Emploi et Développement social Canada OFFICIAL USE ONLY
Agreement N°:

Labour Program Federal Contractors Program

### **Agreement to Implement Employment Equity**

	-		. •	
✓ New Agreement				
Revised Agreement				
	·			
	NIZATION			
Legal Name of Organization		Parent company is I	ocated outside	Canada
Sprung Instant Structures Ltd			Yes [	✓ No
Operating Name (if different from Legal Name of Organization)		Procurement Busi		
		Total number of em (Full-Time/Part-Time		119
Organization's North American Industry Classification System (NAICS) Code	e Nº			Code Number please
		norme/naics-scian/2		ects-sujets/standard- n02l-eng.htm
332				
Official use only (if information above is incorrect)				
	employees in Canad	a	Organization's I	VAICS Code No
	D OFFICE		Province	Postal Code
Address (building number, street, suite, etc.)	City Aldersyde		AB	TOL OA)
PO Box 62, 80039 Maple Leaf Road	Telephone Number		Fax Number	TOD ON)
	403,601,229		403.601.	4833
	100,002,000			
EMPLOYMENT	EQUITY CONT	ACT		
Name (print)	Title			
George Van Loon	Accounting N	Manager		
Telephone Number	E-mail Address		<b></b>	
403.601.2292 ext 486	george.vanit	oon@sprung.co	ш	
CERT	TFICATION			
The above-named organization:				
<ul> <li>having a combined workforce of 100 or more permanent full-time</li> </ul>	e, permanent part-	time and temporar	y employees l	naving worked
12 weeks or more in Canada, AND				
intending to bid on, or being in receipt of, a federal government		contract, standing	offer or contra	ct issued under a
Supply Arrangement, valued at \$1,000,000 or more (including a		acina basia baya	nd the period	of the presurement
Hereby certifies its commitment to implement or maintain employme instrument, in keeping with the Federal Contractors Program requir	ent equity on an on rements. For more	-going basis, beyor information on how	to implement	employment equity
please refer to: http://www.esdc.gc.ca/eng/labour/equality/fcp/index.				,,,
Important note: If an audit of the Agreement to Implement Employ	ment Equity uncoy	ara miarantasantati	ion on the nor	of the organization
the procurement instrument(s) with the Government of Canada may	/ be terminated.	ers misroprosentati	on on the par	or the organization,
SIG	NATORY			
NOTE: The signatory must be the Chief Executive Officer OR an a	uthorized person ir	n an executive posi	tion with legal	authority to sign a
contract as behalf of the association.				
Name (print)	Title			
Clark Ols	Vice Preside E-mail Address	ent		
Telephone Nu 403.601.2	clark.olson	genrung com		
Signature	Date	-1-1-2-3.00**		
	3-13-14			
RETIEN	INSTRUCTIONS			
IMPORTAN T				
The original copy of the signed Agreement to Implement Er at: (819) 953-8768 or by e-mail at: ee-eme@hrsdc-rhdcc.gc		form must be se	nt to the Lab	our Program fax,

### Sprung Instant Structures Ltd. (certificate # 090224)

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

### Reporting Period 2017-04-01 to 2018-01-09

### **GEOGRAPHICAL AREAS**

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

		1	Province				Cens	us Metropolitan	Areas	
		anent I-time	Permanent Part-time	Temporary	Total Number of Employees		manent ull-time	Permanent Part-time	Temporary	Total Number of Employees
Alberta		102	3	0	105	Alta. less CMAs	102	3	0	105
Total Employees	s in Canada	•			105	Total Employees i	n Canada	•		105



Employment and Social Emploi et Développement Development Canada social Canada

### Sprung Instant Structures Ltd. (certificate # 090224) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

### Reporting Period 2017-04-01 to 2018-01-09

Occupational Group			All Employee:			original Peop			ns with Disa			s of Visible N	
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Senior Managers	4	1	1										
Top Range: \$100,000 and over	3												
Bottom Range: Under \$5,000	2												
	1	5	5										
	Total	6	6										
Middle and Other Managers	4	1		1									
Top Range: \$100,000 and over	3	5	5										
Bottom Range: Under \$5,000	2	1	1										
	1	4	4		1	1		1	1				
	Total	11	10	1	1	1		1	1				
Semi-Professionals and Technicians	4	3	3										
Top Range: \$ 80,000 - \$84,999	3	2	2										
Bottom Range: \$ 35,000 - \$39,999	2	2		2									
	1	2	1	1									
	Total	9	6	3									
Supervisors: Crafts and Trades	4	1	1										
Top Range: \$ 80,000 - \$84,999	3	3	3								2	2	
Bottom Range: \$ 40,000 - \$44,999	2	5	5		1	1					3	3	
	1	3	3		1	1					2	2	
	Total	12	12		2	2					7	7	

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	A	II Employees		Ab	original Peop	les	Perso	ns with Disal	oilities	Member	s of Visible M	linorities
QTR	I	Men	_	Total	Men	Women	Total	Men	Women	Total	Men	Women
	1	000	9	0	00.0	00:	00.0	00:0	000	<u>.</u>	1	000
4	1	1										
3												
2	1		1									
1	1		1									
Total	3	1	2									
4	1	1								1	1	
3												
2												
1	_1	1								1	1	
Total	2	2								2	2	
4	_		_									
ယ	_		_									
2	ω		ယ									
1	5		5							1		1
Total	10		10							1		1
4												
ယ												
2												
1	9	8	1	2	2					1	1	
Total	9	8		2	2						1	
	QTR QTR 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	Total Col. 2 Col. 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Total Col. 2 Col. 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All Employees  Total Men Wome Col. 2 Col. 3 Col. 4  1 1 1  1 1 1  1 1 1  3 1 1  1 1 1  1 1 1  5 2 2  9 8 8	All Employees  Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1	All Employees  Total Men Women Total Col. 2 Col. 3 Col. 4 Col. 5  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1	All Employees Aboriginal Peoples  Total Men Women Col. 5 Col. 6  1 1 1 1  1 1 2  1 1 1  1 1 2  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1  1 1 1 1 1 1  1 1 1 1 1 1  1 1 1 1 1 1  1 1 1 1 1 1 1  1 1 1 1 1 1 1  1 1 1 1 1 1 1 1  1	All Employees    Total   Men   Women   Total   Men   Total   T	All Employees    Total   Men   Women   Total   Men   Total   Total   Men   Total   Total	All Employees	All Employees   All Employee	All Employees

### Sprung Instant Structures Ltd. (certificate # 090224) FEDERAL CONTRACTORS PROGRAM: OCCUPATIONAL GROUPS Full-Time / Alberta

### Reporting Period 2017-04-01 to 2018-01-09

Occupational Group		,	All Employees	3	Ab	original Peop	oles	Perso	ons with Disa	bilities	Member	s of Visible N	/linorities
Salary Range Col. 1	QTR	Total Col. 2	Men Col. 3	Women Col. 4	Total Col. 5	Men Col. 6	Women Col. 7	Total Col. 8	Men Col. 9	Women Col. 10	Total Col. 11	Men Col. 12	Women Col. 13
Semi-Skilled Manual Workers	4	1	1										
Top Range: \$ 65,000 - \$69,999	3	1	1										
Bottom Range: \$ 25,000 - \$29,999	2	5	4	1									
	1	5	3	2									
	Total	12	9	3									
Other Sales and Service Personnel	4	1		1									
Top Range: \$ 30,000 - \$34,999	3												
Bottom Range: \$ 25,000 - \$29,999	2												
	1	1		1									
	Total	2		2									
Other Manual Workers	4	1	1										
Top Range: \$ 60,000 - \$64,999	3	3	3		1	1					1	1	
Bottom Range: \$ 30,000 - \$34,999	2	10	9	1				2	2		7	6	1
	1	12	11	1	1	1					4	3	1
	Total	26	24	2	2	2		2	2		12	10	2
Total Number of Employees		102	78	24	7	7		3	3		23	20	3

Canada

Occupational Group		,	All Employees	v)	AŁ	Aboriginal Peoples	ples	Perso	Persons with Disabilities	bilities	Membe	Members of Visible Minorities	/linorities
Salary Range	QTR	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Col. 1		Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13
Clerical Personnel	4												
Top Range: \$ 65,000 - \$69,999	3												
Bottom Range: \$ 65,000 - \$69,999	2												
	1	1		1									
	Total	1		1									
Other Sales and Service Personnel	4	1	1					1	1				
Top Range: Under \$5,000	3												
Bottom Range: Under \$5,000	2												
	1	1		1									
	Total	2	1	J				L	1				
Total Number of Employees		3	1	2				1	L				

### Sprung Instant Structures Ltd. (certificate # 090224)

### FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY Full-Time / Alberta

### Reporting Period 2017-04-01 to 2018-01-09

		All Employees		Al	boriginal Peopl	es	Pers	ons with Disab	ilities	Membe	rs of Visible Mi	norities
Salary Range	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Under \$15,000	9	9		1	1		1	1				
\$ 25,000 - \$29,999	3		3									
\$ 30,000 - \$34,999	13	9	4	1	1					4	3	1
\$ 35,000 - \$37,499	5	1	4							1		1
\$ 37,500 - \$39,999	10	7	3				1	1				
\$ 40,000 - \$44,999	12	9	3				1	1		7	6	1
\$ 45,000 - \$49,999	10	8	2	2	2					3	3	
\$ 50,000 - \$59,999	20	16	4	2	2					5	5	
\$ 60,000 - \$69,999	8	8		1	1					3	3	
\$ 70,000 - \$84,999	9	9										
\$ 85,000 - \$99,999	1	1										
\$100,000 and over	2	1	1									
Total Number of Employees	102	78	24	7	7		3	3		23	20	3

Canada

Form 3 B

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## Sprung Instant Structures Ltd. (certificate # 090224)

FEDERAL CONTRACTORS PROGRAM: SALARY SUMMARY
Part-Time / Alberta
Reporting Period 2017-04-01 to 2018-01-09

Total Number of Employees	\$ 50,000 and over	Under \$5,000	Salary Range		
درد	1	2	Total Col. 1		
		1	Men Col. 2	All Employees	
2	1	1	Women Col. 3		
			Total Col. 4	А	
			Men Col. 5	Aboriginal Peoples	
			Women Col. 6	es	
_		1	Total Col. 7	Pers	
		1	Men Col. 8	Persons with Disabilities	
			Women Col. 9	ilities	
			Total Col. 10	Membe	
			Men Col. 11	Members of Visible Minorities	
			Women Col. 12	inorities	

### Sprung Instant Structures Ltd. (certificate # 090224)

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES HIRED Full-Time / Alberta

### Reporting Period 2017-04-01 to 2018-01-09

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

### Sprung Instant Structures Ltd. (certificate # 090224)

### FEDERAL CONTRACTORS PROGRAM: EMPLOYEES TERMINATED Full-Time / Alberta

### Reporting Period 2017-04-01 to 2018-01-09

		All Employees		А	boriginal Peop	les	Pers	sons with Disab	oilities	Membe	rs of Visible Mi	norities
Occupational Group	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12
Middle and Other Managers	1		1									
Administrative and Senior Clerical Personnel	1		1									
Clerical Personnel	1		1									
Intermediate Sales and Service Personnel	1	1										
Semi-Skilled Manual Workers	1	1								1	1	
Other Manual Workers	3	3								1	1	
Total Number of Employees Terminated	8	5	3							2	2	

### **Workforce Analysis - Detailed Report**

Date: 2018-01-18 / Region: REG WEST

### Women

					Women			
Employment Equity Occupational Group	Internal Location	All Employees	Repre	sentation	Availa	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01 : Senior Managers	National	6	0	0.0 %	27.4 %	2	-2	National
02 : Middle and Other Managers	National	11	1	9.1 %	38.9 %	4	-3	National
04 : Semi-Professionals and Technicians		9	3	33.3 %	33.2 %	3	0	
2253 : Drafting technologists and technicians	Alberta	7	2	28.6 %	32.8 %	2	0	Alberta
2264 : Construction inspectors	Alberta	1	0	0.0 %	17.3 %	0	0	Alberta
5241 : Graphic designers and illustrators	Alberta	1	1	100.0 %	51.7 %	1	0	Alberta
06 : Supervisors: Crafts and Trades		12	0	0.0 %	3.1 %	0	0	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Alberta	11	0	0.0 %	3.4 %	0	0	Alberta
9226 : Supervisors, other mechanical and metal products manufacturing	Alberta	1	0	0.0 %	0.0 %	0	0	Alberta
07 : Administrative and Senior Clerical Personnel		3	2	66.7 %	89.0 %	3	-1	
Employment Equity Occupational Group	Alta. less CMAs	3	2	66.7 %	89.0 %	3	-1	Alta. less CMAs
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	3.7 %	0	0	
7237 : Welders and related machine operators	Alberta	2	0	0.0 %	3.7 %	0	0	Alberta
10 : Clerical Personnel		11	11	100.0 %	76.3 %	8	3	
Employment Equity Occupational Group	Alta. less CMAs	11	11	100.0 %	76.3 %	8	3	Alta. less CMAs
11 : Intermediate Sales and Service Personnel		9	1	11.1 %	74.2 %	7	-6	
Employment Equity Occupational Group	Alta. less CMAs	9	1	11.1 %	74.2 %	7	-6	Alta. less CMAs
12 : Semi-Skilled Manual Workers		12	3	25.0 %	16.3 %	2	1	
Employment Equity Occupational Group	Alta. less CMAs	12	3	25.0 %	16.3 %	2	1	Alta. less CMAs
13 : Other Sales and Service Personnel		4	3	75.0 %	64.1 %	3	0	
Employment Equity Occupational Group	Alta. less CMAs	4	3	75.0 %	64.1 %	3	0	Alta. less CMAs
14 : Other Manual Workers		26	2	7.7 %	18.9 %	5	-3	
Employment Equity Occupational Group	Alta. less CMAs	26	2	7.7 %	18.9 %	5	-3	Alta. less CMAs
						1000000		



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Workplace Equity Information Management System - Sprung Instant Structures Ltd.

008860

Workforce Analysis - Detailed Report

Date: 2018-01-18 / Region: REG WEST

### Women

Total	Employment Equity Occupational Group
	Internal Location
105	All Employees #
26	Representation # %
26 24.8 % 34.8 %	1
34.8 %	Women Avail %
37	Availability
4	Gap #
	Recruitment Area

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

Total may not equal sum of components due to rounding.

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2018-02-23



### **Workforce Analysis - Detailed Report**

Date: 2018-01-18 / Region: REG WEST

### **Aboriginal Peoples**

				Aboriç	jinal Peoples			
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Availa %	ability #	Gap #	Recruitment Area
01 : Senior Managers	National	6	0	0.0 %	2.9 %	0	0	National
02 : Middle and Other Managers	National	11	1	9.1 %	2.2 %	0	1	National
04 : Semi-Professionals and Technicians		9	0	0.0 %	3.0 %	0	0	
2253 : Drafting technologists and technicians	Alberta	7	0	0.0 %	2.7 %	0	0	Alberta
2264 : Construction inspectors	Alberta	1	0	0.0 %	5.5 %	0	0	Alberta
5241 : Graphic designers and illustrators	Alberta	1	0	0.0 %	2.5 %	0	0	Alberta
06 : Supervisors: Crafts and Trades		12	2	16.7 %	4.3 %	1	1	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Alberta	11	1	9.1 %	4.7 %	1	0	Alberta
9226 : Supervisors, other mechanical and metal products manufacturing	Alberta	1	1	100.0 %	0.0 %	0	1	Alberta
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	6.0 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	6.0 %	0	0	Alta. less CMAs
09 : Skilled Crafts and Trades Workers		2	0	0.0 %	6.3 %	0	0	
7237 : Welders and related machine operators	Alberta	2	0	0.0 %	6.3 %	0	0	Alberta
10 : Clerical Personnel		11	0	0.0 %	8.1 %	1	-1	
Employment Equity Occupational Group	Alta. less CMAs	11	0	0.0 %	8.1 %	1	-1	Alta. less CMAs
11 : Intermediate Sales and Service Personnel		9	2	22.2 %	7.7 %	1	1	
Employment Equity Occupational Group	Alta. less CMAs	9	2	22.2 %	7.7 %	1	1	Alta. less CMAs
12 : Semi-Skilled Manual Workers		12	0	0.0 %	8.5 %	1	-1	
Employment Equity Occupational Group	Alta. less CMAs	12	0	0.0 %	8.5 %	1	-1	Alta. less CMAs
13 : Other Sales and Service Personnel		4	0	0.0 %	10.9 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	10.9 %	0	0	Alta. less CMAs
14 : Other Manual Workers		26	2	7.7 %	12.8 %	3	-1	
Employment Equity Occupational Group	Alta. less CMAs	26	2	7.7 %	12.8 %	3	-1	Alta. less CMAs
						90000		



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Workplace Equity Information Management System - Sprung Instant Structures Ltd.

008862

Workforce Analysis - Detailed Report

Date: 2018-01-18 / Region: REG WEST

## **Aboriginal Peoples**

Total	Employment Equity Occupational Group
	Internal Location
105	All Employees #
7	Represe #
6.7 % 7.5 %	Aborig Representation # %
7.5 %	Aboriginal Peoples tion Availabilit % %
7	ability #
0	Gap #
	Recruitment Area

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

Total may not equal sum of components due to rounding.

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2018-02-23



### **Workforce Analysis - Detailed Report**

Date: 2018-01-18 / Region: REG WEST

### **Members of Visible Minorities**

				Members o	f Visible Mino	rities		
Employment Equity Occupational Group	Internal Location	All Employees #	Repres	sentation %	Availa %	ability #	Gap #	Recruitment Area
01 : Senior Managers	National	6	0	0.0 %	10.1 %	1	-1	National
02 : Middle and Other Managers	National	11	0	0.0 %	15.0 %	2	-2	National
04 : Semi-Professionals and Technicians		9	0	0.0 %	24.8 %	2	-2	
2253 : Drafting technologists and technicians	Alberta	7	0	0.0 %	28.6 %	2	-2	Alberta
2264 : Construction inspectors	Alberta	1	0	0.0 %	7.1 %	0	0	Alberta
5241 : Graphic designers and illustrators	Alberta	1	0	0.0 %	15.4 %	0	0	Alberta
06 : Supervisors: Crafts and Trades		12	7	58.3 %	10.0 %	1	6	
7201 : Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	Alberta	11	6	54.5 %	8.6 %	1	5	Alberta
9226 : Supervisors, other mechanical and metal products manufacturing	Alberta	1	1	100.0 %	24.5 %	0	1	Alberta
07 : Administrative and Senior Clerical Personnel		3	0	0.0 %	3.4 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	3	0	0.0 %	3.4 %	0	0	Alta. less CMAs
09 : Skilled Crafts and Trades Workers		2	2	100.0 %	12.8 %	0	2	
7237 : Welders and related machine operators	Alberta	2	2	100.0 %	12.8 %	0	2	Alberta
10 : Clerical Personnel		11	1	9.1 %	4.2 %	0	1	
Employment Equity Occupational Group	Alta. less CMAs	11	1	9.1 %	4.2 %	0	1	Alta. less CMAs
11 : Intermediate Sales and Service Personnel		9	1	11.1 %	6.7 %	1	0	
Employment Equity Occupational Group	Alta. less CMAs	9	1	11.1 %	6.7 %	1	0	Alta. less CMAs
12 : Semi-Skilled Manual Workers		12	0	0.0 %	4.3 %	1	-1	
Employment Equity Occupational Group	Alta. less CMAs	12	0	0.0 %	4.3 %	1	-1	Alta. less CMAs
13 : Other Sales and Service Personnel		4	0	0.0 %	10.0 %	0	0	
Employment Equity Occupational Group	Alta. less CMAs	4	0	0.0 %	10.0 %	0	0	Alta. less CMAs
14 : Other Manual Workers		26	12	46.2 %	5.9 %	2	10	
Employment Equity Occupational Group	Alta. less CMAs	26	12	46.2 %	5.9 %	2	10	Alta. less CMAs



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

008864

Workforce Analysis - Detailed Report

Date: 2018-01-18 / Region: REG WEST

## **Members of Visible Minorities**

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

Total may not equal sum of components due to rounding.

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2018-02-23



### **Workforce Analysis - Detailed Report**

Date: 2018-01-18 / Region: REG WEST

### **Persons with Disabilities**

				Persons	with Disabilit	ies		
Employment Equity Occupational Group	Internal Location	All Employees	Repres	entation	Avail	ability	Gap	Recruitment Area
		#	#	%	%	#	#	
01/02 : Managers	National	17	1	5.9 %	4.3 %	1	0	National
04 : Semi-Professionals and Technicians	National	9	0	0.0 %	4.6 %	0	0	National
06 : Supervisors: Crafts and Trades	National	12	0	0.0 %	7.8 %	1	-1	National
07 : Administrative and Senior Clerical Personnel	National	3	0	0.0 %	3.4 %	0	0	National
09 : Skilled Crafts and Trades Workers	National	2	0	0.0 %	3.8 %	0	0	National
10 : Clerical Personnel	National	11	0	0.0 %	7.0 %	1	-1	National
11 : Intermediate Sales and Service Personnel	National	9	0	0.0 %	5.6 %	1	-1	National
12 : Semi-Skilled Manual Workers	National	12	0	0.0 %	4.8 %	1	-1	National
13 : Other Sales and Service Personnel	National	4	1	25.0 %	6.3 %	0	1	National
14 : Other Manual Workers	National	26	2	7.7 %	5.3 %	1	1	National
Total		105	4	3.8 %	5.5 %	6	-2	

Total may not equal sum of components due to rounding.

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



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

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## Workforce Analysis - Detailed Report

Date: 2018-01-18 / Region: REG WEST

# WFA Defaults - Women, Aboriginal Peoples and Visible Minorities

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

### **Workforce Analysis - Detailed Report**

Date: 2018-01-18 / Region: REG WEST

### WFA Defaults - Persons with Disabilities

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



### **Workforce Analysis - Summary Report**

Date: 2018-01-18 / Region: REG WEST

### Women

				Women			
Employment Equity Occupational Group	All Employees	Repres	sentation	Avail	ability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	27.4 %	2	-2	
02 : Middle and Other Managers	11	1	9.1 %	38.9 %	4	-3	
04 : Semi-Professionals and Technicians	9	3	33.3 %	33.2 %	3	0	
06 : Supervisors: Crafts and Trades	12	0	0.0 %	3.1 %	0	0	
07 : Administrative and Senior Clerical Personnel	3	2	66.7 %	89.0 %	3	-1	
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	3.7 %	0	0	
10 : Clerical Personnel	11	11	100.0 %	76.3 %	8	3	
11 : Intermediate Sales and Service Personnel	9	1	11.1 %	74.2 %	7	-6	
12 : Semi-Skilled Manual Workers	12	3	25.0 %	16.3 %	2	1	
13 : Other Sales and Service Personnel	4	3	75.0 %	64.1 %	3	0	
14 : Other Manual Workers	26	2	7.7 %	18.9 %	5	-3	
Total	105	26	24.8 %	34.8 %	37	-11	

Total may not equal sum of components due to rounding.



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Workplace Equity Information Management System - Sprung Instant Structures Ltd.

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## **Workforce Analysis - Summary Report**

Date: 2018-01-18 / Region: REG WEST

## **Aboriginal Peoples**

			Aborigi	Aboriginal Peoples			
Employment Equity Occupational Group	All Employees	Representation	ntation	Availabi	ility	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	2.9 %	0	0	
02 : Middle and Other Managers	11	_	9.1 %	2.2 %	0		
04 : Semi-Professionals and Technicians	9	0	0.0 %	3.0 %	0	0	
06 : Supervisors: Crafts and Trades	12	2	16.7 %	4.3 %	_		
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	6.0 %	0	0	
09 : Skilled Crafts and Trades Workers	Ν	0	0.0 %	6.3 %	0	0	
10 : Clerical Personnel	11	0	0.0 %	8.1 %	_	<u>.</u>	
11 : Intermediate Sales and Service Personnel	9	2	22.2 %	7.7 %	_	<b>-</b>	
12 : Semi-Skilled Manual Workers	12	0	0.0 %	8.5 %	_	<u>.</u>	
13 : Other Sales and Service Personnel	4	0	0.0 %	10.9 %	0	0	
14 : Other Manual Workers	26	2	7.7 %	12.8 %	ω	<u>.</u>	
Total	105	7	6.7 %	7.5 %	7	0	

Total may not equal sum of components due to rounding.



### **Workforce Analysis - Summary Report**

Date: 2018-01-18 / Region: REG WEST

### **Members of Visible Minorities**

			Members o	of Visible Mind	orities		
Employment Equity Occupational Group	All Employees	Repres	sentation	Avail	lability	Gap	
	#	#	%	%	#	#	
01 : Senior Managers	6	0	0.0 %	10.1 %	1	-1	
02 : Middle and Other Managers	11	0	0.0 %	15.0 %	2	-2	
04 : Semi-Professionals and Technicians	9	0	0.0 %	24.8 %	2	-2	
06 : Supervisors: Crafts and Trades	12	7	58.3 %	10.0 %	1	6	
07 : Administrative and Senior Clerical Personnel	3	0	0.0 %	3.4 %	0	0	
09 : Skilled Crafts and Trades Workers	2	2	100.0 %	12.8 %	0	2	
10 : Clerical Personnel	11	1	9.1 %	4.2 %	0	1	
11 : Intermediate Sales and Service Personnel	9	1	11.1 %	6.7 %	1	0	
12 : Semi-Skilled Manual Workers	12	0	0.0 %	4.3 %	1	-1	
13 : Other Sales and Service Personnel	4	0	0.0 %	10.0 %	0	0	
14 : Other Manual Workers	26	12	46.2 %	5.9 %	2	10	
Total	105	23	21.9 %	9.1 %	10	13	

Total may not equal sum of components due to rounding.



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

## **Workforce Analysis - Summary Report**

Date: 2018-01-18 / Region: REG WEST

## **Persons with Disabilities**

			Persons	Persons with Disabilities	es	
Employment Equity Occupational Group	All Employees	Repres	Representation	Availability		Gap
	#	#	%	%	#	#
01/02 : Managers	17	<u> </u>	5.9 %	4.3 %	_	0
04 : Semi-Professionals and Technicians	9	0	0.0 %	4.6 %	0	0
06 : Supervisors: Crafts and Trades	12	0	0.0 %	7.8 %	_	-
07 : Administrative and Senior Clerical Personnel	ω	0	0.0 %	3.4 %	0	0
09 : Skilled Crafts and Trades Workers	2	0	0.0 %	3.8 %	0	0
10 : Clerical Personnel	11	0	0.0 %	7.0 %	_	<u>.</u>
11 : Intermediate Sales and Service Personnel	Ø	0	0.0 %	5.6 %	4	<u>.</u>
12 : Semi-Skilled Manual Workers	12	0	0.0 %	4.8 %	_	<u>.</u>
13 : Other Sales and Service Personnel	4	_	25.0 %	6.3 %	0	<u> </u>
14 : Other Manual Workers	26	2	7.7 %	5.3 %	_	_
Total	105	4	3.8 %	5.5 %	O	.2

Total may not equal sum of components due to rounding.



2018-02-23

### **Workforce Analysis - Summary Report**

Date: 2018-01-18 / Region: REG WEST

### 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
04 : Semi-Professionals and Technicians	NOC	Provincial
06 : Supervisors: Crafts and Trades	NOC	Provincial
07 : Administrative and Senior Clerical Personnel	EEOG	CMA
09 : Skilled Crafts and Trades Workers	NOC	Provincial
10 : Clerical Personnel	EEOG	CMA
11 : Intermediate Sales and Service Personnel	EEOG	CMA
12 : Semi-Skilled Manual Workers	EEOG	CMA
13 : Other Sales and Service Personnel	EEOG	CMA
14 : Other Manual Workers	EEOG	CMA



Workplace Equity Information Management System - Sprung Instant Structures Ltd.

## **Workforce Analysis - Summary Report**

Date: 2018-01-18 / Region: REG WEST

## WFA Defaults - Persons with Disabilities

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

### Federal Contractors Program Achievement Report Part 1: Workforce Analysis Sprung Instant Structures Ltd. 2018-01-31

Data from Fir	st/Previous Wo	rkforce Analysis
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Data from Fi	rst/Previous Work	force Analysis
YYYY	MM	DD
2016	03	11

Data from Subse	equent/Current Wo	orkforce Analysis
YYYY	MM	DD
2017	12	31

			Fable 1: Women	
		First/Pr	evious Workforce A	Analysis
Emal	extract Faulty Occupational Crown (FFOC)	All Employees	Wor	nen
emba	oyment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01	Senior Managers	6	0	27.40
02	Middle & Other Managers	10	1	38.90
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	9	3	33.20
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	12	0	3.10
07	Administrative & Senior Clerical Personnel	4	3	89.00
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	3	0	3.70
10	Clerical Personnel	14	14	76.30
11	Intermediate Sales & Service Personnel	8	0	74.20
12	Semi-Skilled Manual Workers	11	2	16.30
13	Other Sales & Service Personnel	2	2	64.10
14	Other Manual Workers	30	3	18.90
Total		109	28	34.8

	Гable 5: Women	
Subsequent	/Current Workford	e Analysis
All Employees	Won	ien
	Representation	Availability*
#	#	%
6	0	27.40
11	1	38.90
0	0	0.00
9	3	33.20
0	0	0.00
12	0	3.10
3	2	89.00
0	0	0.00
2	0	3.70
11	11	76.30
9	1	74.20
12	3	16.30
4	3	64.10
26	2	18.90
105	26	34.8

* Source:		

* Source:		

## Data from First/Previous Workforce Analysis Federal Contractors Program Achievement Report Sprung Instant Structures Ltd. Part 1: Workforce Analysis 2018-01-31 Data from Subsequent/Current Workforce

2016	YYYY	Data from Firs	<b>←</b>	Vata Hom Filst
03	MM	Data from First/Previous Workforce Analysis	<b>←</b>	TICATORS MOL
11	DD	force Analysis	<b>←</b>	Data Holl Histrical and Mother Extratysis

2017	YYYY	Data from Subse	<b></b>	
12	MM	Data from Subsequent/Current Workforce Analysis	<b>←</b>	Analysis
31	DD	rkforce Analysis	<b></b>	

7.7	7	109	
12.80	2	30	Other Manual Workers
10.90	0	2	Other Sales & Service Personnel
8.50	0	11	Semi-Skilled Manual Workers
7.70	2	8	Intermediate Sales & Service Personnel
8.10	0	14	Clerical Personnel
6.30	0	သ	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
6.00	0	4	Administrative & Senior Clerical Personnel
4.30	2	12	Supervisors: Crafts & Trades
0.00	0	0	Supervisors
3.00	0	9	Semi-Professionals & Technicians
0.00	0	0	Professionals
2.20		10	Middle & Other Managers
2.90	0	6	Senior Managers
%	#	#	
Availability*	Representation		o) ment Educi Occubational Otoub (EEOO)
l Peoples	Aboriginal Peoples	All Employees	ovment Fauity Occupational Group (FFOG)
<b>unalysis</b>	First/Previous Workforce Analysis	First/Pr	
eoples	<b>Table 2: Aboriginal Peoples</b>	Table	

01 02 03 03 04 05 06 06 07 07 07 07 10 11 11 11 11 11 11

Table Subsequent All Employees # 6 11	Table 6: Aboriginal Peoples  Subsequent/Current Workforce Analysis  mployees Aboriginal Peoples  Representation Availabi # # %  6	coples ce Analysis Il Peoples Availability*
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2	0	
11	0	
9	2	
12	0	

Employment Equ

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## Federal Contractors Program Achievement Report Sprung Instant Structures Ltd. Part 1: Workforce Analysis 2018-01-31 Data from Subsequent/Current Workforce

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8.8	23	109	
5.90	10	30	Other Manual Workers
10.00	0	2	Other Sales & Service Personnel
4.30	-	11	Semi-Skilled Manual Workers
6.70	- 1	8	Intermediate Sales & Service Personnel
4.20	0	14	Clerical Personnel
12.80	3	ယ	Skilled Crafts & Trades Workers
0.00	0	0	Skilled Sales & Service Personnel
3.40	1	4	Administrative & Senior Clerical Personnel
10.00	7	12	Supervisors: Crafts & Trades
0.00	0	0	Supervisors
24.80	0	9	Semi-Professionals & Technicians
0.00	0	0	Professionals
15.00	0	10	Middle & Other Managers
10.10	0	6	Senior Managers
0%	#	#	
Availability*	Representation		oymene Educi Occubacional Oroup (EEOO)
ible Minorities	Members of Visible Minorities	All Employees	nyment Family Occupational Cropp (FFOC)
nalysis	First/Previous Workforce Analysis	First/Pre	
Minorities	Table 3: Members of Visible Minorities	Table 3: Mei	

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Members of Visible Minorities  Representation Availability*  # 0/6  10.1	6
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Subsequent/Current Workforce Analysis	Subsequent/Cur
Table 7: Members of Visible Minorities	Table 7: Membe

**Employment Equity** 

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### Federal Contractors Program Achievement Report Part 1: Workforce Analysis Sprung Instant Structures Ltd. 2018-01-31

Data from First	/Previous Wor	kforce Analysis
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2016	03	11
YYYY	MM	DD
Data from Fi	rst/Previous Work	force Analysis

2017	12	31
YYYY	MM	DD
Data from Subse	equent/Current Wo	orkforce Analysis

**Data from Subsequent/Current Workforce** 

			Persons with Dis	
	/F // O // IG /FFOC)	All Employees	Persons with	•
Emplo	yment Equity Occupational Group (EEOG)		Representation	Availability*
		#	#	%
01/02	Managers	16	1	4.30
03	Professionals	0	0	0.00
04	Semi-Professionals & Technicians	9	0	0.00
05	Supervisors	0	0	0.00
06	Supervisors: Crafts & Trades	12	0	7.80
07	Administrative & Senior Clerical Personnel	4	0	3.40
08	Skilled Sales & Service Personnel	0	0	0.00
09	Skilled Crafts & Trades Workers	3	0	3.80
10	Clerical Personnel	14	0	7.00
11	Intermediate Sales & Service Personnel	8	0	5.60
12	Semi-Skilled Manual Workers	11	0	4.80
13	Other Sales & Service Personnel	2	0	6.30
14	Other Manual Workers	30	3	5.30
Total		109	4	5.5

Table 8:	Persons with Dis	sabilities
Subsequent	t/Current Workfore	e Analysis
All Employees	Persons with	Disabilities
	Representation	Availability*
#	#	%
17	1	4.3
0	0	0.0
9	0	4.6
0	0	0.0
12	0	7.8
3	0	3.4
0	0	0.0
2	0	3.8
11	0	7.0
9	0	5.6
12	0	4.8
4	1	6.3
26	2	5.3
105	4	5.5

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*	*	***	*	*	*	*	888	**	8	×	*	8	×	×	×	*	×	×	8	×	8	×	×	8	8	8	×	×	88	88	×	*	*	×	×	×	*	×	×	*	×	8	3	×	×	*	8	×	×	×	×	8	8	٠	ž	8	۰	ě	s	Š	8	8	8	۰	۰	×	×	×	×	×	8	8	8	×	8	*	×	×	×	×	8	8	8	*	×	×	×	×	×	×	×	×	*	۰	×	*	٠	۰	8	×	×	×	×	×	3	s	×	×	×	×	×	×	70	33			70	×	×	33
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2018-01-31	Sprung Instant Structures Ltd.	Part 2: Flow Data Analysis	Federal Contractors Program Achievement Report
			rt

	<b>YYYY</b> 2017	Start Date of Flow Data  YY MM DD  17 01 01	YYYY 1 2017	End Date of Flow Data  YY MM DD  17 12 31				
	Data from Forr Hi	Data from Form 4 - Employees Hired	Data fron	Data from Form 5 - Employees Promoted	loyees	Data fro	Data from Form 6 - Employees Terminated	mployees
	<b>+</b>	<b>+</b>	<b> </b> ←	<b>4</b>	_	<b>4</b>	<b>4</b>	<b>←</b>
	Table 1:	Table 1: Women	Ta	able 5: Women			Table 9: Women	en
	Full-time / National	Part-time / National	Full-time / Nat	ional	Part-time / National	Full-time / National		Part-time / National
Employment Equity Occupational Group	All  Employees Women Hired	All  Employees Women Hired	All W	Women All Employees	Women	All W	Women All	
(5500)	Hired	Hired		Promoted	Fromoted	-	Terminated	ated Ferminaled
	# #	# #	#	# #	#	#	# #	#
01 Senior Managers	0 0	0 0	0	0 0	0	0	0	0 0
02 Middle & Other Managers	2 1	0 0	0	0 0	0			0
03 Professionals	0 0	0 0	0	0 0	0	0	0	0
04 Semi-Professionals & Technicians	0 0	0 0	0	0 0	0	0	0	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	0 0	0 0	0	0 0	0	1	<u> </u>	0 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	0 0	0 0	0	0 0	0	1	_	0 0
11 Intermediate Sales & Service Personnel	0	0 0	0	0 0	0	<u> </u>	0	0 0
12 Semi-Skilled Manual Workers	1 0	0 0	0	0 0	0	1	0	0 0
13 Other Sales & Service Personnel	0 0	0 0	0	0 0	0	0	0	0 0
14 Other Manual Workers	3 0	0 0	0	0 0	0	3	0	0 0
Total	7 1	0 0	0	0 0	0	8	3	0 0

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## Part 2: Flow Data Analysis

## **Sprung Instant Structures Ltd.**

### 2018-01-31

701/	2017	YYYY	Start
01	21	MM	Date of Flov
01	21	DD	v Data
2017	2017	1111	End
71	5	MM	Date of Flow

2017	YYYY	End I
12	MM	Date of Flo
31	aa	w Data

Data from Form 4 - Employees Hired

Full-time / National Table 2: Aboriginal Peoples Part-time / National

**Employment Equity Occupational Group** 

Employees

Peoples Hired Aboriginal

Employees

Peoples Hired Aboriginal

Hired

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Form 5 - Promoted	
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Data from Form 6 - Employees

Terminated

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	time / Nati	<b>Table 6: Aboriginal Peoples</b>	
	time / Natio	Peoples	_
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	time / Nation	Peoples	<b>←</b>
	time / Nation	Peoples	<b>+</b>
	time / Nationa	Peoples	<b>←</b>
	time / Nationa	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>
	Part-time / National	Peoples	<b>↓</b>
	time / National	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>
	time / National	Peoples	<b>←</b>

Full-time / National

Part-time / National

Table 10: Aboriginal Peoples

0	0	8	0
0	0	3	0
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0	0	1	0
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#	#	#	#
All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	riginal pples noted

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0	0	0	1	0
0	0	0	0	0
0	0	0	0	0
0	0	0	1	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	1	0
0	0	0	0	0
#	#	#	#	
Aboriginal Peoples Terminated	All Employees Terminated	Aboriginal Peoples Terminated	All Employees Terminated	¥ ~ E

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Skilled Crafts & Trades Workers Skilled Sales & Service Personnel Administrative & Senior Clerical Personnel

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Supervisors: Crafts & Trades

Supervisors

Semi-Professionals & Technicians

Middle & Other Managers

Senior Managers

Professionals

Clerical Personnel

80 07 90 05 04 032

14 Other Manual Workers

13 12 1 10

Other Sales & Service Personnel Semi-Skilled Manual Workers Intermediate Sales & Service Personnel

### Federal Contractors Program Achievement Report

### Part 2: Flow Data Analysis

### **Sprung Instant Structures Ltd.**

### 2018-01-31

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2017	01	01
YYYY	MM	DD
Start	Date of Flov	<b>Data</b>

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

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Data from Form 4 - Employees Hired

0

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

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	Table	3: Persons	with Disa	bilities
	Full-time	/ National	Part-time	/ National
Employment Equity Occupational Group (EEOG)	All Employees Hired	Persons with Disabilities Hired	All Employees Hired	Persons with Disabilities Hired
	#	#	#	#
01 Senior Managers	0	0	0	0
02 Middle & Other Managers	2	0	0	0
03 Professionals	0	0	0	0
04 Semi-Professionals & Technicians	0	0	0	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	0	0	0	0
11 Intermediate Sales & Service Personnel	1	0	0	0
12 Semi-Skilled Manual Workers	1	0	0	0
13 Other Sales & Service Personnel	0	0	0	0
14 Other Manual Workers	3	0	0	0

Total

Full-time	/ National	Part-time	/ National
All Employees Promoted	Persons with Disabilities Promoted	All Employees Promoted	Persons with Disabilities Promoted
#	#	#	#
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
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0	0	0	0
0	0	0	0

Table 1	1: Person	s with Disa	abilities
Full-time	/ National	Part-time	/ National
All Employees Terminated	Persons with Disabilities Terminated	All Employees Terminated	Persons with Disabilities Terminated
#	#	#	#
0	0	0	0
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
1	0	0	0
0	0	0	0
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1	0	0	0
1	0	0	0
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## Part 2: Flow Data Analysis

## Sprung Instant Structures Ltd.

### 2018-01-31

01	01	2017
aa	MM	AAAA
/ Data	Start Date of Flow Data	Start

2017	YYYY	End I
12	MM	End Date of Flow Data
31	aa	Data

### Data from Form 4 - Employees Hired

Table 4: N

Members of Visible Minorities Hired	National	
ember Visible Linorit Hired		
dembers o Visible Minorities Hired		
	D0000000000000000000000000000000000000	1000
All Employees Hired		000000000000000000000000000000000000000
		1000000
	200000000000000000000000000000000000000	0.000
		20000000
		Statement !
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ers ed	n	□.
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Members o Visible Minorities Hired	Part-time / National	ties
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Members of Visible Minorities Hired	nal	Members of Visible Minorities
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ers of ble rities	nal	ties
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All Employees Promoted		
All Employees Promoted		
All Employees Promoted		
	nal Full-time / Nationa	ties   Table 8: Member

**Employment Equity Occupational Group** 

Employees Hired

Full-time

### Data from Form 5 - Employees Promoted

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		<b>P</b> 888
20		133
******		<b>P</b> 888
****		133
arania (		B333
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a 200		188
		188
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able 8: Members of Visible Minorities		<b>₽</b> 88
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able 8: Full-time All All	able 8: Members call-time / National All Wishle Members of Members	of Visible N Part-time All Employees	Visible Minorities  Part-time / National  All Nembers of Visible Employees
#	#	#	#
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Supervisors: Crafts & Trades

Administrative & Senior Clerical Personnel

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Skilled Crafts & Trades Workers Skilled Sales & Service Personnel

10 Clerical Personnel

Intermediate Sales & Service Personnel

11 12 13

14 Other Manual Workers

Other Sales & Service Personnel Semi-Skilled Manual Workers 05

Supervisors

04

Semi-Professionals & Technicians

03

Professionals

02

Senior Managers

Middle & Other Managers

### Data from Form 6 - Employees Terminated

000	# # #	All Visible Employees Minorities Terminated Terminated Terminated Terminated Terminated Terminated Terminated Terminated	ull-time / National   Part-time / National	able 12: Members of Visible Minorities	↓ ↓ ↓
0 0	#	Members of Visible Minorities Terminated	ne / National	e Minorities	<b>←</b>

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#	#	#	#
Members of Visible Minorities Terminated	All Employees Terminated	Members of Visible Minorities Terminated	All Employees Terminated

|--|

Total   109 -1.2%   0 7.5%   0 0 28 0.0% 0	14 Other Manual Workers	13 Other Sales & Service	12 Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	02 Middle & Other Managers	01 Senior Managers		·	Group (EEOG)	Employment Faulty Occupational					Data sources:	AB
109	30	2	11	8	14	3	0	4	12	0	9	0	10	6	#	2016-03-11	DD-WW-AAAA	Number				<b> </b> ←	From Workforce Analysis	C D E F G
-1.2%	-4.7%	26.0%	2.9%	4.0%	-7.7%	-12.6%	0.0%	-9.1%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	%	Annually	Actual	Grow				<u>_</u>	From Workforce Data Entry Analysis <sup>†</sup>	D
·	0.0%			8.0%									4.0%	2.0%	%	Annually	Projected	Growth (New Positions)				<b>←</b>	Data Entry	Е
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7.5%	10.7%	0.0%	8.7%	11.8%	8.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	%	Annually	Actual	Lurnover (Ke	Hoyees			<b>-</b>	From Flow Data Analysis & Workforce Analysis‡	G
	3.0%			4.0%									6.0%	2.0%	%	Annually	Projected	Turnover (Replacement of Terminated Employees)				<b>←</b>	Data Entry	Н
. 0	3	0	0		0	0	0	0	0	0	0	0	2	0	#	Over 3 Years	cted	terminated				<b>←</b>	СхНх3	1
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28															#	2016-03-11	YYYY-MM-DD	Number		FIE		<b>-</b>	From Workforce Analysis	
8 0.0%	3 3.0%	2 0.0%	2 0.0%	0 4.0%	14 0.0%	0.0%	0 0.0%	3 0.0%	0.0%	0.0%	3 0.0%	0.0%	1 6.0%	0 2.0%	%	Annually		Turnover (Replacemen		First/Previous Short-term Goals	Table 1:	<b>-</b>	Equivalent to H	K L
6	6	· ·	0	<u> </u>	0	<u>`</u>	· ·	· ·	0	· ·	· ·	<u>•</u>	6	· ·	#	Over 3 Years		urnover (Replacement of Ferminated Employees)		hort-term (	able 1: Women	<b>←</b>	t KxLx3	3
10	3	<u> </u>	<u> </u>	7	<u>.</u>		0		0	0	0	0	<u>ی</u>	2	#	Years	Over3			joals		<u>_</u>	(F x Q) - R + M	Z
6			0	2	0				0	0	0				#	2016	YYYY	Fro	7			Ļ	JxP	0
0.0%	18.0%	0.0%	0.0%	74.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	38.9%	27.4%	%	2019	1444 - 4444	From - To				<b>-</b>	Data Entry	P
34.8%	18.9%	64.1%	16.3%	74.2%	76.3%		0.0%	89.0%	3.1%	0.0%	33.2%	0.0%	38.9%	27.4%	%		Availability	5	women			<b>-</b>		Q
6 -10	6 -3		<u>^</u>	-6	•>		<u>^</u>	•	<u>^</u>					<u>-2</u>	#:		Present Gap					<b>-</b>	From Workforce Analysis	R
4	-2	_	<u> </u>	5	<del>رر</del> در	0 0	) (			0 0	0 0	0 0	<u></u>	2 -1	#:		Gap					<b>←</b>	From From (K - M + Workforce Workforce O) - ((C + Analysis F) x Q)	s
4 25.7%	2 10.0%	1 100.0%	18.2%	0.0%	100.0%	0.0%	) #DIV/0!	75.0%	0.0%	) #DIV/0!	33.3%	) #DIV/0!	2 10.0%	0.0%	%		Representation	D				<b>←</b>	K+C	T
7% 31.2%	0% 13.3%	0% 100.0%	2% 18.2%	0% 20.0%	0% 100.0%	0% 0.0%	//0! #DIV/0!		0.0%	7/0! #DIV/0!		7/0! #DIV/0!	0% 18.2%	0% 16.7%	%	reary	Repr	Projected				<b>←</b>	(K - M + O) ÷ (C + F)	NOPQRSTU

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

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

	6 5	Total
		Content Properties of Contents
00	0.0	14 Other Manual Workers
0.0	0 0.0 0	13 Other Sales & Service
0.0	0 0.0 0	12 Semi-Skilled Manual
0.0	2 0.0 0	11 Intermediate Sales & Service
0.0	0.0 0.0	10 Clerical Personnel
0.0	0 00 0	09 Skilled Crafts & Trades
0.0	0 00 0	08 Skilled Sales & Service
0.0	1 00 0	07 Administrative & Sr Clerical
0.0	0 00 0	06 Supervisors: Crafts & Trades
0.0	0 00 0	05 Supervisors
0.0	0 00 0	04 Semi-Professionals & Tech
0.0	0 00 0	03 Professionals
0.0	1 0.0 2	02 Middle & Other Managers
0.0	1 0.0	01 Senior Managers
m Goals Comments	Short-term Goals  # % # %%	Group (EEOG)
	Women	Familian Family Occurrational
Table 2: Women		

### Federal Contractors Program Achievement Report Part 3: Goals Sprung Instant Structures Ltd. 2018-01-31

									Data	for First/I	Previous (	Goals							
A B	С	D	E	F	G	Н	I	J	K	L	М	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	C x H x 3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JxP	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	<b>↓</b>	↓	<b>1</b>	<b>1</b>	<b>1</b>	↓	↓	↓	<b>\</b>	↓	<b>1</b>	Ţ	<b>↓</b>	<b>↓</b>	↓	<b>↓</b>	↓	<b>↓</b>
											iginal Pec								
									First	Previous SI	hort-term G	oals							
				All En	nployees									•	nal Peoples				
	Number	Grm	th (New Positi	ions)	Turnover (Re		f Terminated		Number	T	Replacement of		3 Yea	r Goals					
Employment Equity Occupational		3	in their rosse	.v.i.sy		Employees)		Anticipated	.,		d Employees)	Hires Required	Froi	n - To	p		Projected	D	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proje	ected	Actual	Pro	jected	Hires Over 3	YYYY-MM-DD		•	Over 3	YYYY	- YYYY	Present P Availability P	Present Gap	Gap	Present Representation	Representation in 3 Years
1	2016-03-11	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years	Years	2016-03-11	Annually	Over 3 Years	Years	2016	2019					Years
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	0.0%		(	0.0%		0	0	0	0.0%		0	0	0.0%	2.9%	0	0	0.0%	0.0%
02 Middle & Other Managers	10	3.2%		C	9.5%		0	0	1	0.0%		-1	0	0.0%	2.2%	1	1	10.0%	10.0%
03 Professionals	0	0.0%		(	0.0%		0	0	C	0.0%		0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	9	0.0%		(	0.0%		0	0	C	0.0%	0	0	0	0.0%	3.0%	0	0	0.0%	0.0%
05 Supervisors	0	0.0%		(	0.0%		0	0	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	12	0.0%	5.0%	2	0.0%	2.0%	1	3	2	2.0%	0	-1	0	4.3%	4.3%	1	1	16.7%	14.3%
07 Administrative & Sr Clerical	4	-9.1%		(	28.6%		0	0	0	0.0%	0	0	0	0.0%	6.0%		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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	3	-12.6%		(	0.0%		0	0	0	0.0%		0	0	0.0%	6.3%		0	0.0%	0.0%
10 Clerical Personnel	14	-7.7%	5.0%	2	8.0%	2.0%	1	3	0	2.0%		1	1	8.1%	8.1%	-1	0	0.0%	6.3%
11 Intermediate Sales & Service		4.0%	- 00/		11.8%	2.00/	0	0		0.0%		-1	L 0	0.0%	7.7%	1 !		25.0%	25.0%
12 Semi-Skilled Manual	11	2.9%	5.0%		8.7%	2.0%		3		2.0%		1		8.5%	8.5%	-1	0	0.0%	7.7%
13 Other Sales & Service	2	26.0%	£ 00/		0.0%	2.007	] 0			0.0% 2.0%		0	0	0.0% 12.8%	10.9% 12.8%	1 2	0	0.0% 6.7%	0.0%
14 Other Manual Workers	30	-4.7%	5.0%	5	10.7%	2.0%	2	7	2		1 0	1 2	1 1			-2	-1		8.6%
Total	109	-1.2%		(	7.5%		1 0	0	<u> </u>	0.0%	<u> </u>	l 1	] 3	0.0%	7.7%	-1	1 2	6.4%	9.2%

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

Workforce Allarysis) · 2) x 10	<i>i</i> 0.				
					Table 4: Aboriginal Peoples
F		Aboriginal	Peoples		
Employment Equity Occupational Group (EEOG)	Short-te	rm Goals	Long-te	erm Goals	Comments
Group (EEOG)	#	%	#	%	
01 Senior Managers	(	0.0	(	0.0	
02 Middle & Other Managers	(	0.0	(	0.0	
03 Professionals	(	0.0	(	0.0	
04 Semi-Professionals & Tech	(	0.0	(	0.0	
05 Supervisors	(	0.0	(	0.0	
06 Supervisors: Crafts & Trades	(	0.0	(	0.0	
07 Administrative & Sr Clerical	(	0.0	(	0.0	
08 Skilled Sales & Service	(	0.0	(	0.0	
09 Skilled Crafts & Trades	(	0.0	(	0.0	
10 Clerical Personnel	- 1	0.0	(	0.0	
11 Intermediate Sales & Service	(	0.0	(	0.0	
12 Semi-Skilled Manual	- 1	0.0	(	0.0	
13 Other Sales & Service	(	0.0	(	0.0	
14 Other Manual Workers	l	0.0		1 0.0	
Total	3			1	008883

Federal Contractors Program Achievement Report  Part 3: Goals  Sprung Instant Structures Ltd.  2018-01-31			
□□□□□008884	2018-01-31	Sprung Instant Structures Ltd.	Federal Contractors Program Achievement Report

Data for First/Previous Goals

Total 109 -1.2%	14 Other Manual Workers 30 -4.7% 0.0%	13 Other Sales & Service 2 26.0%	12   Semi-Skilled Manual   11   2.9%   0.0%	11 Intermediate Sales & Service 8 4.0%	10 Clerical Personnel 14 -7.7% 0.0%	09 Skilled Crafts & Trades 3 -12.6%	0	Administrative & Sr Clerical 4	06 Supervisors: Crafts & Trades 12 0.0%	05 Supervisors 0 0.0% 0.0%	04 Semi-Professionals & Tech 9 0.0%	03 Professionals 0 0.0%	01/02 Managers 16 1.6%	# % %	2016-03-11 Annually Annually	YYYY-MM-DD Actual		Number Crawth /New Positions)				,	Data sources:    From   From   Workforce   Workforce   Data Entry   C x E x 3	ВСD
0 7.5%	0 10.7% 0.0%	0 0.0%	0 8.7% 0.0%	0 11.8%	0 8.0% 2.0%	0 0.0%	0 0.0%	0 28.6%	0 0.0%	0 0.0% 2.0%	0 0.0%	0 0.0%	0 4.8%	# % %	Over 3 Annually Annually	Projected Actual Proj	Employees)	Turnover (Replacement of Terminated	All Employees			↓ ↓	A & A Fr	
0 0	0 0	0 0	0 0	0 0		0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	# # #	Over 3 Years 2016-03-11	Projected Hires Over 3 YYYY-MM-DD	Anticipated	[Terminated   Number		4	Tab	↓ ↓	CxHx3 F+1 Workforce Analysis	ļļ
4 0.0% 0	3 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 2.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 0.0% 0	0 2.0% 0	0 0.0% 0	0 0.0% 0	1 0.0% 0	% #	Annually Over 3		Terminated Employees)			First/Previous Short-term Goals	Table 5: Persons with Disabilities	↓ ↓	Equivalent KxLx3	L M
#REF! 2 0.0%	-1 0 5.3%	0 0 0,0%	1 1 4.8%	0 0 00%	1 1 7.0%	0 0 0 00%	0 0 0 00%	0 0 0 00%	1 0 00%	0 0 78%	0 0 00%	0 0 00%	0 0 4.3%	# # %	Years 2016 2019	Over 3 YYYY - YYYY	Hires From - To	3 Year Goals			ities	↓ ↓ ↓	(F x Q) - J x P Data Entry	
#REF! -2 #REF!	5.5% 1	5.3% 0	6.3% -1	4.8% 0	5.6% -1	7.0% 0	3.8% 0	0.0% 0	3.4% -1	7.8% 0	0.0% 0	0.0% 0	0.0% 0	96 # #		Availability Present Gap Gap			Persons with Disabilities			↓ ↓ ↓	From From (K - M + Data Entry Workforce Workforce O) - ((C + Analysis Analysis F) x Q)	i
F! 3.7%	1 10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0 #DIV/0!	0.0%	0.0%	0 #DIV/0!	0.0%	0 #DIV/0!	1 6.3%	9%		Representation	D					<b>+</b>	K ÷ C	S T U
5.5%	10.0%	0.0%	9.1%	0.0%	7.1%	0.0%	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	#DIV/0!	6.3%	%	Years	Representation in 3	Projected					<b>+</b>	(K - M + O) ÷ (C + F)	U

<sup>†</sup> Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis) + ((Total number of employees from Previous Workforce Analysis + Total number of employees from Current Workforce Analysis) + 2) x 100.

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Total	14	13	12	11	10	09	08	07	06	05	04	03	01/02				
	14 Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	Semi-Professionals & Tech	03 Professionals	01/02 Managers	or only (misory)	Comm (FEOC)  Commonwealth Commo	7	
	ıal Workers	& Service	d Manual	e Sales & So	sonnel	ts & Trades	s & Service	ive & Sr Cl	: Crafts & T		ssionals & T	ls			ну Оссира		
				ervice				erical	rades		èch				П	-	
2	0	0	_	0	_	0	0	0	0	0	0	0	0	#	Short-term Goals	Per	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	Goals	Persons with Disabilities	
2	0	0		0	-	0	0	0	0	0	0	0	0	#	Long-term Goals	Disabilitie	
	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	%	rm Goals	<b>.</b>	
	0	0	0			0	0		0	0	0	0	0				
																	Table 6
																	: Person
																	s with D
															0		Table 6: Persons with Disabilities
															Comments		S
															8		

Federal Contractors Program Achievement Report	35	

Total	14	13	12	=	10	09	08	07	06	05	04	03	02	01		Grau						Data s	A
	Other Ma	Other Sal	Semi-Skil	Intermedi	Clerical Personnel	Skilled C	Skilled Sa	Administ	Superviso	Supervisors	Semi-Pro	Professionals	Middle &	Senior Managers		Employment Ec Group (EEOG)						Data sources:	
	Other Manual Workers	Other Sales & Service	Semi-Skilled Manual	Intermediate Sales & Service	ersonnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	rs	Semi-Professionals & Tech	nals	Middle & Other Managers	anagers		Employment Equity Occupational Group (EEOG)							В
	ers	Се	_	Service		des	ice	Clerical	& Trades		& Tech		nagers			pational							
109	30	2	11	8	14	3	0	4	12	0	9	0	10	6	#	YYYY-MM-DD 2016-03-11	Number				<b>←</b>	From Workforce Analysis	C
-1.2%	-4.7%	26.0%	2.9%	4.0%	-7.7%	-12.6%	0.0%	-9.1%	0.0%	0.0%	0.0%	0.0%	3.2%	0.0%	%	Actual Annually	Gro				<b>←</b>	From Workforce Analysis <sup>†</sup>	D
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	%	Proj Annually	Growth (New Positions)				<b>←</b>	From Workforce Data Entry C x E x 3 Analysis t	Е
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Projected Over 3 lly Years	ions)	All Em			<b>←</b>	CxEx3	F
7.5%	10.7%	0.0%	8.7%	11.8%	8.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	%	Actual Annually	Turnover (R	All Employees			<b>←</b>	From Flow Data Analysis & Workforce Analysis‡	G
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	%	Projected Annually 0	Turnover (Replacement of Terminated Employees)				<b>←</b>	Data Entry	Н
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	over 3	Terminated				<b>←</b>	СхНх3	I
															*	Anticipated Hires Over 3 Years					<b>←</b>	F + I	J
0	0	0	0	0	0	0	<u> </u>	0	0	0	0	0	0	0	#	YYYY-MM-DD 2016-03-11	Number		Fir	Table 7:	<b>←</b>	From Workforce Analysis	K
23 0.0%	10 0.0%	0 0.0%	1 0.0%	1 0.0%	0 0.0%	3 0.0%	0 0.0%	1 0.0%	7 0.0%	0.0%	0 0.0%	0.0%	0.0%	0.0%	%		Turnover		First/Previous Short-term Goals	able 7: Members of Visib	<b>←</b>	Equivalent to H	L
%	%	%	<u>%</u>	%	<u>%</u>	%	%	%	<u>%</u>	<u>~</u>	%	<u>~</u>	<u>%</u>	~	#	Terminated Employees)  Annually Over 3 Years	Turnover (Replacement of		Short-term		<b>←</b>	nt KxLx3	3
0 -	0	0	0	0	0	0	0	0	0	0	0	0	0	0	#		of Hires		Goals	de Minorities	<b>←</b>	3 (F x Q) - R + M	z
-13	-∞	0		0	_	<u>ა</u>	0	Ė	6	0	2	0	2	Ī	#	21	Λ.ε			ies	<b>←</b>	J x P	ļ
4 0.0%	0 0.0%	0.0%	0.0%	0 6.7%	1 4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	1 24.8%	0.0%	1 15.0%	1 10.1%	%	YYYY - YYYY 016 2019	3 Year Goals	Members of Visible Minorities			<b>←</b>	Data Entry	
8.8%	5.9%	10.0%	4.3%	6.7%	4.2%		0.0%	3.4%	10.0%		24.8%		15.0%	10.1%	%	Present Availability	-	Visible Mine			<b>←</b>	From Workforce Analysis	
		<u>%</u>	<u>%</u>	<u>%</u>	<u>~</u> -	<u>%</u>	<u>%</u>	%						<u>~</u> -	#	Present Gap		rities			<b>←</b>		
13 11	8	<u> </u>		<u> </u>		<u>ω</u>	<u> </u>		6 (	0	-2	0	.2	1 .	#	p Projected Gap					<b>←</b>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	
.7	8	<u> </u>	_	<u> </u>	<u> </u>	3	9 #		-5	9 #		9 #		9	%	Present Representation					<b>←</b>	- K+C	T
21.1%	33.3%	0.0%	9.1%	12.5%	0.0%	100.0%	#DIV/0!	25.0%	58.3%	#DIV/0!	0.0%	#DIV/0!	0.0%	0.0%									
24.8%	33.3%	0.0%	9.1%	12.5%	7.1%	100.0%	#DIV/0!	25.0%	58.3%	#DIV/0!	11.1%	#DIV/0!	10.0%	16.7%	%	Projected Representation in 3 Years					<b>←</b>	(K - M + O) ÷ (C + F)	S T U

Total 109 -1.2% 0.0% 0 7.5% 0.0% 0 0 0 0	109 - g formula: ((Curre g formula: (Termi	-1.2% tent number of inated full-tire	0.0% of employee	0 or Flow Flow of the form Work of the form Flow Flow of the form of the form Flow of the f	7.5% Reference Analysis Data Analysis	0.0% ysis ÷ Previ alysis + Tern	0 ious numbe minated pa	0 or of emplo rt-time em	yees from ployees fro	23 ( Workforc om Flow E	0.0% rce Analysis Data Analys	$\begin{array}{c c} 0 \\ 0 \\ 1/3 - 1) \times 100. \\ \text{sis}) \div ((\text{Total 1}) \end{array}$	-13 0. 1 number c	4	0.0%	8.8% evious Workt	kforce Ana	13 alysis + Tc	17 otal n	umber
									Table 8:	Membe	rs of Vis	Table 8: Members of Visible Minorities	rities							
F. J F Committee	Members o	Members of Visible Minorities	norities																	
luny Occupanional	Short-term Goals		Long-term Goals	ıls									Comments	its						
aroup (Estado)	% #	#	%																	
01 Senior Managers	1	0.0	0	0.0																
02 Middle & Other Managers		0.0		0.0																
03 Professionals	0	0.0	0	0.0																
04 Semi-Professionals & Tech	_	0.0		0.0																
05 Supervisors	0	0.0	0	0.0																
06 Supervisors: Crafts & Trades	0	0.0	0	0.0																
07 Administrative & Sr Clerical	0	0.0	0	0.0																
08 Skilled Sales & Service	0	0.0	0	0.0																
09 Skilled Crafts & Trades	0	0.0	0	0.0																
10 Clerical Personnel	_	0.0	0	0.0																
11 Intermediate Sales & Service	0	0.0	0	0.0																
12 Semi-Skilled Manual		0.0	<u>0</u>	0.0																
13 Other Sales & Service	0	0	Ś	0																
TO CHICL DUICE OF DELIVING	0 0	(,)	0	0.0																
	0 0	0.0	0	0.0																

# Federal Contractors Program Achievement Report Part 3: Goals Sprung Instant Structures Ltd. 2018-01-31

									Data for	Subseque	nt/Curre	it Goals							
										······							·		
A B	С	D	E	F	G	Н	1	J	K	<u>L</u>	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	C x E x 3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	J x P	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	↓	↓	<b>1</b>	<b>↓</b>	↓	1	↓	<b>↓</b>	Ţ	<b>\</b>	<b>\</b>	Ţ	Ţ	<b>\</b>	<b>↓</b>	1	↓	↓	<u> </u>
										Table 9:									
									Subsequ	ent/Curren	Short-tern	Goals							
				All En	ployees					1					omen				
	Number	Grow	th (New Posit	ons)	Turnover (Re	placement of Employees)	Terminated		Number	Turnover (R	eplacement of	Hires		ır Goals					
<b>Employment Equity Occupational</b>								Anticipated			Employees)	Required		m - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proje		Actual	Proj		Hires Over 3 Years	YYYY-MM-DD	<u> </u>		Over 3	YYYY	- YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-12-31	Annually	Over 3 Years	Years	2017	2020					
	#	%	%	#	%	%	#	#	#	%	#	#	#	%	%	#	#	%	%
01 Senior Managers	6	0.0%	15.0%	3	0.0%	0.0%	0	3	0	0.0%	0	2	2	67.0%	27.4%	-2	0	0.0%	22.2%
02 Middle & Other Managers	11	3.2%	14.0%	5	9.5%	9.0%	3	8	1	9.0%	0	5	5	60.0%	38.9%	-3	0	9.1%	37.5%
03 Professionals	0	0.0%	0.0%	0	0.0%	0.0%	0	0	0	0.0%	0	0		0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	9	0.0%	18.0%	5	0.0%	0.0%	0	5	3	0.0%	0	2	2	30.0%	33.2%	0	0	33.3%	35.7%
05 Supervisors 06 Supervisors: Crafts & Trades	12	0.0% 0.0%	0.0% 4.0%	0	0.0% 0.0%	0.0% 0.0%	0	0	"	0.0%	"	0		0.0%	0.0% 3.1%	"	0	#DIV/0! 0.0%	#DIV/0! 0.0%
06 Supervisors: Crafts & Trades 07 Administrative & Sr Clerical	12	-9.1%	18.0%	1	28.6%	0.0%	0	1	"	0.0%	"	2	'	100.0%	3.1% 89.0%	"	0	0.0% 66.7%	0.0% 80.0%
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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	0.0%	0.0%	ő	0	ا ٥	0.0%	0	0	~	0.0%	3.7%	ن ا	0	0.0%	0.0%
10 Clerical Personnel	11	-7.7%	5.0%	2	8.0%	0.0%	ő	2	11	0.0%	l ő	-1	6	0.0%	76.3%	3	1	100.0%	84.6%
11 Intermediate Sales & Service	9	4.0%	38.0%	10	11.8%	14.0%	4	14	1	14.0%	0	13	13	90.0%	74.2%	-6	0	11.1%	73.7%
12 Semi-Skilled Manual	12	2.9%	8.0%	3	8.7%	0.0%	0	3	3	0.0%	0	-1	(	0.0%	16.3%	1	1	25.0%	20.0%
13 Other Sales & Service	4	26.0%	0.0%	0	0.0%	0.0%	0	0	3	0.0%	0	0	(	25.0%	64.1%	0	0	75.0%	75.0%
14 Other Manual Workers	26	-4.7%	5.0%	4	10.7%	5.0%	4	8	2	5.0%	0	4	5	60.0%	18.9%	-3	1	7.7%	23.3%
Total	105	-1.2%	0.0%	0	7.5%	0.0%	0	0	26	0.0%	0	11	(	0.0%	34.8%	-11	-11	24.8%	24.8%

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

Workforce Analysis) · 2) x 10				
				Table 10: Women
Employment Equity Occupational		Women		
Group (EEOG)	Short-ter	m Goals Long-t	erm Goals	Comments
-		%	%	
01 Senior Managers		67%	27%	
02 Middle & Other Managers		60%	39%	
03 Professionals		0%	0%	
04 Semi-Professionals & Tech		30%	33%	
05 Supervisors		0%	0%	
06 Supervisors: Crafts & Trades		0%	3%	
07 Administrative & Sr Clerical		100%	89%	
08 Skilled Sales & Service		0%	0%	
09 Skilled Crafts & Trades		0%	4%	
10 Clerical Personnel		0%	76%	
11 Intermediate Sales & Service		90%	74%	
12 Semi-Skilled Manual		0%	16%	
13 Other Sales & Service		25%	64%	
14 Other Manual Workers		60%	19%	
Total		0.0	0.0	

Federal Contractors Program Achievement Report

13	12	=	10	6	30	9	<u>0</u>	0.5	04	03	02	01		Gr	Em						Dat	<b>A</b>
														oup (EEC	ployment						a sources	A
Sales & S	skilled Ma	ediate Sal	al Personi	l Crafts &	l Sales &	istrative d	isors: Cra	isors	rofession	sionals	e & Other	Manager		Ō.	Equity (							В
ervice	mual	es & Serv	ıel	Trades	Service	& Sr Cleri	ıfts & Tra		ıals & Tec		· Manager	s			Occupatio							
		vice				ical	ıdes		ch		si.			1,	)   	2					Woo An	
4	12	9	=	2	0	ယ	12	0	9	0	11	6	#	-MM-DD 7-12-31		ımber				<b>←</b>		С
26.0%	2.9%	4.0%	-7.7%	-12.6%	0.0%	-9.1%	0.0%	0.0%	0.0%	0.0%	3.29	0.0%	%	Actual Annually		Gre				<b>←</b>	From Workforce Analysis <sup>†</sup>	D
													%	Annually		wth (New Po				<b>←</b>	Data Ent	E
%	<u>% </u>	%	%	%	%	%	%	0,0	00	0,0	%	%	#			sitions)	<u> </u>			←	лу Сх Е	i [i
0	ယ	10	2	0	0	2	_	0	2	0	5	ယ				Turi	Employe				Fron L x 3 Anal Wor Ana	F G
0.0%	8.7%	11.8%	8.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	9.5%	0.0%	%			over (Repl	ěs			<b>←</b>	n Flow bata lysis & kforce llysis‡	G
0.0%	0.0%	14.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.0%	0.0%	%	Proje	uprojeca)	icement of				<b>←</b>	Data Entry	Ξ
0	0	4	0	0	0	0	0	0	0	0	3	0	#	Over 3 Years		Terminated				<b>←</b>	СхНх3	-
												_	#	Hirts Over. Years	Anticipated					<b>←</b>	F + I	J
0	ယ	14	2	0	0	2	_	0	5	0	∞	သ	#			Number		Subse	Ta	<b>←</b>	From Workfor Analysi	K
0	0	2 1	0	0	0	0	2	0	0	0	_	0	9,		Tem			quent/Cu	ble 11: /	_		
0.0%	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.0%	0.0%	6	ally (	inated Em	ver (Replac		rrent Sh	\borigi			L
0	0	_	0	0	0	0	0	0	0	0	0	0	#	Ner 3 Years	ployees	ement of		ort-term		←		×
0	_	0	_	0	0	0	-1	0	0	0	-1	0	#	Over 3 Years	Required			Goals	ples	<b>←</b>	(F x Q) - R + M	Z
													#	2017	17	3 Ye				<b>←</b>	JxP	0
0.0%	33.0%	0.0%	50.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%		0.0%	%	2020	HH - 10	ar Goals	Aborig			←	Data Entry	P
				6.39	0.09	6.09	4.39	0.09	3.09	0.09	2.29	2.99	%	Availability	Present		nal Peoples			←		P Q
<u>6</u>	<u>.</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>~</u>	<u>%</u>	<u>^</u>	<u>~</u>	6	<u>6</u>	<u>^</u>	6	#	Present Gaj						<b>←</b>		R
<u> </u>		_	_	<u> </u>	<u> </u>		_				_		#		******					<b>←</b>	(K - M - e O) - ((C F) x Q)	s
0	0	0	0	0	0	0	_	0	0	0	_	0										
0.0%	0.0%	22.2%	0.0%	0.0%	#DIV/0!	0.0%	16.7%	#DIV/0!	0.0%	#DIV/0!	9.1%	0.0%	%	resentation	Present					<b>←</b>	K ÷ C	S T U
												·	%	Represent. Yea	Proje					<b>↓</b>	(K - M + + I	U
0.0%	6.7%	5.3%	7.7%	0.0%	#DIV/0!	0.0%	15.4%	#DIV/0!	0.0%	#DIV/0!	6.3%	0.0%		ation in 3	cted						0)÷(C	
	Other Sales & Service 4 26.0% 0.0% 0 0.0% 0 0.0% 0 0 0 0 0.0% 0 0 0 0	Semi-Skilled Manual         12         2.9%         8.0%         3         8.7%         0.0%         0         3         0         0.0%         0         1         1         33.0%         8.5%         -1         0         0.0%           Other Sales & Service         4         26.0%         0.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0 <t< td=""><td>Intermediate Sales &amp; Service 9 4.0% 38.0% 10 11.8% 14.0% 4 14 2 14.0% 1 0 0 0.0% 7.7% 1 0 22.2% Semi-Skilled Manual 12 2.9% 8.0% 3 8.7% 0.0% 0 0 0 0.0% 0 0 1 1 33.0% 8.5% -1 0 0.0% 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0%</td><td>Clerical Personnel         11         -7.7%         5.0%         2         8.0%         0.0%         2         0.0%         0         0         1         5.0%         8.1%         -1         0         0.0%           Intermediate Sales &amp; Service         9         4.0%         38.0%         10         11.8%         14.0%         4         14         2         14.0%         1         0         0.0%         7.7%         1         0         22.2%           Semi-Skilled Manual         12         2.9%         8.0%         3         8.7%         0.0%         0         0         0.0%         0         1         1         33.0%         8.5%         -1         0         0.0%           Other Sales &amp; Service         4         26.0%         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0.0%         0         0         0         0         0.0%         0</td><td>Skilled Crafts &amp; Trades  2 -12.6% 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%</td><td>Skilled Sales &amp; Service         0         0.0%&lt;</td><td>Administrative &amp; Sr Clerical 3 -9.1% 18.0% 2 28.6% 0.0% 0 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0%</td><td>Supervisors: Crafts &amp; Trades         12         0.0%         4.0%         1         0.0%         0.</td><td>Supervisors         0         0.0%</td><td>Semi-Professionals &amp; Tech         9         0.0%         18.0%         5         0.0%&lt;</td><td>Professionals CTech</td><td>Middle &amp; Other Managers         11         3.2%         14.0%         5         9.5%         9.0%         3         8         1         9.0%         0.0%         1.0%         1.0%         9.0%         1         9.1%         1         9.0%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.0%         0.0%         0         40%         0.0%         0         0         0.0%         0         0         0.0%         0</td><td>Senior Managers         6         0.0%         150%         3         0.0%</td><td>Senior Managerrs         #         %         %         #         %         %         #</td><td>                                     </td><td>  Printity Occupational   Prin</td><td>  Purply Occupitional   Purply Occupitional   Purply Occupitional   Purply Occupitional   Purply   Pu</td><td>                                     </td><td>                                     </td><td>  Table 11. Abortiginal Popularional   Propietal   Pro</td><td>  Table 11: A Dorriginal Peoples   Table 11: A Dorriginal Peoples</td><td>  Front   Front   Front   Workforce   Workforce   Manaysis   Analysis   Analy</td></t<>	Intermediate Sales & Service 9 4.0% 38.0% 10 11.8% 14.0% 4 14 2 14.0% 1 0 0 0.0% 7.7% 1 0 22.2% Semi-Skilled Manual 12 2.9% 8.0% 3 8.7% 0.0% 0 0 0 0.0% 0 0 1 1 33.0% 8.5% -1 0 0.0% 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0%	Clerical Personnel         11         -7.7%         5.0%         2         8.0%         0.0%         2         0.0%         0         0         1         5.0%         8.1%         -1         0         0.0%           Intermediate Sales & Service         9         4.0%         38.0%         10         11.8%         14.0%         4         14         2         14.0%         1         0         0.0%         7.7%         1         0         22.2%           Semi-Skilled Manual         12         2.9%         8.0%         3         8.7%         0.0%         0         0         0.0%         0         1         1         33.0%         8.5%         -1         0         0.0%           Other Sales & Service         4         26.0%         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  2 -12.6% 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%	Skilled Sales & Service         0         0.0%<	Administrative & Sr Clerical 3 -9.1% 18.0% 2 28.6% 0.0% 0 0 0 0.0% 0 0 0.0% 0 0 0.0% 0 0 0.0%	Supervisors: Crafts & Trades         12         0.0%         4.0%         1         0.0%         0.	Supervisors         0         0.0%	Semi-Professionals & Tech         9         0.0%         18.0%         5         0.0%<	Professionals CTech	Middle & Other Managers         11         3.2%         14.0%         5         9.5%         9.0%         3         8         1         9.0%         0.0%         1.0%         1.0%         9.0%         1         9.1%         1         9.0%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.1%         1         9.0%         0.0%         0         40%         0.0%         0         0         0.0%         0         0         0.0%         0	Senior Managers         6         0.0%         150%         3         0.0%	Senior Managerrs         #         %         %         #         %         %         #		Printity Occupational   Prin	Purply Occupitional   Purply Occupitional   Purply Occupitional   Purply Occupitional   Purply   Pu			Table 11. Abortiginal Popularional   Propietal   Pro	Table 11: A Dorriginal Peoples   Table 11: A Dorriginal Peoples	Front   Front   Front   Workforce   Workforce   Manaysis   Analysis   Analy

+ 61 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	105	-1.2%	0.0%	·   Ť		7.5%	0.0%			, 	,		0.0%	. 1/3		_	_	0.0%	0	7.5%0		Ė	Ŀ		0./%
† Calculated by using the following formula: ((Current number of employees from Workforce Analysis + Previous number of employees from Workforce Analysis).) 1) x 100.  Calculated by using the following formula: (Terminated full-time employees from Flow Data Analysis + Terminated part-time employees from Flow Data Analysis + Total number of employees from Previous Workforce Analysis + Total number of employees from Current	g formula: ((Cur g formula: (Tern	rent numl ninated fu	er of en Il-time e	ployees nployee	from Wc ; from Fl	rkforce / ow Data	\nalysis ÷ Analysis -	Previous + Termina	number o ted part-1	of emplo: time emp	yees fron doyees fr	n Workfo rom Flow	rce Anal Data An	/sis) <sup>1/3</sup> - ] alysis) ÷	s) <sup>1/3</sup> - 1) x 100. sis) ÷ ((Total r	umber o	employ	ees from	Previou	s Workf	orce Ana	lysis + T	otal nur	iber of	duc
+ Workforce Analysis) ÷ 2) x 100.											Ta	ble 12:	Table 12: Aborigina	inal Pe	Peoples										
Fmployment Fauity Occupational	Abo	Aboriginal Peoples	eoples																						
Group (EEOG)	Short-term Goals		Long-t	Long-term Goals	s										Ω	Comments	l'S								
		%		%																					
01 Senior Managers		0%		are entire	3%																				
02 Middle & Other Managers		0%		1,000	2%																				
03 Professionals		0%			0%																				
04 Semi-Professionals & Tech		0%			3%																				
05 Supervisors		0%		and the second	0%																				
06 Supervisors: Crafts & Trades		0%			4%																				
07 Administrative & Sr Clerical		0%		.000011	6%																				
08 Skilled Sales & Service		0%			0%																				
		0%			6%																				
OF SKILLED CHALLS OF TRACES		50%		assi ili	8%																				
10 Clerical Personnel		0%		200	8%																				
		33%		2000100	9%																				
		0%			11%																				
		40%			13%																				

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		Loc	8888

Data for Subsequent/Current Goals

Total	14 Other Manual Workers	13 Other Sales & Service	12   Semi-Skilled Manual	11 Intermediate Sales & Service	10 Clerical Personnel	09 Skilled Crafts & Trades	08 Skilled Sales & Service	07 Administrative & Sr Clerical	06 Supervisors: Crafts & Trades	05 Supervisors	04 Semi-Professionals & Tech	03 Professionals	01/02 Managers		j j	Grain (FFOC)							Data sources:	A B
1				vice				rical	ades		ch			#	2017-12-31	GG-WW-AAA	The second	Number				<b>←</b>	From Workforce Analysis	С
105 -1.2%	26 -4.7%	4 26.0%	12 2.9%	9 4.0%	11 -7.7%	2 -12.6%	0.0%	3 -9.1%	12 0.0%	0 0.0%	9 0.0%	0 0.0%	17 1.6%	%	1 Annually	DD Actual						<b>←</b>		D
6 0.0%	6 5.0%	6 0.0%	6 8.0%	6 38.0%	6 5.0%	6 0.0%	6 0.0%	6 18.0%	6 4.0%	0.0%	6 18.0%		6 15.0%	%	Annually	Projected	Change the commons	math (New Position				<b></b>	From Flow Data Workforce Data Entry C x E x 3 Analysis & Workforce Analysis † Analysis † Analysis †	E
0	4	0	သ	10	2	0	0	2	_	0	5	0	8	#	Over 3 Years	cted			All Employees			<b>←</b>	CxEx3	F
7.5%	10.7%	0.0%	8.7%	11.8%	8.0%	0.0%	0.0%	28.6%	0.0%	0.0%	0.0%	0.0%	4.8%	8	Annually	Actual	æ	Turnover (Replacement of Terminated	loyees			<b>←</b>	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	G
0.0%	5.0%	0.0%	0.0%	14.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.0%	%	Annually	Projected	Employees)	dacement of T				<b>←</b>	Data (	Н
16	0	0	5	0	0	0	0	0	0	0	0	0	5	#	Over 3 Years			erminated				<b></b>	CxHx3	I
16	4	0	~	10	2	0	0	2		0	5	0	13	#	Years	Hires Over 3	Anticipated					<b>←</b>	F + I	J
4	2		0	0	0	0	0	0	0	0	0	0	0	#	2017-12-31	GG-WW-AAAA	. Turning	N		Subsequ	Table 13	<b>←</b>	From Workforce Analysis	K
0.0%	5.0%	0.0%	0.0%	14.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		9.0%	%	Annually		Terminate	;		Subsequent/Current Short-term Goals	able 13: Persons with	<b>←</b>	Equivalent to H	L
0	0	0	0	0	0	0	0	0	0	0	0	0	0	#	Over 3 Years		Terminated Faudacese			t Short-tern		<b>←</b>	KxLx3	M
2	0	<u>-1</u>	1	1	1	0	0	0	1	0	1	0	1	#	Years	Over 3	Hires			Goals	Disabilities	<b>←</b>	(F x Q) - R + M	Z
0	0	0	ယ		_	0	0	0	_	0	_	0	0	#	2017	XXXX - XXXX	From - To	3 Year Goals				<b>←</b>	JхР	0
0.0%	0.0%	0.0%	33.0%	10.0%	50.0%	0.0%	0.0%	0.0%	100.0%	0.0%	16.5%	0.0%	0.0%	%	2020	YYYY	- To	Goals	Persons wit			<b>←</b>	j	P
5.5%	5.3%	6.3%	4.8%	5.6%	7.0%	3.8%	0.0%	3.4%	7.8%	0.0%	4.6%	0.0%	0.0%	%		Availability			Persons with Disabilities			<b>←</b>	From Workforce Analysis	Q
-2	_					0	0	0		0	0	0	-1	#		Present Gap			S			<b>←</b>	From (K - M + Workforce O) - ((C + Analysis F) x Q)	R
-2	0	_	2	0	0	0	0	0	0	0	0	0	0	#		Gan						<b>←</b>	(K - M + O) - ((C + F) x Q)	S
	7	25	٠		-	٠	#DI	٠		#DI	٠	#DI		%	٠	Representation	ı					<b>←</b>	K÷C	Т
3.8%	7.7%	25.0%	).0%	0.0%	0.0%	0.0%	#DIV/0!	0.0%	0.0%	#DIV/0!	0.0%	#DIV/0!	0.0%				7						(K - M	
3.8%	6.7%	25.0%	20.0%	5.3%	7.7%	0.0%	#DIV/0!	0.0%	7.7%	#DIV/0!	7.1%	#DIV/0!	0.0%	%	Years	Representation in 3	Projected					<b>←</b>	(K - M + O) + (C + F)	U

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

Total	14 Othe	13 Othe	12 Semi	11 Inter.	10 Cleri	09 Skille	08 Skille	07 Adm	06 Supe	05 Supe	04 Semi	03 Professionals	01/02 Managers	Group (Esseu)	Campioyine		
	14 Other Manual Workers	13 Other Sales & Service	Semi-Skilled Manual	11 Intermediate Sales & Service	Clerical Personnel	Skilled Crafts & Trades	Skilled Sales & Service	Administrative & Sr Clerical	Supervisors: Crafts & Trades	Supervisors	04   Semi-Professionals & Tech	essionals	agers	oo)	Employment Equity Occupational		
	S.			Service		es	č	lerical	Trades		Tech				IRIOIR	_	
															Short-term Goals	Pe	
0.0	0%	0%	33%	10%	50%	0%	0%	0%	100%	0%	17%	0%	0%	%		Persons with Disabilities	
															Long-term Goals	Disabilities	
0.0	5%	6%	5%	6%	7%	4%	0%	3%	8%	0%	5%	0%	0%	9%	rm Goals		
	-		-	-	-	-	-	-	-	-	-	-	-	-			
																	T
																	able 14:
																	Table 14: Persons with
															Con		Disabilities
															Comments		

# Federal Contractors Program Achievement Report Part 3: Goals Sprung Instant Structures Ltd. 2018-01-31

									Data for	Subseque	nt/Curre	nt Goals							
A B	C	D	E	F	G	Н	I	J	K	L	M	N	0	P	Q	R	S	Т	U
Data sources:	From Workforce Analysis	From Workforce Analysis <sup>†</sup>	Data Entry	CxEx3	From Flow Data Analysis & Workforce Analysis <sup>‡</sup>	Data Entry	СхНх3	F + I	From Workforce Analysis	Equivalent to H	KxLx3	(F x Q) - R + M	JхР	Data Entry	From Workforce Analysis	From Workforce Analysis	(K - M + O) - ((C + F) x Q)	K ÷ C	(K - M + O) ÷ (C + F)
	<b>.</b>	,	<b>1</b>	,	,	1	,	↓	<u> </u>	<u> </u>	<u> </u>	<b>1</b>	<b>.</b>	↓	<b>.</b>	<u> </u>	<u> </u>	↓	<u> </u>
								-	<u> Fable 15: N</u>				'S						
									Subsequ	ent/Current	Short-tern	n Goals							
				All En	ployees										isible Minori	ities			
	Number	Grov	wth (New Posit	ions)	Turnover (Rej		f Terminated		Number	Turnover (Re	enlacement of	Hires		r Goals					
<b>Employment Equity Occupational</b>						Employees)		Anticipated			Employees)	Required		n - To	Present		Projected	Present	Projected
Group (EEOG)	YYYY-MM-DD	Actual	Proj	ected I	Actual	Pro	jected T	Hires Over 3 Years	YYYY-MM-DD			Over 3	YYYY	· YYYY	Availability	Present Gap	Gap	Representation	Representation in 3 Years
	2017-12-31	Annually	Annually	Over 3 Years	Annually	Annually	Over 3 Years		2017-12-31	Annually	Over 3 Years	Years	2017	2020					
	Ħ	%	%	#	%	%	#	#	H	%	#	#	#	%	%	#	H	%	%
01 Senior Managers	. 6	0.0%	15.0%	3	0.0%	0.0%	, 0	3	0	0.0%	0	1	1	16.7%	10.1%	-1	0	0.0%	11.1%
02 Middle & Other Managers	11	3.2%	14.0%	5	9.5%	9.0%	3	8	0	9.0%	0	2	3	40.0%	15.0%	-2	1	0.0%	18.8%
03 Professionals	0	0.0%	0.0%	0	0.0%	0.0%	0	C	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
04 Semi-Professionals & Tech	9	0.0%	18.0%	5	0.0%	0.0%	0	5	0	0.0%	0	3	5	100.0%	24.8%	-2	2	0.0%	35.7%
05 Supervisors	0	0.0%	0.0%	0	0.0%	0.0%	0	C	0	0.0%	0	0	0	0.0%	0.0%	0	0	#DIV/0!	#DIV/0!
06 Supervisors: Crafts & Trades	12		4.0%	1	0.0%	0.0%	0	1	7	0.0%	0	-6	0	0.0%	10.0%	6	6	58.3%	53.8%
07 Administrative & Sr Clerical	3	-9.1%	18.0%	2	28.6%	0.0%	0	2	0	0.0%	0	0	0	0.0%	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	#DIV/0!	#DIV/0!
09 Skilled Crafts & Trades	2	-12.6%	0.0%	0	0.0%	0.0%	0	0	2	0.0%	0	-2	0	0.0%	12.8%	2	2	100.0%	100.0%
10 Clerical Personnel	11	-7.7%	5.0%	2	8.0%	0.0%	0	2	1	0.0%	0	0	0	0.0%	4.2%		0	9.1%	7.7%
11 Intermediate Sales & Service 12 Semi-Skilled Manual	12	4.0%	38.0% 8.0%	10	11.8% 8.7%	14.0% 0.0%		14	1 1	14.0% 0.0%	1 0	0	"	0.0% 33.0%	6.7% 4.3%			11.1% 0.0%	5.3% 6.7%
12 Semi-Skilled Manual 13 Other Sales & Service	12	26.0%	0.0%	3	0.0%	0.0%		3	] ,	0.0%		1 0	1 0	0.0%	10.0%	-1	"	0.0%	0.0%
14 Other Manual Workers	26		5.0%	1 4	10.7%	5.0%		8	12	5.0%		-Ω	"	0.0%	5.9%	10	0	46.2%	33.3%
Total	105	-1.2%	0.0%	0	7.5%	0.0%	0	0	23		0	-13	0	0.0%	9.1%	13	13		21.9%
	100	1.270	1	<u> </u>			<u> </u>			1 0.070	<u> </u>	1.0	<u> </u>		2.170	1 10	1	=1.270	

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

Workforce Analysis) · 2) X	100.				
					Table 16: Members of Visible Minorities
Employment Equity Occupations	, Memb	bers of Visible	Minoriti	ies	
Group (EEOG)	Short-tern	n Goals	Long-teri	m Goals	Comments
-		%		%	
01 Senior Managers		17%		10%	
02 Middle & Other Managers		40%		15%	
03 Professionals		0%		0%	
04 Semi-Professionals & Tech		100%		25%	
05 Supervisors		0%		0%	
06 Supervisors: Crafts & Trade	s	0%		10%	
07 Administrative & Sr Clerica		0%		3%	
08 Skilled Sales & Service		0%		0%	
09 Skilled Crafts & Trades		0%		13%	
10 Clerical Personnel		0%		4%	
11 Intermediate Sales & Service	e	0%		7%	
12 Semi-Skilled Manual		33%		4%	
13 Other Sales & Service		0%		10%	
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Total	2017	-1	0			0.0	0.0		1	0.0	0.0	0.0											
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06 Supervisors: Crafts & Trades	_	05 Supervisors	04 Technicians		03 Professionals		01 & Managers		(EEOO)	Occupational Group	Employment Equity			Data sources:	11 dues	06 Supervisors: Crafts &		05 Supervisors	Technicians	OA Semi-Professionals &	03 Professionals	02	& Managers	2		(FFOC)	Employment Equity			Data sources:	A B				
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	Workers	2017	26	2	7.7	5.3	1	1	145.1	3	0	0.0	0	0	0	(	0.0	0	0	3	0	0.0	0	0
Total		2016	109	4	3.7	<del></del>	6	-2																
		2017	105	4	3.8	5.5	6	-2	69.3	7	0	0.0	0	0	0	(	0.0	0	0	8	0	0.0	0	0
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			New	Entran	ts				G	oals														
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Occu (EEC	pational Group DG)	.ca.	All Employees	Disabil	ities	Cool Per	cent of	Disabilities Goal	Percent of	Goal	Persons with Percent of	Disabilities Goal	Percent of					(	Commen	ts				
		#	#	# ::	%	Go	al Met	%	Goal Met	Gon	Goal Met	- Guar	Goal Met											
13	Other Sales & Service	2017	0	0	0.0	0	0.0	0.0	0.0	0		0.0												
P	Personnel	2020	0	0	0.0			0.0	0.0			0.1	0.0											
	Other Manual Workers	2017 2020	0	0	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											
		2020	-1	0	0.0	2	0.0	0.0	0.0	2	0.0	0.1												
Total		2020	-1	0	0.0			0.0	0.0			0.0	0.0											

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08 Skilled Sales & Service Personnel	2016 2017	0	0	0.0	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 &	2016	3	3		12.8		3	781.3				-											
Trades Workers	2017	2	2		12.8		2	781.3	0	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
10 Clerical Personnel	2016	14 11	0	9.1	4.2 4.2		-l 1	0.0 216.5	0	0	0.0	0	0		0	0.0	0	0	1	0	0.0	0	
Intermediate Sales & Service Personnel	2016	8	1	12.5	6.7		0	186.6	1			0	0	0			0	0	1			0	0
12 Semi-Skilled Manual	2017	9	1 1		6.7 4.3	0	1	165.8 211.4	1	0		0	0	0	0		0	0	1	0		0	0
Workers	2017	12	0	0.0	4.3	1	-1	0.0	1	0	0.0	0	0	0	0	0.0	0	0	1	1	100.0	0	1
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÷Ix 100	Part 3: Goals	100	Part 3: Goals	F ÷ M x 100											
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Employment Equity Occupational Group	Year		Visible M	inorities		Visible N		3		Visible M							(	ommen	ts				
(EEOG)		All Employees	Acti	ual	Goal	Percent of	Goal	Percent of	Goal	Percent of	Goal	Percent of						ommen					
	#	#	# :	%	#	Goal Met	%	Goal Met	#	Goal Met	%	Goal Met											
07 Administrative &	2017	-1	0		0	0.0	0.0	0.0	0		0.0	0.0											
Semor Clerical	2020	-1	0	0.0			0.0	0.0			0.0	0.0											
08 Skilled Sales & Service Personnel	2017	0	0		0	0.0	0.0	0.0	0	0.0	0.0												
Shillad Crofts &	2020	0	0		0	0.0	0.0		0	0.0	0.0												
09 Trades Workers	2020	0	0				0.0	0.0			0.1	0.0											
10 Clerical Personnel	2017	-1 -1	0	0.0	1	0.0	0.0	0.0	0	0.0	0.0	0.0											
11 Intermediate Sales & Service Personnel	2017 2020	0	0		0	0.0	0.0	0.0	0	0.0	0.0 0.1	0.0											
12 Semi-Skilled Manual Workers	2017	0	-1 -1	0.0	0	0.0	0.0	0.0	0	0.0	0.0	0.0											

	Federal Contractors Program Achievement Report																							
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(EEOG)	<b>'</b>	E	All mployees	Represe	ntation	Visible A	Amorities ability	Gap	EE Result	All Employees	Ac	Visible	Minorities Expected	Difference	All Employees	Act		Minorities Expected	Difference	All Employees	Actua		Minorities Expected	Difference
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Other Manual	20	_	30	0 10	33.3			8	0.0 565.0	C	0	0.0	0	0	0	0	0.0	0	0	0	0	0.0	0	0
Workers	20	_	26	12	46.2	5.9	2	10	782.3	3	3 1	33.3	0	1	0	0	0.0	0	0	3	1	33.3	1	0
Total	20	_	109 105	23 23	21.1	8.8 9.1		13	239.8 240.7	7	, 1	14.3	1	0		0	0.0	0	0	8	2	25.0	2	
	120		103	25	21.7	7.1	10	13	210.7			11.5			·1 ·		0.0	ı v			-:	23.0		
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13 Other Sales & Ser Personnel		_	0	0			0.0	0.0	0.0	C	0.0	0.0												
Other Manual	20:	_	0	0	0.0	0.0000000000000000000000000000000000000	0.0	0.0	0.0	С	0.0	0.1	0.0											
Workers Wantan	20:	20	0	0	0.0			0.0	0.0			0.1	0.0											
Total	20	_	-1 -1	-1 -1	100.0		-25.0	0.0	0.0	0.100000.100000.10000.10000.100	-50.0	0.0												

# Federal Contractors Program Achievement Report Part 8: Reasonable Efforts Sprung Instant Structures Ltd. 2018-01-31

# **Efforts**

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

Rea	uired	measi	ures:
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requi	Tea measures.
<b>✓</b>	Ensured new employees were given the opportunity to self-identify and adjusted survey results accordingly.
<b>✓</b>	Provided a self-identification questionnaire to employees who wished to change information previously submitted and to those who requested it, and adjusted survey results accordingly.
<b>V</b>	Adjusted survey results to reflect hires, promotions and terminations.
<b>✓</b>	Updated the workforce analysis to reflect new hires, promotions and terminations; any changes employees made to their self-identification questionnaires; and any revisions made to the availability estimates.
<b>✓</b>	Adjusted the availability estimates to reflect major changes in the workforce (e.g., changes in geographic recruitment areas, addition of new occupational groups or changes in the composition of occupational groups).
✓	Updated the availability estimates to incorporate new Census data as it is made available for employment equity purposes.
<b>√</b>	Ensured that any new gaps identified are addressed accordingly.
<b>√</b>	Maintained appropriate records in all required areas.
Other	measures:
<b>V</b>	Reviewed employment systems, policies and practices to ensure that they do not result in barriers to employment of designated group members, monitored their implementation and adjusted as appropriate.
<b>√</b>	Have an accommodation policy and/or procedures which was communicated to all staff and ensured accommodation takes place.
<b>√</b>	Ensured ongoing senior-level support for employment equity and its implementation.
<b>√</b>	Established accountability mechanisms to ensure that the short-term goals would be met.
<b>√</b>	Communicated the goals to relevant managers as well as monitored and recorded the results.
<b>√</b>	Devoted adequate resources (financial and human) to ensure that the short-term goals would be met.

	Consulted employee/union representatives on communication and implementation of employment 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.
<b>√</b>	Put in place a strategy to ensure a barrier-free workplace.
<b>√</b>	Undertook initiatives to increase representation where gaps in representation were found.
✓	Did all that might reasonably be expected to increase representation, taking into account resources and constraints.
	Other (please describe):
Oper	rational Context
<b>✓</b>	Impact of economic and industrial conditions on the organization.
	The current economic standings have created extensive barriers to the achievement of previous goals. There was no development of new positions and a few positions were eliminated following employees leaving the company.
	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.					
Addi	tional Details					
Please 1	provide any additional information (optional):					

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

**Employer Name:** Sprung Instant Structures

Primary Location: Aldersyde, Alberta

**Number of Employees: 105** 

Alberta 105

# **Organization Overview:**

NAICS # 3322 (Cutlery and handtool manufacturing)

Sprung Instant Structures Ltd. designs and manufactures fabric buildings and structures for customers worldwide. It offers engineered stressed membrane structures; building components, aluminum substructures, performance architectural membranes, and insulation products. The company offers its products for use in applications, such as military installations, educational institutions, arenas, aircraft hangars, oil and gas explorations, and disaster recovery operations. It serves market sectors, such as industrial, which include construction, warehousing, environmental, oil and gas, mining, power/energy, and manufacturing; commercial, which include automotive, office, retail, and film and community such as churches, education, and homeless shelters.

### **Key Dates – First Year Assessment**

Initiated: 2015-02-09

Not able to locate the date received in the Received:

system

Closed: 2016-04-08 2016-03-11 Workforce

Analysis:

# **Key Dates – Subsequent Assessment**

Initiated: 2018-01-08 Received: 2018-10-23 Workforce 2018-01-18

**Analysis:** 

## **DATA VERIFICATION**

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

#### Comments:

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

		$\overline{}$	
IXI	Yes		Nο

#### Comments:

- The period reported on the Achievement report is 2016-03-11 to 2018-01-18.
- The data from the current workforce analysis included in the Achievement table is consistent with that found in Forms 1 to 6 from WEIMS.

#### **ASSESSMENT OF REASONABLE PROGRESS**

In the previous assessment many gaps were found in different EEOG's in each designated group. In the previous assessment some short and long-term goals were set in numerical format while the goals for others were not set.

#### Women

01	Senior Managers	Goal not met (achieved 0.0%)
02	Middle & Other Managers	Goal met (achieved 100.0%)
07	Administrative & Senior Clerical Personnel	Goal not met (achieved 0.0%)
11	Intermediate Sales & Service Personnel	Goal not met (achieved 0.0%)
14	Other Manual Workers	Goal not met (achieved 0.0%)

## Assessment/Observations

- EEOG 01 There was no new entrant in this EEOG from this designated group. The market availability is 27.4%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 02 Out of 2 new entrants, 1 was from this designated group. The market availability is 38.9%. The company had set a goal of hiring / promoting 1 individual and they indeed hire / promoted 1 individual and thus achieved 100.0% the goal set.
- EEOG 07 There was no new entrant in this EEOG from this designated group. The market availability is 87.0%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 11 There was 1 new entrant in this EEOG but was not from this designated group. The market availability is 74.2%. The company had set a goal of hiring / promoting 2 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 14 Out of 3 new entrants, none was from this designated group. The market availability is 18.9%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.

# **Aboriginal Peoples**

10.	Clerical Personnel	Goal not met (achieved 0.0%)
12.	Semi-Skilled Manual Workers	Goal not met (achieved 0.0%)
14.	Other Manual Workers	Goal not met (achieved 0.0%)

# Assessment/Observations

- EEOG 10 There was no new entrant in this EEOG from this designated group. The market availability is 8.1%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 12 There was 1 new entrant in this EEOG but was not from this designated group. The market availability is 8.5%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 14 There was 3 new entrants in this EEOG but was not from this designated group. The market availability is 74.2%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.

#### Person with Disabilities

6.	Supervisors: Crafts & Trades	Goal not set
10.	Clerical Personnel	Goal not met (achieved 0.0%)
12.	Semi-Skilled Manual Workers	Goal not met (achieved 0.0%)

#### Assessment/Observations

- EEOG 6 There was no new entrant in this EEOG from this designated group. The market availability is 7.8%. Reasonable progress could not be measured since no goal was set in the previous assessment.
- EEOG 10 There was no new entrant in this EEOG from this designated group. The market availability is 7.0%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 12 There was 1 new entrant in this EEOG, but that was not from this designated group. The market availability is 4.8%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.

# **Members of Visible Minorities**

01	Senior Managers	Goal not met (achieved 0.0%)
02	Middle & Other Managers	Goal not met (achieved 0.0%)
04	Semi-Professionals & Technicians	Goal not met (achieved 0.0%)

10	Clerical Personnel	Goal not met (achieved 0.0%)
10.	Cierical Personner	Goal not met (acmeved 0.0%)

# Assessment/Observations

- EEOG 01 There was no new entrant in this EEOG from this designated group. The market availability is 10.1%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 02 There was one new entrant in this EEOG but not from this designated group. The market availability is 15.0%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 04 There was no new entrant in this EEOG from this designated group. The market availability is 24.8%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.
- EEOG 10 There was no new entrant in this EEOG from this designated group. The market availability is 4.2%. The company had set a goal of hiring / promoting 1 individual while they hired / promoted none and thus did not achieve the goal set.

#### ASSESSMENT OF REASONABLE EFFORTS

- An assessment of reasonable efforts is not required given that all goals have been met at 80% or above.
  - This assessment covers the data from 2016-03-11 to 2018-01-18. During their initial assessment, the organization had set 14 short and long term goals, 1 was achieved above 80%, while no goals was set for 1.
  - The current economic standings have created extensive barriers to the achievement of previous goals. There was no development of new positions and a few positions were eliminated following employees leaving the company.

#### **ASSESSMENT OF GOALS**

- All short and long-term goals are set in percentage format.
- All short-term goals are set as per the labour market availability.

#### Women

	Workforce Analysis Results		Goals			
			Short- term	Long- term		
Employment Equity Occupation	ployment Equity Occupational Group	Present		(3	Representation	LMA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%

01	Senior Managers	-2	27.4	27.4	0.0	27.4
02	Middle & Other Managers	-3	38.9	38.9	9.1	38.9
04	Semi-Professionals & Technicians	0	33.2	33.2	33.3	33.2
07	Administrative & Senior Clerical					
07	Personnel	-1	NR	NR	66.7	89.0
11	Intermediate Sales & Service					
11	Personnel	-6	50.0	50.0	11.1	74.2
14	Other Manual Workers	-3	18.9	18.9	7.7	18.9

# Observations:

- EEOG 04 has no gap at the present but the company wants to include the goal to try and meet the current availability rate.
- Even though the gap is -1 for EEOG 07, the present representation in EEOG 07 is 66.7% and therefore, no goal is required to be set.
- Although availability is higher in EEOG 11, the short and long-term goal was set at 50.0% in order to avoid segregation and maintain the gender equality in the workforce.
- Besides these instances, all short and long-term goals have been set at market availability.

# **Aboriginal Peoples**

	Workforce Analysis Results		Goals			
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group			(3	Representation	LIVIA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
10	Clerical Personnel	-1	8.1	8.1	0.0	8.1
12	Semi-Skilled Manual Workers	-1	8.5	8.5	0.0	8.5
14	Other Manual Workers	-1	12.8	12.8	7.7	12.8

## Observations:

All short and long-term goals have been set at market availability.

# **Person with Disabilities**

Workforce Analysis Results			Goals			
			Short- term	Long- term	Representation	LMA
Emp	Employment Equity Occupational Group			(3		
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01/ 02	Managers	-1	3.0	3.0	0.0	3.0
06	Supervisors: Crafts & Trades	-1	7.8	7.8	0.0	7.8
10	Clerical Personnel	-1	7.0	7.0	0.0	7.0
11	Intermediate Sales & Service Personnel	-1	5.6	5.6	0.0	5.6
12	Semi-Skilled Manual Workers	-1	4.8	4.8	0.0	4.8

Observations:

All short and long-term goals have been set at market availability.

# **Members of Visible Minorities**

Workforce Analysis Results			Goals			
Employment Equity Occupational Group			Short- term	Long- term	Representation	1040
		Present		(3		LMA
	(EEOG)	Gap	(1 to 3	years		
			years)	or		
				more)		
#	Description	#	# or %	# or %	%	%
01	Senior Managers	-1	10.1	10.1	0.0	10.1
02	Middle & Other Managers	-2	15.0	15.0	0.0	15.0
04	Semi-Professionals & Technicians	-2	24.8	24.8	0.0	24.8
12	Semi-Skilled Manual Workers	-1	4.3	4.3	0.0	4.3

Observations:

All short and long-term goals have been set at market availability.

# **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:
<ul> <li>Given that Sprung Instant Structures Ltd. has few gaps in designated groups overall, it may be beneficial for this organization to develop relationships with colleges, universities or other professional associations to identify and hire qualified students or professionals that are part of these designated groups.</li> </ul>
Name of Analyst: Neena Sharan
Date: December 13, 2018

From: Sharan, Neena N [NC] On Behalf Of EE-EME

Sent: December 19, 2018 9:31 AM

**To:** 'Jody Waddle' <Payroll@sprung.com>; 'clark.olson@sprung.com' <clark.olson@sprung.com>; 'george.vanloon@sprung.com>

**Subject:** Government of Canada Agreement Number: 090224 – Notification of Compliance with the Federal Contractors Program

Cette information est également disponible en français sur demande.

Dear Clark Olson:

I am writing to inform you that the subsequent compliance assessment initiated on January 08, 2019 has been completed. As a result of the assessment, Sprung Instant Structures Ltd. has been found to be in compliance with the requirements of the <u>Federal Contractors Program</u> (FCP) under the <u>Employment</u> 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 the Sprung Instant Structures Ltd. employment equity program.

Given that Sprung Instant Structures Ltd. has few gaps in designated groups overall, it may be
beneficial for this organization to develop relationships with colleges, universities or other
professional associations to identify and hire qualified students or professionals that are part of
these designated groups.

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 January 08, 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, Sprung Instant Structures 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 underrepresented; and
- the establishment of accountability mechanisms supported by senior management to ensure that goals are met.

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

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

Your cooperation during the course of this compliance assessment was appreciated and we wish Sprung Instant Structures 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!