionals Top Range: \$100,000 and over Bottom Range: \$ 15,000 - \$19,999	4	1		1												
	3															
	2															
	1															
	Total	4	1	1	4											
Semi-Professionals and Technicians Top Range: \$ 35,000 - \$39,999 Bottom Range: \$ 20,000 - \$24,999	4															
	3															
	2															
	1															
	Total	4	1	1	4											
Administrative and Senior Clerical Personnel Top Range: \$ 20,000 - \$24,999 Bottom Range: \$ 15,000 - \$19,999	4															
	3															
	2															
	1															
	Total	4	1	1	4											
Total Number of Employees		8		8												



FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS
Temporary / National
Reporting Period 2015-11-20 to 2018-06-22

Occupational Group Salary Range Col. 1	QTR	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
		Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Professionals Top Range: \$ 45,000 - \$49,999 Bottom Range: \$ 45,000 - \$49,999	4												
	3												
	2												
	1	1	1										
	Total	1	1										
Administrative and Senior Clerical Personnel Top Range: \$ 40,000 - \$44,999 Bottom Range: \$ 40,000 - \$44,999	4												
	3												
	2												
	1	1		1									
	Total	1		1									
Total Number of Employees		2	1	1									



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Full-Time / National
Reporting Period 2015-11-20 to 2018-06-22

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Under \$15,000	2	2		1	1							
\$ 35,000 - \$37,499	2		2							2		2
\$ 37,500 - \$39,999	4	1	3							1	1	
\$ 40,000 - \$44,999	13	2	11	1		1				4		4
\$ 45,000 - \$49,999	30	10	20	1		1				5	1	4
\$ 50,000 - \$59,999	32	18	14	1		1				9	5	4
\$ 60,000 - \$69,999	21	12	9				1		1	1		1
\$ 70,000 - \$84,999	33	21	12							4	3	1
\$ 85,000 - \$99,999	22	14	8							1	1	
\$100,000 and over	46	31	15							5	3	2
Total Number of Employees	205	111	94	4	1	3	1		1	32	14	18



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / National
Reporting Period 2015-11-20 to 2018-06-22

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 15,000 - \$17,499	1		1									
\$ 17,500 - \$19,999	1		1									
\$ 20,000 - \$22,499	1		1									
\$ 22,500 - \$24,999	1		1									
\$ 35,000 - \$39,999	2		2									
\$ 40,000 - \$49,999	1		1									
\$ 50,000 and over	1		1									
Total Number of Employees	8		8									

SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
 Temporary / National
 Reporting Period 2015-11-20 to 2018-06-22

Salary Range	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
\$ 40,000 - \$49,999	2	1	1									
Total Number of Employees	2	1	1									



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
Full-Time / National
Reporting Period 2015-11-20 to 2018-06-22

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	4	3	1									
Middle and Other Managers	2	2								1	1	
Professionals	67	33	34				1		1	10	3	7
Semi-Professionals and Technicians	14	7	7	2		2				1		1
Administrative and Senior Clerical Personnel	3		3							1		1
Clerical Personnel	6	1	5							5	1	4
Total Number of Employees Hired	96	46	50	2		2	1		1	18	5	13



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED
 Part-Time / National
 Reporting Period 2015-11-20 to 2018-06-22

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	3		3									
Semi-Professionals and Technicians	1		1									
Administrative and Senior Clerical Personnel	3		3									
Clerical Personnel	1		1									
Total Number of Employees Hired	8		8									



SLR Consulting (Canada) Ltd. (certificate # 100193)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED

Temporary / National

Reporting Period 2015-11-20 to 2018-06-22

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Professionals	8	4	4	1	1					3	1	2
Semi-Professionals and Technicians	3	3								1	1	
Administrative and Senior Clerical Personnel	1		1									
Total Number of Employees Hired	12	7	5	1	1					4	2	2



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Full-Time / National
Reporting Period 2015-11-20 to 2018-06-22

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



**SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED**

**Part-Time / National
Reporting Period 2015-11-20 to 2018-06-22**

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



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES PROMOTED
Temporary / National
Reporting Period 2015-11-20 to 2018-06-22

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

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Full-Time / National

Reporting Period 2015-11-20 to 2018-06-22

Occupational Group	All Employees			Aboriginal Peoples			Persons with Disabilities			Members of Visible Minorities		
	Total Col. 1	Men Col. 2	Women Col. 3	Total Col. 4	Men Col. 5	Women Col. 6	Total Col. 7	Men Col. 8	Women Col. 9	Total Col. 10	Men Col. 11	Women Col. 12
Senior Managers	2	2										
Middle and Other Managers	3	3										
Professionals	30	11	19							6		6
Semi-Professionals and Technicians	6	5	1									
Administrative and Senior Clerical Personnel	4		4							1		1
Clerical Personnel	4		4	1		1				2		2
Total Number of Employees Terminated	49	21	28	1		1				9		9



SLR Consulting (Canada) Ltd. (certificate # 100193)
FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Part-Time / National
 Reporting Period 2015-11-20 to 2018-06-22

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



SLR Consulting (Canada) Ltd. (certificate # 100193)

FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED

Temporary / National

Reporting Period 2015-11-20 to 2018-06-22

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



Workforce Analysis - Detailed Report

Date: 2018-06-22

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	6	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	31	0	0.0 %	2.2 %	1	-1	National
03 : Professionals		127	1	0.8 %	1.4 %	2	-1	
1121 : Human resources professionals	National	2	0	0.0 %	2.7 %	0	0	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	0	0.0 %	2.1 %	0	0	National
2111 : Physicists and astronomers	National	1	0	0.0 %	0.0 %	0	0	National
2112 : Chemists	National	1	0	0.0 %	0.6 %	0	0	National
2113 : Geoscientists and oceanographers	National	19	0	0.0 %	1.4 %	0	0	National
2114 : Meteorologists and climatologists	National	3	0	0.0 %	1.0 %	0	0	National
2115 : Other professional occupations in physical sciences	National	2	1	50.0 %	0.7 %	0	1	National
2121 : Biologists and related scientists	National	61	0	0.0 %	1.7 %	1	-1	National
2131 : Civil engineers	National	22	0	0.0 %	1.0 %	0	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	0.7 %	0	0	National
2134 : Chemical engineers	National	2	0	0.0 %	0.6 %	0	0	National
2143 : Mining engineers	National	1	0	0.0 %	1.6 %	0	0	National
2144 : Geological engineers	National	4	0	0.0 %	0.8 %	0	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	0.9 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	1	0	0.0 %	1.0 %	0	0	National
2153 : Urban and land use planners	National	1	0	0.0 %	2.7 %	0	0	National
3114 : Veterinarians	National	1	0	0.0 %	1.6 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	0	0.0 %	2.7 %	0	0	National
4169 : Other professional occupations in social science, n.e.c.	National	1	0	0.0 %	4.7 %	0	0	National
04 : Semi-Professionals and Technicians		31	3	9.7 %	4.2 %	1	2	
2212 : Geological and mineral technologists and technicians	Alberta	2	1	50.0 %	2.5 %	0	1	Alberta



Workforce Analysis - Detailed Report

Date: 2018-06-22

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples Representation		Aboriginal Peoples Availability		Gap #	Recruitment Area
			#	%	%	#		
2212 : Geological and mineral technologists and technicians	British Columbia	4	0	0.0 %	8.3 %	0	0	British Columbia
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	5.4 %	0	0	Ontario
2212 : Geological and mineral technologists and technicians	Saskatchewan	1	1	100.0 %	11.9 %	0	1	Saskatchewan
2221 : Biological technologists and technicians	British Columbia	2	0	0.0 %	8.8 %	0	0	British Columbia
2221 : Biological technologists and technicians	Ontario	1	1	100.0 %	1.0 %	0	1	Ontario
2221 : Biological technologists and technicians	Saskatchewan	1	0	0.0 %	0.0 %	0	0	Saskatchewan
2231 : Civil engineering technologists and technicians	Alberta	2	0	0.0 %	4.1 %	0	0	Alberta
2231 : Civil engineering technologists and technicians	British Columbia	3	0	0.0 %	3.5 %	0	0	British Columbia
2231 : Civil engineering technologists and technicians	Nova Scotia	1	0	0.0 %	0.0 %	0	0	Nova Scotia
2231 : Civil engineering technologists and technicians	Saskatchewan	4	0	0.0 %	3.8 %	0	0	Saskatchewan
2232 : Mechanical engineering technologists and technicians	Alberta	1	0	0.0 %	3.5 %	0	0	Alberta
2253 : Drafting technologists and technicians	British Columbia	3	0	0.0 %	2.3 %	0	0	British Columbia
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	1.3 %	0	0	Ontario
2253 : Drafting technologists and technicians	Saskatchewan	1	0	0.0 %	2.4 %	0	0	Saskatchewan
2255 : Technical occupations in geomatics and meteorology	Ontario	1	0	0.0 %	4.7 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	1	0	0.0 %	3.1 %	0	0	Nova Scotia
2282 : User support technicians	British Columbia	1	0	0.0 %	1.8 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		12	0	0.0 %	4.2 %	1	-1	
Employment Equity Occupational Group	B.C. less CMAs	3	0	0.0 %	7.7 %	0	0	B.C. less CMAs
Employment Equity Occupational Group	Calgary	1	0	0.0 %	2.6 %	0	0	Calgary
Employment Equity Occupational Group	Edmonton	1	0	0.0 %	3.6 %	0	0	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	2.2 %	0	0	Halifax
Employment Equity Occupational Group	Kelowna	1	0	0.0 %	3.4 %	0	0	Kelowna
Employment Equity Occupational Group	Regina	1	0	0.0 %	6.4 %	0	0	Regina

Workforce Analysis - Detailed Report

Date: 2018-06-22

Aboriginal Peoples

Employment Equity Occupational Group	Internal Location	All Employees #	Aboriginal Peoples		Availability #	Gap #	Recruitment Area
			Representation #	Representation %			
Employment Equity Occupational Group	Toronto	1	0	0.0 %	0	0	Toronto
	Vancouver	1	0	0.0 %	0	0	Vancouver
Employment Equity Occupational Group	Victoria	2	0	0.0 %	0	0	Victoria
	10 : Clerical Personnel	8	0	0.0 %	0	0	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	0	0	Calgary
	Vancouver	7	0	0.0 %	0	0	Vancouver
Total		215	4	1.9 %	2.2 %	5	-1

Total may not equal sum of components due to rounding.

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



Workforce Analysis - Detailed Report

Date: 2018-06-22

WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



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Persons with Disabilities

Employment Equity Occupational Group	Internal Location	All Employees #	Persons with Disabilities			Recruitment Area		
			Representation #	Availability %	Gap #			
01/02 : Managers	National	37	0	0.0 %	4.3 %	2	-2	National
03 : Professionals	National	127	1	0.8 %	3.8 %	5	-4	National
04 : Semi-Professionals and Technicians	National	31	0	0.0 %	4.6 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	12	0	0.0 %	3.4 %	0	0	National
10 : Clerical Personnel	National	8	0	0.0 %	7.0 %	1	-1	National
Total		215	1	0.5 %	4.1 %	9	-8	

Total may not equal sum of components due to rounding.

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



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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	Members of Visible Minorities					Recruitment Area	
		All Employees #	Representation		Availability	Gap		
			#	%	%	#		
01 : Senior Managers	National	6	0	0.0 %	10.1 %	1	-1	National
02 : Middle and Other Managers	National	31	4	12.9 %	15.0 %	5	-1	National
03 : Professionals		127	15	11.8 %	18.8 %	24	-9	
1121 : Human resources professionals	National	2	2	100.0 %	14.1 %	0	2	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	1	50.0 %	16.9 %	0	1	National
2111 : Physicists and astronomers	National	1	0	0.0 %	22.9 %	0	0	National
2112 : Chemists	National	1	0	0.0 %	37.3 %	0	0	National
2113 : Geoscientists and oceanographers	National	19	0	0.0 %	13.2 %	3	-3	National
2114 : Meteorologists and climatologists	National	3	1	33.3 %	15.3 %	0	1	National
2115 : Other professional occupations in physical sciences	National	2	0	0.0 %	19.3 %	0	0	National
2121 : Biologists and related scientists	National	61	2	3.3 %	17.2 %	10	-8	National
2131 : Civil engineers	National	22	6	27.3 %	26.0 %	6	0	National
2132 : Mechanical engineers	National	1	0	0.0 %	28.6 %	0	0	National
2134 : Chemical engineers	National	2	1	50.0 %	30.8 %	1	0	National
2143 : Mining engineers	National	1	0	0.0 %	16.1 %	0	0	National
2144 : Geological engineers	National	4	0	0.0 %	22.6 %	1	-1	National
2147 : Computer engineers (except software engineers and designers)	National	1	1	100.0 %	38.2 %	0	1	National
2148 : Other professional engineers, n.e.c.	National	1	0	0.0 %	27.3 %	0	0	National
2153 : Urban and land use planners	National	1	0	0.0 %	12.8 %	0	0	National
3114 : Veterinarians	National	1	0	0.0 %	11.3 %	0	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	1	100.0 %	13.6 %	0	1	National
4169 : Other professional occupations in social science, n.e.c.	National	1	0	0.0 %	9.9 %	0	0	National
04 : Semi-Professionals and Technicians		31	5	16.1 %	19.1 %	6	-1	
2212 : Geological and mineral technologists and technicians	Alberta	2	0	0.0 %	18.9 %	0	0	Alberta

Workforce Analysis - Detailed Report

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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities			Gap #	Recruitment Area	
			Representation #	%	Availability %			
2212 : Geological and mineral technologists and technicians	British Columbia	4	1	25.0 %	16.3 %	1	British Columbia	
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	13.3 %	0	Ontario	
2212 : Geological and mineral technologists and technicians	Saskatchewan	1	0	0.0 %	0.0 %	0	Saskatchewan	
2221 : Biological technologists and technicians	British Columbia	2	1	50.0 %	24.6 %	0	British Columbia	
2221 : Biological technologists and technicians	Ontario	1	0	0.0 %	22.6 %	0	Ontario	
2221 : Biological technologists and technicians	Saskatchewan	1	0	0.0 %	9.3 %	0	Saskatchewan	
2231 : Civil engineering technologists and technicians	Alberta	2	0	0.0 %	23.0 %	0	Alberta	
2231 : Civil engineering technologists and technicians	British Columbia	3	1	33.3 %	26.5 %	1	British Columbia	
2231 : Civil engineering technologists and technicians	Nova Scotia	1	0	0.0 %	13.5 %	0	Nova Scotia	
2231 : Civil engineering technologists and technicians	Saskatchewan	4	0	0.0 %	12.1 %	0	Saskatchewan	
2232 : Mechanical engineering technologists and technicians	Alberta	1	0	0.0 %	21.3 %	0	Alberta	
2253 : Drafting technologists and technicians	British Columbia	3	1	33.3 %	33.4 %	1	British Columbia	
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	30.2 %	0	Ontario	
2253 : Drafting technologists and technicians	Saskatchewan	1	0	0.0 %	6.3 %	0	Saskatchewan	
2255 : Technical occupations in geomatics and meteorology	Ontario	1	0	0.0 %	15.3 %	0	Ontario	
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	1	0	0.0 %	0.0 %	0	Nova Scotia	
2282 : User support technicians	British Columbia	1	1	100.0 %	32.5 %	0	British Columbia	
07 : Administrative and Senior Clerical Personnel		12	3	25.0 %	12.0 %	1	2	
Employment Equity Occupational Group	B.C. less CMAS	3	0	0.0 %	3.4 %	0	0	B.C. less CMAS
Employment Equity Occupational Group	Calgary	1	1	100.0 %	16.5 %	0	1	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	13.4 %	0	1	Edmonton
Employment Equity Occupational Group	Halifax	1	0	0.0 %	5.8 %	0	0	Halifax
Employment Equity Occupational Group	Kelowna	1	0	0.0 %	3.9 %	0	0	Kelowna
Employment Equity Occupational Group	Regina	1	0	0.0 %	5.3 %	0	0	Regina



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Members of Visible Minorities

Employment Equity Occupational Group	Internal Location	All Employees #	Members of Visible Minorities Representation		Members of Visible Minorities Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	1	0	0.0 %	37.3 %	0	0	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	35.3 %	0	1	Vancouver
Employment Equity Occupational Group	Victoria	2	0	0.0 %	8.2 %	0	0	Victoria
10 : Clerical Personnel		8	5	62.5 %	40.1 %	3	2	
Employment Equity Occupational Group	Calgary	1	0	0.0 %	24.3 %	0	0	Calgary
Employment Equity Occupational Group	Vancouver	7	5	71.4 %	42.3 %	3	2	Vancouver
Total		215	32	14.9 %	18.5 %	40	-8	

Total may not equal sum of components due to rounding.

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



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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
01 : Senior Managers	National	6	1	16.7 %	27.4 %	2	-1	National
02 : Middle and Other Managers	National	31	8	25.8 %	38.9 %	12	-4	National
03 : Professionals		127	57	44.9 %	36.9 %	47	10	
1121 : Human resources professionals	National	2	2	100.0 %	71.1 %	1	1	National
1123 : Professional occupations in advertising, marketing and public relations	National	2	2	100.0 %	66.4 %	1	1	National
2111 : Physicists and astronomers	National	1	1	100.0 %	16.0 %	0	1	National
2112 : Chemists	National	1	0	0.0 %	40.6 %	0	0	National
2113 : Geoscientists and oceanographers	National	19	10	52.6 %	22.4 %	4	6	National
2114 : Meteorologists and climatologists	National	3	1	33.3 %	30.2 %	1	0	National
2115 : Other professional occupations in physical sciences	National	2	1	50.0 %	16.8 %	0	1	National
2121 : Biologists and related scientists	National	61	29	47.5 %	50.9 %	31	-2	National
2131 : Civil engineers	National	22	4	18.2 %	15.3 %	3	1	National
2132 : Mechanical engineers	National	1	0	0.0 %	9.0 %	0	0	National
2134 : Chemical engineers	National	2	1	50.0 %	24.5 %	0	1	National
2143 : Mining engineers	National	1	0	0.0 %	12.1 %	0	0	National
2144 : Geological engineers	National	4	1	25.0 %	15.9 %	1	0	National
2147 : Computer engineers (except software engineers and designers)	National	1	0	0.0 %	12.6 %	0	0	National
2148 : Other professional engineers, n.e.c.	National	1	1	100.0 %	15.8 %	0	1	National
2153 : Urban and land use planners	National	1	1	100.0 %	42.2 %	0	1	National
3114 : Veterinarians	National	1	1	100.0 %	55.7 %	1	0	National
4161 : Natural and applied science policy researchers, consultants and program officers	National	1	1	100.0 %	41.0 %	0	1	National
4169 : Other professional occupations in social science, n.e.c.	National	1	1	100.0 %	58.1 %	1	0	National
04 : Semi-Professionals and Technicians		31	18	58.1 %	25.8 %	8	10	
2212 : Geological and mineral technologists and technicians	Alberta	2	2	100.0 %	32.8 %	1	1	Alberta

Workforce Analysis - Detailed Report

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Availability		Gap #	Recruitment Area
			#	%	#	%		
2212 : Geological and mineral technologists and technicians	British Columbia	4	3	75.0 %	28.1 %	1	2	British Columbia
2212 : Geological and mineral technologists and technicians	Ontario	1	0	0.0 %	20.2 %	0	0	Ontario
2212 : Geological and mineral technologists and technicians	Saskatchewan	1	1	100.0 %	26.6 %	0	1	Saskatchewan
2221 : Biological technologists and technicians	British Columbia	2	2	100.0 %	49.4 %	1	1	British Columbia
2221 : Biological technologists and technicians	Ontario	1	1	100.0 %	51.3 %	1	0	Ontario
2221 : Biological technologists and technicians	Saskatchewan	1	0	0.0 %	54.6 %	1	-1	Saskatchewan
2231 : CIVIL engineering technologists and technicians	Alberta	2	2	100.0 %	21.2 %	0	2	Alberta
2231 : CIVIL engineering technologists and technicians	British Columbia	3	2	66.7 %	13.3 %	0	2	British Columbia
2231 : CIVIL engineering technologists and technicians	Nova Scotia	1	1	100.0 %	5.2 %	0	1	Nova Scotia
2232 : Mechanical engineering technologists and technicians	Saskatchewan	4	1	25.0 %	18.9 %	1	0	Saskatchewan
2253 : Drafting technologists and technicians	Alberta	1	0	0.0 %	11.6 %	0	0	Alberta
2253 : Drafting technologists and technicians	British Columbia	3	2	66.7 %	21.8 %	1	1	British Columbia
2253 : Drafting technologists and technicians	Ontario	1	0	0.0 %	26.4 %	0	0	Ontario
2253 : Drafting technologists and technicians	Saskatchewan	1	0	0.0 %	22.6 %	0	0	Saskatchewan
2255 : Technical occupations in geomatics and meteorology	Ontario	1	0	0.0 %	28.8 %	0	0	Ontario
2263 : Inspectors in public and environmental health and occupational health and safety	Nova Scotia	1	1	100.0 %	28.1 %	0	1	Nova Scotia
2282 : User support technicians	British Columbia	1	0	0.0 %	25.1 %	0	0	British Columbia
07 : Administrative and Senior Clerical Personnel		12	12	100.0 %	83.1 %	10	2	
Employment Equity Occupational Group	B.C. less CMAS	3	3	100.0 %	87.5 %	3	0	B.C. less CMAS
Employment Equity Occupational Group	Calgary	1	1	100.0 %	80.5 %	1	0	Calgary
Employment Equity Occupational Group	Edmonton	1	1	100.0 %	84.6 %	1	0	Edmonton
Employment Equity Occupational Group	Halifax	1	1	100.0 %	81.4 %	1	0	Halifax
Employment Equity Occupational Group	Kelowna	1	1	100.0 %	85.7 %	1	0	Kelowna
Employment Equity Occupational Group	Regina	1	1	100.0 %	80.7 %	1	0	Regina



Workplace Equity Information Management System - SLR Consulting (Canada) Ltd.

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Women

Employment Equity Occupational Group	Internal Location	All Employees #	Representation		Women Availability		Gap #	Recruitment Area
			#	%	%	#		
Employment Equity Occupational Group	Toronto	1	1	100.0 %	80.1 %	1	0	Toronto
Employment Equity Occupational Group	Vancouver	1	1	100.0 %	79.0 %	1	0	Vancouver
Employment Equity Occupational Group	Victoria	2	2	100.0 %	81.2 %	2	0	Victoria
10 : Clerical Personnel		8	7	87.5 %	70.0 %	6	1	
Employment Equity Occupational Group	Calgary	1	1	100.0 %	70.2 %	1	0	Calgary
Employment Equity Occupational Group	Vancouver	7	6	85.7 %	70.0 %	5	1	Vancouver
Total		215	103	47.9 %	39.1 %	85	18	

Total may not equal sum of components due to rounding.

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



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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National



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Women

Employment Equity Occupational Group	All Employees #	Representation		Women Availability		Gap #
		#	%	%	#	
01 : Senior Managers	6	1	16.7 %	27.4 %	2	-1
02 : Middle and Other Managers	31	8	25.8 %	38.9 %	12	-4
03 : Professionals	127	57	44.9 %	36.9 %	47	10
04 : Semi-Professionals and Technicians	31	18	58.1 %	25.8 %	8	10
07 : Administrative and Senior Clerical Personnel	12	12	100.0 %	83.1 %	10	2
10 : Clerical Personnel	8	7	87.5 %	70.0 %	6	1
Total	215	103	47.9 %	39.1 %	85	18

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

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Employment Equity Occupational Group	Aboriginal Peoples					
	All Employees #	Representation #	Representation %	Availability %	Availability #	Gap #
01 : Senior Managers	6	0	0.0 %	2.9 %	0	0
02 : Middle and Other Managers	31	0	0.0 %	2.2 %	1	-1
03 : Professionals	127	1	0.8 %	1.4 %	2	-1
04 : Semi-Professionals and Technicians	31	3	9.7 %	4.2 %	1	2
07 : Administrative and Senior Clerical Personnel	12	0	0.0 %	4.2 %	1	-1
10 : Clerical Personnel	8	0	0.0 %	2.5 %	0	0
Total	215	4	1.9 %	2.2 %	5	-1

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - SLR Consulting (Canada) Ltd.

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Members of Visible Minorities

Employment Equity Occupational Group	Members of Visible Minorities					
	All Employees	Representation		Availability		Gap
		#	#	%	%	
01 : Senior Managers	6	0	0.0 %	10.1 %	1	-1
02 : Middle and Other Managers	31	4	12.9 %	15.0 %	5	-1
03 : Professionals	127	15	11.8 %	18.8 %	24	-9
04 : Semi-Professionals and Technicians	31	5	16.1 %	19.1 %	6	-1
07 : Administrative and Senior Clerical Personnel	12	3	25.0 %	12.0 %	1	2
10 : Clerical Personnel	8	5	62.5 %	40.1 %	3	2
Total	215	32	14.9 %	18.5 %	40	-8

Total may not equal sum of components due to rounding.

Workforce Analysis - Summary Report

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Persons with Disabilities

Employment Equity Occupational Group	All Employees		Representation		Persons with Disabilities		Availability		Gap	
	#	%	#	%	#	%	#	%	#	%
01/02 : Managers	37	0.0 %	0	0.0 %	2	4.3 %	2	4.3 %	-2	
03 : Professionals	127	0.8 %	1	0.8 %	5	3.8 %	5	3.8 %	-4	
04 : Semi-Professionals and Technicians	31	0.0 %	0	0.0 %	1	4.6 %	1	4.6 %	-1	
07 : Administrative and Senior Clerical Personnel	12	0.0 %	0	0.0 %	0	3.4 %	0	3.4 %	0	
10 : Clerical Personnel	8	0.0 %	0	0.0 %	1	7.0 %	1	7.0 %	-1	
Total	215		1	0.5 %	9	4.1 %	9	4.1 %	-8	

Total may not equal sum of components due to rounding.



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WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01 : Senior Managers	EEOG	National
02 : Middle and Other Managers	EEOG	National
03 : Professionals	NOC	National
04 : Semi-Professionals and Technicians	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
10 : Clerical Personnel	EEOG	CMA



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WFA Defaults - Persons with Disabilities

Employment Equity Occupational Group	Perform Analysis By	Recruitment Area
01/02 : Managers	EEOG	National
03 : Professionals	EEOG	National
04 : Semi-Professionals and Technicians	EEOG	National
07 : Administrative and Senior Clerical Personnel	EEOG	National
10 : Clerical Personnel	EEOG	National

Federal Contractors Program Achievement Report

Part 1: Workforce Analysis

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Data from First/Previous Workforce Analysis



Data from First/Previous Workforce Analysis

YYYY	MM	DD
2015	11	20

Data from Subsequent/Current Workforce Analysis



Data from Subsequent/Current Workforce Analysis

YYYY	MM	DD
2018	06	22

Table 1: Women

First/Previous Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
01	Senior Managers	6	0	27.4
02	Middle & Other Managers	34	7	38.9
03	Professionals	92	40	35.0
04	Semi-Professionals & Technicians	22	11	26.3
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	13	13	82.7
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	7	7	70.0
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		174	78	0.0

Table 5: Women

Subsequent/Current Workforce Analysis

Employment Equity Occupational Group (EEOG)		All Employees	Women	
			Representation	Availability*
		#	#	%
		6	1	27.4
		31	8	38.9
		127	57	36.9
		31	18	25.8
		0	0	0.0
		0	0	0.0
		12	12	83.1
		0	0	0.0
		0	0	0.0
		0	0	0.0
		8	7	70.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		0	0	0.0
		215	103	0.0

*** Source:**
2011 National Household Survey

*** Source:**
2011 National Household Survey

Federal Contractors Program Achievement Report
Part 1: Workforce Analysis
SLR Consulting (Canada) Ltd.
 [Date: 2018-06-22]

Data from First/Previous Workforce Analysis

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	11	20

Data from Subsequent/Current Workforce Analysis

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	22

Table 2: Aboriginal Peoples

	First/Previous Workforce Analysis			Availability*
	All Employees		Aboriginal Peoples	
	#	Representation	#	
01	Senior Managers	6	0	2.9
02	Middle & Other Managers	34	0	2.2
03	Professionals	92	1	1.4
04	Semi-Professionals & Technicians	22	0	3.2
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	13	0	4.1
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	7	1	2.4
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		174	2	0.0

Table 6: Aboriginal Peoples

	Subsequent/Current Workforce Analysis			Availability*
	All Employees		Aboriginal Peoples	
	#	Representation	#	
01	Senior Managers	6	0	2.9
02	Middle & Other Managers	31	0	2.2
03	Professionals	127	1	1.4
04	Semi-Professionals & Technicians	31	3	4.2
05	Supervisors	0	0	0.0
06	Supervisors: Crafts & Trades	0	0	0.0
07	Administrative & Senior Clerical Personnel	12	0	4.2
08	Skilled Sales & Service Personnel	0	0	0.0
09	Skilled Crafts & Trades Workers	0	0	0.0
10	Clerical Personnel	8	0	2.5
11	Intermediate Sales & Service Personnel	0	0	0.0
12	Semi-Skilled Manual Workers	0	0	0.0
13	Other Sales & Service Personnel	0	0	0.0
14	Other Manual Workers	0	0	0.0
Total		215	4	0.0

* Source:
2011 National Household Survey

* Source:
2011 National Household Survey

Federal Contractors Program Achievement Report

Part 1 : Workforce Analysis

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Data from First/Previous Workforce Analysis

↓ ↓ ↓

Data from First/Previous Workforce Analysis		
YYYY	MM	DD
2015	11	20

Data from Subsequent/Current Workforce Analysis

↓ ↓ ↓

Data from Subsequent/Current Workforce Analysis		
YYYY	MM	DD
2018	06	22

Employment Equity Occupational Group (EEOG)

Table 4: Persons with Disabilities

	First/Previous Workforce Analysis		
	All Employees	Persons with Disabilities Representation	Availability*
	#	#	%
01/02 Managers	40	0	4.3
03 Professionals	92	0	3.8
04 Semi-Professionals & Technicians	22	0	4.6
05 Supervisors	0	0	0.0
06 Supervisors: Crafts & Trades	0	0	0.0
07 Administrative & Senior Clerical Personnel	13	0	3.4
08 Skilled Sales & Service Personnel	0	0	0.0
09 Skilled Crafts & Trades Workers	0	0	0.0
10 Clerical Personnel	7	0	7.0
11 Intermediate Sales & Service Personnel	0	0	0.0
12 Semi-Skilled Manual Workers	0	0	0.0
13 Other Sales & Service Personnel	0	0	0.0
14 Other Manual Workers	0	0	0.0
Total	174	0	0.0

Table 8: Persons with Disabilities

	Subsequent/Current Workforce Analysis		
	All Employees	Persons with Disabilities Representation	Availability*
	#	#	%
	37	0	4.3
	127	0	3.8
	31	1	4.6
	0	0	0.0
	0	0	0.0
	12	0	3.4
	0	0	0.0
	0	0	0.0
	8	0	7.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
	0	0	0.0
Total	215	1	0.0

* Source:

2012 Canadian Survey on Disability

* Source:

2012 Canadian Survey on Disability

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Start Date of Flow Data			
YYYY	MM	DD	
2015	11	20	

End Date of Flow Data			
YYYY	MM	DD	
2018	06	22	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 1: Women Hired				Table 5: Women Promoted				Table 9: Women Terminated			
	Full-time / National		Part-time / National		Full-time / National		Part-time / National		Full-time / National		Part-time / National	
	All Employees Hired	Women Hired	All Employees Hired	Women Hired	All Employees Promoted	Women Promoted	All Employees Promoted	Women Promoted	All Employees Terminated	Women Terminated	All Employees Terminated	Women Terminated
01 Senior Managers	4	1	0	0	0	0	0	0	2	0	0	0
02 Middle & Other Managers	2	0	0	0	2	2	0	0	3	0	1	0
03 Professionals	67	34	3	3	7	3	0	0	30	19	0	0
04 Semi-Professionals & Technicians	14	7	1	1	1	0	1	1	6	1	0	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	3	3	3	0	0	0	0	4	4	3	3
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	6	5	1	1	2	2	0	0	4	4	1	1
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	96	50	8	8	12	7	1	1	49	28	5	4

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Start Date of Flow Data		
YYYY	MM	DD
2015	11	20

End Date of Flow Data		
YYYY	MM	DD
2018	06	22

Data from Form 4 - Employees Hired

↓ ↓ ↓ ↓

Table 2: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired	Aboriginal Peoples Hired	All Employees Hired	Aboriginal Peoples Hired
	#	#	#	#
01 Senior Managers	4	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	67	0	3	0
04 Semi-Professionals & Technicians	14	2	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	0	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	96	2	8	0

Data from Form 5 - Employees Promoted

↓ ↓ ↓ ↓

Table 6: Aboriginal Peoples

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

Data from Form 6 - Employees Terminated

↓ ↓ ↓ ↓

Table 10: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated
	#	#	#	#
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	3	0	1	0
03 Professionals	30	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	1	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	49	1	5	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

008810

Start Date of Flow Data			
YYYY	MM	DD	
2015	11	20	

End Date of Flow Data			
YYYY	MM	DD	
2018	06	22	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Table 3: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Hired #	Persons with Disabilities Hired #	All Employees Hired #	Persons with Disabilities Hired #
01 Senior Managers	4	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	67	1	3	0
04 Semi-Professionals & Technicians	14	0	1	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	6	0	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	96	1	8	0

Table 7: Persons with Disabilities

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

Table 11: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Full-time / National		Part-time / National	
	All Employees Terminated #	Persons with Disabilities Terminated #	All Employees Terminated #	Persons with Disabilities Terminated #
01 Senior Managers	2	0	0	0
02 Middle & Other Managers	3	0	1	0
03 Professionals	30	0	0	0
04 Semi-Professionals & Technicians	6	0	0	0
05 Supervisors	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0
07 Administrative & Senior Clerical Personnel	4	0	3	0
08 Skilled Sales & Service Personnel	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0
10 Clerical Personnel	4	0	1	0
11 Intermediate Sales & Service Personnel	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	0	0	0	0
Total	49	0	5	0

Federal Contractors Program Achievement Report

Part 2: Flow Data Analysis

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Start Date of Flow Data			
YYYY	MM	DD	
2015	11	20	

End Date of Flow Data			
YYYY	MM	DD	
2018	06	22	

Data from Form 4 - Employees Hired

Data from Form 5 - Employees Promoted

Data from Form 6 - Employees Terminated

Employment Equity Occupational Group (EEOG)	Table 4: Members of Visible Minorities				Table 8: Members of Visible Minorities				Table 12: Members of Visible Minorities			
	Full-time / National	Part-time / National	All Employees Hired	Members of Visible Minorities Hired	Full-time / National	Part-time / National	All Employees Promoted	Members of Visible Minorities Promoted	Full-time / National	Part-time / National	All Employees Terminated	Members of Visible Minorities Terminated
01 Senior Managers	4	0	4	0	0	0	0	0	0	0	2	0
02 Middle & Other Managers	2	1	2	0	2	0	2	0	0	3	3	0
03 Professionals	67	10	67	0	7	0	30	6	0	6	30	0
04 Semi-Professionals & Technicians	14	1	14	0	1	0	6	0	0	6	6	0
05 Supervisors	0	0	0	0	0	0	0	0	0	0	0	0
06 Supervisors: Crafts & Trades	0	0	0	0	0	0	0	0	0	0	0	0
07 Administrative & Senior Clerical Personnel	3	1	3	0	0	0	4	1	3	4	4	0
08 Skilled Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
09 Skilled Crafts & Trades Workers	0	0	0	0	0	0	0	0	0	0	0	0
10 Clerical Personnel	6	5	6	0	2	1	4	2	1	4	4	0
11 Intermediate Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
12 Semi-Skilled Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
13 Other Sales & Service Personnel	0	0	0	0	0	0	0	0	0	0	0	0
14 Other Manual Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total	96	18	96	0	12	1	49	9	5	49	9	0

Federal Contractors Program Achievement Report

Part 3: Goals

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Data for First/Previous Goals

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

Table 1: Women

Employment Equity Occupational Group (EEOG)	All Employees										Women									
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually		Over 3 Years	From - To						2015
	2015-11-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-11-20	Annually	Over 3 Years	2015	2018	%	#	#	%	%			
	#	%	%	#	%	%	#	#	%	#	#	#	%	%	#	#	%	%		
01 Senior Managers	6	0.0%	2.0%	0	33.3%	2.0%	0	0	0	2.0%	0	2	0	30.0%	27.4%	-2	-2	0.0%	0.0%	
02 Middle & Other Managers	34	-3.0%	4.0%	4	12.3%	3.0%	3	7	7	3.0%	1	9	3	45.0%	38.9%	-6	-6	20.6%	23.7%	
03 Professionals	92	11.3%	6.0%	17	27.4%	4.0%	11	28	40	4.0%	5	3	11	40.0%	35.0%	8	8	43.5%	42.2%	
04 Semi-Professionals & Tech	22	12.1%	4.0%	3	22.6%	4.0%	3	6	11	4.0%	1	-3	2	30.0%	26.3%	5	5	50.0%	48.0%	
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	13	-2.6%	1.0%	0	56.0%	0.0%	0	0	13	0.0%	0	-2	0	85.0%	82.7%	2	2	100.0%	100.0%	
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	7	4.6%	1.0%	0	66.7%	1.0%	0	0	7	1.0%	0	-2	0	70.0%	70.0%	2	2	100.0%	100.0%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	174	7.3%		0	27.8%		0	0	78	0.0%	0	-78	0		0.0%	78	78	44.8%	44.8%	

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

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

Table 2: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	30.0	0	30.0	
02 Middle & Other Managers	3	45.0	3	45.0	
03 Professionals	11	40.0	11	40.0	
04 Semi-Professionals & Tech	2	30.0	2	30.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	85.0	0	85.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	70.0	0	70.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

Federal Contractors Program Achievement Report
Part 3: Goals

SLR Consulting (Canada) Ltd.

|Date: 2018-06-22|

I4	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

Federal Contractors Program Achievement Report
Part 3: Goals
SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

008814

Data for First/Previous Goals

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

Table 3: Aboriginal Peoples

First/Previous Short-term Goals

Occupational Group (EOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To						
		2015-11-20	2015-11-20	2015-11-20	2015-11-20	2015-11-20	2015-11-20			2015	2018									
01 Senior Managers	6	0.0%	2.0%	0	33.3%	2.0%	0	0	2.0%	0	0	0	0	3.0%	2.9%	0	0	0.0%	0.0%	
02 Middle & Other Managers	34	-3.0%	4.0%	4	12.3%	3.0%	3	7	3.0%	0	1	0	0	3.0%	2.2%	-1	-1	0.0%	0.0%	
03 Professionals	92	11.3%	6.0%	17	27.4%	4.0%	11	28	4.0%	0	1	1	0	3.0%	1.4%	0	0	0.0%	0.0%	
04 Semi-Professionals & Tech Supervisors	22	12.1%	4.0%	3	22.6%	4.0%	3	6	4.0%	0	1	0	0	5.0%	3.2%	-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	0.0%	0.0%	0	0	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	4.5%	4.1%	-1	-1	0.0%	0.0%	
07 Administrative & Sr Clerical	13	-2.6%	1.0%	0	56.0%	0.0%	0	0	0.0%	0	1	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
10 Clerical Personnel	7	4.6%	1.0%	0	66.7%	1.0%	0	0	1.0%	0	0	-1	0	2.5%	2.4%	1	1	14.3%	14.3%	
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	
Total	174	7.3%		0	27.8%		0	0	0.0%	0	-2	0	0		0.0%	0.0%	2	2	1.1%	1.1%

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

Table 4: Aboriginal Peoples

Employment Equity Occupational Group (EEOG)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	#	%	
01 Senior Managers	0	3.0	3.0
02 Middle & Other Managers	0	3.0	3.0
03 Professionals	1	3.0	3.0
04 Semi-Professionals & Tech Supervisors	0	5.0	5.0
05 Supervisors	0	0.0	0.0
06 Supervisors: Crafts & Trades	0	0.0	0.0
07 Administrative & Sr Clerical	0	4.5	4.5
08 Skilled Sales & Service	0	0.0	0.0
09 Skilled Crafts & Trades	0	0.0	0.0
10 Clerical Personnel	0	2.5	2.5
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

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14	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

008816

Data for First/Previous Goals

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

Table 5: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2015						2018
		Annual %	Annual %	#	Annual %	Annual %	#			Annual %	Annual %	#		%	%						%
01/02 Managers	40	-1.5%	2.0%	2	22.8%	2.0%	4	0	2.0%	0	0	2	0	5.0%	4.3%	-2	-2	0.0%	0.0%		
03 Professionals	92	11.3%	4.0%	11	27.4%	3.0%	19	0	3.0%	0	0	4	1	4.0%	3.8%	-3	-3	0.0%	1.0%		
04 Semi-Professionals & Tech	22	12.1%	6.0%	4	22.6%	4.0%	7	0	4.0%	0	0	1	0	4.0%	4.6%	-1	-1	0.0%	0.0%		
05 Supervisors	0	0.0%	4.0%	0	0.0%	4.0%	0	0	4.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
07 Administrative & Sr Clerical	13	-2.6%	1.0%	0	56.0%	0.0%	0	0	0.0%	0	0	0	0	3.5%	3.4%	0	0	0.0%	0.0%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
10 Clerical Personnel	7	4.6%	1.0%	0	66.7%	1.0%	0	0	0.0%	0	0	0	0	7.0%	7.0%	0	0	0.0%	#DIV/0!		
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
12 Semi-Skilled Manual	0	0.0%	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!		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	#DIV/0!		
Total	174	7.3%	2.0%	27	27.8%	2.0%	47	0	2.0%	0	0	7	0	0.0%	0.0%	0	0	0.0%	0.0%		

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

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

Table 6: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities				Comments
	Short-term Goals	Long-term Goals	Short-term Goals	Long-term Goals	
	#	%	#	%	
01/02 Managers	0	5.0	0	5.0	
03 Professionals	1	4.0	1	4.0	
04 Semi-Professionals & Tech	0	4.0	0	4.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	3.5	0	3.5	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	7.0	0	7.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	
14 Other Manual Workers	0	0.0	0	0.0	
Total	0	0.0	0	0.0	

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|Date: 2018-06-22|

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[Date: 2018-06-22]

Data for First/Previous Goals

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

Table 7: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	All Employees								Members of Visible Minorities											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	From - To			YYYY - YYYY						
	2015-11-20	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2015-11-20	Annually	Over 3 Years	#	%	2015	2018	%	#	#	%	%	
	#	%	%	#	%	%	#	#	%	%	#	%	#	%	%	#	#	%	%	
01 Senior Managers	6	0.0%	2.0%	0	33.3%	2.0%	0	0	0	2.0%	0	1	0	15.0%	10.1%	-1	-1	0.0%	0.0%	
02 Middle & Other Managers	34	-3.0%	4.0%	4	12.3%	3.0%	3	7	4	3.0%	0	2	1	15.0%	15.0%	-1	-1	11.8%	13.2%	
03 Professionals	92	11.3%	6.0%	17	27.4%	4.0%	11	28	11	4.0%	1	12	7	25.0%	20.0%	-7	-5	12.0%	15.6%	
04 Semi-Professionals & Tech	22	12.1%	4.0%	3	22.6%	4.0%	3	6	4	4.0%	0	1	2	25.0%	21.4%	-1	1	18.2%	24.0%	
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	13	-2.6%	1.0%	0	56.0%	0.0%	0	0	2	0.0%	0	0	0	15.0%	13.7%	0	0	15.4%	15.4%	
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	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	7	4.6%	1.0%	0	66.7%	1.0%	0	0	2	1.0%	0	1	0	50.0%	42.3%	-1	-1	28.6%	28.6%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0		0.0%	0	0	#DIV/0!	#DIV/0!	
Total	174	7.3%		0	27.8%		0	0	23	0.0%	0	-23	0		0.0%	23	23	13.2%	13.2%	

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

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

Table 8: Members of Visible Minorities

Employment Equity Occupational Group (EEOG)	Members of Visible Minorities				Comments
	Short-term Goals		Long-term Goals		
	#	%	#	%	
01 Senior Managers	0	15.0	0	15.0	
02 Middle & Other Managers	1	15.0	1	15.0	
03 Professionals	7	25.0	7	25.0	
04 Semi-Professionals & Tech	2	25.0	2	25.0	
05 Supervisors	0	0.0	0	0.0	
06 Supervisors: Crafts & Trades	0	0.0	0	0.0	
07 Administrative & Sr Clerical	0	15.0	0	15.0	
08 Skilled Sales & Service	0	0.0	0	0.0	
09 Skilled Crafts & Trades	0	0.0	0	0.0	
10 Clerical Personnel	0	50.0	0	50.0	
11 Intermediate Sales & Service	0	0.0	0	0.0	
12 Semi-Skilled Manual	0	0.0	0	0.0	
13 Other Sales & Service	0	0.0	0	0.0	

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I4	Other Manual Workers	0	0.0	0	0.0
Total		0	0.0	0	0.0

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[Date: 2018-06-22]

Data for Subsequent/Current Goals

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

Table 9: Women

Subsequent/Current Short-term Goals

Employment Equity Occupational Group (EEOG)	All Employees								Women											
	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		YYYY-MM-DD	Actual	Projected		Actual	Projected			YYYY-MM-DD	Annually	Over 3 Years		2018	2021					
	2018-06-22	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	2018-06-22	Annually	Over 3 Years	2018	2021								
	#	%	%	#	%	%	#	#	%	#	%	#	%							
01 Senior Managers	6	0.0%	5.0%	1	33.3%	2.0%	0	1	1	2.0%	0	1	0	20.0%	27.4%	-1	-1	16.7%	14.3%	
02 Middle & Other Managers	31	-3.0%	7.0%	7	12.3%	2.0%	2	9	8	2.0%	0	7	2	25.0%	38.9%	-4	-5	25.8%	26.3%	
03 Professionals	127	11.3%	7.0%	27	27.4%	2.0%	8	35	57	2.0%	3	3	14	40.0%	36.9%	10	11	44.9%	44.2%	
04 Semi-Professionals & Tech	31	12.1%	7.0%	7	22.6%	2.0%	2	9	18	2.0%	1	-7	3	35.0%	25.8%	10	10	58.1%	52.6%	
05 Supervisors	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	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
07 Administrative & Sr Clerical	12	-2.6%	4.0%	1	56.0%	2.0%	1	2	12	2.0%	1	0	2	85.0%	83.1%	2	2	100.0%	100.0%	
08 Skilled Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
09 Skilled Crafts & Trades	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
10 Clerical Personnel	8	4.6%	4.0%	1	66.7%	2.0%	0	1	7	2.0%	0	-1	1	70.0%	70.0%	1	2	87.5%	88.9%	
11 Intermediate Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
12 Semi-Skilled Manual	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
13 Other Sales & Service	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
14 Other Manual Workers	0	0.0%		0	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!	
Total	215	7.3%		0	27.8%		0	0	103	0.0%	0	-103	0		0.0%	103	103	47.9%	47.9%	

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

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

Table 10: Women

Employment Equity Occupational Group (EEOG)	Women				Comments
	Short-term Goals		Long-term Goals		
		%		%	
01 Senior Managers		20.0		20.0	
02 Middle & Other Managers		25.0		25.0	
03 Professionals		40.0		40.0	
04 Semi-Professionals & Tech		35.0		35.0	
05 Supervisors		0.0		0.0	
06 Supervisors: Crafts & Trades		0.0		0.0	
07 Administrative & Sr Clerical		85.0		85.0	
08 Skilled Sales & Service		0.0		0.0	
09 Skilled Crafts & Trades		0.0		0.0	
10 Clerical Personnel		70.0		70.0	
11 Intermediate Sales & Service		0.0		0.0	
12 Semi-Skilled Manual		0.0		0.0	
13 Other Sales & Service		0.0		0.0	
14 Other Manual Workers		0.0		0.0	

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Total		0.0	0.0
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SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

008822

Data for Subsequent/Current Goals

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

Table 11: Aboriginal Peoples

Subsequent/Current Short-term Goals

Occupational Group (EEOC)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals			Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2018	2021					
		2018-06-22	Annual	%	Annual	%	%			2018-06-22	Annual	%		%	%	%					
01 Senior Managers	6	0.0%	5.0%	1	33.3%	2.0%	0	0	2.0%	0	0	0	0	0.0%	2.9%	0	0	0	0.0%	0.0%	
02 Middle & Other Managers	31	-3.0%	7.0%	7	12.3%	2.0%	2	9	2.0%	0	1	0	0	2.0%	2.2%	-1	-1	0	0.0%	0.0%	
03 Professionals	127	11.3%	7.0%	27	27.4%	2.0%	8	35	2.0%	1	1	1	1	2.0%	1.4%	-1	0	0	0.8%	1.3%	
04 Semi-Professionals & Tech	31	12.1%	7.0%	7	22.6%	2.0%	2	9	2.0%	0	-1	0	0	4.5%	4.2%	2	1	0	9.7%	7.9%	
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	0.0%	0.0%	
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	4.2%	-1	-1	0	0.0%	0.0%	
07 Administrative & Sr Clerical	12	-2.6%	4.0%	1	56.0%	2.0%	1	2	2.0%	0	1	0	0	5.0%	0.0%	0	0	-1	0.0%	0.0%	
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	
10 Clerical Personnel	8	4.6%	4.0%	1	66.7%	2.0%	0	1	2.0%	0	0	0	0	2.5%	2.5%	0	0	0	0.0%	0.0%	
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0	0.0%	0.0%	
Total	215	7.3%		0	27.8%		0	0	0.0%	0	-4	0	0		0.0%	4	4	0	1.9%	1.9%	

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

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

Table 12: Aboriginal Peoples

Employment Equity Occupational Group (EEOC)	Aboriginal Peoples		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	0.0	0.0	
02 Middle & Other Managers	2.0	2.0	
03 Professionals	2.0	2.0	
04 Semi-Professionals & Tech	4.5	4.5	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	5.0	5.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	2.5	2.5	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 3: Goals

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

008824

Data for Subsequent/Current Goals

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

Table 13: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Number	Growth (New Positions)			Turnover (Replacement of Terminated Employees)			Anticipated Hires Over 3 Years	Number	Turnover (Replacement of Terminated Employees)			Hires Required Over 3 Years	3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
		Actual	Projected	Over 3 Years	Actual	Projected	Over 3 Years			Actual	Projected	Over 3 Years		From - To	2018						2021
		2018-06-22	2018-06-22	2018-06-22	2018-06-22	2018-06-22	2018-06-22			2018-06-22	2018-06-22	2018-06-22		2018-06-22	2018-06-22						2018-06-22
Managers	37	-1.5%	6.7%	7	22.8%	2.0%	2	9	0	2.0%	0	2	0	2.0%	4.3%	-2	-2	0.0%	0.0%		
Professionals	127	11.3%	7.0%	27	27.4%	2.0%	8	35	0	2.0%	0	6	1	3.5%	3.8%	-5	-5	0.0%	0.6%		
Semi-Professionals & Tech	31	12.1%	7.0%	7	22.6%	2.0%	2	9	1	2.0%	0	1	0	4.5%	4.6%	0	-1	3.2%	2.6%		
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%	0.0%		
Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
Administrative & Sr Clerical	12	-2.6%	4.0%	1	56.0%	2.0%	1	2	0	2.0%	0	0	0	3.5%	3.4%	0	0	0.0%	0.0%		
Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
Skilled Crafts & Trades	0	0.0%	4.0%	0	0.0%	2.0%	0	0	0	0.0%	0	0	0	7.0%	7.0%	-1	-1	0.0%	0.0%		
Clerical Personnel	8	4.6%	4.0%	1	66.7%	2.0%	0	1	0	2.0%	0	1	0	0.0%	0.0%	0	0	0.0%	0.0%		
Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%		
Total	215	7.3%	7.3%	0	27.8%	2.0%	0	0	1	0.0%	0	-1	0	0	0.0%	0.0%	1	1	0.5%	0.5%	

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

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

Table 14: Persons with Disabilities

Employment Equity Occupational Group (EEOG)	Persons with Disabilities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
Managers	2.0	4.0	
Professionals	3.5	3.5	
Semi-Professionals & Tech	4.5	4.5	
Supervisors	0.0	0.0	
Supervisors: Crafts & Trades	0.0	0.0	
Administrative & Sr Clerical	3.5	3.5	
Skilled Sales & Service	0.0	0.0	
Skilled Crafts & Trades	0.0	0.0	
Clerical Personnel	7.0	7.0	
Intermediate Sales & Service	0.0	0.0	
Semi-Skilled Manual	0.0	0.0	
Other Sales & Service	0.0	0.0	
Other Manual Workers	0.0	0.0	
Total	0.0	0.0	

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SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Data for Subsequent/Current Goals

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

Table 15: Members of Visible Minorities

Occupational Group (EOC)	All Employees										Subsequent/Current Short-term Goals										Members of Visible Minorities			
	Number		Growth (New Positions)		Turnover (Replacement of Employees)		Turnover (Replacement of Terminated Employees)		Anticipated Hires Over 3 Years		Number		Turnover (Replacement of Terminated Employees)		Hires Required Over 3 Years		3 Year Goals		Present Availability	Present Gap	Projected Gap	Present Representation	Projected Representation in 3 Years	
	2018-06-22	Actual	Annual %	Projected	Actual	Annual %	Projected	Over 3 Years	Actual	Annual %	Projected	Over 3 Years	Actual	Annual %	Projected	Over 3 Years	From - To	2018						2021
01 Senior Managers	6	0.0%	5.0%	1	33.3%	2.0%	0	1	0	2.0%	0	0	1	0	10.1%	10.1%	-1	-1	10.1%	0.0%	0.0%	0.0%		
02 Middle & Other Managers	31	-3.0%	7.0%	7	12.3%	2.0%	2	2	1	2.0%	0	0	2	1	15.0%	15.0%	-1	-1	15.0%	12.9%	13.2%	13.2%		
03 Professionals	127	11.3%	7.0%	27	27.4%	2.0%	8	15	15	2.0%	1	1	15	7	19.0%	18.8%	-9	-8	19.0%	11.8%	11.8%	13.6%		
04 Semi-Professionals & Tech	31	12.1%	7.0%	7	22.6%	2.0%	2	9	2	2.0%	0	0	2	2	19.0%	19.1%	-1	0	19.1%	16.1%	16.1%	18.4%		
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	0.0%	0.0%	0.0%	0.0%		
06 Supervisors: Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%		
07 Administrative & Sr Clerical	12	-2.6%	4.0%	1	56.0%	2.0%	1	2	2	2.0%	0	0	-1	0	20.0%	20.0%	2	1	20.0%	25.0%	23.1%	23.1%		
08 Skilled Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%		
09 Skilled Crafts & Trades	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%		
10 Clerical Personnel	8	4.6%	4.0%	1	66.7%	2.0%	0	1	1	2.0%	0	0	-1	1	55.0%	40.1%	2	2	55.0%	62.5%	62.5%	66.7%		
11 Intermediate Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%		
12 Semi-Skilled Manual	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%		
13 Other Sales & Service	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%		
14 Other Manual Workers	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0.0%	0.0%		
Total	215	7.3%		0	27.8%		0	0	0	0.0%	0	0	-32	0		0.0%	32	32		14.9%	14.9%	14.9%		

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

Table 16: Members of Visible Minorities

Employment Equity Occupational Group (EEOC)	Members of Visible Minorities		Comments
	Short-term Goals	Long-term Goals	
	%	%	
01 Senior Managers	10.1	10.1	
02 Middle & Other Managers	15.0	15.0	
03 Professionals	19.0	19.0	
04 Semi-Professionals & Tech	19.0	19.0	
05 Supervisors	0.0	0.0	
06 Supervisors: Crafts & Trades	0.0	0.0	
07 Administrative & Sr Clerical	20.0	20.0	
08 Skilled Sales & Service	0.0	0.0	
09 Skilled Crafts & Trades	0.0	0.0	
10 Clerical Personnel	55.0	55.0	
11 Intermediate Sales & Service	0.0	0.0	
12 Semi-Skilled Manual	0.0	0.0	
13 Other Sales & Service	0.0	0.0	
14 Other Manual Workers	0.0	0.0	

Federal Contractors Program Achievement Report

Part 3: Goals

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

Total		0.0	0.0
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Federal Contractors Program Achievement Report

Part 4: Results - Women

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Women				All Employees	Women			All Employees	Women			All Employees	Women								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	%	#	%	#	#	#	#	
07 Administrative & Senior Clerical	2015	13	13	100.0	82.7	11	2	120.9																
	2018	12	12	100.0	83.1	10	2	120.3	6	6	100.0	5	1	0	0	0.0	0	0	0	7	7	100.0	7	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	7	7	100.0	70.0	5	2	142.9																
	2018	8	7	87.5	70.0	6	1	125.0	7	6	85.7	5	1	2	2	100.0	2	0	5	5	100.0	5	0	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Women			Women				Women				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	#	%	#	%	#	%			
07 Administrative & Senior Clerical	2018	-1	-1	100.0	0	0.0	85.0	117.6	0	0.0	85.0	117.6		
	2021	-1	-1	100.0			85.0	117.6			85.0	117.6		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	3	75.0	0	0.0	70.0	107.1	0	0.0	70.0	107.1		
	2021	4	3	75.0			70.0	107.1			70.0	107.1		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 4: Results - Women
SLR Consulting (Canada) Ltd.

008829

[Date: 2018-06-22]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y				
			Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	V + U x 100	U x F + 100	V - X				
			↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓	↓				
Employment Equity Occupational Group (EEOG)																												
Workforce Analysis																												
		Year	Workforce										Hires					Flow Data Analysis					Terminations					
			All Employees	Women					All Employees					Women					All Employees					Women				
			#	#	Representation %	Availability %	Gap #	EE Result %	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #	#	Actual #	Expected #	Difference #				
13	Other Sales & Service Personnel	2015	0	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0				
		2018	0	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0				
14	Other Manual Workers	2015	0	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0				
		2018	0	0	0.0	0.0	0	0.0	0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0				
Total		2015	174	78	44.8	0.0	0	78	0.0	0	0.0	0	0	0	0.0	0	0	0	0	0	0	0	0.0	0				
		2018	215	103	47.9	0.0	0	103	0.0	104	58	55.8	0	58	13	8	61.5	6	2	54	32	59.3	24	8				

Data sources:	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	E + D x 100	Part 3: Goals	E - G x 100	Part 3: Goals	F + I x 100	Part 3: Goals	E + K x 100	Part 3: Goals	F + M x 100
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Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees		Women		All Employees		Women		All Employees		Women		
		#	%	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	Goal #	Percent of Goal Met %	
13	Other Sales & Service Personnel	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
14	Other Manual Workers	2018	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
		2021	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0		
Total		2018	63	34	54.0	0	0.0	0	0.0	0	0.0	0	0.0	
		2021	63	34	54.0	0	0.0	0	0.0	0	0.0	0	0.0	

Federal Contractors Program Achievement Report

Part 5: Results - Aboriginal Peoples

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis															
		Workforce									Hires			Promotions			Terminations									
		All Employees	Aboriginal Peoples						All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples		All Employees	Aboriginal Peoples										
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual		Expected	Difference		Actual	Expected	Difference								
#	#	#	%	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	%	#	#	%	#	#		
07 Administrative & Senior Clerical	2015	13	0	0.0	4.1	1	-1	0.0																		
	2018	12	0	0.0	4.2	1	-1	0.0	6	0	0.0	0	0	0	0	0	0.0	0	0	0	7	0	0.0	0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
10 Clerical Personnel	2015	7	1	14.3	2.4	0	1	595.2																		
	2018	8	0	0.0	2.5	0	0	0.0	7	0	0.0	0	0	0	2	0	0.0	0	0	0	5	1	20.0	1	0	0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																		
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Aboriginal Peoples			Aboriginal Peoples				Aboriginal Peoples				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	4.5	0.0	0	0.0	4.5	0.0		
	2021	-1	0	0.0			5.0	0.0			5.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	-1	-25.0	0	0.0	2.5	-1000.0	0	0.0	2.5	-1000.0		
	2021	4	-1	-25.0			2.5	-1000.0			2.5	-1000.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
SLR Consulting (Canada) Ltd.

008833

[Date: 2018-06-22]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																			
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H	E + H x 100	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	L + K x 100	K x G + 100	L - N	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis	Q + P x 100	P x F + 100	Q - S	Part 2: Flow Data Analysis	Part 2: Flow Data Analysis
Employment Equity Occupational Group (EEOG)																							Workforce Analysis										Flow Data Analysis										
		Year		Workforce										Hires										Promotions										Terminations									
		All Employees		Persons with Disabilities					All Employees					Persons with Disabilities					All Employees					Persons with Disabilities					All Employees					Persons with Disabilities									
		#		Representation %		Availability %		Gap #		EE Result %		Actual #		Expected #		Difference #		Actual #		Expected #		Difference #		Actual #		Expected #		Difference #															
01&02	Managers	2018	2019	40	0.0	4.3	2	-2	0.0	6	0	0	0	0	0	0	0	2	0	0	0	0	0	6	0	0	0	0	0														
03	Professionals	2018	2019	37	0.0	4.3	2	-2	0.0	6	0	0	0	0	0	0	0	2	0	0	0	0	0	6	0	0	0	0	0														
04	Semi-Professionals & Technicians	2018	2019	92	0.0	3.8	3	-3	0.0	70	1	1.4	3	-2	7	0	0.0	0	0	0	0	0	0	30	0	0.0	0	0	0														
05	Supervisors	2018	2019	22	0.0	3.8	5	-5	0.0	15	0	0.0	1	-1	2	0	0.0	0	0	0	0	0	0	6	0	0.0	0	0	0														
06	Supervisors: Crafts & Trades	2018	2019	31	1	3.2	4.6	1	0	70.1	0	0.0	1	-1	2	0	0.0	0	0	0	0	0	0	6	0	0.0	0	0	0														

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; E + D x 100; Part 3: Goals 100; E - G x 100; Part 3: Goals; F + I x 100; Part 3: Goals; E + K x 100; Part 3: Goals; F + M x 100

Employment Equity Occupational Group (EEOG)	Year	New Entrants			Short-term Goals			Long-term Goals			Comments	
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
01&02	Managers	2018	2	0	0.0	0	0.0	5.0	0.0	0	0.0	
03	Professionals	2018	2	0	0.0	0	0.0	2.0	0.0	4.0	0.0	
04	Semi-Professionals & Technicians	2018	47	1	2.1	1	100.0	4.0	53.2	4.0	53.2	
05	Supervisors	2018	47	1	2.1	1	100.0	4.0	53.2	4.0	53.2	
06	Supervisors: Crafts & Trades	2018	11	0	0.0	0	0.0	4.0	0.0	4.0	0.0	
		2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	
		2021	0	0	0.0	0	0.0	0.0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 6: Results - Persons with Disabilities

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis									Flow Data Analysis														
		Workforce									Hires				Promotions				Terminations						
		All Employees	Persons with Disabilities						All Employees	Persons with Disabilities			All Employees	Persons with Disabilities			All Employees	Persons with Disabilities							
			Representation	Availability	Gap	EE Result	Actual	Expected		Difference	Actual	Expected		Difference	Actual	Expected		Difference							
#	#	#	%	%	#	#	%	#	#	%	#	#	#	#	%	#	#	#	#	%	#	#			
07 Administrative & Senior Clerical	2015	13	0	0.0	3.4	0	0	0.0																	
	2018	12	0	0.0	3.4	0	0	0.0	6	0	0.0	0	0	0	0	0	0.0	0	0	0	7	0	0.0	0	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	7	0	0.0	7.0	0	0	0.0																	
	2018	8	0	0.0	7.0	1	-1	0.0	7	0	0.0	0	0	0	2	0	0.0	0	0	0	5	0	0.0	0	0
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																	
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data		Short-term Goals				Long-term Goals						
		All Employees	Persons with Disabilities		Persons with Disabilities				Persons with Disabilities					
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met			
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	3.5	0.0	0	0.0	3.5	0.0		
	2021	-1	0	0.0			3.5	0.0			3.5	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	0	0.0	0	0.0	7.0	0.0	0	0.0	7.0	0.0		
	2021	4	0	0.0			7.0	0.0			7.0	0.0		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 6: Results - Persons with Disabilities
SLR Consulting (Canada) Ltd.

008835

[Date: 2018-06-22]

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y																		
																									Part 1: Workforce Analysis	Part 1: Workforce Analysis	E + D Workforce x 100	Part 1: Workforce Analysis	D x G + 100	E - H x 100	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
Employment Equity Occupational Group (EEOG)																							Workforce Analysis										Flow Data Analysis									
		Year		Workforce										Hires					Promotions					Terminations																		
		All Employees		Persons with Disabilities					All Employees					Persons with Disabilities					All Employees					Persons with Disabilities																		
				Representation		Availability		Gap		EE Result		Actual		Expected		Difference		Expected		Difference		Actual		Expected		Difference		Actual		Expected		Difference										
		#		%		#		#		%		#		#		#		#		#		#		#		#		#		#		#										
13	Other Sales & Service Personnel	2018	0	0.0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
13	Other Sales & Service Personnel	2021	0	0.0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
14	Other Manual Workers	2018	0	0.0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
14	Other Manual Workers	2021	0	0.0	0.0	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Total		2018	63	1	1.6	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
Total		2021	63	1	1.6	0	0	0	0	0.0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								

Data sources: Part 2: Flow Data Analysis; Part 2: Flow Data Analysis; E + D x 100; Part 3: Goals; E - G x 100; Part 3: Goals; F + I x 100; Part 3: Goals; E + K x 100; Part 3: Goals; F + M x 100; Part 3: Goals

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Short-term Goals				Long-term Goals				Comments
		All Employees	Persons with Disabilities	Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met		
13	Other Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
13	Other Sales & Service Personnel	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
14	Other Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
14	Other Manual Workers	2021	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total		2018	63	1	1.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	
Total		2021	63	1	1.6	0	0.0	0.0	0.0	0	0.0	0.0	0.0	

Federal Contractors Program Achievement Report

Part 7: Results - Members of Visible Minorities

SLR Consulting (Canada) Ltd.

[Date: 2018-06-22]

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

Employment Equity Occupational Group (EEOG)	Year	Workforce Analysis								Flow Data Analysis														
		Workforce								Hires				Promotions				Terminations						
		All Employees	Visible Minorities				All Employees	Visible Minorities			All Employees	Visible Minorities			All Employees	Visible Minorities								
			Representation	Availability	Gap	EE Result		Actual	Expected	Difference		Actual	Expected	Difference		Actual	Expected	Difference						
#	#	#	%	%	#	#	%	#	%	#	#	#	%	#	#	#	%	#	%	#	#	#		
07 Administrative & Senior Clerical	2015	13	2	15.4	13.7	2	0	112.3																
	2018	12	3	25.0	12.0	1	2	208.3	6	1	16.7	1	0	0	0	0.0	0	0	0	7	1	14.3	1	0
08 Skilled Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
09 Skilled Crafts & Trades Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2015	7	2	28.6	42.3	3	-1	67.5																
	2018	8	5	62.5	40.1	3	2	155.9	7	5	71.4	3	2	2	1	50.0	1	0	5	2	40.0	1	1	
11 Intermediate Sales & Service Personnel	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0
12 Semi-Skilled Manual Workers	2015	0	0	0.0	0.0	0	0	0.0																
	2018	0	0	0.0	0.0	0	0	0.0	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0	0.0	0	0

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

Employment Equity Occupational Group (EEOG)	Year	New Entrants				Goals								Comments
		Flow Data				Short-term Goals				Long-term Goals				
		All Employees	Visible Minorities			Visible Minorities				Visible Minorities				
			Actual	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	Goal	Percent of Goal Met	
#	#	#	%	#	%	%	%	#	%	%	%			
07 Administrative & Senior Clerical	2018	-1	0	0.0	0	0.0	15.0	0.0	0	0.0	15.0	0.0		
	2021	-1	0	0.0			20.0	0.0			20.0	0.0		
08 Skilled Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
09 Skilled Crafts & Trades Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
10 Clerical Personnel	2018	4	4	100.0	0	0.0	50.0	200.0	0	0.0	50.0	200.0		
	2021	4	4	100.0			55.0	181.8			55.0	181.8		
11 Intermediate Sales & Service Personnel	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		
12 Semi-Skilled Manual Workers	2018	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0		
	2021	0	0	0.0			0.0	0.0			0.0	0.0		

Federal Contractors Program Achievement Report
Part 8: Reasonable Efforts
SLR Consulting (Canada) Ltd.
[Date: 2018-06-22]

Efforts

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

Required measures:

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

Other measures:

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

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

Operational Context

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

- Impact of economic and industrial conditions on the organization.

Hiring of personnel in remote areas remains difficult and typically there are not a lot of candidates.

- Any reorganization or other corporate structural changes.

- Acquisitions, mergers or transfers of employees.

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

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

- Other.

Additional Details

Please provide any additional information (optional):

Federal Contractors Program Report of the Subsequent Compliance Assessment

Employer Name: SLR Consulting Canada Ltd.

Primary Location: Vancouver, British Columbia

Number of Employees: 215

- British Columbia 114
- Alberta 38
- Ontario 36
- Saskatchewan 14
- Manitoba 4
- Nova Scotia 4
- Yukon 3
- Northwest Territories 2

Organization Overview: NAICS 5416 - Management, scientific and technical consulting services.

SLR Consulting delivers advice and support on strategic and project-specific issues to business, regulatory and government clients, specializing in the oil and gas, mining and minerals, infrastructure, built environment, industry, and power sectors.

Key Dates – First Year Assessment

Initiated: 2015-02-05
 Received: 2015-02-24
 Closed: 2015-12-04
 Workforce Analysis: 2015-11-24

Key Dates – Subsequent Assessment

Initiated: 2018-02-28
 Received: 2018-07-03
 Workforce Analysis: 2018-06-22

DATA VERIFICATION

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

Yes No

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

Yes No

ASSESSMENT OF REASONABLE PROGRESS

- All goals were set in numerical and percentage form. The percentage of goal met will be taken from the percentage goal.

Women

01	Senior Managers	Goal met at 83.3%.
02	Middle & Other Managers	Goal met at 111.1%.

Assessment/Observations

- None

Aboriginal Peoples

02	Middle & Other Managers	Goal not met (0% achieved).
04	Semi-Professionals & Technicians	Goal met 235.3%.
07	Admin & Senior Clerical Personnel	Goal not met (0% achieved).

Assessment/Observations

- In EEOG 02 there were four new entrants of which none were Aboriginal persons. At an availability of 2.2% this is to be expected.
- In EEOG 07 there were six new entrants of which none were Aboriginal persons. At an availability of 4.1% this is to be expected.

Persons with Disabilities

01/02	Managers	Goal not met (0% achieved).
03	Professionals	Goal not met (32.5% achieved).
04	Semi-Professionals & Technicians	Goal not met (0% achieved).

Assessment/Observations

- In EEOG 01/02 there were eight new entrants of which none were persons with disabilities. At an availability of 4.3% this is to be expected.
- In EEOG 03 there were 77 new entrants of which one was a person with disabilities. At an availability of 3.8% 2 new persons with disabilities would be expected to be hired.

- In EEOG 04 there were 17 new entrants of which none were persons with disabilities. At an availability of 4.6% this is to be expected.

Members of Visible Minorities

01	Senior Managers	Goal not met (0% achieved).
02	Middle & Other Managers	Goal met 166.7%.
03	Professionals	Goal not met (51.9% achieved).
04	Semi-Professionals & Technicians	Goal not met (0% achieved).
10	Clerical Personnel	Goal met 133.3%.

Assessment/Observations

- In EEOG 01 there were four new entrants of which none were visible minorities. At an availability of 10.1% this is to be expected.
- In EEOG 03 there were 77 new entrants of which 10 were visible minorities. At an availability of 20.0%, 15 new visible minority hired would be expected.
- In EEOG 04 there were 17 new entrants of which one was a visible minority. At an availability of 21.4%, three new visible minority hires would be expected.

ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
- There were 13 goals set and six goals were met (46%).
 - The organization has noted that hiring new employees in remote areas remains difficult and typically there are not a lot of candidates.

ASSESSMENT OF GOALS

All gaps had a long and short-term goal set.

Women

Workforce Analysis Results			Goals		Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term (1 to 3 years)	Long-term (3+ years)		
#	Description	#	%	%	%	%
01	Senior Managers	-1	27.4	27.4	16.7	27.4
02	Middle & Other Managers	-4	38.9	38.9	25.8	38.9

Observations:

- In 2015 women were represented at 44.8%; in 2018 this has increased to 47.9%.

Aboriginal Peoples

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
02	Middle & Other Managers	-1	2.2	2.2	0.0	2.2
03	Professionals	-1	2.0	2.0	0.8	1.4
07	Admin & Senior Clerical Personnel	-1	5.0	5.0	0.0	4.2

Observations:

- In 2015 Aboriginal representation was 1.1%; in 2018 this has increased to 1.9%.
- Aboriginal employees are represented in EEOGs 03, 04, and 10.

Persons with Disabilities

Workforce Analysis Results		Goals			Representation	LMA
Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		#	(1 to 3 years)	(3+ years)	%
01/ 02	Managers	-2	# or %	# or %	0.0	4.3
03	Professionals	-5	4.3	4.3	0.0	3.8
10	Clerical Personnel	-1	3.8	3.8	0.0	7.0

Observations:

- In 2015 persons with disabilities representation was 0%; in 2018 one person with disabilities was hired into EEOG 04.

Members of Visible Minorities

Workforce Analysis Results	Goals	Representation	LMA
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Employment Equity Occupational Group (EEOG)		Present Gap	Short-term	Long-term		
#	Description		(1 to 3 years)	(3+ years)		
		#	# or %	# or %	%	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle & Other Managers	-1	15.0	15.0	12.9	15.0
03	Professionals	-9	19.0	19.0	11.8	18.8
04	Semi-Professionals & Technicians	-1	19.0	19.0	16.1	19.1

Observations:

- In 2018 visible minority representation at SLR Consulting was 14.9%; with the highest visible minority representation in EEOG 10 Clerical Personnel at 66.7%.

RECOMMENDATION

I recommend that the employer be found:

in compliance in non-compliance

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

- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Name of Analyst: Neeta Dhillon

Date: November 15, 2018

Subject: Government of Canada Agreement Number: 100193 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Michael Young:

I am writing to inform you that the subsequent compliance assessment initiated on February 2nd, 2018 has been completed. As a result of the assessment, SLR Consulting (Canada) Ltd. has been found to be in compliance with the requirements of the Federal Contractors Program (FCP) under the Employment Equity Act.

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

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

- Given that there are a number of gaps in all four designated groups, the organization might consider forging links with trade programs, career fairs and professional associations in order to identify qualified potential employees that are members of the designated groups. This may help them in reducing / eliminating the gaps.

Under the terms of the FCP, your organization will be selected for subsequent compliance assessments every three years. The next assessment will be initiated on February 28th, 2021. Future compliance assessments will continue to focus on the achievement of reasonable progress in meeting the goals established by your organization.

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

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

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

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

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

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

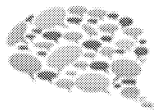
Should you require any further information regarding your organization's obligations under the FCP, please contact us by email at ee-eme@hrsdc-rhdcc.gc.ca.

Your cooperation during the course of this compliance assessment was appreciated and we wish SLR Consulting (Canada) Ltd. 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!